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governance structure



By making a commitment to be a more responsible, ethical and human company, Altri aims to have a positive impact on the world and contribute to sustainable development, which consequently influences the way its teams work, how they are structured and their relationships with stakeholders.

The governance structure and good governance practices are the foundation for the development of organisations. The governance structure of Altri consists of the following bodies, responsible for the strategic and holistic management of the organisation.



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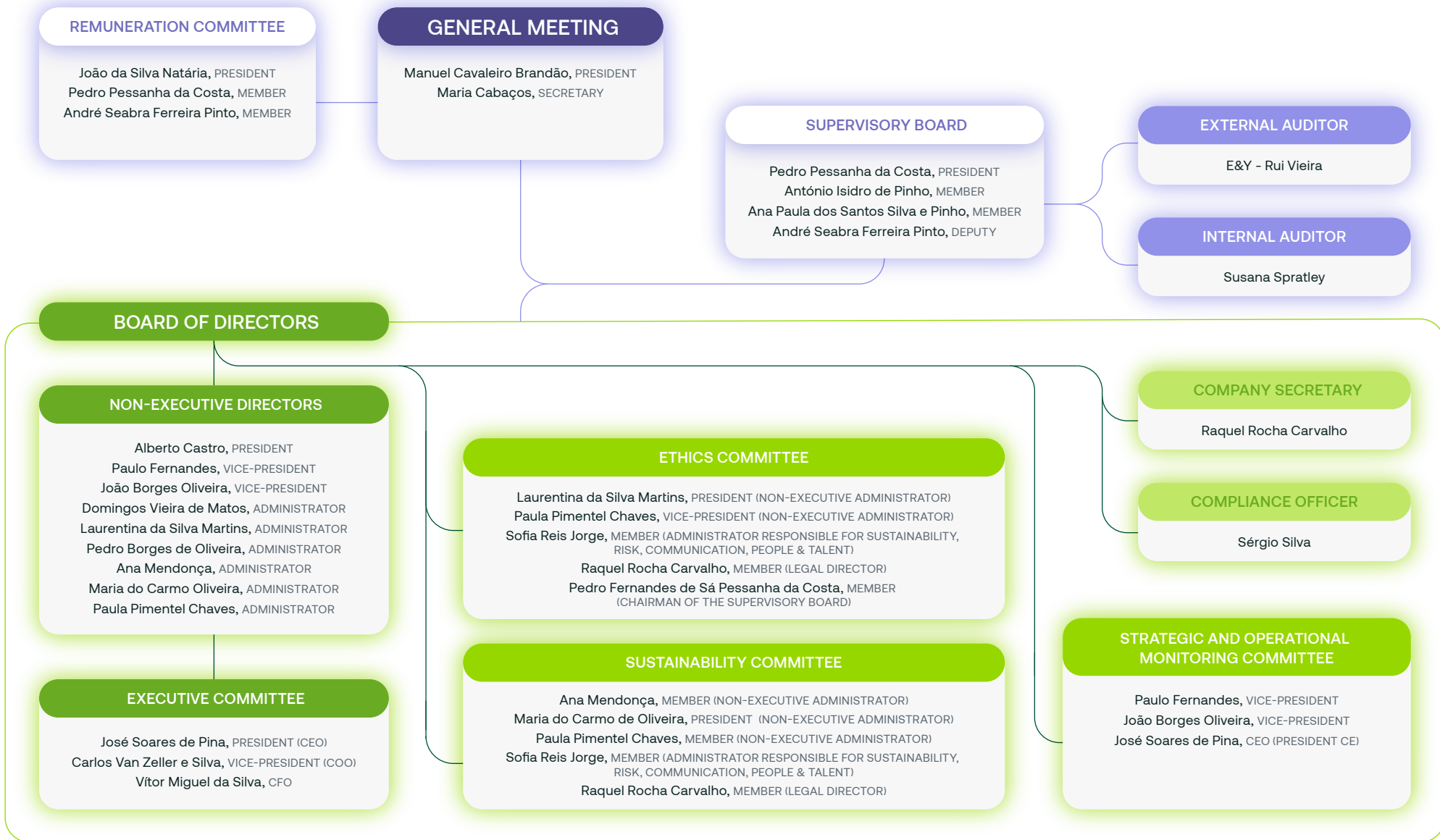
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The Board of Directors is supported by four committees: The Executive Committee, the Operating Strategy and Monitoring Committee, the Ethics Committee and the Sustainability Committee. Each committee is responsible for:



Executive Committee



Competencies

- Current Management of Altri
- Provide information regarding the management of the Company
- Ensure the implementation of decisions and policies decided by the Board of Directors.



