

# **CODE OF ETHICS**

## EOZ SAS Message from the two co-founders

EOZ is a SMB company playing an important role in the market of Components and solutions for the market of Human-machine interface.

We develop Human Machine excellence.

As such, we master our competences in order to constantly learn from ours markets and our customers to create and fabricate products well-known for their intrinsic qualities.

We seek and obtain to be qualified by our clients, to be an entreprise resolutely expert in its fields of competences with a remarkable skill to adapt to market situations.

We consider this code of ethics has a major part of the foundation of our existence.

The two co-founders:

Audrey Marques and Loïc Gauthier

The image shows two handwritten signatures in black ink. The signature on the left is 'Gauthier' in a cursive script. The signature on the right is 'Marques' in a more stylized, bold cursive script.



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## Who needs to apply the Code of Ethics

- All EOZ SAS employees;
- Any entity created with one or more partners, and controlled by EOZ SAS. The list of entities includes and is not limited to: subsidiaries, controlled affiliates, controlled joint ventures;
- Any other entity non controlled by EOZ SAS, including, but not limited, to non-controlled joint ventures and consortiums members are expected to apply the principles described in the Code of Ethics. When such entity fails to abide by those ethical rules and compliance procedures, EOZ SAS employees must take appropriate actions, such as informing their direct manager, taking corrective actions and imposing sanctions.

## Your responsibilities as EOZ SAS employees

**As EOZ SAS employees, you have to set an example of ethical and compliant conduct. It is important that you:**

- Gain a basic understanding of the issues and associated guidance addressed in the Code of Ethics;
- Keep yourselves informed of any update of the Code of Ethics, since you are expected to apply the latest version of the document;
- Have a thorough understanding of EOZ SAS Instructions and procedures relevant to your job and regularly check for complete and up-to-date information;
- Contact your management or any other person, i.e. Legal, Internal Control, Internal Audit, Ethics & Compliance, Ethics & Compliance Ambassadors or HR representative(s), with any questions you may have concerning the EOZ SAS Integrity Program (including the Code of Ethics or the EOZ SAS Instructions);

## Your responsibilities as EOZ SAS managers

**Ethical and compliant conduct starts from the top. As EOZ SAS managers, your responsibilities go beyond those of an employee. You have to set high standards of ethical conduct and keep your commitments. You have a role of:**

Promotion:

- Have a thorough knowledge of the issues and associated guidance addressed in the Code of Ethics;
- Provide knowledge on the Code of Ethics, relevant EOZ SAS Instructions and applicable laws and regulations to employees and where appropriate, to partners doing business with EOZ SAS and representing EOZ SAS;
- Ensure your team is trained on the Code of Ethics and relevant EOZ SAS policies;
- Identify and proactively mitigate your business compliance risks;

- Ensure that processes, tailored to address your particular risks areas, are communicated throughout your organisation, are well understood and are implemented;

Detection and response:

- Escalate without delay any issue reported to you to the relevant person, i.e. Management, Legal, Internal Control, Internal Audit, Ethics & Compliance, Ethics & Compliance
- Decide and take corrective action to fix any issues, in collaboration with the relevant competent persons.
- Failure to comply with the Code of Ethics may not only expose EOZ SAS to sanctions but also you as managers.

