



ETHICS CHARTER

COLIN GROUP

JANUARY 2026



INTRODUCTION

The Ethics Charter defines the principles and values to which the COLIN Group adheres and which are intended to guide every employee of the Company in the daily practice of their profession.

The principles set out in this Charter describe how to conduct business and to work in a manner that maintains and strengthens the trust of customers and stakeholders.

OUR VALUES

The Colin Group is committed to upholding these fundamental corporate values in the conduct of its business.

* Integrity

* Ethics

* Social responsibility

* Loyalty

* Respect for the individual

* Transparency

* Fight against competition unfair

* Fight against corruption

SCOPE



This Ethics Charter applies to all company employees and to all persons associated with the Company, such as its customers, suppliers, advisers, consultants, subcontractors, agents and other intermediaries representing the COLIN Group

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COMPLIANCE WITH LEGISLATION

Compliance with the law is a fundamental value. It is the responsibility of all Employees to be fully aware of and to comply with applicable laws and regulations, as well as the various policies and guidelines established by the company in its different areas of activity.

The COLIN Group ensures compliance with all legal and regulatory provisions in its relations with all its partners. In addition to its commitment to respecting the Universal Declaration of Human Rights (UDHR) and the conventions of the International Labour Organization (ILO), the company undertakes to respect the European Charter of Fundamental Rights within its organisation. The COLIN Group pays particular attention to regulations relating to hygiene, quality control, food products and packaging. The COLIN Group also respects the communities in the various countries with which it works.

All Employees are required to familiarise themselves with the provisions in force within the company relating to their area of responsibility, to comply with them and, in the event of any doubt or need, to consult the relevant departments in order to obtain further information and guidance.

RESPECT FOR INDIVIDUALS

The COLIN Group undertakes to comply with the aforementioned conventions and, in high-risk countries, pays close attention to ensuring that fundamental labour rights are respected, including freedom of association, effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, and the effective abolition of child labour. Human resources management, employee engagement and employee relations are based on the principles of mutual trust and respect, with a focus on treating everyone with dignity.

The COLIN Group intends to apply a fair human resources policy that complies with the law. In particular, it prohibits any form of discrimination. Each employee has the right to respect for their privacy, particularly through compliance with regulations relating to personal data. Ensuring and strengthening the safety of employees in the performance of their duties is an ongoing priority.

The COLIN Group is committed to diversity among its employees. Across all its sites, it undertakes not to engage in any form of discrimination, whether direct or indirect, in employment relationships or working conditions, based, inter alia, on age, colour, marital status, disability, nationality, sexual orientation, ethnic or social origin, religion, or gender. This anti-discrimination policy applies not only to recruitment but throughout the entire career path.

The COLIN Group is committed to combating child labour: the recruitment of employees, temporary workers and interns under the age of 18 for positions involving hazardous work is strictly prohibited.

An exception may be made for school interns (aged 15 and over), who may be accepted under an agreement with their educational institution and limited to observation activities.

The COLIN Group undertakes not to use forced or compulsory labour in any form. All forms of human trafficking, whether directly or through service providers, are strictly prohibited.

FAIR COMPETITION

The COLIN Group ensures compliance with competition rules to ensure fair and equitable competition.

No action taken by the company shall prevent, restrict or distort competition.

The COLIN Group rejects all unfair competitive and commercial practices.

RELATIONSHIPS WITH OUR CUSTOMERS, SUPPLIERS, SERVICE PROVIDERS AND PARTNERS

The COLIN Group maintains relationships with all its stakeholders, and in particular with its customers, suppliers and other business partners, based on honesty and fairness, in accordance with its ethical principles set out in the introduction.

Accordingly, the COLIN Group undertakes to honour its contractual commitments and to respect both the letter and the spirit of its commercial agreements.

The COLIN Group ensures that its subcontractors and suppliers engage in an ethical approach and expects them to comply with the principles of this Charter.

It requires its suppliers and subcontractors to strictly comply with all legislative provisions relating to their activities and professional environment. Consequently, the choices made by COLIN Group employees in respect of commercial transactions and partnerships must take into account the sustainable and ethical behaviour of stakeholders, based in particular on an assessment of their reliability, integrity and role in local economic and social life.

Employees shall act with professionalism, integrity and fairness in order to encourage customers to use the Company's services. The COLIN Group complies with the specific rules governing private and public procurement, regardless of the country in which it operates. The COLIN Group endeavours to select its suppliers and service providers based on criteria of quality, performance, cost and suitability for its needs.

The Company expects its partners to demonstrate an equivalent commitment to respecting human rights, fair sales and marketing practices, protecting confidential information and intellectual property, combating corruption and, more broadly, business ethics.

FIGHT AGAINST CORRUPTION

The COLIN Group rejects all acts of corruption, influence peddling, illegal taking of interests, misappropriation of public funds, favouritism or any other breach of integrity in the countries in which it operates.

