

JPBID CODE OF ETHICS (English Translation)

The company values of JPBID are expressed through the ways its employees act.

The ethics of our company are recognized in 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, regardless of their profession, their level of responsibility, or the people they interact with. Directors and employees alike have the absolute obligation never to act in a way that could raise the slightest doubt about the company's ethics.

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

JPBID intends to base its activity on values that constitute its identity and assert its image with respect to all its stakeholders.

Value #1: Putting the customer first

Customer satisfaction is our primary objective and our guiding principle. Only this will allow us to build lasting relationships with them. At all times, we strive to:

- listen to our customer, anticipate and understand their needs, and respond by being available and responsive;
- contribute to their success through the actions we take and the personalized follow-up we provide.

Value #2: Respecting commitments made

Respecting one's commitments means mobilizing to achieve, or even exceed, the expected performance. Every employee is called upon to fully assume their commitments to customers and both external and internal partners, in compliance with JPBID's ethics and compliance charter. This relationship of loyalty with everyone (customers, suppliers) is the guarantor of trust and success.

Value #3: The pursuit of excellence

It is born from our responsiveness to customer expectations and our need to adapt. Anticipating market needs and responding quickly to their requests is an absolute necessity. Being responsive also means being mobile, committing resolutely to necessary reforms, and knowing how to adapt to change.

Value #4: The preeminence of team spirit

We cultivate team spirit, the sharing of know-how, and solidarity, both internally and within our partnerships. The power of teamwork is the watchword of our continuous improvement approach. It enables us to mobilize and increase our creativity individually and collectively.

Value #5: Valuing women and men

Valuing the women and men of JPBID means putting each person in a position to succeed and recognizing

the results achieved. The quality of each individual determines collective performance. JPBIDs success is that of each person at their level. The individual development of every employee is necessary for all. The loyalty and integrity of each person is a condition for collective balance and for JPBIDs success.

Value #6: Civic responsibility

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

All of these values, shared by all JPBID employees and leaders, form a body of compliance and ethical rules applicable to everyone, regardless of their activity, responsibilities, or functions.

RULES OF COMPLIANCE AND ETHICS

Compliance with laws

JPBIDs activities must in all areas be carried out in compliance with the laws and regulations in force and in accordance with the strictest ethical principles.

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

Company personnel must be especially attentive to this point, as knowledge and understanding of the law can sometimes be difficult. In case of any question or doubt, they must immediately contact their line manager.

Integrity, honesty, and transparency must guide JPBID personnel in the performance of their professional activities. They must act, towards customers, suppliers, and other business partners, in the interests 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 as well as their adaptation to customer needs, and flawless customer relationship management are fundamental.

Any incident with a customer that may stem from a violation of good business practices must be reported immediately and be the subject of an investigation followed by a report, so that appropriate action can be taken not only with respect to the customer, but also towards the employee(s) involved.

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

Any concerted or uncoordinated action with a customer that could harm JPBIDs interests is prohibited and

may lead to legal action against the offender.

Customer satisfaction and, consequently, the company's sustainability depends on clearly identified factors: availability, imagination, innovation, continuous improvement of quality and traceability (notably regarding health and safety), a commitment to the sustainable management of resources, and consideration of the societal impact of the Group's activities. These requirements call for open dialogue based on accurate and sincere information, transparency in the procedures implemented, and, of course, respect for commitments and competition rules.

Compliance with legal provisions particularly those relating to misleading, unfair, and aggressive commercial practices is especially important. This is both out of respect for the complete and fair information owed to the customer, and due to the financial and reputational stakes that may weigh on the company and its employees.

Appropriate professional practices

Zero tolerance for corruption

JPBID tolerates no practice of corruption active or passive, direct or indirect benefiting actors in the public or private sectors.

JPBID employees adhere to all anti-corruption conventions and applicable anti-corruption laws. Under no circumstances will JPBID or its employees resort to a third party to do what ethics or the law prohibit them from doing themselves.

