

WHISTLEBLOWER POLICY

Fórum Animal recognizes the important role whistleblowers play in society. Our internal operations reflect the same commitment to identifying and reporting issues of concern. All team members, including employees, contractors, volunteers, interns, and other collaborators of the organization, are covered by this policy.

Non-Retaliation

No team member, whether employee, contractor, volunteer, intern, or any other collaborator of Fórum Animal, who in good faith reports a violation of the organization's policies or any applicable laws, rules, or regulations, will suffer harassment, retaliation, or adverse employment consequences as a result of their good faith reporting. Any collaborator of Fórum Animal who retaliates against someone who has reported a violation in good faith is subject to disciplinary actions, which may include termination of employment or other measures as determined by the Principal/Deliberative Board. This whistleblower policy is intended to encourage and enable team members to raise serious concerns within the organization prior to seeking resolution outside the organization.

Reporting Violations

Fórum Animal encourages all collaborators to share their questions, concerns, suggestions, or complaints with their supervisors. However, if they are not comfortable speaking with their supervisor or are not satisfied with the supervisor's response, they are encouraged to contact the President.

Supervisors and managers are required to report suspected violations of Fórum Animal's policies and any applicable laws, rules, or regulations to the President, who is responsible for ensuring organizational compliance and investigating all reported violations. If the complaint involves the President, the individual should report their concerns to any member of the Principal or Deliberative Board. Contact numbers and emails of the board members can be found below:

Elizabeth Suzanne MacGregor - +55 21 99986-4856 - emacgregor@forumanimal.org

Rita de Cassia Maria Garcia - +55 41 9282-2499 - adm@forumanimal.org

Taylison Alves dos Santos - +55 41 988823300 - tsantos@forumanimal.org

Vania de Fátima Plaza Nunes - +55 11 99906-7258 - vnunes@forumanimal.org

Ana Paula Vasconcelos - +55 61 8215-4751 - avasconcelos@forumanimal.org

Accounting and Audit Matters

The Audit Committee, when founded, shall be responsible for examining all concerns or complaints regarding corporate accounting practices, internal controls, and auditing. The compliance officer will immediately notify the committee of any concerns or complaints and shall work with the board until the matter is resolved.

Acting in Good Faith

Anyone reporting a complaint related to a violation or suspected violation of Fórum Animal's policies or any applicable law, rule, or regulation must be acting in good faith and have reasonable grounds for

believing such a violation has occurred. Any allegations that proves unsubstantiated or to have been made maliciously or falsely will be viewed as a serious disciplinary offense.

Confidentiality

To report violations or suspected violations, complainants may fill out [this form](#) confidentially or anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The compliance officer will notify the complainant and acknowledge receipt of the report of a violation within five business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.