Strategic and Operational Monitoring Committee



Competencies

- Support the Board of Directors in the monitoring and performance of the Executive Board
- Assist the Board of Directors in the evaluation process of the members of the Executive Board
- Support the Board of Directors and Executive Board in matters of assessment and evaluation of the corporate government



Ethics Committee



Competencies

- Monitor compliance of the Code of Ethics, other codes adopted by Altri and the regulations that supplement them
- Oversee the proper interpretation and system implementation of Altri's Compliance
- Receive complaints about alleged violations of Altri's norms and regulations



Sustainability Committee



Competencies

- Propose to the Board of Directors new objectives and sustainability goals
- Monitor the performance of the defined objectives
- Review and monitor the investments necessary for its upkeep



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“Our concern and effort are clear – to contribute to sustainable development and to base the strategic priorities on objectives of continuous improvement, innovation and sustainability.”

Maria do Carmo Oliveira

President of the Sustainability Committee, Altri's Non-Executive Director

Sustainability

Sustainability at Altri takes into account environmental, social and governance aspects in all operations. To this end, the Board of Directors delegates to the Executive Board the responsibility to ensure the management of sustainability and climate change, with the support of the Sustainability Committee and the Sustainability Directorate.

The Sustainability Committee, established in 2022, is the highest hierarchical body in the Group's sustainability management, its main objective is to support the Board of Directors in defining and monitoring the sustainability strategy, in line with the [🎯 'Commitment 2030'](#), integrating the theme of climate change. This committee meets on a quarterly basis and informs the Board of Directors of the issues approached.

In 2022, Altri created the Sustainability Working Group (SWG), whose mission is to raise and fill the needs identified, at the corporate level, from all directorates in terms of strategy and operationalisation of sustainability-related topics.

In this way, the Sustainability Committee has the support of the Sustainability Working Group, and a Director who leads the area of sustainability and coordinates the management of daily and operational work, in alignment with other relevant areas of the Group with direct responsibility in the implementation and daily management of the topics of sustainability and climate change.

This concern with the impact of Altri is rooted not only in its Board of Directors and Sustainability Committee, but also in the remaining Committees, teams and employees of Altri.



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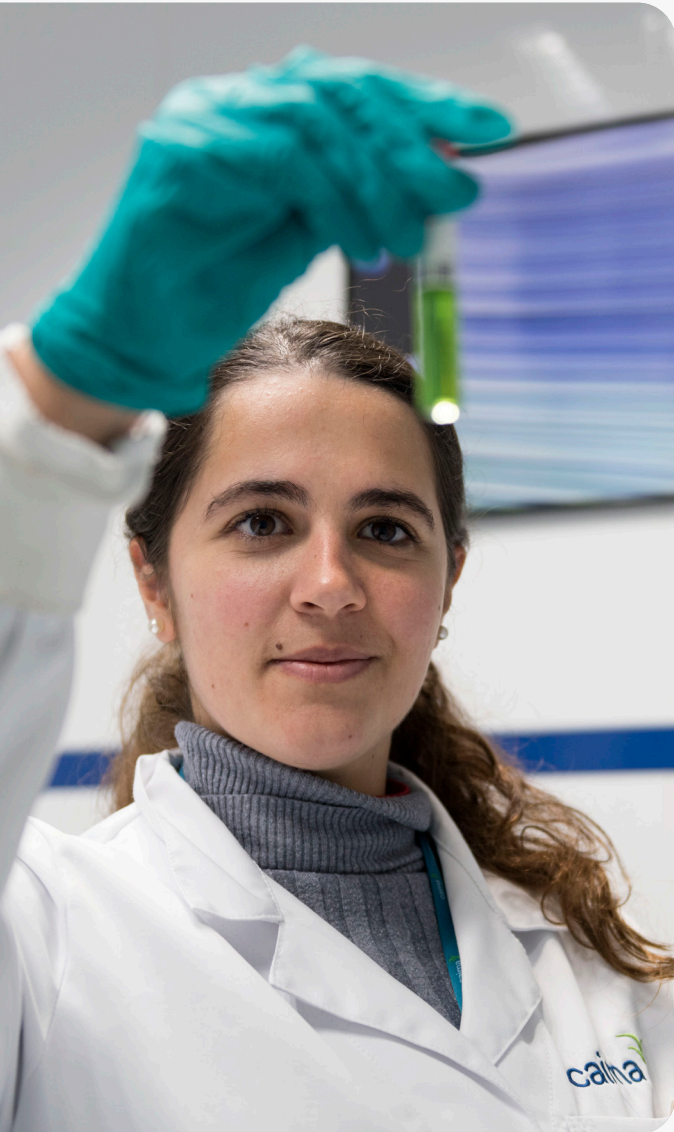
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“Altri takes ethics as the basic principle of its conduct, as a way of creating truly sustainable value.”

