

MESSAGE FROM THE CEO



Frédéric BAVEREZ
CEO of ATALIAN

The Code of Conduct serves as a benchmark for all ATALIAN employees and stakeholders. It is available on the company's internet and intranet sites, outlining the Group's values and rules of conduct and action. Values form the foundation of our economic, social, and environmental performance. It is essential for us to be exemplary and irreproachable in terms of compliance, as this is necessary to ensure the sustainable growth of our business, particularly by providing assurances to our customers and by aiding in the attraction and retention of talent. In this regard, our integrity is clearly a competitive factor.

Beyond our convictions, I want to remind our employees that they are all, individually and collectively, the guardians of our reputation.

This Code of Conduct not only reminds us that respect for our values implies strict compliance with applicable laws and regulations, as well as the rejection of any form of fraud or corruption. This document sets out our code of conduct, the international norms and standards we adhere to, and the resulting commitments to our stakeholders. We lay out the principles of professional ethics which must inspire and guide our behavior in all circumstances and in all countries.

I am asking all our business and geographical divisions to widely disseminate our values and imperative commitments to their teams in the manner they find most effective to ensure compliance. I also invite all our stakeholders to respect our values and to collaborate with us to form a unified circle for the strict application of integrity rules.

I expect each and every one of you to embrace this document to continue inspiring the confidence of our public and private customers, suppliers, partners, shareholders, and employees. If you become aware of any violation of this Code, it is your duty to report it to <https://fr.ethicslineatalian.com> to elevate the values of integrity and ethics to the highest level. You can also access this platform via Atalink / Engagement / Compliance, as well as on atalian.com and atalian.fr. Rest assured of the confidentiality of your report.

I thank you and rely on each and every one of you to commit to acting with integrity and respect for this Code every day.

Frédéric BAVEREZ

A handwritten signature in blue ink, appearing to read 'Frédéric BAVEREZ', positioned below the printed name.