

PREAMBLE

The development of BIO-UV Group is largely built on the trust the Company shares with all its stakeholders, particularly its employees, customers, suppliers, banks, and shareholders.

The relationships we maintain with our customers, investors, business units, and employees are based on a spirit of long-term, fair, and balanced partnership.

The BIO-UV Group Code of Ethics and Business Conduct sets out the principles that employees must comply with during their professional activities, in addition to the laws and regulations applicable within our country.

A handwritten signature in black ink, appearing to read "L. Migeon".

Laurent-Emmanuel MIGEON
Chairman and Chief Executive Officer

1. RELATIONS WITHIN THE COMPANY

The corporate project of BIO-UV Group (the “Company”) is first and foremost based on the men and women who make it up. They are the ones who hold the expertise and develop innovative solutions. Their knowledge and know-how constitute BIO-UV Group’s primary asset: its human capital.

Driven by this conviction, BIO-UV Group is committed to the development of its teams and does everything possible to ensure their safety and well-being. The Company expects responsible behaviour from its employees, regardless of their level of responsibility.

In this respect, the Company and its employees are committed to the following principles:

1.1. Health & Safety

The Company takes all necessary measures to ensure the safety and protection of individuals. Employees undertake to comply with all health and safety rules and procedures applicable in their workplace.

Any employee who becomes aware of a potential health or safety issue must immediately inform their management.

1.2. Harassment

The Company protects employees against all forms of harassment, intimidation, and violence, whether physical, psychological, or sexual in nature. Harassment in the workplace is punishable. If intentional, it may also constitute a criminal offense exposing the perpetrator to criminal sanctions.

Employees support and promote the Company’s commitment to maintaining a workplace free from all forms of harassment and undertake to treat others with respect. Any employee who considers themselves a victim of harassment, or who witnesses such a situation, must report it to management as soon as possible. The Company guarantees the confidentiality of such reports.

1.3. Equal Opportunity

The Company undertakes not to engage in any form of discrimination for any reason whatsoever and to ensure equal opportunities for all in terms of recruitment, training, remuneration, assignment, and career development based on individual skills and abilities.

Employees support and promote this commitment to diversity and equal opportunity and undertake not to engage in any form of discrimination themselves. Any employee who believes these commitments are not being respected must report it to management as soon as possible.

1.4. Mutual Respect

The Company guarantees respect for the private life of each employee, and particularly the confidentiality of personal information. Employees support and promote this commitment and undertake to respect it themselves.

2. RELATIONS WITH OUR CUSTOMERS AND SUPPLIERS

For many years, our activities have operated in international markets (more than 50% internationally), encouraging us to seek the best partners. We therefore aim to establish long-term commercial relationships with partners (customers and suppliers) who are not only able to help us achieve our profitability objectives, but who also share our values.

In this respect, BIO-UV Group and its employees are committed to the following principles:

2.1. Active Corruption

Authorizing any direct or indirect payment of money to third parties, or any other benefit (gifts, invitations, etc.) in kind (such as services, travel, entertainment, goods, etc.) solely for the purpose of obtaining or maintaining a business transaction is forbidden.

In this context, employees ensure that business partners and intermediaries are informed of these standards and undertake to comply with them.

2.2. Passive Corruption

Directly or indirectly requesting or accepting money or any benefit whatsoever (gifts, invitations, etc.), except for gifts or invitations of symbolic value, is punishable. In any event, the acceptance of any invitation or gift (excluding business lunches) must receive prior approval from management.

2.3. Confidentiality of Information

Disclosing information that could harm the Company and/or any stakeholder is punishable.

2.4. Conflicts of Interest

Entering into business relationships with companies in which employees or their close relations (family members, friends) have interests and concealing information relating to any conflict of interest is punishable.

Any employee who may find themselves in a conflict-of-interest situation must report it to management. Employees must refrain from offering or accepting gifts or invitations that are not consistent with customary practices or applicable laws. They must also refrain from acquiring interests or holdings in customers, partners, or suppliers without prior written approval from management or the Chairman and Chief Executive Officer (except in the case of holding listed securities in compliance with stock market ethics and market abuse prevention regulations).

