
Corticeira Amorim

Community/Society Policy

(Approved by the Board of Directors of Corticeira Amorim, SGPS, S.A. at the meeting held on 30 March 2026)

1. VISION

Corticeira Amorim and its Companies (all the companies in which Corticeira Amorim has a controlling interest, regardless of whether their head offices are in Portugal or in another country), hereinafter jointly referred to as the “Organisation”, has as its mission “to add value to cork, in an ethical, competitive, distinctive and innovative way that is in perfect harmony with Nature”, aiming, in its vision, to be a sustainable organisation, providing suitable value for the capital invested while promoting social equity, integrating diversity and environmental safeguards, and offering differentiating factors at product and service level.

One of the Organisation’s objectives is to boost economic growth in a sustainable and inclusive manner, ensuring efficient production and decent work for all, in line with the United Nations’ Sustainable Development Goals. Accordingly, it has set out to sustain economic growth and to strengthen the global partnership for sustainable development.

The Organisation invests a significant share of the economic value generated in the various countries where it operates. Management structures have the necessary processes and tools in place to recognise and manage impacts and understand the needs and interests of communities, as well as identify long-term investment opportunities in local communities.

Management structures have the processes and tools needed to recognise and manage impacts, understand the needs and interests of communities, and identify opportunities for long-term investment in local communities. Building productive and responsible relationships with local communities and society at large is fundamental to Corticeira Amorim, fostering trust, promoting sustainable development and contributing to a lasting social impact.

AMORIM

Corticeira Amorim, SGPS, S.A.

[instagram: amorimcork](#)

Edifício Amorim I

Rua Comendador Américo Ferreira Amorim, 380

4535-186 Mozelos, Portugal

www.corticeiraamorim.com

Listed Company

Share Capital: €133,000,000.00

VAT & Registration Number: PT500077797

Company Registry Office, Santa Maria da

Feira, Portugal

2. SCOPE

All the Organisation's workers are responsible for contributing to the implementation of this Policy, by both upholding and observing the principles of good governance also set out in the Organisation's Code of Business Ethics and Professional Conduct, and through direct roles in sustainability topics.

This policy is aimed at both an internal and external group:

- The internal group includes all workers (including members of the governing bodies, directors and other workers) of any company that is part of the Organisation, as well as all temporary workers. The Organisation and its workers will base their decisions and actions on the principles established in this Policy, fulfilling their obligations in a professional, responsible and dutiful manner, at all times pursuing excellence in performance and promoting an appropriate working environment, while upholding the reputation of the Organisation and contributing to its sustainability;
- The external group comprises all entities that have an economic, institutional or corporate relationship with the Organisation. External stakeholders (the Organisation's shareholders and investors, customers, business partners and suppliers) are expressly required to respect and adhere to the principles established in this policy, to the extent that the values, principles and standards established herein may be applicable to them.

3. RESPONSIBILITIES

It is the responsibility and competence of Corticeira Amorim's Board of Directors to approve Corticeira Amorim's Community/Society Policy and its subsequent revisions, previously reviewed by the Executive Committee and the Environmental, Social and Governance Committee. The Corporate Sustainability Officer is responsible for enforcing the Community/Society Policy and related policies, and the cross-departmental support areas – Human Resources and Sustainability – are responsible for monitoring their implementation. The Business Units are responsible for implementing the Policy within the scope of their operational activities, ensuring its practical application and alignment with the commitments undertaken. The effectiveness of the Policy will be reviewed periodically based on the reported data, and corrective or continuous improvement actions may be proposed whenever necessary.

4. REFERENCES

This Policy includes the Organisation's stance on this issue and establishes principles in line with the main applicable international frameworks:

- Principles of the 1948 Universal Declaration of Human Rights;
- Basic conventions of the International Labour Organization;
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises;
- The 10 principles of the United Nations Global Compact;
- BCSD Portugal Charter of Principles;
- Act4Nature Portugal;
- Sustainable Development Goals (SDGs).

5. OBJECTIVES AND COMMITMENTS

- Strengthen efforts to protect and safeguard cork oak forests;
- Act in full compliance with the laws and regulations in force in the regions where it operates, and to collaborate with the authorities as far as possible;
- Be part of a value chain that generates income in the places where it is established, respecting the local culture and communities and providing high quality products and a deep commitment to economic, social and environmental sustainability;
- Foster the ambition to continuously develop new cork solutions that add value to the market compared with conventional solutions, and that uniquely combine technical performance, a premium element and unmatched sustainability credentials;
- Minimise the negative impact that its activities have or may have on the communities where they are carried out, demonstrating openness and honesty, respecting local cultures and traditions, and supporting and promoting initiatives in relation to institutions, populations and local communities in general;
- Repay community support by contributing to the progress, economic development and well-being of communities, encouraging SMEs and future local entrepreneurs to achieve sustainable results and thus boost national entrepreneurship;
- Be sensitive to the needs of local communities, listening and seeking to respond to their concerns, in an inclusive manner, and ensuring that, within the Organisation's operations, everyone is heard, in order to understand how to minimise any possible negative impacts;
- Promote internal and external environmental awareness-raising activities;
- Engage workers in volunteering initiatives that address the community's real needs, strengthening bonds and making a direct social impact;
- Demonstrate the Organisation's commitment to collective well-being and to improving the population's quality of life through corporate philanthropy, by providing donations or support to social, environmental, health, education and cultural causes.
- Create synergies with the community through relevant projects and partnerships that generate innovative solutions benefiting all stakeholders, thereby strengthening the Organisation's social engagement efforts.

6. ENGAGEMENT WITH STAKEHOLDERS

Corticeira Amorim incorporates the views, interests, needs and rights of stakeholders potentially affected by its activities into the definition of its policies, including the Community/Society Policy. To this end, it holds regular consultations with its stakeholders, namely workers, including those in the value chain, communities, consumers and end users, customers, suppliers and shareholders, among others.

7. RELATED DOCUMENTS

- Code of Business Ethics and Professional Conduct;
- Consolidated Sustainability Statement (annual);
- Energy, Environment and Biodiversity Policy;
- Human Resources Policy;
- Purchasing Policy;
- Human Rights Policy;
- Anti-Corruption Policy.

8. VALIDITY

This Policy comes into force on 30 March 2026, the date of its approval by Corticeira Amorim's Board of Directors.

Given the Organisation operates in different countries, if the content of this policy differs from local rules and regulations, workers shall give preference to the most restrictive rule.

9. REVIEW AND UPDATE

This Policy will be periodically reviewed, taking into account annual reports. Whenever possible and appropriate, the Organisation will notify workers of updates to this Policy, and will provide training to ensure that they are aware of the rules it contains.

10. COMMUNICATION

CORTICEIRA AMORIM makes this Policy available in Portuguese and English, both on its corporate website (www.amorim.com) and internally to its workers through appropriate electronic communication channels (email and/or platforms and/or applications), ensuring that:

- All internal recipients are aware of the content of this Policy, understand its scope and adopt the principles and practices outlined within it; and
- All external recipients are aware of the content of this Policy and understand its scope and the rights it confers.

Mozelos, 30 March 2026