Engaging the services of a business partner to bribe a person, natural or legal, is a criminal offense under anti-corruption laws. Prior to any contractual relationship with a business partner, JPBID initiates a methodical and documented selection process. Employees must refer to the anti-corruption and lobbying policies annexed to this document.

Gifts and hospitality

Business courtesies such as gifts and invitations granted to or received from customers, suppliers, and other partners are solely intended to strengthen brand image and maintain good business relationships. Their value must not influence, or give the appearance of influencing, a business decision.

Discernment, discretion, and prudence must always prevail in these situations.

Fair competition

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

As a proponent of fair competition, JPBID intends to strictly comply with applicable competition laws. These prohibit agreements or practices likely to restrict or distort competition or trade.

Prohibited practices include price-fixing agreements, manipulation of tender procedures, division of markets, territories, or customers among competitors, as well as boycotts or unequal treatment of certain customers or

suppliers without legal justification.

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

Relationships with suppliers

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

JPBID refrains from using suppliers who employ child labor or forced labor. Mutual loyalty underpins relationships with suppliers. Employees, bound by a duty of probity, must refrain from receiving or soliciting any personal benefit, non-symbolic gift, travel offer, etc., from our suppliers. JPBID also asks its suppliers to commit to the same anti-corruption standards that it applies to itself.

Relationships with shareholders

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

Integrity

JPBID employees must not harm the company's reputation or compromise the integrity of its assets and information systems.

Paid activities conducted outside JPBID must be free of any conflict of interest with the functions performed within the company. More broadly, every employee must act, in the context of their professional activities, considering only the interests of JPBID, to the exclusion of any personal interest and/or preference or any consideration of any specific, actual or potential advantage.

Similarly, direct or indirect equity investments in companies doing business with JPBID must be approached with the utmost caution.

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

Respect for individuals

The safety and health of everyone is an essential objective of JPBID. JPBID ensures equal opportunity for all its staff.

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

JPBID respects the dignity and privacy of each individual. Among its values, it aims to create conditions allowing everyone to thrive in their chosen profession.

All JPBID entities comply with personal data protection requirements.

Cooperation with authorities

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

Use of company equipment

Numerous devices and equipment are found in JPBID offices and workshops. Telephones, photocopiers, computers, software, machines, and other tools such as email or voicemail systems, Internet/Intranet must be used only for company purposes and not for personal needs. Exceptions, and coverage of associated costs, are authorized locally provided that the use of equipment:

- is not related to any illegal activity;
- does not create any actual or potential conflict of interest;
- does not generate any substantial additional costs, any disruption of business activities, or any other negative impact on the company (nor should it interfere with tasks assigned to the employee or other employees).

Under no circumstances may company equipment be used to collect or transmit information that promotes or incites racial hatred, glorifies violence or other criminal acts; its content must not be sexually offensive in the relevant cultural environment.

Without their supervisors approval, employees are not authorized to create or copy documents, files, video or audio files using JPBIDs equipment or material if their use is not directly related to the companys activity.

Sustainable development

Today, more than ever, protecting the environment is an essential mission for all JPBID employees. This mission covers the entire industrial and commercial process, as well as product implementation.

Political and religious activities

JPBID does not fund any political party, and any political or associative activities that employees may engage in take place exclusively outside the workplace and working hours, without any reference, in any way, to affiliation with JPBID.

Employees religious practices take place exclusively outside the workplace and working hours, unless otherwise required by law.

Information control

Each employee must ensure the protection of information obtained in the course of their duties. They must pay particular attention to complying with internal rules in this area and requirements applicable to both written and oral communications.

Protection of confidential information

Depending on their functions, individuals may have access to confidential information that constitutes an important asset of JPBID. Such sensitive information must not be disclosed or communicated outside JPBID.

Likewise, employees who may hold information relating to national defense in the country where JPBID is established must ensure that such information is protected from third parties.