2.5. Selection of Suppliers

Working with a supplier who repeatedly fails to comply with this Code of Ethics is forbidden. In case of doubt, the supplier may be subject to an audit carried out by the Company. In such cases, an internal or external auditor will verify the supplier's practices on site, particularly regarding social, environmental, and labor law matters.

3. RELATIONS WITH OUR SHAREHOLDERS

BIO-UV Group's capital is held by institutional investors and private individuals. BIO-UV Group is a company whose shares are listed on the Euronext Growth Paris stock exchange. The Company is therefore subject to financial laws and regulations relating to insider trading, and any information disclosed publicly must be measured, carefully considered, and approved by management.

Each BIO-UV Group employee must feel responsible, within their own scope, for the integrity and accuracy of such information.

In this respect, the Company and its employees are committed to the following principles:

3.1. Accuracy of Information

The law punishes any person who disseminates, by any means, information giving false or misleading indications regarding the situation or prospects of an issuer, or regarding the supply, demand, or price of a financial instrument, or which sets or is likely to set the price of a financial instrument at an abnormal or artificial level.

Accordingly, the Company and its employees undertake to provide the public with accurate and precise information while complying with applicable laws, regulations, and principles.

3.2. Insider Trading

An insider is any person who has access to inside information, whether permanently or occasionally.

Inside information is defined as precise information that has not been made public, relating directly or indirectly to one or more issuers or financial instruments, and which, if made public, would likely have a significant effect on the price of the financial instruments concerned or related derivative financial instruments.

Insider trading occurs when a person possessing inside information uses it by acquiring or disposing of, for their own account or on behalf of a third party, directly or indirectly, financial instruments to which the information relates.

In order to prevent insider trading involving its financial instruments, BIO-UV Group undertakes to regularly inform its employees, particularly those identified as "insiders," of the prohibition against trading BIO-UV Group securities as long as inside information concerning the Company in their possession has not been disclosed publicly. In this respect, insiders will receive a letter or email informing them of the sanctions applicable to insider dealing and the unlawful disclosure of inside information.

4. PROTECTION OF COMPANY ASSETS

The Company's assets are intended to enable each employee to contribute to achieving BIO-UV Group's objectives. Employees therefore have a duty to help preserve and protect assets against damage, theft, or misuse.

In this respect, BIO-UV Group and its employees are committed to the following principles:

4.1. Respect for Confidentiality

Any information relating to intellectual property, know-how, projects, industrial, social, or commercial data must remain confidential, as its disclosure could harm the Company's interests.

Professional information and/or documents produced within the scope of work or relating to internal company projects, and which have not received prior authorization for publication or communication from management, are not intended to be shared externally.

4.2. Use of Company Property

Company equipment must be used in compliance with security rules and policies and must not be used for unlawful purposes or purposes unrelated to BIO-UV Group's activities.

4.3. Company Reputation

Employees must act with the Company's interests in mind and ensure that there is no confusion between their personal opinions or interests and those of BIO-UV Group, in order to preserve the Company's good reputation.

5. COMMITMENTS AS A RESPONSIBLE COMPANY

BIO-UV Group is committed to a responsible business approach and integrates social, environmental, and economic concerns into its activities and interactions with third parties. Through its UV, Ozone and salt electrolysis water treatment systems, BIO-UV Group helps provide healthier and safer water to as many people as possible while protecting our environment.

Each employee undertakes to integrate these concerns into their actions while considering the interests of all stakeholders.

In this respect, the Company and its employees are committed to the following principles:

5.1. Accuracy of Accounts & Financial Integrity

Recording all Company assets, liabilities, expenses, and other transactions in the books and accounts and managing them in compliance with applicable accounting laws and regulations. These records must accurately reflect the Company's accounts and assets, and no secret funds or unrecorded assets may be created or maintained.

5.2. Environment

Complying with the environmental laws and regulations applicable to the Company wherever it operates.

5.3. Sustainable Development

Minimizing environmental impact. To achieve this, employees undertake to seek best practices, particularly regarding sustainable resource use, energy consumption, and waste management.

5.4. Donations & Sponsorship

Contributing to the social and cultural vitality of the regions in which the Company operates.

6. COMPETITION

BIO-UV Group complies with competition law principles and therefore prohibits any unlawful agreement with competitors or their business partners aimed at restricting competition.

Likewise, the Company may not abuse its market position to the detriment of its competitors.