

JMI GROUP CODE OF ETHICS

This Code of Ethics defines the principles and values that the JMI Group and all its subsidiaries (hereinafter "the Group") abides by and that should guide each Group player in the daily practice of their work and the Group's activities. This commitment, through an affirmation of our fundamental values and a definition of our principles of conduct, should help ensure the success of the Group's activities safely and with peace of mind.

The Group is convinced that it is through strong commitments respecting regulations in force and concerning the values we uphold that our clients, employees, shareholders and partners, as well as all our stakeholders, will judge us. Our diversity is a form of wealth. Each Group player should align their behaviour with our shared values and principles of conduct.

Ever since the Group was founded, our corporate culture and business practices have drawn inspiration from our values. These values are the principles we uphold collectively and individually. They are at the heart of the way we act as an ethical, responsible company. Our values form the foundation of our rules of conduct and principles of action. They are an integral part of the Group's DNA and they shape our corporate culture in the long term, producing a state of mind steeped in integrity and ethics.

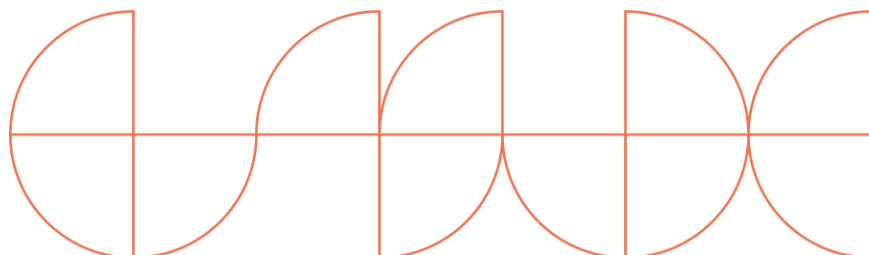
The values shared within the Group are as follows:

- ✓ **RESPECT:** Respect is a token of acceptance of the diversity of people, of adaptation to different cultures and of rigour regarding our rules and best practices.
- ✓ **CULTURE OF QUALITY AND TRACEABILITY:** We undertake to offer quality products and to be transparent about their traceability.
- ✓ **EQUITY:** We ensure fair, even-handed treatment of all our Group players and are committed to fighting all forms of discrimination daily.
- ✓ **INTEGRATION:** We foster the development and professional integration of local communities through different partnerships.
- ✓ **FAMILY SPIRIT:** Our family spirit means closeness and goodwill to our players and a wholesome climate at work. Humaneness is at the heart of our success.

This Code of Ethics applies to all Group players (employees, directors, corporate officers and all natural or legal persons with which the Group may be associated, such as its clients, suppliers, advisors, auditors, consultants, subcontractors, agents, administrations and intermediaries representing the Group).

Each Group player, regardless of their hierarchical level, should apply the principles and all the rules of this Code of Ethics or ensure they are applied, within the scope of their roles and responsibilities. This strict application is part of the fair, good-willed performance of their employment contract or assignment. Group players who do not respect laws or regulations in force, or the principles of this Code of Ethics, risk being the subject of disciplinary measures, pursuant to our internal rules and/or to legal provisions.

The JMI Group undertakes to respect laws and regulations in force in the countries where it is based and with



which it works. Everyone getting involved helps fight illegal practices and helps ensure our activities last in the long term.

The Group's activities are governed by procedures that should be communicated and respected by all staff. No employee, regardless of their hierarchical level, should be ignorant of an applicable procedure nor should bypass such a procedure.

All Group players are required to stay informed of the measures in force regarding their field of responsibility and to abide by them. If in doubt, or if need be, they can contact the relevant departments to get advice or supplementary information.