This Code of Good Business Practices defines the ethical framework within which we intend to continue conducting our activities.

It forms the common foundation 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 everyone's behavior within JPBID and in the relationships we maintain with customers, suppliers, and, more generally, with external stakeholders.

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

Each JPBID employee is requested to read the Ethics Charter, understand its content, and comply with it. It will also be provided to every new hire.

In case of any question or doubt about the conduct to be adopted, it is incumbent upon each employee to consult without delay their line manager or JPBID's Legal Department. Every employee has the imperative obligation to comply with this Ethics Charter.

ANNEX 1: Anti-Corruption Policy

Corruption is the act of promising, offering, or giving, directly or indirectly, any undue advantage, monetary or otherwise, to a third party so that, in violation of their duties, they act or refrain from acting in order to obtain or retain a contract or any other undue advantage in the conduct of a business.

JPBID's rejection of corruption is a permanent commitment of its management. Integrity and the prevention of corruption risk are non-negotiable, even if this leads to foregoing contracts or revenue. This commitment is materialized by a letter of commitment from JPBID's management.

JPBID has defined requirements in terms of commercial compliance control. These requirements take the form of a best-in-class anti-corruption program. It includes:

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

JPBID's commercial 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 process. It was defined with a dual concern: making stakeholders accountable and preserving JPBID's assets through controlled risk management.

Regular and tailored information is disseminated to all members of the Executive Committee and to

employees directly or indirectly concerned.

JPBIDs anti-corruption prevention program incorporates the requirements set by existing international conventions and national regulations. More specifically, it strictly applies Law No. 2013-1117 of December 6, 2013 on tax fraud and serious economic and financial crime (transposition of OECD, European and UN conventions into French criminal law).

Raising employee awareness

Regular and tailored information is disseminated to all JPBID staff, regardless of their level of responsibility and their functions.

An educational training plan for JPBID employees is put in place. The objective of these training sessions is for each employee to acquire appropriate knowledge of the regulations applicable to their activities.

A centralized procedure for selecting and approving business partners

The selection and approval 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 as well as the rules to be applied. Regularly updated, it is widely disseminated to managers, the employees concerned, and JPBIDs external partners. The procedure includes:

- the approval, management, and control of lobbyists, who must also comply with JPBIDs lobbying charter.
- an ethics clause included in JPBIDs general purchasing conditions, which JPBIDs 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 such invitations and gifts must have no other purpose than to maintain good business relationships and, in no case, create a conflict of interest or influence a professional decision.

ANNEX 2: Lobbying Policy

JPBID undertakes to:

- respect the codes of conduct and regulations of organizations (commercial, employer, professional) with which and before which it engages in lobbying activities;
- ensure that its employees, or external lobbyists, do not engage in an actual or potential conflict of interest in their relations with authorities;
- conduct lobbying practices in compliance with the rules of its compliance program, which notably excludes the use of corruption:
 - * respect JPBIDs procedure on Gifts, hospitality and trips;
 - * ensure that lobbyists with whom JPBID may collaborate are informed of and comply with the principles of JPBIDs compliance program;
 - * enable clear identification of the approach and representation of interests: JPBID experts and, where appropriate, external consultants must clearly indicate that they are acting on behalf of JPBID when engaging with stakeholders;

- be listed on lobbyist registers, where they exist, of organizations before which it conducts lobbying activities.

Any JPBID representative or service provider who contravenes this charter will immediately be subject to appropriate sanctions, up to and including termination of the contractual relationship binding them to JPBID.

Information and communication

JPBID undertakes to:

- provide reliable information,
- publish its main public positions on its website and update them regularly, particularly in line with 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 stance can influence legislation or political decisions
- inform JPBID's stakeholder panel each year of political donations;
- promote with rating agencies the need to take into account the lobbying practices of the organizations they evaluate and thereby encourage the development of high standards across the industry.