## Considering ethics in decision-making

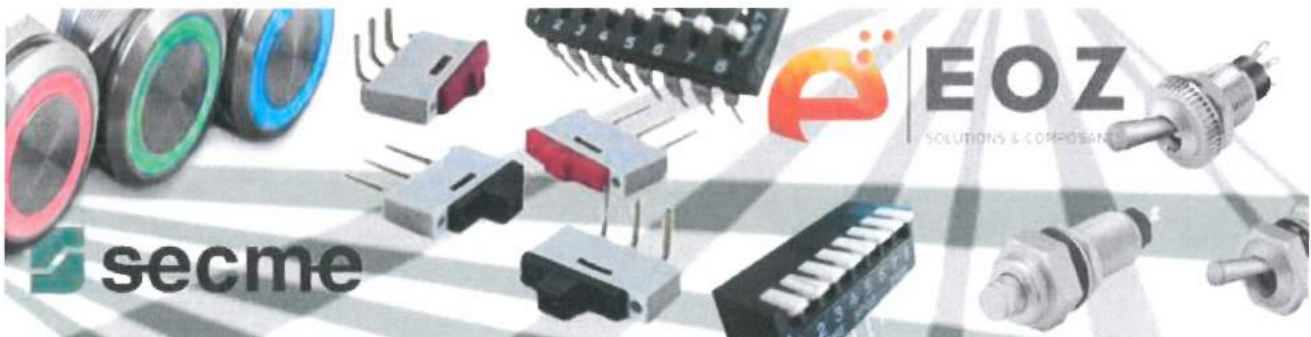
- ✦ Strictly follow EOZ SAS's rules and EOZ SAS Instructions;
- ✦ Use your common sense;
- ✦ Do not put EOZ SAS in an unlawful or an ethically questionable position;
- ✦ Avoid even the appearance of improper conduct;
- ✦ Do not engage in any situation that might cause a conflict or a perceived conflict of interest, e.g. a conflict between your personal interests and your professional duties;
- ✦ Do not make a decision that you would feel uncomfortable explaining to your colleagues, your family and your relatives;
- ✦ Do not make a decision that could damage EOZ SAS's reputation.



## How to obtain information and get answers to your questions

EOZ SAS promotes peer commitment in which employees support one another to do the right thing. As employees, if you wish to seek guidance you may do so by discussing your issue with:

- Your Management;
- Your Human Resources or Legal contact;
- A member of the Ethics & Compliance Department;
- An Ethics & Compliance Ambassador;
- A member of Internal Control or Internal Audit Departments.





## How to report a concern

Any employee, any person or third party may use the EOZ SAS Alert Procedure, in accordance with the laws and regulations applicable in the country where they live or work, if they have reason to suspect a violation of the Code of Ethics or EOZ SAS rules and policies.

The Alert Procedure provides employees with an alternative method for reporting potential violations if informing the direct manager could cause difficulties, or if it is believed that the reported irregularity will not receive the proper follow-up. The person wishing to report has the choice of reporting by:

Contacting any one of the board.

Every measure will be taken to respect employee confidentiality. EOZ SAS commits that no employee will be subject to any form of retaliation, such as a change of status, harassment or any other form of discrimination, as a result of using the Alert Procedure or disclosing information in good faith.

# Our fundamental principles

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## Respect laws and regulations

EOZ SAS's reputation for integrity is built upon its respect for laws, regulations and such other requirements that apply to the conduct of business in all countries in which it is present. It is the personal responsibility of EOZ SAS employees to know the laws, regulations and requirements relating to their job. Any breach of these laws and regulations may lead to civil and criminal prosecution. Activities which could involve EOZ SAS in unlawful practices are prohibited.

EOZ SAS is a company with operations around the world. To ensure our high ethical goals, we require compliance with certain standards that exceed those required by applicable national laws and regulations. Among others, EOZ SAS is attached to the spirit and the letter of laws governing human rights and labour, health and safety standards, environment protection, prevention of corruption, fair competition, taxation and the accurate communication of financial information. We comply with the guiding principles of the OECD, the United Nations Universal Declaration of Human Rights, the principles of the Global Compact and those of the International Chamber of Commerce (ICC).

## Respect all EOZ SAS rules and policies

In addition to the laws and regulations which apply to our business, EOZ SAS has also implemented internal rules, instructions, guidelines and policies ("EOZ SAS Rules") which govern the day to day activities of EOZ SAS employees. All EOZ SAS employees must comply at all times with the EOZ SAS Rules. Any breach or non-compliance with the EOZ SAS Rules will result in disciplinary action.

