CODE OF CONDUCT

Content

1 Introduction and scope of the Code of Conduct

As a partner in industrial automation and validation, at Agidens, we believe in continuous progress. Progress never stops. We are convinced that with our services, we can improve customer processes every day, making them safer, better, and more sustainable, ensuring companies are prepared for the future.

To meet this challenge and earn and maintain the trust of our stakeholders – customers, suppliers, public authorities, and partners – we consider it essential that everyone at Agidens consistently acts according to the same principles and values. These principles and values are embodied in this Code of Conduct, which we expect every employee of the Agidens group to carefully review and adhere to. The Code establishes the general framework for the professional conduct of all employees.

ADHERENCE TO CORPORATE VALUES

Our core values are always central, guiding who we are as a company, how we interact with each other and our stakeholders, and shaping the achievement of our vision. Acting according to these core values is paramount.

- **Strive for excellence**
  As a team, we aim for the best possible result, distinguishing ourselves by delivering top-quality outcomes.
- **Be open-minded**
  The mind functions like a parachute: it works only when open. We welcome new and diverse ideas and value the perspectives of others.
- **Take ownership**
  We commit to executing assigned tasks efficiently and fulfilling our promises. We take responsibility for achieving our objectives.
- **Show respect**
  We treat people fairly, justly, with empathy, and with dignity.

CODE OF CONDUCT: WHO DOES IT APPLY TO?

For the purposes of this Code of Conduct, "employees" include internal employees, external staff, and directors of Agidens and its subsidiaries.

USING THE CODE – ETHICAL DECISION-MAKING

While the Code strives to provide comprehensive guidelines for ethical and compliant behavior, it is not exhaustive. Therefore, we trust in the integrity and sound judgment of every employee in interpreting the outlined principles. If faced with questionable actions or behavior, ask yourself the following questions: Is the action/behavior legally and ethically sound? Could the action/behavior harm the company's (or its employees') reputation? How would I feel if the action/behavior were directed at me? Would I be able to defend my choice of action to someone I respect? If you have to answer any of these questions negatively, it is likely that the action/behavior is inappropriate, and you should seek advice or report it internally. This can be done with your line manager, the HR director, or designated confidants. Violations of public interest may also be reported through an external whistleblowing channel, in line with our whistleblower policy.

2 A tolerant and safe work environment

"Show respect" and *"be open-minded"* are two of Agidens' core values. We strive to create a diverse and tolerant workplace where employees feel valued for their unique qualities, and we believe this benefits our business. Therefore, everyone is expected to consistently act respectfully toward colleagues, clients, and suppliers, and appreciate their ideas.

EQUAL OPPORTUNITIES

We embrace diversity and respect everyone's personal dignity and privacy.

Agidens is committed to creating an environment that offers equal opportunities to all. Therefore, Agidens does not tolerate discrimination based on origin, nationality, ethnicity, religion, race, gender, age, sexual orientation, gender identity, marital status, etc. (this list is not exhaustive). Employees must not engage in any form of verbal or physical harassment based on any of these factors, or for any other reason. Employees who feel their working environment does not align with these principles are encouraged to raise their concerns with the designated confidants.

HUMAN RIGHTS: AGGRESSION, VIOLENCE, DISCRIMINATION AND HARASSMENT

Any violation of human rights is unacceptable.

Aggression, violence, discrimination, (sexual) harassment, and bullying are defined as undesirable behavior. We uphold internationally recognized human rights and refer to the European Convention on Human Rights and Fundamental Freedoms (European Convention on Human Rights).

Details on how employees can report undesirable behavior and which departments handle these reports are outlined in the "Reporting undesirable behavior" procedure. Internally, reports can be made to your line manager, a CPBW (Committee for Prevention and Protection at Work) member, a union representative, or one of the confidants. The procedure also states extensively how a report is followed up.

FAMILY AND RELATIVES

Our hiring and personnel development decisions will be fair and objective.

In line with the principle of equality, hiring and offering development opportunities should be based on an individual's competencies, experience, results, and potential.
Close relatives and partners of employees can only be hired as employees or advisors if the employment is based on qualifications, achievements, skills, and experience. Furthermore, an employee cannot act as a line manager for a family member or partner.
These principles of fair employment apply to all aspects of employment, including compensation, promotions, and transfers, as well as situations where a relationship develops after an employee has joined the company. To avoid conflicts of interest, Agidens requires employees to inform their line manager or HR if a relationship develops between colleagues.

