

## WHISTLEBLOWING CHARTER

As part of its responsible business approach, the HTL Group is implementing various measures aimed at:

- Ensuring the health, safety, and well-being of its employees,
- Protecting the environment,
- Preventing the risk of non-conformity with the applicable laws and regulations.

By means of this Whistleblowing Charter, the HTL Group undertakes to:

- Maintain a corporate culture where all employees can express their concerns and talk in all confidence, in particular with their immediate superior and the HTL Group management
- Encourage each employee to report any serious action or behaviour that is illegal or contrary to the HTL Group's Code of Conduct and Ethics (e.g., discrimination or harassment at work, fraud, any act of corruption or influence peddling, expenditure for illegal purposes, theft, violations of human rights and basic freedom, etc.)
- Set up a professional whistleblowing system that will allow employees and third-party partners of the HTL Group to send in reports in all confidence
- Set up and maintain a procedure that can be consulted by everyone, providing a framework for the whistleblowing system, and specifying in particular the methods for receiving and processing a report
- Protect the whistleblower when acting in good faith, in particular to ensure that they benefit from the protection provided by law
- Assess any report received and take the appropriate measures to remedy the negative consequences of non-compliance and inappropriate behaviour

### Who can send in a report?

- All HTL Group employees (internal or external, temporary or occasional)
- All third parties (e.g., suppliers and clients of the HTL Group)

### How can you send in a report?

#### By getting in touch with:

Your immediate superior, HTL Management, the Human Resources Department, or the Legal and Compliance Department

#### By getting in touch with the HTL Group Ethics Officer:

By email: [ethique@htlbiotech.com](mailto:ethique@htlbiotech.com)

#### By getting in touch with our external provider:

By telephone: +33 9 73 79 55 10 (9 a.m. to 6 p.m. Monday to Friday)

By email: [htl@alert-online.fr](mailto:htl@alert-online.fr)

To find out how the HTL Group manages reports, and in particular, the rights and obligations of each party, please read the document entitled "WHISTLEBLOWING PROCEDURE - HTL GROUP", available on our website at <https://htlbiotech.com>



12 January 2022,  
Yvon Bastard, President