## Prevent corruption and bribery

EOZ SAS's policy is to prohibit all unlawful payments and practices. EOZ SAS rejects corruption and bribery in all of its business transactions and is fully committed to complying with the requirements of the OECD Anti-Bribery Convention, French criminal law, the US Foreign Corrupt Practices Act (FCPA), the UK Bribery Act 2010, and with all applicable laws and regulations in the countries in which it is present. EOZ SAS also follows the voluntary standards of the International Chamber of Commerce (ICC). Anti-corruption laws exist in all countries and are generally designed to prohibit various forms of bribery and other corrupt practices. A breach of any of these laws is a serious offence which can result in heavy fines for companies and imprisonment for individuals. Even the appearance of a breach of these laws could damage EOZ SAS's reputation and put employees at risk.

In particular, it is forbidden for EOZ SAS's companies, employees, officers and directors, to offer, promise or provide any pecuniary advantage or any other advantage to any person with a view to improperly obtaining or retaining business, rewarding a decision or securing any facility or favour that infringes regulations. Nor can they respond to solicitations with the same objective. This applies whether the improper advantage is made directly or indirectly, including by requesting assistance from a third party, such as a sales partner, a supplier, a contractor, a joint venture or consortium partner.

Furthermore, it is forbidden for EOZ SAS's companies, employees, officers and directors, to receive any kickback, which is a pecuniary advantage, or any other advantage, in return for a decision in favour of a third party.

For the purposes of the above prohibition, "person" means any public official, political party, employee or agent of a customer in the public or private sectors or employee or agent of a lending agency or bank. Public officials include, but are not limited to, public or government officials, agents, employees, or representatives, any political party or political party officials, agents, employees or representatives, candidates for public or political party office, members of public assemblies, officials and employees of international organisations, judges or officials of international courts, and employees of government controlled administrations and state owned companies.

Facilitation payments are used to facilitate mandatory administrative procedures and formalities normally carried out through proper legal channels. Such payments are petty corruption, and although they may be tolerated in some countries, they are illegal in many countries. To avoid any confusion, EOZ SAS prohibits any such practices.

EOZ SAS will not sanction an employee who complies with EOZ SAS's rules by refusing any form of corruption and bribery, even if such a decision results in losing business or any other adverse commercial consequences.

## Play your role in internal control and disclosure of information

Every EOZ SAS employee has an important role in the Internal Control framework.

The Internal Control framework is designed to provide reasonable assurance of the control environment to the Board of Directors, management, other personnel and to any stakeholders while ensuring that the processes lead to effective and efficient operations with reliability of finance reporting, compliance with EOZ SAS Instructions and applicable laws, regulations and requirements.

The management is responsible for ensuring Internal Control in compliance with the EOZ SAS's policies. The financial reporting compliance is ensured through several controls, including the application of accounting principles, policies, rules and procedures as set out in the EOZ SAS Instructions, the Reporting and Accounting Manual, the Internal Control Manual, the sign-off of annual internal control questionnaire and directors' checklists. The integrity of our financial and business information is essential if we are to run our operations legally, honestly and efficiently, in compliance with applicable financial standards, such as the Generally Accepted Accounting Principles.

EOZ SAS employees must manage, store, archive and destroy documents, books and records, in whatever form, according to applicable regulations and EOZ SAS's Records Retention Policy and data privacy rules. Managers must ensure that the data recorded in the reporting system is fully in line with the information due to be published, with the results of the period and with the financial position at the end of the period.

At every level of EOZ SAS, employees must ensure that any records, reports or information they use or communicate to the management enable EOZ SAS to make full, fair, accurate and timely disclosure in reports, documents and other public communications.

These documents, in whatever form, include, but are not limited to, financial reports and projections, research reports, marketing information, sales reports, tax returns, expense accounts, time sheets, environmental and social information and other documents, including those submitted to governmental or regulatory authorities.

In no case should any financial or business records be subject to fraudulent treatment. Fraud, or the act or intent to cheat, steal, deceive or lie, is both dishonest and, in almost all cases, criminal. Fraud can include, but is not limited to: submitting false expense reports, forging or altering cheques, misappropriating or misusing the company's assets, unauthorised handling of transactions, large cash payments, mishandling petty cash or making an entry on records or financial statements that is not in accordance with proper accounting standards.



