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	CHARTER OF BUSINESS ETHICS	Creation date : 2023.07.17 Effective date : 2023.07.08


Global Bioenergies (hereinafter “**Company**”) attaches the utmost importance to the respect of ethical principles and the duty of probity, both in corporate governance and in the conduct of its operational activities. It is firmly convinced that conducting business with integrity and fairness is a guarantee of credibility, reliability and efficiency, not only for its investors, suppliers, and customers, but also for the Company as a whole. Indeed the Company's reputation and the trust of its stakeholders depend on the behavior of everyone.

As part of its policy of environmental, social, and governance responsibility, the Company has drawn up this charter of business ethics, including a code of conduct (hereinafter “**Charter**”).

The Charter reflects the Company's ethical culture and constitutes a reference document in the form of a practical guide to ethical actions and behavior, reminding the commitments the Company has made to ensure its integrity and durability. It expresses and proves its respect for the law, people, and environment.

The Charter has also been drawn up, in one hand, to raise awareness among all the Company's stakeholders of the challenges it faces, enabling them to better understand the related ethical issues, and, on the other hand, to ensure that these stakeholders adopt practices in line with the Charter.

However, the Charter does not claim to be exhaustive and invites everyone to use good judgment in their day-to-day actions.

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The Company's *raison d'être*

"To foster the environmental transition through biosciences"

The Company's vocation is to reduce humanity's carbon footprint through scientific innovation, aiming to substitute oil-based and other environmentally harmful.

The Company's approach is to develop disruptive technologies in ground-breaking fields to meet the challenge of sustaining or improving the quality of life for current and future generations.

The values of the Company

The values of the Company reflect both its past achievements and its future challenges.


They are the guiding principles that shape the Company's strategy and actions, ensuring continuity and consistency at every stage of its development. The values system is also an essential tool for developing new practices and initiatives. It guarantees that everything the Company does is always rooted in something meaningful.

The Company's values have been defined as follows:

- **Audacity**: dare to push back the limits, encourage creativity, support innovative initiatives and seek new opportunities;
- **Courage**: demonstrate determination and commitment to the research and development of profoundly innovative technologies;
- **Perseverance**: continually work in favour to promote the Company's mission, despite the obstacles that may arise in the way;
- **Optimism**: maintain the momentum of the early days, and cultivate hope for better future for all stakeholders of the Company;
- **Responsibility**: act with respect and integrity in the interests of the Company and its stakeholders.

These values have helped to make the Company a player committed on a daily basis to preserving or improvising the quality of life of current and future generations, thus affirming its commitment to a qualitative and sustainable future.

The Company strives to embody these values in everything it does – from the way it interacts with its Associates and Partners to the way it manages its human, material and financial resources. The Company is a place where ideas are encouraged, creativity flourishes and innovation is promoted.


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Our code of conduct

Our commitments as a responsible and upright company are expressed in thirteen fundamental ethical principles.

Preamble

1. **Protection of human rights**
2. **Respect for equal treatment**
3. **Sincere et transparent communication**
4. **Protection of confidential information and personal data**
5. **Prevention of insider trading**
6. **Management of conflits of interest**
7. **Prohibition of corruption**
8. **Anti-money laundering**
9. **Protection of free competition**
10. **Environmental contribution**
11. **Responsible procurement**
12. **Conformity and safety of products**
13. **Respect of exports control**

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PREAMBLE

To whom does the Charter apply?

The Charter is addressed to and binding on all the Company's stakeholders, i.e.:

- any manager, member of the Board of Directors, employee, temporary worker, posted worker, apprentice, or trainee of the Company, whatever its function or position (hereinafter "**Associate**"). In general, it applies to any person likely to commit or represent the Company, as well as to any company controlled directly or indirectly by the Company, in France or abroad, within the meaning of Article L.233-3 of the French Commercial Code;
- its various external interlocutors, including its investors, suppliers, service providers, subcontractors and customers (hereinafter "**Partners**"). The Company ensures that its internal ethical commitments are similar to or, if not, compatible with those of the Charter.

For ease of reading, the following code of conduct refers mainly to the Company's compliance with the commitments listed. Nevertheless, it is the responsibility of each stakeholder to assess these commitments in the light of its own personal situation and to apply them within its internal organization and in its relations with third parties.

How is the Charter disseminated and implemented?

The implementation of the Charter is based on five (5) essential pillars, which are:


- a firm commitment from the Company as a whole;
- a general distribution internally (communication to any new Associate and access at any time on the internal network) and externally (communication to any Partner and posting on the Company's website);
- any awareness-raising and training activities;
- a procedure for collecting and processing alerts;
- internal control of the rules and principles established by the Charter.

