CODE OF ETHICS

World Football Summit · Nexus Fostering Partnership SL · 2026 revision

1. What this Code is for

This Code sets out the principles, values and rules of conduct for everyone at World Football Summit (WFS) and for those who work with us. It reinforces our commitment to integrity, transparency, inclusion, sustainability and excellence in everything we do in the football industry, and it is the highest-ranking rule of our ethics and compliance system.

2. Who it applies to

Everyone at WFS (Nexus Fostering Partnership SL), whatever their position, contract or workplace: management, employees and interns.

Also, where relevant, collaborators, partners, sponsors, suppliers and anyone acting with WFS or on its behalf.

It applies in every country where we work or hold events (Spain, Mexico, Saudi Arabia and any other) and in every setting: office, remote work, travel, events and digital channels.

3. Our principles

Principle	What it means at WFS
Integrity	We act with honesty, transparency and consistency in all our decisions and actions, and we foster an environment of trust and mutual respect.
Inclusion and diversity	We promote an inclusive environment that respects and values cultural, gender, age, ethnic, ideological and any other form of diversity.
Sustainability	We promote sustainable practices that minimise environmental impact and support the balanced development of the football industry.
Transparency	We manage our relationships with stakeholders, partners and the public clearly and openly.
Excellence	We pursue the highest standards in every activity and event, and we contribute to the professional development of participants and collaborators.

4. How we behave

4.1 With our stakeholders

- We act professionally and ethically with clients, sponsors, speakers, attendees, suppliers, institutions and the media.
- We honour our agreements and commitments.
- We protect the confidential information of WFS and of third parties, and we process personal data in line with data protection law.
- We neither offer nor accept gifts, hospitality or benefits that could influence a decision, and we declare any conflict of interest.
- We communicate truthfully what we offer, its prices and its conditions.

4.2 At work

- We keep a respectful workplace, free from discrimination, harassment and inappropriate behaviour. We have zero tolerance for harassment.
- We work together with team spirit and empathy to reach our common goals.
- We promote equal opportunities in access to employment, training, pay and professional development.

4.3 With our resources

- We use WFS's financial, technological and material resources responsibly and only for professional purposes.
- We avoid any misuse of resources, of the brand or of information that could harm WFS's reputation.
- We follow information security rules.

4.4 With the law

- We comply with the laws and regulations of every country where we operate.
- We report any practice that breaches this Code or the law through the ethics channel (section 6).
- If in doubt about how to act, we ask before deciding.
- When facing a situation this Code does not cover, we ask ourselves: Is it legal? Is it consistent with our principles? Could I explain it in public without harming WFS? If any answer is “no” or “I don't know”, we ask before acting.

5. Sustainability and social action

We design our events to minimise their environmental impact, we promote recycling, energy efficiency and sustainable materials, and we measure the carbon footprint of our events.

We support initiatives that promote education, equal opportunities and community development through football, such as our collaboration with the Partido Más Inclusivo (Most Inclusive Match), organised by the Associação Integrated Dreams.

6. How to report a breach: the ethics channel

Anyone, inside or outside WFS, can confidentially report conduct that breaches this Code or the law:

- By email: canal.etico@worldfootballsummit.com
- Anonymously, using the form: https://docs.google.com/forms/d/e/1FAIpQLSf2dZwl3DkuTAxVJvIHAlRqP6lBP2nI59ygs8897sJP-y6cOg/viewform
- In person, to the channel manager.

We guarantee the confidentiality of the reporting person and of those concerned, and we forbid any retaliation against anyone who reports in good faith. We acknowledge receipt within 7 days and respond within 3 months at most.

7. If the Code is breached

Breaching this Code may lead to disciplinary measures, including termination of the employment or contractual relationship. For staff, the Spanish Workers' Statute and the collective agreement for

Offices of the Community of Madrid apply; for third parties, the terms of the contract. Every measure is proportionate and is taken after hearing the person concerned.

8. How we keep it alive

Everyone at WFS receives the Code, confirms in writing that they have read it and receives training every year. New joiners receive it during onboarding. We review the Code once a year and share every new version with the whole organisation.