RESPECT OF HUMAN RIGHTS AND FUNDAMENTAL LIBERTIES

The JMI Group respects and promotes international law and Human Rights. The Group opposes all forms of forced labour, child labour and illegal labour and strives to not make itself complicit in such types of labour. It is vital that each Group player has decent work (decent salary and working hours, safety in the workplace, etc.) in regard to national legislation in force. The Group undertakes to also respect the social and cultural traditions of the countries where it is based, as well as the rights of ethnic minorities and associated populations. Moreover, the Group contributes to the local, social and economic development of these regions.

RESPECT FOR GROUP PLAYERS

The respect and well-being of its own players are fundamentals for the Group. The flourishing of each person is primordial in creating a wholesome social climate within the Group and in ensuring the Group operates well. Relations between Group players should be based on the principles of trust and dignity, whatever the player's status or hierarchical level.

FIGHTING ALL FORMS OF ABUSE, HARASSMENT AND DISCRIMINATION

The Group also undertakes to fight all forms of discrimination based on race, religion, gender, sexual orientation, age, health, political opinions, trade union membership and any other physical behaviour, whether direct or indirect, regardless of the hierarchical position of the Group player behind such discrimination or of the victim of it. Ensuring and strengthening the safety of its players in the performance of their activities is a constant concern for the Group and each Group player should respect the rights and opinions of their colleagues, as well as their attributes.

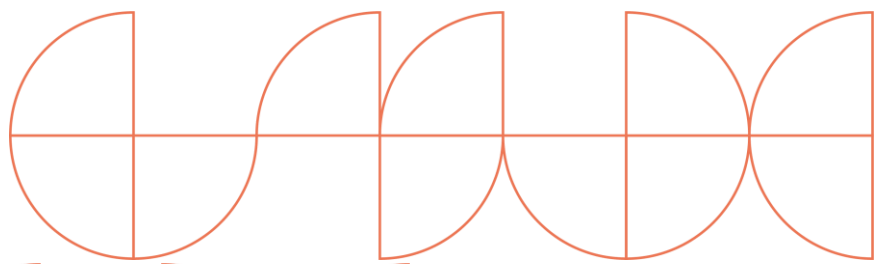
Any form of harassment or discrimination, whether physical, mental or sexual, is forbidden and shall be penalised in line with applicable legislation.

FIGHTING CORRUPTION AND PREVENTING CONFLICTS OF INTEREST

Each Group player has a duty to act fairly in regard to the Group. They must ensure they do not carry out, directly or indirectly, any activity that would put them in a conflict of interest.

When a Group player is in a position to influence a decision made by the Group and that would give them a personal advantage or would favour a relative or friend, there is a conflict of interest.

Each Group player, regardless of their hierarchical position, has the duty to remain transparent, neutral and objective in the situations listed below to avoid gaining personal advantages that infringe the Group's interests:



- ✓ selecting or hiring a supplier or service provider during procurement;
- ✓ picking a contracting party during service provision needs;
- ✓ choosing a preferred client for sales;
- ✓ appointing a particular job applicant during the recruitment process;
- ✓ practising an activity, as an employee and even when concealed, that could compete with the Group.

Group players should remain vigilant in preventing any conflict of interest. They should tell their line manager or senior management about such situations and should act in the Group's interests under all circumstances. It is vital to not take advantage of one's position within the Group to gain personal advantages, whether they are direct or indirect. In the event of a conflict of interest, the Group player implicated should not be involved in the decision-making concerned.

Hosting costs are nevertheless allowed, notably gifts and meals for clients, provided that this expenditure remains reasonable in amount and in nature and that it seeks to promote the Group's products or services or give a demonstration of them.

The Group undertakes to fight corruption. It applies a zero tolerance policy to any form of corruption or conflict of interest.

Lastly, Group players should respect the gift policy applied in the Group.