The Charter is available in French and English. The French version is authoritative for French speaking Associates and Partners. The English version is authoritative for non-French-speaking Associates and Partners.

How to manage and report a problem?

Pursuant to Article 8 of the law of December 9th, 2016, known as the "*Loi Sapin II*", and Articles 5 of its implementing decree dated April 19th, 2017, the Company has set up a procedure for collecting and processing alerts. It is accessible on its website and is placed under the responsibility of the Company's Chief Legal Officer.

This ethical alert system is available to Associates and Partners, and guarantees the confidentiality of the process, within the limits set by law.

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1. Protection of human rights

The Company conducts its business in compliance with the internationally recognized human rights set out in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. It is committed to the protection and promotion of human rights within its sphere of influence.

Both in the conduct of its business and of its Partners', the Company condemns all forms of human rights violations, including any use of child labor or forced or concealed labor, as well as all forms of modern slavery and human trafficking.

The Company does not tolerate any form of harassment, whether sexual, verbal, physical or moral, nor any form of discrimination prohibited by law. In general, it prohibits any behavior that would undermine a person's integrity or dignity and does everything in its power to prevent, identify and punish such behavior.


Concerned about the well-being of its Associates, the Company guarantees them a safe and healthy working environment. It ensures the safety of its premises at all times, and the compliance with applicable legislation and regulations, particularly with regard to exposure to hazardous materials or situations. In this respect, it strives to continuously improve the management of health and safety risks in the workplace. Finally, the Company is committed to defending and protecting the work-life balance of its Associates.

In particular, the Company requires its suppliers, service providers and subcontractors to observe the same vigilance and to adhere to the fundamental principles of the International Labor Organization, notably with regard to forced labor, child labor, working hours, remuneration, occupational health and safety, freedom of association and non-discrimination.



What not to do!

- *adopt a hurtful, threatening or inappropriate attitude or behavior;*
- *enter into or continue a commercial relationship with a Partner who does not respect fundamental labor rights;*
- *not report a potential or actual human rights violation.*

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2. Respect for equal treatment

In a profoundly multicultural world, the Company encourages diversity and integration. It contributes to the creation of an inclusive working environment by offering the same opportunities to all.

The Company does not tolerate any form of discrimination based on gender, sexual identity, age, religion, nationality, origin, sexual orientation, physical appearance, health, disability, political opinions, union activities or family situation. It recognizes and respects the diversity of each of its Associates and Partners.

All recruitment and career development decisions must be based exclusively on objective professional grounds. The Company is committed to taking into consideration the professional skills, experience, and human qualities of each candidate.

The Company pays particular attention to people in vulnerable situations. To this end, it strives to promote in particular the professional integration of people with disabilities and supports the continued employment of seniors.


In the Company's human resources policy, the equal opportunities for men and women is critical. As such, it treats women and men equitably, particularly in terms of recruitment, remuneration, benefits and career development, and does not grant any preferential treatment.

Attentive to the development of young talent, each year the Company supports the recruitment and supervision of interns and apprentices in its premises. It also encourages partnerships and initiatives with schools and universities.



What not to do!

- *practice any form of discrimination, whether at the time of hiring or during the performance of the employment contract;*
- *use offensive language or language likely to offend a person, in particular because of its sex, family situation, religious beliefs or political opinions, sexual orientation, disability, physical appearance or social, cultural or ethnic origins;*
- *not behave impartially in a decision-making process;*
- *not to report any inappropriate or reprehensible attitude or situation that you witness.*

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3. Sincere and transparent communication

The Company is committed to providing accurate and truthful commercial and financial information as well as to disseminating this information to an audience as wide as possible, without discrimination.

All Company's documents are drafted, processed and stored with the greatest care. They contain clear and reliable information on its technology, processes and products on which investors can base their investment decisions.

In accordance with regulations, the Company prepares and publishes a half-yearly financial report giving a true and fair view of its financial position and results. In general, the Company complies with the laws and regulations applicable to the dissemination of financial information.

As part of its responsible communications policy and in order to guarantee a coherent image of the Company, each press release of any kind undergoes a strict validation process prior to publication. In particular, the Company ensures that no communication originating from the Company can be considered as dishonest, misleading or inappropriate.


The Company also assesses, on a case-by-case basis, whether or not this is inside information in order to determine whether and when it may be disclosed to the public.

The application of the principle of transparency of commercial and financial information by the Company does not preclude the protection of business secrecy and confidential information.



What not to do!

