

FOUNDATION 'S CODE OF CONDUCT

1. INTRODUCTION

The Fundación Valenciana Premios Rei Jaume I, from now onwards the "Foundation", is a private, non-profit, general interest entity of indefinite duration, whose main purpose is to channel the work and concerns that Dr. Santiago Grisolia García left as a legacy in the fields of the promotion of science, business, and entrepreneurship.

The purpose of this Code of Conduct (from now onwards the "Code") is to determine the principles of action that should guide the actions, decisions and conduct of the members of the Foundation in fulfilling their commitment to the institution.

1.1. Subjective scope.

Subject to this Code are all persons who participate directly in the development of the Foundation's activities and in the fulfilment of the Foundation's aims (onwards "Foundation members"), in particular:

- The i) Board of Trustees, ii) the protective members, iii) the emeritus trustees, and iv) the friends of the Foundation.
- The Foundation team: staff and collaborators (regardless of their organizational level and contractual modality).
- The distinguished members serving in the committees' juries of the Foundation.
- Other persons or organizations directly related to the Foundation, especially suppliers.

The Board of Trustees and Management of the Foundation will allocate the necessary resources to disseminate the Code and enforce its compliance.

1.2. Obligations under this Code.

The Foundation has established a management and compliance control model derived from this Code, the purpose of which is to identify, prevent and manage risks of this nature, as well as to minimize possible impacts derived from potential non-compliance.

The starting point of the model is compliance with the rules applicable to its activity and purposes. They are therefore considered obligations for all those subject to the Code:

- To know and apply legal regulations and ensure compliance with them in all the Foundation's activities.
- Know, understand, and comply with the Code of Conduct.
- Report any possible non-compliance, suspicions, or concerns.
- Abide by the consequences of non-compliance.
- Adhere to the Code, expressly confirming the above.

- Inform other stakeholders with whom the Foundation has a relationship of this Code and request them to comply with it by means of an adherence agreement.

2. GENERAL PRINCIPLES AND VALUES OF THE CODE OF CONDUCT.

The following are of particular importance as principles of action and conduct, which are transversal and which must guide the behavior of the persons defined in the subjective scope of this Code, among others:

- Compliance with the regulations and legislation in force: Acting in accordance with this Code and in compliance with the general provisions and internal regulations applicable to their activity.
- Exemplary conduct: To ensure the prestige of the Foundation, acting in a professional, responsible, and ethical manner, protecting its reputation.
- Act with objectivity and independence: Decisions will be taken with absolute independence and without interference from interests unrelated to those of the Foundation. In this regard, the Foundation must be informed of any conflict of interest that may exist.
- Respect for people: To always promote, and at all professional levels, relationships based on respect for human dignity, participation, equity, justice, and reciprocal collaboration.
- Social responsibility: Understood as social commitment in the development of its activities and for the benefit of all its stakeholders.
- Care of information: Avoid using and disclosing information of the Foundation that is not public and that has been obtained because of its relationship with the Foundation.
- Report irregularities: Bring to the Foundation's attention, using the channel established by the Foundation, any irregularities, or breaches of the Code of which they become aware.
- Act with institutional sense and loyalty: Act in accordance with the aims and nature of the Foundation and the universal values that it represents and promotes.

3. GENERAL FRAMEWORK OF CONDUCT.

3.1. DEVELOPMENT OF THE FOUNDATIONAL ACTIVITY.

3.1.1.- Professional conduct.

The members of the Foundation must be familiar with the laws and regulations that the institution has adopted and that affect their responsibilities, carrying out their activities with transparency, diligence, and care. They must avoid conduct, both public and private, that could damage the reputation of the Foundation or call into question its values or interests.

3.1.2. Conflict of interest.

The members of the Foundation shall avoid situations that could lead to a conflict between their personal interests and those of the Foundation. They shall avoid using their relationship with the Foundation for personal benefit. Conflicts of interest arise in situations where personal interests, directly or indirectly, are contrary to those of the Foundation.

In the event of a conflict of interest, or if there is any doubt about it, the Foundation must be informed.

Anyone working for the Foundation must formally request authorization to carry out activities other than their work for the Foundation.

3.1.3. Relations with third parties.

The members of the Foundation shall not offer or accept gifts or hospitality with respect to third parties that may affect impartiality, influence decisions or compromise, de facto or in appearance, objectivity, and professional independence.

The Foundation expresses its firm commitment and zero tolerance to any form of corruption, and the standards of action are set out in the Anti-Corruption Policy.

