

LOBA®

Gifts and Hospitality Policy

LOBA 2024

Hi!

Gifts and Hospitality Policy

LOBA recognises and understands that there are customs and social and professional rules regarding the giving/receiving gifts, promotional giveaways, and hospitality to individuals or entities external to LOBA, not only in Portugal but also in other countries where LOBA operates.

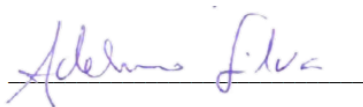
For this reason, LOBA has established a set of rules that define the conditions for the giving/receiving of gifts, promotional giveaways, and hospitality by LOBA and Lobáticos within the framework of commercial relationships, explaining concepts, setting limits and frequencies, as well as highlighting points of attention and providing practical examples.

In general, LOBA and Lobáticos may receive gifts, promotional giveaways, and hospitality when such offers:

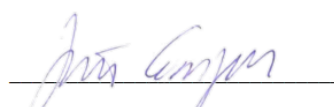
- Do not appear or have the intent to influence the recipient of the offer, meaning they cannot seem to be a quid pro quo (undue advantage);
- Are not awarded to any individual/entity, public or private, when any contract or regulatory decision involving LOBA is pending with that related entity;
- Are not of excessive value;
- Are not offered with excessive frequency;
- Are not offered in cash or other easily convertible money means (such as gift cards or vouchers).

LOBA's Management approved this policy on 22 February 2024.

The Management,



Adelino Silva



João Gaspar

LOBA®

thank you.