- *disseminate false information about the Company;*
- *draft a document likely to mislead the public;*
- *disseminate information about the Company without its prior authorization;*
- *make any statement to the media concerning the Company, in the absence of any authorization given by the Company.*

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4. Protection of confidential information and personal data

The Company attaches the utmost importance to the protection of confidential information and personal data. Discretion is indeed essential to maintaining trust within the Company and in its relations with its Partners.

The Company has put in place a policy of managing its confidential information by systematically signing a non-disclosure agreement with its various interlocutors. As such, any disclosure of confidential information is therefore strictly controlled and the protection of business secrets is reinforced. Confidential information received from third parties is treated with the same care as the Company's own confidential information.

Generally, Associates make sure to collect only the information required for a specific purpose and to use it only to achieve that purpose. They also restrict access to it to prevent any unauthorized use or disclosure.


The Company takes the necessary and appropriate measures to always ensure the protection of confidential information, whether this concerns access, storage, use, disclosure, transfer and deletion of said information. This includes securing computer hardware and other electronic equipment. In this respect, the Company has drawn up an IT charter.

The Company also ensures that the personal data of its Associates and Partners are respected. It ensures that their personal data are collected and processed in accordance with applicable data protection regulations and that their rights under these regulations are preserved. In this context, the Company has set up a personal data confidentiality policy supported by a register of processing activities and a register of breaches.



What not to do!

- *- disclose by any means (written, oral, electronic...) and on any means of distribution (press, social networks...) confidential information of the Company except for the needs of the activities of the Company and after signature of a non-disclosure agreement;*
- *use confidential information for purposes other than those for which it was originally transmitted;*
- *not to report any actual or suspected unauthorized use or disclosure of confidential information;*
- *collect or process personal data, or allow a third party to do so, without complying with the purposes, legal bases or retention periods indicated to the person concerned.*

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5. Prevention of insider trading

The Company is listed on the Euronext Growth Paris market. As such, it is subject to stock market regulations and monitors compliance by its Associates and Partners to prevent any market abuse, including insider trading.

Certain Associates and Partners may have access to Company's information that could constitute inside information, i.e. precise and non-public information, particularly of a financial, strategic, technical, legal, organizational or governance nature, which, if made public, would be likely to have a significant influence on the market price of the Company's securities or the financial instruments to which this information relates.

In accordance with applicable regulations, any person in possession of Company's inside information is registered on the insider list maintained by the Company, whether as an occasional or permanent insider. When the Company notifies them of their registration, insiders are duly informed of their legal and regulatory obligations and undertake not to divulge or use any of the Company's insider information for any purpose other than to carry out their duties, failing which they will be liable for insider trading offences.

As such, insiders must respect, maintain and preserve the confidentiality of inside information until it is made public.


In addition, persons in possession of inside information are prohibited from carrying out, recommending or inducing a third party to carry out, on the basis of this information, transactions in the Company's securities and other financial instruments to which this information relates, such as the purchase or sale of said securities, including through an intermediary.

Illicit disclosure and use of inside information are punishable by severe administrative and criminal penalties.



What not to do!

- *use inside information of the Company to acquire or dispose of securities of the Company or financial instruments to which such information relates;*
- *recommend or induce a third party, on the basis of inside information, to acquire or sell securities of the Company or financial instruments to which such information relates;*
- *disclose inside information of the Company to a third party (except when the disclosure is made in the normal course of the exercise of a job, profession or function and, in any event, after authorization from the Company);*
- *not to report actual or potential insider trading.*

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6. Management of conflicts of interest

The Company respects the privacy and personal interests of all its Associates and Partners.

However, to preserve the Company's interests, it is essential that their private interests do not interfere with the execution of their duties.

A conflict of interest may arise when a person's private interests influence or are likely to influence the exercise of its professional duties and responsibilities.

This is particularly the case when an Associate or one of its close relations holds direct or indirect interests in a competitor, supplier or customer of the Company or in an administration entity.


The Company is committed to proactively identifying and managing any situation of conflict of interest. It has also put in place appropriate measures to prevent and eliminate such situations. In this respect, all Associates are bound, under the terms of their employment contract, by a duty of loyalty forbidding them to take any interest whatsoever, directly or indirectly, in any company or project likely to compete in whole or in part with the Company and requiring them to report to the Company any situation presenting a real, potential or apparent conflict of interest. Similarly, the internal regulations of the Board of Directors of the Company stipulate that its members must not accept any responsibilities that might present a conflict of interest with those they hold within the Company and have a duty to inform the Board of Directors spontaneously of any situation or risk of conflict of interest, actual or potential, with the Company or any of its subsidiaries.

Furthermore, the expression of any form of political or personal commitment by an Associate, including on social networks, must not be associated with the Company or tarnish its reputation or image.