WELLBEING, HEALTH, AND SAFETY

We maintain high standards of wellbeing, health, and safety.

We must all ensure that safe and healthy working conditions are a top priority. Agidens has developed a wellbeing policy in collaboration with the Prevention Advisor, which has been approved by the CPBW committee (Internal Service for Prevention and Protection at Work) and the CEO/CFO. This policy is reviewed regularly and covers the following aspects:

- Stress and confidants
- Office emergency plans
- First Aid
- Maternity protection
- Safety, including VCA (Safety, Health, and Environment Checklist for Contractors)

The company complies with all legal requirements regarding working hours to maintain a healthy work environment. Standard working hours are set out in the company's labor regulations.

SMOKING, ALCOHOL, AND DRUG POLICY

We have clear agreements regarding smoking, alcohol, and drug use to ensure the safety, health, and wellbeing of employees.

Agidens' rules regarding smoking, alcohol, and drug use are extensively detailed in the "Smoking, Alcohol, and Drug Policy".

ENVIRONMENT AND SUSTAINABILITY

We take responsibility for protecting the environment in our business activities.

We pursue sustainability in our operations, products, and policies and help our customers and partners do the same. We advocate for policies that reduce humanity's carbon footprint and manage the Earth's ecosystems effectively.

We consider environmental risks in our business processes and monitor our performance to mitigate these risks.

3 Fair relations

CONFLICTS OF INTEREST

We will always act in the best interest of Agidens.

Professional interests must always take precedence over personal interests. A conflict of interest arises when an employee's personal interests or the interests of a third party compete with Agidens' interests. In such situations, it may be difficult for the employee to act fully in the company's best interest. Employees should avoid conflicts of interest as much as possible.

If a conflict of interest occurs or if an employee is faced with a situation that may lead to or create the appearance of a conflict of interest, the employee must report this to his or her line manager, the HR Director or a designated confidant to resolve the matter fairly and transparently.

FAIR COMPETITION AND RESPECT FOR ANTITRUST LAWS

We believe in the importance of free and fair competition.

Agidens will always compete with other parties in full compliance with all applicable antitrust, competition, and fair dealing laws. Therefore, employees must adhere to the following rules at all times:

- Commercial policies and pricing are determined independently and will never, formally or informally, be agreed upon with, or aligned with, competitors or unrelated third parties, whether directly or indirectly;
- Customers, regions, or product markets will never be divided between Agidens and its competitors but will always be the result of fair competition;
- Customers and suppliers will be treated fairly.
- Employees must refrain from activities or behavior that could create the appearance or suspicion of such conduct or any attempt thereof.

All employees, especially those involved in marketing, sales, and purchase, or those who regularly interact with competitors, are responsible for ensuring they are familiar with applicable competition laws. In case of doubt, they should contact his or her linemanager.

If you suspect or discover a violation of competition and fair competition principles, this falls under the whistleblower policy. Please consult the whistleblower policy on ACE for details on where and how to report such matters.

ANTI-BRIBERY AND CORRUPTION

All forms of passive or active bribery or corruption, as well as any attempts thereof, are strictly prohibited and may result in sanctions or immediate dismissal for just cause.

- **PROHIBITION ON BRIBERY**

Employees must never, directly or through intermediaries, offer, promise, or attempt to offer any personal or inappropriate financial or other benefit in order to obtain or retain business or other advantages from a third party, whether public or private (prohibition on active bribery). Similarly, employees must not accept such benefits in exchange for preferential treatment of a third party (prohibition on passive bribery). Offering and accepting inappropriate benefits are treated equally.

Additionally, employees must refrain from any actions or behaviors that could create the appearance or suspicion of corrupt behavior or any attempt at such. Employees must be aware that offering or giving improper benefits to influence the recipient's decision, even if the recipient is not a public official, may result not only in disciplinary sanctions but also in criminal prosecution. Unlawful benefits may include anything of value to the recipient, such as employment or consultancy contracts for closely related parties.

If you suspect or discover incidents of bribery or corruption, this falls under the whistleblower policy. Refer to the whistleblower policy on ACE to understand where and how to report such matters.

- **ANTI-MONEY LAUNDERING**

Money laundering involves the process by which criminals move money through banks and other businesses to use it without detection of the illegal activity from which it originated. Employees must ensure they do not participate in any form of money laundering. If you suspect or uncover any money laundering activities, this also falls under the whistleblower policy, and you should consult the whistleblower policy on ACE to understand where and how to report it.