# Our essential rules

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## Create business trust with our business partners

### Customers

EOZ SAS must treat all its customers honestly and fairly, regardless of the size of their business. We are committed to providing customers with high-quality products and services that meet their needs.

EOZ SAS gives detailed information on its products and services in its advertising, public statements and offers to customers. If you negotiate contracts you must ensure that any statements, communications and presentations made to customers are accurate and truthful.

As EOZ SAS employees, you must keep customer sensitive and private information confidential. You should disclose information relating to a project or contract only to people who need to know and who possess such information.

### Suppliers and contractors

Purchasing decisions are based on an objective assessment of the supplier's or contractor's reliability and integrity and on the overall value of the offering, taking into account short- and long-term considerations and objectives.

In the best interest of EOZ SAS, the purchase of goods and services must be based on merit, price, quality, performance, delivery, sustainable development and suitability.

As a purchaser, EOZ SAS ensures that no situation of dependence is established with suppliers and contractors, and therefore systematically explores alternative and more favourable options. Relations with suppliers and contractors are governed by procedures set out by the Sourcing and Supply Chain and designed to ensure that all suppliers and contractors are treated equally.

All measures must be taken to avoid conflicts of interest and any appearance of partiality. As EOZ SAS employees, you are forbidden to receive kickbacks whether in the form of money or otherwise, in return for making a favourable decision to particular suppliers and contractors. EOZ SAS requires its suppliers and contractors to comply strictly with all applicable legal requirements relating to their activities and business environment.

EOZ SAS takes steps to ensure that these commitments are met, both during the selection process and during contract performance.

### **Sales partners**

Sales partners are third parties performing sales and marketing services in a defined territory relating to specific company activities, who may act for or on behalf of EOZ SAS, and who may be in contact with EOZ SAS's potential or existing customers or with any public or private authorities.

EOZ SAS prohibits any bribery, public and private, and any unlawful or unethical practices in all aspects of a relationship with Sales partners. Any bribery or unlawful or unethical practice may expose EOZ SAS to liability and damage its reputation.

### **Government procurement**

Contracts with government-owned or public entities often require compliance with very high and complex standards. EOZ SAS complies with the laws and regulations that govern the acquisition of goods and services by governments in all its operations, including laws prohibiting attempts to influence government officials.

EOZ SAS is committed to competing fairly, to being truthful and accurate and, when awarded a government contract, to performing it in accordance with all contractual and legal obligations. Where government contracts involve the possession, use of, or access to classified or otherwise restricted information, it is essential that EOZ SAS employees strictly follow the security procedures applicable to such information.

### **Export controls and trade restrictions**

Local, national or international laws, regulations or similar requirements establishing embargoes or other trade restrictions on goods, services, software or technology are enacted from time to time.

All EOZ SAS companies must strictly comply with all such applicable export control laws of the countries in which they are present (including laws regarding technical assistance or training). Special care needs to be given for dual-use technologies and products, such as components, software and technical data, which can have an application in both the civil and military fields.

As EOZ SAS employees involved in international trade, you must ensure that your activities comply with the latest applicable regulations and seek guidance from the Legal or Tenders & Projects Control Department. Failure to observe these laws and regulations could expose both EOZ SAS and the employees involved to severe sanctions, including prohibition of future exports and criminal sanctions.

### **Anti-Money Laundering**

Money laundering is the processing of criminal proceeds in order to disguise their illegal origin. In compliance with applicable anti-money laundering laws, EOZ SAS conducts business with reputable partners and always verifies the origin of funds.

As EOZ SAS employees, you need to be cautious with the manner in which payments are made to detect if irregularities may exist, and with partners who demonstrate suspicious behaviour in their operations. If anything about a proposed transaction does not feel appropriate or could violate applicable laws, regulations or EOZ SAS's policies and procedures, raise questions.

### **Conflicts of Interest**

Be it in your business or private life, nothing you do should conflict with your professional responsibilities in EOZ SAS. Conflicts of interest distort judgement. As EOZ SAS employees, you must avoid any situation which involves or may involve a conflict between your personal interests (or those of your family members or relatives) and those of EOZ SAS. If you face a situation of conflict of interest or potential conflict of interest, you need to disclose it to your management.

