

JPBID's corporate values are expressed through the actions of its employees.

Our company's ethics are reflected in the fundamental principles that guide the behavior of its employees: compliance with laws and regulations, integrity, loyalty and honesty, and respect for others.

JPBID expects its employees to act in accordance with these ethical principles, in all circumstances and regardless of their profession, level of responsibility, or the people they interact with. Directors and employees all have an absolute obligation never to act in a manner that raises the slightest doubt about the company's ethics.

The values of integrity, honesty, and transparency must guide each of us in our business activities. Our relationships with customers, suppliers, and other partners must be in the Group's best interests and comply with laws and regulations.

JPBID intends to base its activity on values which form its identity and affirm its image vis-à-vis all its stakeholders.

Value No. 1: Customer priority

Customer satisfaction is our primary goal and guiding principle. Only through this will we build lasting relationships with our customers. We constantly strive to:

- listen to our customers, anticipate and understand their needs, respond to them by being available and responsive;
- contribute to its success through the actions we take and the personalized support we offer.

Value No. 2: Respect for commitments made

Respecting one's commitments means mobilizing to achieve, or even exceed, the expected performance. Each employee is called upon to fully assume their commitments to external and internal clients and partners in compliance with the JPBID ethics and compliance charter. This relationship of loyalty towards all (clients, suppliers) is a guarantee of trust and success.

Value No. 3: The pursuit of excellence

It is the result of responsiveness to customer expectations and our need to adapt. Anticipating market needs and responding quickly to their demands is an absolute necessity. Being responsive also means being mobile, committing determinedly to necessary reforms, and knowing how to adapt to change.

Value No. 4: The preeminence of the team spirit

We foster team spirit, knowledge sharing, and solidarity, both internally and through our partnerships. The power of teamwork is the key to our progress. It helps us mobilize and increase our individual and collective creativity.

Value No. 5: The development of women and men

Promoting the women and men of JPBID involves putting each person in a position to succeed and recognizing the results achieved. The quality of each individual determines collective performance. The success of JPBID is that of each person at their own level. The individual development of each employee is necessary for all. The loyalty and integrity of each person is a condition for collective balance and the success of JPBID.

Value No. 6: Civic responsibility

Known for the excellence of its products, JPBID promotes and shares progress in all its dimensions: economic, social, and cultural. Thus, JPBID is committed to developing a culture of prevention, to control all risks in the areas of health, safety, and the environment. It actively contributes to social cohesion and equal opportunities through a policy of integrating disadvantaged groups and promoting diversity within its organization.

JPBID employees and managers form the basis of a body of compliance and ethics rules applicable to everyone regardless of their activity, responsibilities or functions.

Compliance and Ethics Rules***Respect for laws***

JPBID's activities must be carried out in all areas in compliance with applicable laws and regulations and in accordance with the strictest ethical principles.

In particular, JPBID intends to comply with laws and regulations governing, in particular, competition, intellectual property, consumer law, labor and employment, safety and health, and environmental protection.

Company staff must be especially attentive to this point, as knowledge and understanding of the law can sometimes be difficult. In case of questions or doubts, they must immediately contact their superiors.

Integrity, honesty, and transparency must guide JPBID staff in the conduct of their professional activities. They must act, towards customers, suppliers, and other business partners, in the interest of JPBID and in compliance with laws and regulations.

Behavior towards customers

Each staff member must respect the principles of loyalty and integrity towards customers.

Attentive listening, a constant concern for the quality of products and services but also for their adaptation to the needs of the customer and impeccable monitoring of customer relations are fundamental.

Any incident with a customer, which may have its origin in a violation of the rules of good business practice, must be immediately reported and investigated, followed by a report so that action can be taken not only with regard to the customer but also with regard to the employee(s) involved.

Any situation that raises questions for a member of staff must be immediately referred to their superiors.

Any action, whether concerted or not, with a client which could result in harm to the interests of JPBID is prohibited and could lead to prosecution against the offender.

Indeed, customer satisfaction and, consequently, the company's sustainability depend on clearly identified factors: availability, imagination, a spirit of innovation, constant improvement in quality and traceability, particularly in matters of health and safety, concern for sustainable resource management and consideration of the societal impact of the Group's activities. These requirements presuppose an open dialogue, based on precise and sincere information, transparency of the procedures implemented and, of course, compliance with commitments and competition rules.

Compliance with legal provisions, particularly those relating to misleading, unfair, and aggressive business practices, is of particular importance. This is due to the need to provide customers with complete and fair information, and also because of the financial and reputational risks that may affect the company and its employees.

Adapted professional practices

- Zero tolerance for corruption

JPBID does not tolerate any practice of corruption, active or passive, direct or indirect, for the benefit of actors in the public or private sectors.

JPBID employees comply with all applicable anti-corruption conventions and laws. JPBID and its employees will never use third parties to accomplish anything that they are ethically or legally prohibited from doing themselves.

