

Ethical Chart

A word from the CEO

The world is constantly evolving and our businesses are necessarily adapting to new modes of communication and interaction. The strategy of Physitek Group will allow us to grow further and therefore see our activities diversify and our exchanges increase, multiplying external and internal interactions.

The objective of this ethical charter is to define the principles and values to which Physitek Group and its subsidiaries adhere and from which they cannot deviate. It is a foundation that should allow each

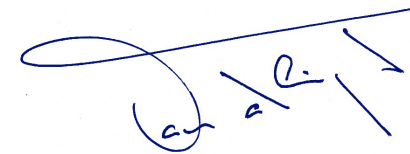
person to question the appropriateness of his or her behavior in the face of situations encountered in the exercise of his or her function, with colleagues, customers or suppliers.

Ethical issues are not always simple and I invite everyone in case of doubt to discuss with their colleagues or their hierarchy in order to make the best decision, always respecting the law and others.



Eric VANBALINGHEM

CEO

A handwritten signature in blue ink, appearing to read 'Eric Vanbalinghem', with a stylized flourish at the end.



Introduction

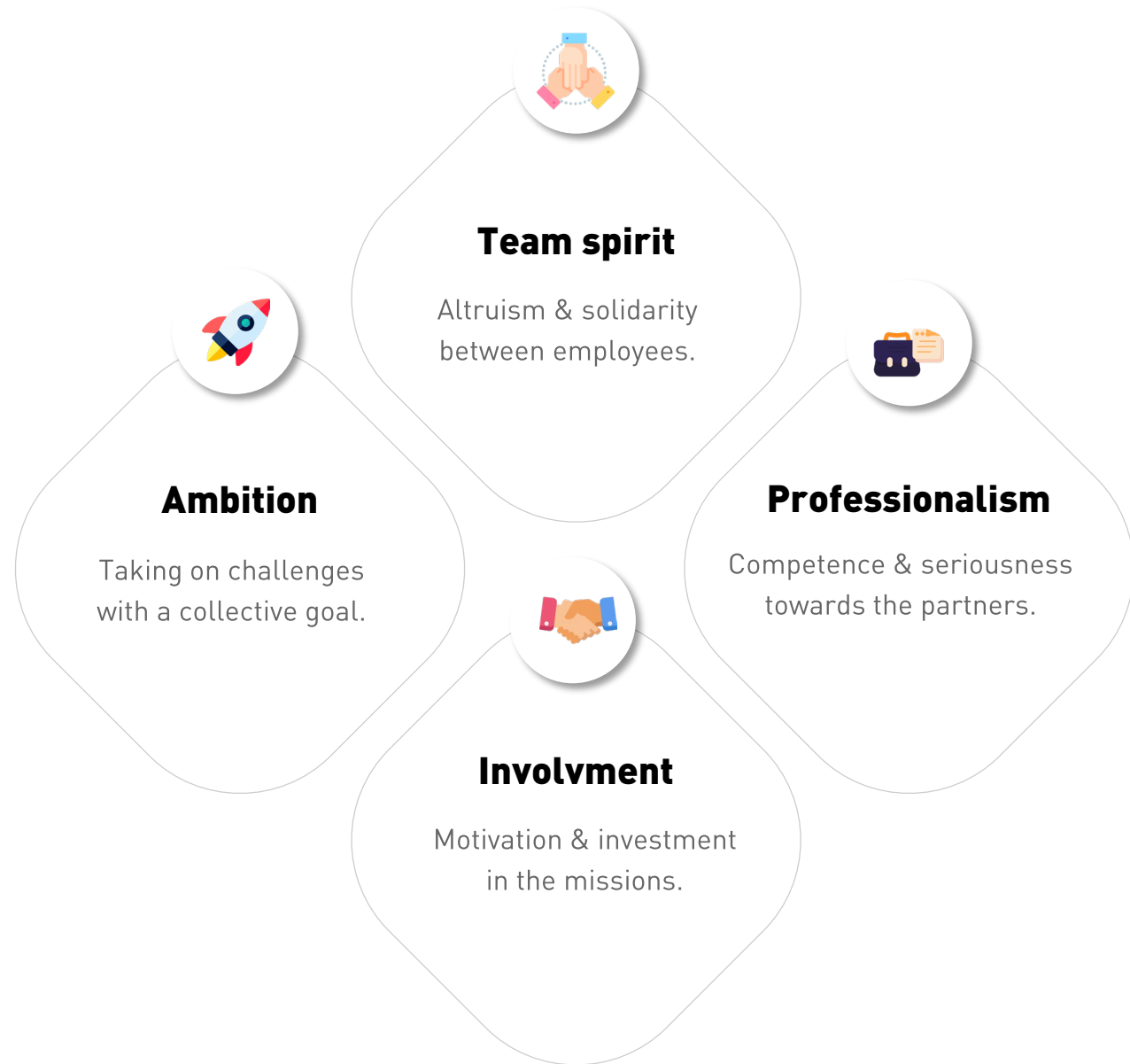
The Ethical Charter defines the values to which Groupe Physitek and its subsidiaries adhere and guides each employee in the daily performance of his or her job. Groupe Physitek integrates the 10 Principles of the United Nations Global Compact in its strategy and in each of its activities. These 10 Principles are derived from the founding texts of the United Nations in the fields of human rights, labour law, the environment and the fight against corruption. This Code of Ethics is distributed to each new employee and applies to all the company's employees and partners. It can be consulted at any time on physitek.fr. The line managers are available to answer any