To protect yourself and EOZ SAS from actual or apparent conflicts of interest, you must not make or hold any investments or have directorship responsibilities in a supplier, customer, competitor, consulting company or any business partner if the nature of such investments may affect a business decision taken on behalf of EOZ SAS or create the appearance of a conflict of interest.

You must not deal directly with a business partner who may be a customer, a supplier, a sales partner or any other third party, if you or your family members or relatives have an interest in such third parties.

You must also apply EOZ SAS's rules with regard to the acceptance of gifts and hospitality from a third party so as not to be placed in a potential conflict of interest.

Care must be given to the hiring of former government employees or their family members. This needs to be carefully reviewed and approved by the Human Resources Department. Although some of EOZ SAS's former public customers have been partially or wholly privatised, they may still be subject to the same or similar stringent rules.



## **Gifts and hospitality**

EOZ SAS aims to ensure that any business decision taken by its employees, customers or suppliers are made solely through the proper business channels — fundamentally based on competitiveness, performance and the quality of the products and technologies it offers — and that they are not driven by any form of personal improper advantage or conflict of interest.

Any gift or the granting of any form of hospitality cannot be made with the purpose or effect of obtaining an advantage of any kind or to influence the outcome of a business decision, in breach of the law, the recipient's obligations or the Code of Ethics or applicable EOZ SAS Instructions. The same applies when receiving a gift or benefiting from a hospitality.

As EOZ SAS employees, you must also not offer, accept or authorise a family member or relative to accept gifts, money, loans, invitations or any other form of special treatment from anyone involved in business dealings with EOZ SAS, if the ultimate goal is to influence business decisions.

# Assume a pivotal role in our environment

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As a good and responsible corporate citizen, EOZ SAS is keenly aware of the impact of its actions. It integrates environmental, social, human rights and consumer concerns into its business operations and core strategy in close collaboration with its stakeholders. EOZ SAS applies these policies and standards in all countries in which it is present.

As EOZ SAS employees, you must contribute to these goals through your own conduct.

## Environmental protection

EOZ SAS has set itself the ambition, and given itself the means, to make a significant contribution to environmental protection through the systems, equipment and services it sells. EOZ SAS communicates to its customers and all of its stakeholders relevant information on the environmental impact of its products.

Furthermore, EOZ SAS designs its manufacturing, installation and service processes for minimum consumption of energy, eliminates hazardous products and favours materials that can be recycled.

As EOZ SAS employees, you contribute to this collective effort in your day-to-day activities.

## Community relations

As EOZ SAS employees, you are encouraged to volunteer and play a role in your local community. Activities undertaken by yourself on your own initiative are done in your name and in your own time. Conflicts of interest are to be carefully avoided.

## Political contributions and activity

Political contributions are subject to national laws which vary from country to country. Even when legally permitted in a country, such contributions can be a source of corruption or otherwise perceived as a questionable practice. EOZ SAS prohibits any contributions, whether financial or in kind, to political parties or organisations, or to individual politicians on behalf of EOZ SAS.

As EOZ SAS employees, EOZ SAS respects your rights to participate as individuals in your community and civic affairs. This must be done at a personal level, in your name, in your own time and at your own expense, consistent with applicable laws and regulations. The company's stationery, funds and other property must not be used for personal political activities. You need to carefully

separate your own political activities from EOZ SAS activities and avoid any conflict of interest or perception of a conflict of interest or illegal behaviour.

### **Charitable contributions**

Charitable contributions made in EOZ SAS's name or using its financial resources have to comply with applicable laws and regulations, be authorised by prior written approval and be properly recorded. Contributions should have relevance to the community in which EOZ SAS operates. You must keep proper written recordings of any decisions or actions taken.

### **Sponsorship**

Sponsorship is part of the marketing and communication strategy. It is authorised in compliance with applicable laws and regulations and solely within the framework of EOZ SAS Instructions.

As EOZ SAS employees, you must submit any decisions to engage the company in any sponsorship to prior approval from the Communications Department. You must keep proper written recordings of any decisions or actions taken.