Engaging a business partner for the purpose of corrupting a person or entity is an offense under anti-corruption laws. Prior to any contractual relationship with a business partner, JPBID undertakes a methodical and documented selection process. Employees must refer to the anti-corruption and lobbying policy charters annexed to this document.

- Gifts and Freebies

Business incentives, such as gifts and hospitality, given or received from customers, suppliers, and other partners are for the sole purpose of enhancing brand image and maintaining good

business relationships. Their value should not influence, or be perceived to influence, a business decision.

Discernment, discretion and prudence are always required in these situations.

Fair competition

JPBID respects the rules of market operation. In this context, it complies with competition rules by adopting fair behavior and refrains from defaming or denigrating its competitors.

As a supporter of fair competition, JPBID intends to strictly comply with applicable competition laws. These prohibit agreements or maneuvers that may restrict or distort competition or trade.

In particular, price agreements, manipulation of tender procedures, allocation of markets, territories or customers between competitors, as well as boycotts or unequal treatment between certain customers or suppliers without legal justification are prohibited.

The exchange or disclosure of sensitive business information regarding competitors, customers or suppliers may also violate applicable competition laws.

Supplier Relations

JPBID selects its suppliers based on objective criteria and demands a high level of performance from them in order to enable it to fully meet its expectations and those of its customers.

JPBID prohibits the use of suppliers who use child or forced labor. Mutual loyalty is the foundation of our relationships with suppliers. Since employees have a duty of integrity, they are prohibited from receiving or soliciting any personal benefits, non-symbolic gifts, or travel offers from our suppliers. JPBID also requires its suppliers to respect the same anti-corruption commitments that it applies to itself.

Shareholder Relations

JPBID ensures its shareholders the simultaneous, effective and complete dissemination of relevant, accurate, precise and sincere information, disseminated as soon as possible and consistent with previous publications. It is attentive to the implementation of international principles and recommendations in corporate governance.

Integrity

JPBID employees are prohibited from damaging the company's reputation or compromising the integrity of its assets and information systems.

Paid activities carried out outside of JPBID must be free from conflicts of interest with the functions carried out within the company. More broadly, each employee must act, within the framework of their professional activities, taking into consideration only the interests of JPBID, to the exclusion of any personal interest and/or preference or any consideration of any specific proven or potential advantage.

Likewise, the acquisition of stakes, whether direct or through an intermediary, in companies in business relations with JPBID must be approached with the greatest caution .

Such restrictions do not apply to listed companies, except for the use of inside information which constitutes insider trading.

Respect for people

The safety and health of all is a key objective of JPBID . JPBID ensures equal opportunities for all its staff.

Recruitment and promotions are based solely on professional qualities and results.

JPBID respects the dignity and privacy of each individual. It also includes among its values the creation of conditions that allow each individual to flourish in their chosen profession.

JPBID entities respect the protection of personal data.

Cooperate with the authorities:

JPBID is required to cooperate with legitimate competent authorities. Any request from a public official relating to an investigation or information must be coordinated by the General Management and the Legal Department.

Use of company equipment

JPBID offices and workshops contain a wide range of devices and equipment. Telephones, photocopiers, computers, software, machinery, and other equipment, such as email and voicemail systems and Internet/Intranet, must be used only for business purposes and not for personal use. Exceptions, and the assumption of associated costs, are permitted at the local level, provided that the use of the equipment:

- is not linked to any illegal activity;
- does not entail any actual or potential conflict of interest;
- does not generate any substantial additional costs, disruption to business operations, or have any other negative impact on the company (therefore there must also be no interference with the tasks assigned to the employee or other employees).

Company equipment may not be used to collect or transmit information that promotes or incites racial hatred, glorifies violence, or other criminal acts; its content may not be sexually offensive in the relevant cultural environment.

Without the consent of their superior, employees are not authorized to create or copy documents, files, video or audio files using JPBID equipment or materials if their use is not directly related to the company's activity.

Sustainable development

JPBID employees ; this mission concerns the entire industrial and commercial process, such as the implementation of products.

Political and religious activities

JPBID does not finance any political party and any external political and associative activities of employees are carried out exclusively outside of work premises and hours, without any reference being made, in any way, to membership of JPBID.

Any religious practices that staff members may have are carried out exclusively outside of work premises and hours, unless otherwise legally required.

Information control

Each employee must ensure the protection of information collected in the course of their duties. They are particularly committed to respecting the internal rules on this matter and the requirements applicable to communications, both written and oral.

Protection of the confidentiality of certain information

Everyone, through their functions, may have access to confidential information which constitutes an important asset of JPBID ; This sensitive information may not be disclosed or communicated outside of JPBID.

Similarly, since employees may be in possession of information concerning the national defence of the country where JPBID is located, care must be taken to ensure the protection of such information with regard to third parties.

This Charter of Good Business Practices defines the ethical framework within which we wish to continue to operate our activities.

It constitutes the common base of values that all JPBID employees must share and observe every day in the conduct of their professional activities.