Laurentina da Silva Martins

President of the Ethics Committee, Altri's Non-Executive Director

Ethics Committee

It is clear that, in Altri's view, this basic principle includes not only disseminating rules and practices that promote principles of ethics and transparency, but also preventing unethical and corruptive behaviours, as well as anti-trust practices.

Altri considers that, for a true interdependence and transparency between its activity and the communities in which it operates, a decision-making process based on ethical principles and social responsibility criteria is an essential factor for the continuous improvement of its performance and sustainability.

As such, and considering the increasingly complex global challenges, it is necessary to strengthen robust instruments and practices to ensure compliance with this basic principle. Consequently, Altri highlights the role of its Ethics Committee.

The year 2022 corresponds to the first full year of activity of this committee.

This committee is an integral part of the Board of Directors and is responsible for monitoring all issues related to the **Group's Code of Ethics**. The observance of this Code, in effect for several years, promotes Altri's culture of loyalty and transparency.

This Code provides general rules and guidelines on the conduct to be adopted in situations of corruption and bribery. Corruptive behaviour or practices shall mean those which include the offer or receipt of bribes or undue advantages to a person or to third parties through lawful act practices, unlawful or omission contrary to the law or the duties provided for in its functions and which represents a breach of trust.



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To reinforce the prevention of these types of behaviour, Altri reviewed its [Code of Ethics](#) and clarified and reinforced several points, namely:

Code of Ethics

↘ **The purpose and values** that must prevail in daily activity and in the relations with stakeholders

↘ **The main competencies of the Ethics Committee**

↘ **The guidelines that drive Altri's relations** with its employees, shareholders, partners, and third parties, as well as the internal relations among employees

↘ **The commitments to sustainability and obligations to prevent corruption and antitrust practices**

Anti-trust practices mean all those that may enter a collision course or limit the radius of action of any competitors, namely those of unfair competition.

Attitudes such as pricing, coordination of bids, abuse of market position, or anti-trust mergers are considered bad practices.

In 2022, in addition to the revision of the Altri Code of Ethics, the following activities of the Ethics Committee stand out:

- **Presentation of the [2023 Plan for Gender Equality](#)** for the Board of Directors, with consequent disclosure;
- **Investigation and analysis of all complaints** reported to the Ethics Committee, whose investigation processes concluded for **non-violation of the principles of the Code of Ethics**;
- **Association, as a member, to the Ethics Forum** of the Catholic University of Porto, a forum for debate with other business organisations.



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In addition to these activities, Altri began the elaboration of several internal policies during 2022, namely:


Internal Policies




Human Rights Policy




Prevention and Fight against Money Laundering and Terrorist Financing

Community Involvement Policy




Code of Conduct on Corruption Prevention and Related Offenses




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