CONFLICT OF INTEREST

A conflict of interest arises when, for example, an employee is in a position to influence a company decision that could confer a personal advantage on them or favour a relative or close associate.

The COLIN Group's decisions are taken objectively, without any personal considerations.

CONFIDENTIALITY

The COLIN Group endeavours, in the performance of its contracts, to ensure confidentiality in the use of data, information, know-how, intellectual and industrial property rights and trade secrets relating to its activities. All Employees are required to keep confidential any information relating to the COLIN Group, its customers, suppliers and Employees This obligation remains in force even after they leave the Company.

All confidential information must be kept and remain confidential, unless it has been authorised for public disclosure, as any unauthorised disclosure may be detrimental to the COLIN Group.

Each Employee must ensure compliance with the Group IT Charter and must:

- limit the disclosure of confidential information to persons with a legitimate need to know;
- safeguard all confidential data relating to the activities of the Company and the companies with which it has business relations, regardless of format (paper or electronic);
- prevent any disclosure of confidential information to external persons..

HEALTH AND SAFETY IN THE WORKPLACE - COMBATING DISCRIMINATION AND HARASSMENT - DISABILITY

The COLIN Group guarantees adequate working conditions for its employees, including with regard to health and safety. COLIN Group employees have a duty to comply with, and to ensure compliance with, the Company's rules in this area.

The internal regulations set out rights and obligations for Colin Group employees

The Company guarantees its employees and stakeholders a working environment that excludes any form of discrimination, in particular on the grounds of gender, sexual orientation, ethnic origin or religion, employee representative status, trade union membership, political opinions, disability, age or any other offensive physical, verbal or visual behaviour.

The COLIN Group's policies protect employees against all forms of harassment, intimidation or victimisation, whether physical, psychological or sexual. Any action constituting psychological or sexual harassment is therefore strictly prohibited.

Every employee is entitled to respect and a positive, harmonious and professional working environment in which everyone's ideas and contributions are recognised.

The COLIN Group undertakes to treat all its employees with respect and fairness and to promote equal opportunities in all aspects of employment.

Each employee must therefore respect the safety, rights and opinions of their colleagues, as well as their cultural or specific characteristics.

The Group has implemented a whistleblowing procedure enabling any serious situation that does not comply with these Group commitments to be brought to an end.

The COLIN Group offers its employees training opportunities that are specifically tailored to their field of activity and requirements. The COLIN Group respects the privacy of its employees and protects their personal data.

ENVIRONMENTAL PROTECTION AND SOCIAL RESPONSIBILITY

The Company is committed to preserving natural and energy resources, reducing waste and harmful emissions into the air or water, and combating climate change. This necessarily entails compliance with the applicable legal provisions relating to environmental protection.

The COLIN Group pursues these commitments through its Quality, Safety and Environment policy, which is reviewed regularly and sets out the gGroup's objectives and commitments in this area.

The COLIN Group respects the environment and seeks to reduce the ecological impact of its activities. The Group is a committed player in sustainable development. It assumes responsibility for the impact of its activities, products and services on the environment in rural and urban areas, as well as on the environment in general. This commitment must also be reflected in the actions that each individual takes on a daily basis. The COLIN Group affirms this environmental responsibility towards all its stakeholders, in particular its agricultural producers and suppliers.

COMMUNICATION WITH THIRD PARTIES: MEDIA, SOCIAL NETWORKS AND INVESTORS

All communication with external parties must be accurate and comply with regulatory and legal requirements. To ensure consistency, accuracy and compliance with legal requirements, only employees specifically authorised by Management may make statements and respond to requests for information from the media, investors and other authorities.

These same individuals are the only ones authorised to delegate this authorisation.

Employees are strictly prohibited from creating pages or accounts in the name of the Company on the Internet, using the Company's logos, or speaking on behalf of the Company without the express authorisation of Management.

ENFORCEMENT OF THE CHARTER AND SANCTIONS

All COLIN Group employees are required to conduct themselves in accordance with this Ethics Charter. Any employee may contact Management with any questions regarding this Charter.

Our business partners will be informed of this Ethics Charter. They are likewise expected to conduct themselves in a fair, honest and loyal manner in accordance with the principles described herein, failing which they may no longer conduct business with the COLIN Group.

The various principles set out in this Ethics Charter are binding, in that any failure to comply with them may give rise to disciplinary sanctions, as provided for in the applicable internal regulations, which may include termination of employment in accordance with local legislation and applicable collective agreements, without prejudice to any civil or criminal proceedings that may be initiated in respect of the breaches identified.

Guidelines containing detailed instructions may be drawn up if necessary.

MONITORING

Compliance with these fundamental principles of this Ethics Charter is ensured through periodic SMETA audits carried out by an external body.

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ERIC COLIN
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COLIN Group

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