What not to do!

- *use or disclose strategic information for personal gain;*
- *involve the Company in the expression of political opinions or personal commitments likely to tarnish the Company's reputation or image;*
- *have any financial interest with a competitor or third party in relation with the Company;*
- *not to disclose any family, professional or financial relationship that could constitute a conflict of interest.*

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7. Prohibition of corruption

The Company applies a zero-tolerance policy to all forms of fraud. It conducts business ethically, in compliance with applicable national and international regulations, notably on corruption.

Although its definition varies according to the applicable law, corruption is characterized by the fact of soliciting, promising or granting a payment or an advantage of any kind to a public official, private individual or company, directly or indirectly (through a third party or intermediary), so that he or she (i) accomplishes, refrains from accomplishing, facilitates, delays or accelerates an act falling within the scope of his or her functions or (ii) abuses his or her influence to obtain a favorable decision or an advantage of any kind from a public authority. The benefits can take various forms, such as the payment of money, the provision of goods in kind, the performance of work free of charge, the hiring of a relative or the payment of a debt on behalf of others.


The Company does not tolerate any form of corruption or influence peddling, whether in the public or private sector, and whether direct or indirect. In the conduct of its business, it requires its Associates and Partners to behave with integrity and loyalty. It has also put in place appropriate measures to prevent any act of corruption or similar practices such as corruption, illegal interest-taking or facilitation payments.

In this respect, the Company encourages anyone who observes or has good reason to suspect an act of corruption to report it, and refers to the procedure for collecting and processing alerts available on its website.



What not to do!

- *pay, receive, offer, authorize or request bribes;*
- *accept a gift or invitation (including the payment of certain expenses) of a value likely to influence its judgment during a selection procedure;*
- *use an intermediary to make or receive payments or any other goods in order to obtain an undue advantage in a commercial relationship;*
- *not to report an act of corruption of which you are aware.*

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8. Anti-money laundering

The Company fully supports the fight against financial crime. As such, it respects all laws and regulations relating to the fight against fraud, financing of terrorism, money laundering and all other financial infractions.

Money laundering consists of holding capital derived directly or indirectly from criminal activities and investing it in the economy in order to disguise its illegal origin. Even unintentional participation in this offence exposes the individuals and companies involved to severe criminal penalties, including prison sentences.


The Company refuses to engage in any activity that could contribute to money laundering. Its Associates therefore systematically check the origin of funds received and the use to which they are put. In particular, they are extremely vigilant with regard to financial flows that could have a criminal origin or destination, whatever the circumstances and persons involved. As a general rule, the Company refuses to accept funds from dubious sources and, if necessary, carries out investigations to verify the identity of the payers and the origin of the funds.

For the sake of integrity, the Company refrains from entering into business relationships with suppliers, service providers, subcontractors or customers convicted of money laundering.



What not to do!

- *introduce into the Company funds of unknown or illicit origin;*
- *participate in an operation of investment, dissimulation or conversion of capital having a direct or indirect link with a crime or a misdemeanour;*
- *accept money from fraudulent transactions;*
- *not to report to management that a customer's banking or financial transactions involve various accounts, institutions, people, and countries.*

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9. Protection of free competition

The Company is in favor of a competitive market.

In all the countries in which it operates, the Company undertakes to comply with competition rules and commercial regulations designed to protect the latter. In general, the Company does not engage in any anti-competitive or unfair commercial practices. In this respect, it refrains from engaging in any agreement, alliance or concerted practice concerning prices, territories, market shares or customers, the effect of which would be to distort competition or abuse a dominant position.


The Company particularly expects its suppliers, service providers and subcontractors to comply with competition law in the same way, and to take internal measures to prevent any anti-competitive practices or behavior.

In addition, the Company ensures that it remains totally independent and autonomous in the elaboration of its commercial strategy and in the conduct of its business. It ensures that it always acts fairly and in good faith in its business dealings, so as to contribute to maintaining market integrity.



What not to do!

- *take part in discussions concerning bid rigging, price fixing or market allocation;*
- *exchange information with competitors on prices, pricing policies, margins or production capacities;*
- *use illicit or unethical means or techniques to collect competitive information;*
- *disclose strategic information likely to influence competitors' prices.*

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10. Environmental contribution

Aware of everyone's right to a healthy environment and the duty to maintain this environment in a sustainable manner, the Company's *raison d'être* is to enable substantial savings in CO2 emissions. As such, it contributes to efforts to decarbonize the society from fossil fuels, given the large potential volumes of its fields of application. It also contributes to effort for independence from petrochemicals.

The Company rigorously complies with all applicable environmental laws, regulations, and standards.