# Foster a team spirit

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It is EOZ SAS's policy to support and respect the protection of internationally proclaimed human rights, to fully comply with the United Nations Universal Declaration of Human Rights and with the International Labour Organisation's Fundamental Conventions.

In line with these principles, EOZ SAS applies a human resources policy based on fair treatment and respect for individuals, their dignity, rights and individual liberties and promotes them within the company. Discrimination of any kind is not tolerated. EOZ SAS promotes all forms of dialogue with both individual employees and their representatives.

## Respect of human rights

EOZ SAS is particularly respectful of the laws governing human rights and labour. In addition to the above principles, EOZ SAS's policy is also to follow the guiding principles on Business and Human Rights endorsed by the Human Rights Council; and to respect internationally recognised human rights wherever it operates. EOZ SAS supports the elimination of all forms of illegal, forced or compulsory labour, in particular child labour. Illegal, forced, or compulsory labour at EOZ SAS's suppliers and contractors is strictly prohibited.

## Relationships with employees

EOZ SAS respects the right of its employees to form and join trade unions and workers' organisations of their choice and to organise and bargain collectively. EOZ SAS respects the role and responsibilities of the social partners and commits to communicating and negotiating openly to address issues of collective interest, providing the means to conduct their mission and not to prevent them from playing their role.

## Career management for employees

As part of its people management strategy, EOZ SAS promotes employee's development.

The People Management Cycle includes regular face-to-face discussions between employees and managers not only to define objectives and review achievements but also to address employee career aspirations and development needs as well as the EOZ SAS's Values into Practice. EOZ SAS is committed to promote internal mobility at all levels of the company.



## **Equal opportunity and diversity**

EOZ SAS does not tolerate any form of harassment, coercion or bullying whether sexual, physical, psychological or otherwise.

The recruitment, training and personal development of employees from different backgrounds is an important asset for EOZ SAS. The company recognises and values these differences by building teams that reflect the markets and communities in which it operates. The company commits to offer equal employment opportunity to all qualified employees and applicants.

As EOZ SAS employees, you must comply with all laws and regulations forbidding any discrimination with respect to age, race, gender, ethnic origin, nationality, religion, health, disability, marital status, sexual preference, political or philosophical opinions, trade union membership or other characteristics protected by applicable laws and regulations.

If you observe or experience any form of abuse, you can report it to your HR management. No adverse action can be undertaken against you for making such a report in good faith. The recruitment process is exclusively based on the applicant's qualifications and skills. Remuneration is determined on the basis of the employee's contribution to EOZ SAS.

## **Health and safety**

EOZ SAS is committed to providing a safe and healthy work environment at all its sites, offering the same high standards wherever it operates. These standards are set out in the Environment, Health and Safety (EHS) policy and apply to employees and contractors working at EOZ SAS's sites, or under EOZ SAS's supervision at customer sites. A specific effort is made to reduce the number of accidents to zero by applying a strong attention to high-risk activities. This is supported by intensive training of managers and employees and a zero tolerance for deviation from these standards.

Measures to eliminate any risk related to health and safety issues are applied at all sites and throughout every project. These measures are implemented in partnership with the relevant EOZ SAS bodies and committees.

## **Security of employees**

EOZ SAS does its utmost to protect its employees wherever they are working. EOZ SAS issues regular instructions to inform people of risks and sets out procedures to be followed, such as in the event of unstable political situations or criminal acts.

As EOZ SAS employees, you should keep yourselves informed of these regularly updated instructions, particularly with regard to business travel.

## **Data privacy**

EOZ SAS and each of its employees must be particularly attentive to laws and regulations concerning privacy and protection of information concerning individuals, employees or third parties, and comply with them.

EOZ SAS does not communicate personal information to third parties, except to the extent necessary and permitted by applicable laws or regulations.

As EOZ SAS employees, you may have access to another person's personal data only if your function and responsibility specifically include the handling of personal data. The right of access is restricted according to the nature and scope of the individual function and responsibility.