3.1.4. Relations with beneficiaries

Relations between the Foundation and its beneficiaries are governed by the principles of honesty and transparency.

3.1.5.- Use of Foundation goods and services.

The members of the Foundation must use the resources of the institution responsibly, appropriately and with the appropriate authorizations. They must protect and preserve them from inappropriate uses that could be detrimental to the interests of the Foundation.

Computer equipment and systems must be used for the Foundation's own purposes. The Foundation's technological resources must not be used to store or distribute inappropriate material or to visit Internet sites that host inappropriate material. Nor may they be used to carry out any activity that infringes the intellectual or industrial property rights of third parties.

3.1.6. Respect for the environment.

In carrying out its activities, the Foundation adopts a responsible attitude that promotes sustainable development, ensuring environmental protection, complying with the applicable regulations, and minimizing the impact of its activities.

3.2. WORKING PRACTICES

The Foundation fosters a respectful working environment to achieve an inclusive working environment, determined by compliance with the rules and values of respect and professionalism.

3.2.1. Working practices.

Respect and trust must prevail in the relationship between members of the Foundation, as well as with third parties, ensuring a pleasant, healthy and safe working environment. The Foundation respects labor rights and is committed to promoting work-life balance and digital disconnection.

Conduct contrary to diversity and discrimination on the grounds of, among others, age, race, color, sex, religion, political opinion, nationality, sexual orientation, social origin or disability is not accepted.

3.2.2. Protection of health, safety and the environment.

The Foundation shall endeavor to guarantee the safety of people and the environment, complying with the applicable regulations and following the established procedures, both in the Foundation's facilities and in relation to the activities it carries out. All necessary preventive measures shall also be adopted and the instructions and emergency plans established in this respect shall be followed.

3.2.3. Protection of assets

In its actions and in the development of its activities and aims, the Foundation shall protect its own assets and those of third parties.

3.3. USE AND DISCLOSURE OF INFORMATION

3.3.1. Confidentiality.

The members of the Foundation shall treat the information to which they have access in a confidential and reserved manner, refraining from using for their own benefit and from communicating in any way, any data, information or document obtained during the exercise of their activity in the Foundation.

The obligation of confidentiality shall remain in force after the end of their activity in the Foundation.

3.3.2. Reliability of information.

The Foundation ensures that the information related to its management or activity is valid, reliable, complete, and coherent.

All members working with information that the Foundation subsequently transmits to its various stakeholders must ensure that it is rigorous and reliable.

3.3.3. Processing of personal data

The Foundation guarantees the confidentiality of the personal data of its members, beneficiaries, suppliers and any other third party, undertaking not to disclose the same, except with the consent of the aforementioned, in the event of legal obligation or in compliance with judicial or administrative resolutions.

The collection, use and processing of personal data is carried out in such a way as to guarantee the right to privacy, complying with the legislation on the protection of personal data insofar as applicable.

3.3.4. Transparency.

The Foundation carries out transparent management, beyond the legal or regulatory requirements established in this area, to create relationships of trust and as a way of communicating its work to society, in response to voluntary standards and best practices in this area.

3.3.5. Intellectual and industrial property.

The Foundation protects both its intellectual and industrial property and that of others in the Foundation's possession, whether in the public domain or otherwise. Therefore, the latter undertakes to use and gather fair information, respecting the industrial and intellectual property rights of third parties.

4. MANAGEMENT OF THE CODE OF CONDUCT AND BASIC COMPLIANCE STRUCTURE

The Foundation undertakes to ensure proper dissemination and compliance with the Code, as well as to promote good practices and to prevent, detect and eradicate irregularities.

4.1. Dissemination and adherence.

The Foundation will communicate and disseminate this Code among its members.

The Foundation may request formal adherence to this Code from its stakeholders. Any person is entitled to report any breach or violation of the conduct contained in this document.

4.2. Non-compliance.

Non-compliance with the provisions of the Code will be assessed in accordance with internal procedures and relevant legal regulations. Upon identification of non-compliance, preventive and/or disciplinary measures will be determined by the relevant body as set out in the relevant agreements or applicable labor legislation and if it is considered to be contrary to the principles of contractual good faith.

5.- VALIDITY.

The Code of Conduct shall enter into force on the day of its approval by the Board of Trustees and shall remain in force until it is repealed or updated.

It shall be reviewed and updated every four years and, where appropriate, the necessary policies, processes and controls shall be reviewed, updated or implemented.