The Company strives to set an example of environmental responsibility in all its areas of activity. It is committed to establishing and maintaining the highest standards of environmental protection, notably by adhering to sustainable practices.


For this purpose, the Company has set itself several objectives:

- comply with legal obligations relating to the environmental impact of its activities;
- work to reduce greenhouse gas emissions resulting from its activities;
- implement initiatives to reduce energy consumption;
- monitor and reduce its carbon footprint;
- preserve natural and energy resources;
- limit non-essential business travel by air;
- reduce its use of non-environmentally-friendly products;
- raise awareness of environmental issues among Associates and Partners;
- monitor the environmental impact of its suppliers, service providers and subcontractors in relation to the above objectives.



What not to do!

- *not to report relevant information related to environmental responsibility;*
- *neglect preventive measures to avoid environmental incidents;*
- *use dangerous chemicals without taking the necessary measures to ensure their safe handling, storage and disposal;*
- *dispose of waste in an unsafe way.*

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11. Responsible procurement

The Company maintains long-term business relationships with its Partners. These relationships must comply with applicable laws and regulations, as well as with the Company's commitments in terms of corporate social responsibility.

In this context, the Company has adopted guidelines that demonstrate its commitment to prevent and reduce the ethical, environmental and human rights risks and infractions in relation to its activities. Accordingly, the Company undertakes to:

- treat each relationship with its Partners with honesty, fairness and respect;
- maintain a constructive dialogue and a coherent discourse with all its Partners;
- wherever possible, select suppliers, service providers and subcontractors impartially and according to business, social and environmental criteria;
- give preference, wherever possible, to local suppliers with a view to promoting local economic development;
- promote the use of renewable resources and environmentally-friendly products and services;
- encourage the conservation, recycling and reuse of materials before disposal;
- support its entire production chain in improving waste management with a view to reducing its environmental impact;
- take appropriate measures to avoid economic dependence on suppliers, service providers and subcontractors;
- prevent, identify and deal with conflicts of interest in its relations with Partners.


The Company expects its Partners to comply with the same ethical standards and principles, particularly in their dealings with stakeholders.

In addition, the Company has set up an internal procedure for placing orders in order to raise the awareness and responsibility of all Associates in their purchasing activities.



What not to do!

- *enter into or continue a commercial relationship with a Partner that violates fundamental labor laws;*
- *maintain a personal financial interest with Partners that could negatively affect the Company;*
- *accept a gratification of any kind intended to influence a decision concerning the choice of Partners;*
- *not to conduct the necessary preliminary research before entering into a commercial relationship.*

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12. Conformity and safety of products

The safety of all its products is the Company's absolute priority. As such, it rigorously complies with laws and regulations on product safety and conformity.

Regardless of the nature of the product, the Company requires that all products are manufactured, developed and stored according to the highest safety standards. This requirement is the same throughout the entire production chain, and the Company ensures that its Partners comply with it.

Aware of the constantly evolution of regulations applicable to chemical substances, mixtures and products, the Company and its Associates remain alert and informed on the subject. In this respect, they take all necessary steps to ensure compliance, and regularly check the manufacture, packaging, labeling, storage, and transport of products. For this reason, all Associates and Partners are required to report by any means any product safety or quality problem, whatever its nature or origin.


In general, the Company constantly monitors, evaluates, and improves its technology, processes, and products to guarantee their quality, safety, and efficiency. It ensures that they comply with good manufacturing practices and provides the guarantee of products made in France with bio-sourced and renewable properties.

Finally, the Company communicates transparently on the nature of its products, their composition, and allergens.



What not to do!

- *provide a customer with false technical data on a product;*
- *not to alert management to a product safety problem;*
- *fail to point out risks associated with product packaging and storage;*
- *comment publicly on an incident or technical failure at a plant.*

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13. Respect of export controls

The Company is committed to conducting its business in compliance with export control laws, trade restrictions and financial and economic sanctions, including national and international embargoes.

In order to maintain the confidence of its Partners, the Company endeavors to keep abreast of countries, companies and products subject to embargoes. In particular, it refrains from collaborating with states, entities, organizations or persons subject to international sanctions, and refrains from engaging in activities whose purpose or effect is to circumvent such sanctions.

In addition, due to the nature of the Company's products, all export authorizations, licenses, and permits must be carefully observed. Associates therefore systematically check that they have all the necessary authorizations and carry out all applicable notification or registration procedures before exporting a product.



What not to do!

- *circumventing or attempting to circumvent a sanction system;*
- *not to obtain a product license before exporting;*
- *not to comply with the export notification procedure of a chemical product;*
- *not to check documents sent by a supplier for export.*