questions concerning it. It has been signed by all the members of the CODIR and comes into force on November 22, 2022 and is subject to change. All employees are encouraged to report any behavior that violates this charter to their supervisor or directly to the President of the Group.



Our values

Every day, the employees of Physitek Group and its subsidiaries are guided by values that reflect our corporate culture.



CONDUCT CODE

BETWEEN EMPLOYEES, PARTNERS & WITH THE ENVIRONMENT



Anti-corruption efforts

Because all of our business relationships respect the laws and regulations in force, gifts and benefits of a value exceeding common practice are declined. Employees refuse all proposals for business or non-business trips. Reciprocally, employees do not offer gifts to obtain a contract. They occasionally invite clients or suppliers to business lunches without them having been requested.



Respect

Because respect for others is the basis of a healthy work environment. We ensure equality for all and respect diversity, prohibiting all forms of discrimination from the hiring process and throughout the career.



Mutual aid

We all work in the same direction. Everyone is attentive to their colleagues and shares their knowledge and skills.



Confidentiality

Employees may be required to obtain confidential information in the course of their work. They are bound to the utmost discretion concerning this information. The patents, offices, material and immaterial equipment of the Physitek Group are protected. Everyone is responsible for this protection and takes all necessary measures against theft or sabotage.



Environment

We are committed to preserving natural and energy resources, reducing waste production and increasing waste recovery.



Listening

Each employee is encouraged to share his or her ideas, and managers have a duty to listen and provide answers.

APPENDIX

10 Principles of the United Nations Global Compact

THE GROUP INCLUDES THESE PRINCIPLES IN ITS STRATEGY AND OPERATIONS



Human Rights

Promote and respect the protection of international human rights law.

- Ensure that we are not complicit in human rights violations.



Labour

- Respect freedom of association and recognize the right to collective bargaining.
- Contribute to the elimination of all forms of forced or compulsory labor.
- Contribute to the effective abolition of child labor.
- Contribute to the elimination of all discrimination in respect of employment and occupation.



Environment

- Apply the precautionary approach to environmental issues.
- Take initiatives to promote greater environmental responsibility.
- Encourage the development and diffusion of environmentally friendly technologies.



Anti-corruption efforts

- Act against corruption in all its forms, including extortion and bribery.

Distributor & manufacturer of innovative solutions in portable scientific instrumentation, Physitek Group intervenes in the fields of real estate diagnostics, laboratory, safety and material control (industry & environment) in order to increase productivity, improve quality and identify potential risks.

Certified ISO 9001, Physitek is your trusted supplier recognized by its customers for its quality services, its 40 years of expertise, and the commitment of its 80 employees. Since 2019, the Physitek Group includes the subsidiaries Fondis Electronic, Physitek Devices & analyticon instruments gmbh.



Eric VANBALINGHEM
CEO

A handwritten signature in blue ink, featuring a large, flowing loop and several sharp, angular strokes.

Arnaud CROUZAT
General Manager

A handwritten signature in black ink, consisting of a series of overlapping, horizontal, wavy lines.

Jean-Baptiste LOUDET
Sales Director

A handwritten signature in black ink, featuring a large, stylized 'J' and 'L' with a horizontal line crossing through them.

Christina JOHREN
Administrative & Financial Director

A handwritten signature in black ink, featuring a large, stylized 'C' and 'J' with a vertical line extending downwards from the bottom.