



17 de setembro de 2025

COMPLIANCE

Certificate

This document certifies that **João Santos** has completed the training "Compliance [English version]"

Course summary: 1- Focus on compliance 2- Group policy on gifts and hospitality 3- Group policy on conflicts of interests 4- Group internal whistleblowing system

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It is only valid for a period of 12 month(s) from the delivery date.

Reference Number: 3405998789412311

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