

4. Ethical channel

The Code of Ethics has been disseminated to all Professionals and/or Employees through the KEYTER TECHNOLOGIES Corporate Portal, being the official communication channel where the professionals and/or Employees of INTARCON have access to the relevant information that affects them in the development of their activities within the Industrial Group. For this purpose, an e-mail account is set up to which Employees may contact to make a query, or resolve a question about the Code of Ethics, its implementing regulations as well as applicable internal legislation and regulations, in addition to any other communication. The e-mail provided for this purpose will be; canaletico@intarcon.com.

Along the same lines, the Code of Ethics includes a complaint mechanism that allows Employees to inform the Compliance Committee of any risky situation that they have detected anonymously or directly. To this end, a complaint form is created that the employee must complete online and submit to be received by the Compliance Committee. Likewise, the complaint may also be processed by mail, by downloading the PDF provided for this purpose. In this case "For the attention of the Chairman of the Compliance Committee" shall be indicated and sent to the following address: P.I Los Santos. Apartado n 410, C.P. 14900 Lucena (Córdoba), España. These communications may be anonymous or direct, but in any case, confidentiality in the treatment of the information will be ensured, and the communication procedure will be configured in coordination with the relevant departments. The Compliance Committee shall consider all communications received within a reasonable time. If it considers that the communication merits greater attention, the Compliance Committee shall send the documentation to the relevant department with the aim of jointly assessing the facts and determining the measures to be adopted.