It sets out the basic rules and principles relating to the behaviour of everyone within JPBID and in the relationships we maintain with customers, suppliers and, more generally, with the outside world.

The good practices contained in this charter have been established in accordance with the new legal requirements of applicable laws but also of international treaties, particularly in the fight against corruption.

Each JPBID employee is required to read the Code of Ethics, understand its contents, and comply with it. It will also be provided to all new hires.

It is the responsibility of each employee, in the event of questions or doubts about the conduct they should adopt, to consult their superiors or the legal department of JPBID without delay.

Each employee has a binding obligation to respect this code of ethics

ANNEX 1: Anti-corruption policy
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Corruption is the act of promising, proposing or offering, directly or indirectly, any undue advantage, monetary or otherwise, to a third party so that the latter, in breach of his obligations, acts or refrains from acting with a view to obtaining or retaining a contract or any other undue advantage in the conduct of business.

JPBID 's rejection of corruption is a permanent commitment of its leadership. Integrity and the prevention of corruption risks are non-negotiable, even if this results in the loss of contracts or revenue. This commitment is embodied in a letter of commitment from JPBID's leadership.

JPBID has defined requirements for trade compliance monitoring. These requirements translate into a best-in-class anti-corruption program. This includes:

- the firm and reiterated commitment of the JPBID Management
- a clear policy and a charter of ethics,
- wide dissemination of information internally and externally, an extensive training program,
- a good, rigorous and regular risk assessment,
- the implementation of control activities and measures intended to implement the program.

JPBID's Trade Compliance Program

JPBID has formalized a rigorous program to prevent corruption and disseminate a culture of honesty and fairness. This program is part of a continuous improvement approach. It was defined with a dual concern of holding stakeholders accountable and preserving JPBID's assets through controlled risk management.

Regular and appropriate information is disseminated to all members of the Executive Committee and to employees directly or indirectly concerned.

JPBID's corruption prevention program incorporates the requirements of existing international conventions and national regulations. In particular, it scrupulously applies Law 2013-1117 of December 6, 2013, relating to tax fraud and serious economic and financial crime (transposition into national laws and regulations of OECD, European and UN conventions in the French penal code).

Raising employee awareness

Regular and appropriate information is distributed to all JPBID staff regardless of their level of responsibility and functions.

An educational training plan for JPBID employees has been implemented. The objective of this training is for each employee to acquire appropriate knowledge of the regulations applicable to their activities.

A centralized procedure for selecting and validating business partners

The selection and validation of business partners as well as the procedure for controlling gifts, invitations or sponsored trips offered or received are strictly regulated operations.

This procedure clearly and precisely describes the roles of employees and the rules to be applied. Regularly updated, it is widely distributed to managers, relevant employees, and JPBD's external partners. The procedure includes:

- The validation, management and control of “lobbyists” who must also comply with the JPBD lobbying charter.
- An ethics clause that is integrated into JPBD's general purchasing conditions, which JPBD suppliers must sign.

Procedure for controlling gifts, invitations or sponsored trips offered or received from customers, suppliers and other stakeholders.

This procedure specifies in particular that these invitations and gifts must not have any other purpose than to maintain good business relations and, under no circumstances, lead to a conflict of interest or influence a professional decision.

Appendix 2: Lobbying Policy

JPBID undertakes to:

- respect the codes of conduct and regulations of the organizations (commercial, employer, professional) with which and with which he is required to carry out lobbying activities;
- ensure that its collaborators, or external lobbyists, do not engage in an actual or potential conflict of interest in their relations with authorities;
- carry out lobbying practices in accordance with the rules of its compliance program, which in particular excludes the use of corruption:
 - ✓ comply with the JPBID procedure for “Gifts, Hospitality and Travel”
 - ✓ ensure that lobbyists, with whom JPBID may collaborate, are informed and comply with the principles of JPBID 's compliance program ;
 - ✓ enable clear identification of the approach and representation of interests: JPBID experts and, where applicable, external consultants must clearly indicate that they are carrying out an approach on behalf of JPBID when they speak with stakeholders;
- appear on the lobbyist registers, where they exist, of the organizations with which he is required to carry out his lobbying activities.

JPBID representative or service provider who contravenes this charter will immediately be subject to an appropriate sanction which may go as far as terminating the contractual relationship between them and JPBID .

- Information and communication

JPBID undertakes to:

- provide reliable information,
- publish its main public positions on its website and update them regularly, in particular according to the schedule of public debates. By “main public positions”, we mean all public positions on new legislation or political decisions that could potentially have a material impact on JPBID, whether promoted directly by JPBID or via professional associations,
- publish the list of the main think tanks and professional associations to which JPBID belongs and in which it is active. By "main think tanks and professional associations " we mean the main organizations whose international position can influence legislation or political decisions
- inform the JPBID stakeholder panel annually of political donations;

- promote to rating agencies the need to take into account the lobbying practices carried out by the organizations they evaluate and thereby encourage the development of high standards across the industry.