

## Appendix 1 – DORIS Group Ethics Chart

# Ethics Charter

DORIS Group, its Affiliates and Subsidiaries (hereinafter "DORIS") is committed to ensure that fundamental ethical requirements are continuously promoted and implemented in the group and form an integral part of DORIS 's culture.

DORIS provides management, engineering, procurement and construction assistance services to energy companies. As an independent partner, DORIS is committed to provide sustainable services to its clients under rules of good conduct.

**DORIS's ethical principles** can be encompassed in five simple messages:

- To comply with **applicable laws** and **local regulations**,
- To establish a **core culture of integrity** and reject **any form of corruption**,
- To behave **fairly and honestly** and honour commitments,
- To respect others **without discrimination**,
- To contribute to a **positive working environment**,

**as an employer,**

**as a business,**

**as a responsible corporate citizen.**

DORIS's Chief Compliance Officer is appointed by the Chief Executive Officer to develop, maintain, control and disseminate these ethical principles under DORIS's Code of Conduct.

DORIS's management is responsible for making the ethical rules known and observed at all levels of the organization, under the authority of DORIS's Chief Compliance Officer.

All employees working at DORIS are required to comply with the values and standards which are set out in DORIS's Code of Conduct, and collaborate by setting an example both within and outside the group. They shall report any situation having an adverse effect on ethics.

The commitment to values of honesty and fair competition is a key contributor to the DORIS's culture and to its success.



Christophe Debouvry  
Chairman & Chief Executive Officer



Nicolas Quesnel  
Chief Compliance Officer  
(Acting)