

CODE OF ETHICS AND PROFESSIONAL CONDUCT

ACCUMALUX GROUP



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Prerequisites

The Accumalux Group distinguishes itself through the commitment of its employees in terms of performance, both in the areas of quality and expertise. Our company is assessed against the most rigorous ethical and professional conduct standards, and it is on the basis of this respect that we collaborate together.

The Code of Ethics and Professional Conduct establishes the principles and expected behaviors of all our employees. Adherence to these foundations is a valuable contribution to social responsibility and the sustainable, progressive development of our company. By integrating these principles into our actions and decisions, our company maintains and strengthens the trust of its employees, customers, and stakeholders.

This Code applies to all employees of the Group and is an addition to the internal regulations of subsidiaries. This document is subject to change as needed. It is the responsibility of all employees to read, understand, adhere to, comply with, and report any potential violations to the hierarchy related to its content. Employees who do not comply with applicable regulations or the principles of this Code may face disciplinary measures. The same applies to witnesses of any violation.

Our shared values

We are responsible for bringing our shared values to life through the actions that govern our way of working: Quality, Respect, Teamwork, and Evolution (progress).

Quality: *"Acting and working with professionalism and rigor, with the aim of achieving the best possible result for the customer"*

Respect: *"Behave and act in all circumstances with respect, politeness and courtesy"*

Teamwork: *"Teamwork is based on the following principles: compromise, coordination, trust, communication, complementarity"*

Evolution (progress): *"Promote personal well-being and development, learning and continuous improvement"*

Principles of ethics and professional conduct

1. COMPLIANCE LEGISLATION

The company is committed to complying with the laws and regulations of every country in which it does business. Compliance with the law is an unavoidable obligation. It is the responsibility of all employees to be fully aware of and comply with all applicable laws and regulations, as well as with the guidelines laid down by the Company in its various fields of activity.

2. CONFIDENTIAL

It is imperative that all Associates maintain the confidentiality of all information relating to Associates, the Company's operations and business activities that has not been made public. Employees must refrain from disclosing or using for themselves or for others any confidential information of the Company or other information concerning third parties that has been entrusted to the Company.

3. RESPECT FOR PEOPLE

The Company prohibits all discrimination based on sex, gender, color, ethnic origin, social origin, genetic characteristics, language, religion, beliefs, political or trade union opinions, disability, age or sexual orientation.

The Company respects human rights, including diversity, integration and equal opportunity.

The company rejects all forms of illegal work and employment conditions. It prohibits all forced or compulsory labor within the Group and all its subsidiaries, as well as all concealed work. Child labor is prohibited. The company complies with all local regulations in this area.

4. HEALTH & SAFETY

The Company guarantees compliance with the strict laws and regulations governing the protection of all employees. Safety rules in force must be strictly observed by all. Employees,

and in particular supervisory staff, must ensure that all safety measures are taken, and that equipment is in good working order and efficient.

In addition, each new recruit is subject to a compulsory medical examination by the occupational medicine department, and to any other medical examination legally or contractually required during the course of the contract.

5. ENVIRONMENTAL RESPONSIBILITY

The company is committed to protecting the environment, minimizing its environmental footprint, promoting sustainability and adopting responsible business practices. Production recycles virtually all its waste generated by the business, and uses recycled materials in the manufacture of cases and accessories for batteries and other products. In addition, processes are continually optimized to save all resources.

6. CONFLICTS OF INTEREST

In the course of their professional activities, employees may find themselves in situations where their personal interests may conflict with those of the Company. Should such conflicts arise, the company expects employees always to act in the Company's best interests, in collaboration with their manager.

7. CORRUPTION

Bribery violates legal standards and involves a high risk both for the employee concerned and for the Company. Bribery is not in the Group's interests and is strictly prohibited. Infringements will result in disciplinary action. In addition, suppliers or customers who influence the decisions of our staff in an unethical manner must expect claims. If, however, it is a gift in kind of "reasonable" value (under €100), it may be accepted on condition that it is given by the employee to the Company via the Purchasing Department.

8. COMPANY REPRESENTATION

In the course of their day-to-day activities for the Company, the protection of the reputation of the Group, its suppliers and customers must be the concern of every employee. In order to

preserve the good reputation of the Company and its staff, each employee must exercise particular caution in all verbal and written communications, and even in their clothing, both inside and outside working hours.

9. REPORTING ETHICAL VIOLATIONS

Employees are responsible for bringing to the Company's attention any situation which they have reason to believe may constitute a breach of these Principles of Ethics and Professional Conduct. Any information relating to possible violations must be communicated to the employee's line manager or, if the latter prefers, in confidence, directly to the Human Resources department by e-mail to:

- **compliance@accumalux.com**

The Company will ensure that any employee reporting a violation is protected from retaliation.