

**Message from Benjamin Verlingue, Chief Executive Officer of the Adelaïde Group:
'Zero tolerance for corruption and any other breach of integrity'**

Dear colleagues,

As part of the roll-out of the 'Better Future 28' strategic plan, the Adelaïde Group reiterates its commitment to placing **non-financial performance** and responsible governance at the heart of its strategy. The values of **integrity, transparency** and **responsibility** promoted by Environmental, Social and Governance (ESG) are not mere principles: they must guide every decision and action taken by the Group's employees to ensure ethical business practices, prevent all forms of corruption, ensure strict compliance with the law and strengthen the trust of our customers, partners and employees. The fight against corruption is at the heart of our ESG approach: it is based on exemplary governance, protects our stakeholders and contributes to the creation of sustainable value.

Today, I reaffirm the Adelaïde Group's commitment to establishing a culture where compliance and ethics are not constraints, but **strategic levers for trust, competitiveness and sustainable growth. Integrity is one of the keys to our credibility and our collective success.**

That is why the Adelaïde Group's activities are based on a total prohibition of (i) corruption (ii) and any other breach of integrity (such as influence peddling, extortion, illegal taking of interest, etc.) **in all its forms.**

In a context of global instability that increases the risk of corruption and can disrupt business life, the Adelaïde Group continues to strengthen its anti-corruption measures. This approach meets the requirements of (i) the law of 9 December 2016 on transparency, the fight against corruption and the modernisation of the economy, known as 'Sapin II' and (ii) the recommendations of the French Anti-Corruption Agency (AFA), which points out that the implementation of such a system '*enables organisations to protect themselves against the risk of damage to their reputation and economic value*'.

Consequently, I reiterate my request to everyone to adopt **impeccable behaviour** in their daily working relationships with their colleagues and towards all our stakeholders by **applying the principles set out in the internal anti-corruption code** (appended to the internal regulations). Integrity is not just a legal requirement: it is a collective commitment that supports our positive impact on society and the environment.

I invite the managers of the group's companies in particular to embody these values, to widely disseminate these practices among their teams and to ensure that they are adopted. Setting an example is the foundation of this first step towards a strong shared culture.

Any behaviour that is illegal and/or contrary to the anti-corruption code can be reported using the digital reporting tool via this link:

<https://report.whistleb.com/groupeadelaide>

This internal alert system is described in the collaborative space of the Group Legal and Compliance Department (DJC) on the 'i.DJC' intranet: [Group Legal & Compliance Department - Home](#). Videos from the DJC team are also available online in this space.

By working together to embed a culture of ethics and compliance, we are creating the conditions for our success, where transparency guides our decisions and integrity becomes our strength. This is how we will build a sustainable and responsible future.

March 10, 2026

Signé par :

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