PERSONAL DATA PROTECTION AND CONFIDENTIALITY

Each Group player has the right to enjoy respect for their private life, notably through regulations on personal data. The JMI Group ensures data and information is protected and opposes any sharing of data and information insofar as it could harm the interests of a Group player. Data collection should not concern health, ethnic origins, political or religious opinions, or sexual orientation. Anyone whose data is collected should be informed of such collection and should know for what purpose such data is used. Data is only passed on to accredited people and storage of this data is allowed until the professional or legal purpose for which it was collected has been fulfilled. The Group also undertakes to not transfer the data outside the countries where it was collected. Respect for the private life of Group players is fundamental for the Group.

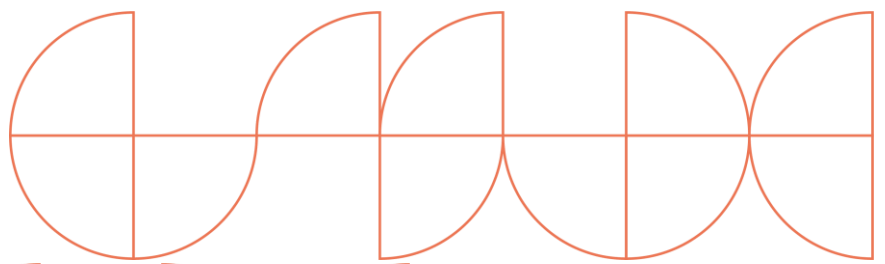
It is each Group player's responsibility to keep, for themselves, private data about the Group and its clients, suppliers and partners, even after they have left the Group. Any confidential information should be kept confidential and remain so, unless it has been allowed to be publicly shared. Indeed, unauthorised sharing of it could harm the Group.

CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL PROTECTION

The Group undertakes to introduce a CSR (Corporate Social Responsibility) policy in order to preserve natural and energy resources. The purpose of such a policy shall also be to reduce the Group's production of waste and consumption of water and energy and to fight climate change by limiting its greenhouse gas emissions. The Group does its utmost to respect legal provisions in environmental protection in all the countries where it is based. The JMI Group is developing an action plan and ambitious aims to reduce its environmental impact.

SAFETY AND PRODUCT QUALITY CHECKS

The safety and quality of the Group's products are guaranteed for our clients and consumers. The Group undertakes to respect all relevant regulations and standards in producing and promoting our products. In



these conditions, our products should meet the demands of our quality checks that apply within the Group.

In the event of a complaint, and with respect for the precautionary principle and food security, the Group undertakes to apply all measures necessary and to provide any useful information.

PROCEDURE AND ALERTS

The Group encourages its players to express their points of views, defend their opinions and flag any behaviour that infringes this Code of Ethics.

A Group player's line management or indirect management is the usual channel for flagging such concerns.

Nevertheless, any Group player who considers that passing on a certain piece of information to their line manager could cause difficulties or might not be followed up properly may contact the Group's Compliance Officer, a role played by the Group's Legal Officer.

This procedure is also open to the Group's external and occasional players. The Group's Compliance Officer can be contacted at the following e-mail address: ethique@groupejmi.fr.

As part of this, the person who flags an incident should provide facts, information or documents of any form or nature to back up their alert. The person called into question shall be told about the nature of the allegations against them but shall not be told the identity of the person who flagged the incident.

It should be noted that this entire alert procedure is optional. No penalty or any other consequence shall be imposed upon a Group player who makes use of this procedure.

CODE OF ETHICS ENACTMENT AND MODIFICATION

This Code of Ethics is an addition to the internal rules of the Group's subsidiaries and is therefore enforceable upon all Group players.

It may be modified to adapt to changes, notably in regulations.

Pursuant to the provisions of articles L. 1321-4, R. 1321-1 et seq. of France's Labour Code, this document has been submitted for the opinion of institutions representing the relevant staff members, has been sent to France's labour inspection agency and has been shared with every person who has access to the Group's workplaces or premises where recruitment takes place.

This Code of Ethics came into force on 01/04/2024.

The procedure described above only applies to French firms and should be adapted to local regulations applicable to each of the Group's subsidiaries.