# Protect EOZ SAS's assets

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EOZ SAS's assets are not only physical or tangible items (such as funds, supplies, patented inventions, intellectual property or computer and telephone networks); they also include intangibles (such as ideas, concepts or know-how) which employees develop in the course of their work for EOZ SAS. In addition, assets cover customer and supplier lists and other market data, along with any information to which employees have access as a result of their work responsibilities.

As EOZ SAS employees, you should do your utmost to protect the company's assets. EOZ SAS's funds and assets must not be used for illegal purposes or for purposes not related to the EOZ SAS's activities.

You should not appropriate any of EOZ SAS's assets for your own use or make them available to others for a non-EOZ SAS use. You must not use EOZ SAS's assets for personal business or personal gain, nor may you allow any other person not employed or authorised by EOZ SAS to use them. Misappropriation or theft of these assets may give rise to sanctions and may constitute a violation of law, giving rise to civil action or criminal prosecution.

## Communications resources

The communications resources — email, voicemail, internet, telephone (including mobile phone) and other means of communication — are the property of EOZ SAS and are to be used for professional purpose. For personal devices connected to EOZ SAS Information Systems, EOZ SAS remains the legitimate owner of the professional data located on the user's personal device. When the user is leaving EOZ SAS, professional data shall be wiped from the device by EOZ SAS.

The use of communications resources is based on the recognition that private and business lives are closely linked and that the right balance between the two is beneficial to EOZ SAS and its employees. However, such use should be limited to what is reasonable and necessary in the circumstances.



## **Respect for confidential information**

During the performance of your duties, as EOZ SAS employees, you may have access to confidential and proprietary data relating to EOZ SAS's business activities, including information on customers and suppliers. Employees with such access must only be those whose function and responsibility specifically include the handling, use and communication of such data. The right of access is restricted according to the nature and scope of the individual function and responsibility. Moreover, in the event that you come into possession of confidential or proprietary information, you must keep such information confidential and use it only for authorised purposes. Your obligations with respect to such information continue beyond your term of employment.

Examples of confidential information include, but are not limited to, results, forecasts and other financial data, human resources and personal data, information with respect to acquisitions and divestitures, new products and orders.

Examples of proprietary information include, but are not limited to, business strategies, product improvements, technical information, systems, inventions, trade secrets or know-how developed or acquired by EOZ SAS.

The definitions include matters covered by secrecy and non-disclosure agreements.

You may, during the performance of your duties, experience fraudulent attempts of extortion (money, confidential information). If you are not sure whether you can properly disclose confidential information or act on information in your possession, consult the procedure in the Security Instructions/Data Protection chapter and seek guidance from your manager.

## **Intellectual property**

EOZ SAS's intellectual property rights which include, but are not limited to, patents, rights in inventions, rights in designs, trademarks, trade and business names and all associated goodwill, rights to sue for passing off or for unfair competition, copyright, moral rights and related rights, rights in databases, domain names, rights in information (including know-how and trade secrets) and all other similar or equivalent rights, subsisting now or in the future, in any part of the world, in each case whether registered or unregistered and including all applications for, and renewals or extensions of, such rights for their full term, are one of its most valuable assets, and are therefore protected by law, whenever possible.

As EOZ SAS employees, you have a duty to safeguard these assets. EOZ SAS ensures that the valid intellectual property of others is respected and is not infringed by its employees.

### **Communication with analysts and/or investors**

Any communication from an analyst or investor requesting information relating to EOZ SAS should be forwarded the board which will handle the matter.

Any AEOZ SAS employee invited to participate in events or meetings attended by investors must notify the board in writing and obtain its prior written authorisation before accepting the invitation.

### **Communication with the media**

All statements to the media or responses to inquiries from the media must be exclusively handled through the board.

### **Use of social networks**

As EOZ SAS employees, you must use external and internal social networks conscientiously, even when doing so in your personal capacity. You must avoid the transmission of messages that are considered as confidential and proprietary information, or which could be viewed as insulting, offensive or demeaning to individuals or to the company. In addition, you must in all cases respect data privacy regulations when posting pictures of individuals or groups.

January, 2016.