

## President's Statement on Ethics and Compliance

Dear Colleague, dear Business Partner,

With the globalization of markets, most companies operate in a fast moving and challenging world, with its complexities, its expectations and the diversity of cultures and values.

In the meantime, applicable rules, regulations and requirements, statutory or contractual, local or international have been evolving towards very stringent standards.

Competition has become much tougher in an increasingly constrained environment. Many businesses are now global and, in a fierce arena where only the best succeed, it has now become more essential than ever and even absolutely critical for companies to adopt and apply sound principles of conducts for their own sake.

Finally, in all societies, each and every individual has growing expectations with respect to how local but also global companies should behave.

There is therefore no doubt in my mind that ethical behavior and compliance with laws and regulations shall be at the forefront of the considerations of any company that intends to stay successful on the long term.

As a leading player on the international stage, we are convinced **our reputation is a key asset** we must preserve and we strongly believe **ethics and compliance are critical performance drivers to ixblue sustainable development and success**. In line with our core values, we are committed to act with the highest ethical standards and to fully comply with applicable laws and regulations

As a company as well as an employee or as a business partner acting on its behalf, whatever our position is, **ethics and compliance shall always be the fundamental principles** underlying any position, behavior or decision related to ixblue's business anywhere, anytime, at any level and in any context. To this end, each of you, as a party to our business, is expected to adhere to our Code of Conduct and to commit to the same level of ethics and compliance.

**At ixblue, we do not tolerate any form of corruption, public or private, active or passive, national or international.** It is our top priority to uphold our **Corruption Prevention Policy** and to strengthen it in line with the latest law and regulation requirements.

I will personally monitor how ixblue fulfills its commitment, get advice from our Ethics and Compliance Committee for maintaining the highest standards and take all appropriate measures to ensure business practices fully comply with our policies and applicable laws and regulations.



Fabien Napolitano  
President & CEO