

SYMATEse



ETHICS & ANTI-CORRUPTION CHARTER

FOR A STRONG ETHICS,
CULTURE OF TRUST,
TRANSPARENCY,
SHARING
AND COHESION

June 2026



A WORD FROM JEAN-PAUL GÉRARDIN, GENERAL MANAGER, SYMATESE

Since its creation in 1997, SYMATESE has established itself as a leading player in the field of regenerative science. Through cutting-edge research and its technology platforms based on collagen, hyaluronic acid, silicone and thermoplastic materials, the company develops innovative medical solutions that transform patients' lives and advance practices across more than fifteen medical specialties. Building on its expertise in therapeutic applications, SYMATESE has also achieved significant breakthroughs in aesthetic medicine.

At SYMATESE, growth is driven by scientific innovation, enabling us to build strategic partnerships with renowned companies in the medical and cosmetics industries and extend our global reach. We also market our own products under our brands through a dedicated sales network serving healthcare professionals. Today, more than 25 million patients worldwide benefit from our technologies every year.

This success is first and foremost the result of the commitment and talent of all SYMATESE employees. Together, they embody and share the values that define our company: teamwork, ethics, creativity, agility, active listening and a results-oriented mindset. These values form the foundation of our mission and guide our actions every day.

Aware of the challenges of today and tomorrow, SYMATESE remains committed to the structured integration of Corporate Social Responsibility (CSR) initiatives and solutions into the heart of its scientific and technological expertise. This commitment is a natural extension of SYMATESE's purpose: to create sustainable value for all stakeholders and help build a better future.

SYMATESE



SCOPE OF APPLICATION

This document sets out the commitments set out in the Group's CSR Policy, and includes the elements covered in the "Fighting corruption and influence peddling" training course. Each employee concerned undertakes to respect these best practices.

This document applies to all employees. Those whose positions have been classified as "sensitive to ethical risk" sign a commitment to apply this Ethics & Anti-Corruption Charter. It applies to all relations with customers, suppliers and, more generally, all the Group's partners.

DEFINITIONS

Generally speaking, **active corruption** (the act of bribing) consists in attempting to influence or influence the action or decision of a private or public person by means of a gift or the promise of a gift (gift, money, meal, trip, service, sponsorship, etc.), in particular with the aim of obtaining favors or special advantages.

Passive corruption (being bribed) involves accepting a promise or gift, or receiving a gift in return for an influence, action or decision.

Influence peddling is when a person uses his or her position or authority, real or assumed, to influence a decision to be taken by a third party. It involves three players: the beneficiary (the person who provides advantages or gifts), the intermediary (the person who uses the credit he or she has because of his or her position) and the target person who has decision-making power (authority or public official, magistrate, expert, etc.).

Confidential information: whether oral, written or in electronic form and whether in the form of documents, plans, techniques, drawings, product samples or the like shall be deemed to be "Confidential Information". Confidential Information includes, but is not limited to, any trade secrets, business information and plans, invention ideas, formulas, processes, sample(s), test data, procedures, formulations and specifications.



GIFTS, COURTESIES, INVITATIONS, HOSPITALITY AND ENTERTAINMENT

Gifts or invitations received

Particular care must be taken with gifts, courtesies, invitations and hospitality, and entertainment, whether received or given, because although they can be a means of fostering good relations, they can also be a means of influencing a decision, favoring a company or a person.

The following rules apply to gifts received:

- They must remain rare and not become customary;
- Amounts must be reasonable;
- They must be able to be shared with other employees who are not decision-makers;
- They must never be financial in nature: loans, cash or cash equivalents (e.g. vouchers);
- They must be free of charge;
- In times of competitive bidding or contract renegotiation, they must be systematically refused;
- They must be made in full transparency to management.

Gifts or invitations given

- They should remain rare and not become customary;
- Amounts must be reasonable given the context of the country where the gift is offered (e.g. box of chocolates, flowers);
- They must never be financial in nature: loans, cash or cash equivalents (e.g. vouchers);
- They must be free of any consideration;
- They must not be made in return for payment; They are forbidden during tender or contract renegotiation periods;
- They must be made in full transparency to management;
- They must be traceable in the company's accounts.



