Kave

Code of Ethics

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1. Preamble

The purpose of this Code of Ethics (the “Code”) is to describe the values, principles and rules that should govern the behaviour and actions of all **GRUP JULIÀ** employees, administrators and managers.

At GRUP JULIÀ we seek to create a positive impact and we are committed to the regulatory compliance that applies to our professional operations, both nationally and internationally.

2. Corporate vision, mission and values

GRUP JULIÀ's mission is to revolutionise the world of furniture and interior decoration, creating unique designs that prioritise sustainability. Its aim is to lead the furniture, design and decoration industry, offering high-quality products and impeccable service. The company focuses on innovation, passion, a disruptive mindset, commitment, customer focus and respect for the environment.

Its vision is to become a benchmark company in the sector both in terms of excellent service and customer care, and by maintaining a close and friendly relationship with all its employees. It is also committed to continuous improvement and sustainability, using recycled and recyclable materials in its products.

The common values of the people who form part of GRUP JULIÀ are trust, honesty and mutual respect for a perfect coexistence.

3. Scope of application

All employees, managers, members of the administrative bodies, interns and people who provide services for the Organisation, regardless of the position they hold at GRUP JULIÀ (the "**Obligated Parties**"), are required to respect and comply with this Code as a tool for guiding their actions in matters of a social, financial or ethical nature, with the aim of guaranteeing the success of our company.

They are also required to be familiar with and comply with the regulations in force applicable to their activity and job, which also includes the internal Code of Conduct.

The values and principles of this Code also apply to customers, suppliers, shareholders, business partners and any other stakeholders who, although not specifically mentioned, have a direct relationship with the GRUP JULIÀ centres or operations.

4. Compliance with the Law

The Obligated Parties, customers, suppliers, shareholders, business partners and any other stakeholders of GRUP JULIÀ must: (i) comply with the laws in force in the location where they carry out their activity; (ii) know, observe and comply with the internal rules and procedures established and/or assumed by the Organisation; (iii) assume and recognise as their own, through their freely given acceptance, the values and principles contained in this Code.

In carrying out their work, no Obligated Subject shall knowingly collaborate with third parties in the violation of any law, whether national or international, or cooperate with them in actions or omissions that compromise the principle of legality or that could, if known, damage the reputation of GRUP JULIÀ or of the Obligated Subjects.

5. Honesty, transparency, trust and integrity

The Obligated Parties must be honest, transparent, trustworthy and upright in all business relations in which the interests of GRUP JULIÀ are at stake, especially in their relations with customers, suppliers and employees, and they must comply with the commitments undertaken.

6. Equality of treatment and conditions, respect and non-discrimination

At GRUP JULIÀ, employees are guaranteed a working environment that is free from discrimination on the grounds of race, gender, religion, age, disability, sexual orientation, nationality, political ideology or any other personal, physical or social condition.

At GRUP JULIÀ we promote equal treatment and opportunities between women and men in terms of access to employment, training, professional promotion and working conditions. Likewise, GRUP JULIÀ is committed to implementing and developing public policies that seek to promote equal treatment and opportunities.

7. Intellectual and industrial property

At GRUP JULIÀ we are committed to the avant-garde nature, innovation and design of all our products.

We work tirelessly to protect our rights while ensuring that our products do not infringe the rights of third parties.

8. Conflicts of interest

The Obligated Parties must look after the interests of GRUP JULIÀ and avoid situations in which conflict may arise between personal interests and those of GRUP JULIÀ. Obligated Parties shall refrain from representing and/or intervening in transactions or decision-making that directly or

indirectly affect their own personal interest or that of a third party significantly connected to them by a personal, family or significant professional relationship.

9. Free competition

GRUP JULIÀ does not participate in or tolerate agreements that may limit or prevent free and fair market competition.

10. Fight against corruption

GRUP JULIÀ advocates acting with integrity, honesty and transparency.

Therefore, it is forbidden for the Obligated Parties to demand, accept, request, accept a promise, receive, offer or promise payments, gifts or other courtesy to customers, suppliers, authorities or public officials, business partners and interest groups of GRUP JULIÀ.

11. Prevention of money laundering

GRUP JULIÀ is prohibited from participating in, promoting, facilitating or concealing any type of operation by the Obligated Parties that may involve or facilitate money laundering.

Likewise, all members of GRUP JULIÀ must report any suspicious operations that are detected and/or observed in the course of their activities.

12. Environmental protection

At GRUP JULIÀ we promote sustainable development, designing our own programmes and indicators to reduce the environmental impact of our value chain as much as possible.

13. Implementation of a Compliance System

GRUP JULIÀ has a criminal Compliance System that aims to prevent, detect and mitigate criminal risks.

Among the elements that form part of the GRUP JULIÀ Criminal Compliance System, we highlight: (i) the analysis of risk activities; (ii) the existence of a control system, with the identification of policies, procedures and processes; (iii) the existence of an Internal Information System (whistleblower channel); and (iv) a disciplinary system. This is promoted, reviewed and monitored by a Compliance Committee.

As part of its firm commitment to Regulatory Compliance, GRUP JULIÀ has drawn up two documents that it considers essential: (i) the internal Code of Conduct, which affects all employees; and (ii) the Supplier Code of Conduct.

The purpose of the Code of Conduct for suppliers is to ensure that GRUP JULIÀ suppliers, contractors and bidders comply with the minimum regulatory and ethical standards applicable, which include, among others, the obligation to respect human rights (and very importantly the prohibition of illegal, undeclared, forced or child labour and the obligation to remunerate workers fairly) and the environment.

14. Whistleblower channel

To inform GRUP JULIÀ of any breaches that may occur, the company provides all interested parties with an Internal Information System or Whistleblower Channel, via the following link:

https://kavehome.integrityline.com/?lang=en

Submitted complaints shall be received and dealt with by the Compliance Committee of the Organisation.

The Whistleblowing Channel is confidential and keeps whistleblower's identities anonymous.

Change control

Version 1.0 approved by the JULIÀ AMETLLER, S.L. Administrative Body dated 28 February 2025.

Version	Amendment date	Purpose of the amendment	Sections affected