- **GIFTS, MEALS, ENTERTAINMENT AND BUSINESS TRAVEL**

Employees may only offer or accept reasonable meals and symbolic gifts that are appropriate to the circumstances. They must not accept or offer gifts, meals, or entertainment if such actions could create the impression of improperly influencing the business relationship in question.

In case of doubt, the employee should seek advice from his or her line manager or the HR Director.

Regarding business travel, such trips must never result in or appear to result in improper influence or favoritism between parties. Business travel must be interpreted as strictly as possible and must never be excessive.

All business expenses must be transparent, properly approved, reasonable, and carefully documented in accordance with the applicable policies.

- **SPONSORSHIPS AND DONATIONS**

Sponsorships and donations reflect social and corporate responsibility. For inquiries regarding sponsorships and donations, please contact the marketing department, which ensures the legality of initiatives and coordinates actions.

EXTERNAL BUSINESS OPPORTUNITIES AND NON-COMPETITION

If employees wish to pursue business opportunities for themselves that could be relevant to Agidens, they must inform the CEO or CFO, who will seek a management decision on whether Agidens will pursue the opportunity. Even if Agidens decides not to pursue the opportunity, the employee may only engage with it personally if doing so does not breach the non-competition clause outlined in their employment, collaboration, or service agreement with Agidens.

OPPORTUNITIES FOR DIRECTORS AND MANAGERS

Board positions in publicly traded or other companies held by Directors and Managers must be approved in advance by the CEO, and in the case of Executive Committee (Exco) members, by the Board of Directors.

Unless the company requests that a Director or Manager takes on a specific role or activity, any side activities or external roles undertaken by the individual are done at their own risk, at their own expense, and solely in their personal time.

4 Protection of company assets and information

PROTECTION OF COMPANY ASSETS

We exercise necessary caution and respect when using company assets.

Employees are responsible for the correct and efficient use of Agidens' assets. Every employee must make efforts to protect Agidens' property from loss, damage, misuse, theft, fraud, embezzlement, and destruction. This responsibility applies to both tangible and intangible assets, including company information and information systems.

To the extent permitted by applicable law, the company reserves the right to monitor and inspect how its assets are being used by employees, including reviewing all emails, data, and files stored on the company's network terminals.

PROTECTION OF INTELLECTUAL PROPERTY

Intellectual property is one of Agidens' most valuable assets.

Agidens' intellectual property includes all business ideas or information owned by the company, such as unique products, methods, and proprietary information. This also covers trade secrets, know-how, patents, trademarks, and copyrighted material. Agidens retains exclusive ownership of all intellectual property created or developed by employees during their employment, provided the activity relates to or involves their work at Agidens. Employees are obligated not to share any information belonging to the company's intellectual property with third parties without prior written consent from Agidens.

Additionally, Agidens expects employees to respect the intellectual property rights of others. This means complying with applicable intellectual property laws and respecting the rights regarding external and internal software usage.

CONFIDENTIAL INFORMATION

We value and protect our confidential information and respect the confidential information of others.

All employees must work together to prevent unauthorized individuals, both internal and external, from accessing Agidens' confidential information. Confidential information refers to any non-public information, including trade secrets, business, marketing, and service plans, customer insights, technical and production ideas, product designs, databases, records, salary details, and any unpublished financial or other data. This list is non-exhaustive.

Unless legally required or authorized by their supervisor, employees must not disclose confidential information or allow its disclosure. Unauthorized disclosure could harm Agidens' assets, operations, or reputation. This obligation continues even after employment ends.

Employees must take care to prevent accidental disclosure by exercising caution when using, storing, or transmitting confidential information.

Additionally, Agidens and its employees are responsible for safeguarding third-party confidential information (business partners, suppliers, or customers). Agidens expects third-party confidential information to be handled with the same level of care as the company's own.

Confidentiality is an important issue, which is also included in the labor regulations, the individual employment contract, the GDPR policy on handling personal data, and, in the context of careful handling of software and data, in the separate 'code of conduct for the use of ICT Resources at Agidens' and 'Information Security Policy'.

FRAUD

Any form of fraud is unacceptable, and fraud risks should be avoided as much as possible.
Employees must never engage in fraudulent[1] or dishonest behavior concerning Agidens' property, assets, financial reporting, or accounting, or those of a third party. Such actions can result in disciplinary measures or criminal prosecution.

Agidens' financial administration reflects the company's operations, forming the basis for managing its activities and meeting obligations to stakeholders. Business documents (invoices, reports, etc.) must be prepared accurately, truthfully, and clearly to provide an honest representation. Agidens expects employees involved in financial administration and reporting to demonstrate objectivity and critical thinking. Any suspected or actual financial misconduct must be reported via one of the channels listed in the whistleblower policy, and any deliberate attempt to manipulate financial records will be treated as fraud.

[1] Fraudulent activities include theft, misuse of assets, threats and failure to report violations of law.

5 You as an Agidens ambassador

At Agidens, we strive for continuous progress and strong team spirit. We highly value and appreciate when employees commit to the company and express their pride in being part of it. However, whenever we engage with external parties or communicate in any form, we must always prioritize Agidens' interests and uphold its corporate image. Keeping this in mind, we strongly encourage and support responsible ambassadorship.

SOCIAL MEDIA

The guidelines for personal use of social media by employees are outlined in the Social media policy. Agidens recognizes the importance of social media and aims to be actively involved in online conversations. However, employees, suppliers, and spokespersons have a professional responsibility when sharing work-related posts, ensuring that the content does not harm Agidens, its suppliers, or its clients. Additionally, no confidential information should be disclosed.

If you notice that an online discussion involving Agidens is at risk of escalating negatively, please reach out to your line manager to discuss the appropriate strategy. In cases of uncertainty regarding whether a post complies with the guidelines, we also ask that you consult your line manager or the responsible department head.

From a commercial perspective and to maintain consistency, any announcement of new company-related information must always come through official Agidens channels.

POLITICAL AND PERSONAL ACTIVITIES

Engaging in political activities or other personal initiatives can be done on personal time and with personal resources. However, these activities must not result in a conflict of interest. They should not interfere with your responsibilities as an employee, pose any risk to Agidens' reputation, or conflict with the company's interests in any way.

If you are uncertain about the acceptability of a particular activity, please consult with the HR Director.

INTERACTING WITH COLLEAGUES, CLIENTS, OR SUPPLIERS

In all interactions with external and internal stakeholders, every employee represents Agidens. It is therefore important that your demeanor, language, and attire as an employee are not offensive, derogatory, or inappropriate. While we do not impose strict dress codes, the general guideline is that smart casual or business casual attire – combining casual and formal elements – is typically appropriate. Specific roles or locations may, of course, require different attire, including safety or other mandatory clothing. Both written and verbal communication should always be conducted with respect.

6 Enforcement of the Code of Conduct

RESPONSIBILITIES

Every employee is required to familiarize themselves with the Code of Conduct and integrate its principles into their personal conduct and actions on behalf of Agidens. Upholding the highest standards of integrity is a personal responsibility that cannot be delegated. Additionally, employees are expected to participate in training initiatives related to the Code of Integrity and to cooperate with any internal audits or investigations.

Managers have an additional responsibility to support the integration of the Code of Integrity within their teams. They are expected to foster an environment of openness among team members to seek advice and to maintain necessary integrity and confidentiality when a team member in good faith reports a breach of integrity.

SEEKING ADVICE AND REPORTING ETHICAL INCIDENTS

Every employee has the right and responsibility to seek advice when in doubt about a business matter. Furthermore, employees are obligated to report any (potential) violations of the Code of Integrity, Agidens policies, and applicable laws and regulations. Advice and reporting of ethical incidents can be done through the line manager, HR, or designated trust persons. Breaches of general interest can also be reported through an external reporting channel, as outlined in the whistleblower policy.

CONSEQUENCES OF NON-COMPLIANCE

Agidens does not tolerate any breaches, whether literal or in spirit, of the Code of Integrity. Non-compliance with the Code may result in disciplinary actions, dismissal, and, if warranted, legal proceedings or criminal complaints to the appropriate judicial or law enforcement authorities.

Conversely, Agidens protects employees from retaliation if they refuse to follow a line manager's instruction that conflicts with the Code of Integrity. Protection against retaliation is also provided to employees who, in good faith, report a violation

7 Additional information

In addition to this Code of Conduct, the following documents available on the ACE portal are relevant for review. These documents were referenced in the Code of Conduct and provide more detailed information on specific topics:

- Labor regulations
- Company book well-being
- Whistleblower policy
- Reporting undesirable behavior
- Smoking, alcohol, and drug policy
- GDPR policy
- Policy: Code of conduct for the use of ICT resources at Agidens
- Information security policy
- Social media policy

8 Approval of the Code of Conduct

Approved by the CEO and CFO on behalf of the Executive Committee of Agidens

Approved on...06/09/2024

Hedwig Maes

Steven Peeters