RELATIONS WITH HEALTHCARE PROFESSIONALS

Since October 1, 2020, the implementation of a new decree has reinforced the so-called "anti-gift" law (ordinance no. 2017-49 of January 19, 2017), a law that aims to prohibit the provision of any benefit in cash or in kind to a healthcare professional except in a few exceptional cases.

Exceptional cases requiring a declaration or authorization from the relevant Order are :

- Collaboration agreements for research projects, the valorization of research work, scientific assessments, consultancy assignments, services or sales promotion.
- Payment of hospitality expenses for participation in professional, scientific or promotional events.
- Financing of professional training or Continuing Professional Development (CPD).
- Donations to fund research.

Please note that amounts under €2,000 for a convention as a whole require a declaration to the relevant association. On the other hand, above this amount, prior authorization is required for a convention as a whole, with a limit of €150/night for accommodation, €50/meal and €15/snack. In the case of an "impromptu" meal, the maximum amount is limited to 30 euros per person (drinks included).

In accordance with the French Public Health Code, companies producing or marketing healthcare or cosmetic products are required to publish agreements, remunerations and benefits granted to various players in the healthcare field, in particular healthcare professionals, on the Transparence - Santé database.

The information contained in the Transparence - Santé public database is the responsibility of the companies themselves. Declarations are updated twice a year and remain accessible to the public for a period of five years from the date they are put online.

For each type of declaration, at least the following information is published:

- For agreements: identity of parties involved, date agreement signed, start date and amount stipulated in the agreement.
- For remuneration: identity of parties, date of payment, amount if greater than or equal to 10 euros.
- For benefits in kind and in cash, direct or indirect: identity of the parties involved, amount, nature and date of each benefit when the amount of each benefit is greater than or equal to €10 including tax.



RELATIONS WITH PUBLIC OFFICIALS

The term "public official" refers to: any elected or appointed official, representative or employee of a government or ministry, a government agency, a public international organization or a company owned, even partially, by a government (ministers, members of parliament, elected representatives, agents, judges, civil servants including doctors in public hospitals, drug agencies, etc.), as well as politicians and candidates for public office.

In all cases, SYMATESE employees must :

- Act honestly and transparently, informing their superiors beforehand;
- Never offer anything to a public official,
- Do not make facilitation payments, i.e. unofficial payments (as opposed to official duties and taxes) made to facilitate or accelerate any formalities, particularly administrative formalities such as applications for authorizations to market our products, customs clearance, permits, visas, etc., except in cases of force majeure as decided by Group General Management,
- Attend meetings with public officials in pairs (minimum).



DISCLOSURE OF CONFIDENTIAL INFORMATION OR PERSONAL DATA

The disclosure of confidential information or personal data (of employees, customers, partners, suppliers, etc.), with or without consideration, is prohibited. Under no circumstances may such information leave the company.



DONATIONS TO CHARITABLE OR POLITICAL ORGANIZATIONS OR ASSOCIATIONS, SPONSORING

Through donations, sponsorship or patronage, a company wishes to provide financial or material support to a charity or a social, cultural or sporting project in order to communicate and promote its values.

These are benefits given in the form of money and/or contributions in kind. They are allocated for a specific purpose: research, training, the environment, and/or for charitable or humanitarian purposes.

Any donation, sponsorship or patronage must be made through SYMATESE Foundation. They must be traceable in the company's accounts in the endowment fund. Most often they are the subject of a contract which specifies the purpose of the donation and the use to which it is put,

In all cases, SYMATESE employees must :

- Obtain prior authorisation from the group's General Management,
- Not seek any direct benefit from the beneficiary (other than the promotion of the company's image),

Donations to political parties or leaders from SYMATESE resources are prohibited. As part of their own political commitment. Employees must use exclusively their own financial resources and assets. They must take care not to damage SYMATESE's reputation and be vigilant as to the perception that any third party might have of your political actions.

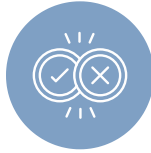


COMPLIANCE WITH EMBARGOES

SYMATESE respects the provisions relating to international trade and refuses any business relationship with countries under embargo according to French or European law and any other measure that may apply to it.

Each employee exercises particular vigilance so as not to enter into any commercial relationship or partnership with entities that might be concerned.

SYMATESE's Administrative and Financial Department (DAF) guarantees compliance with this principle. If they have any questions or doubts, employees should ask this department for confirmation.



CONFLICTS OF INTEREST

Conflicts of interest arise from any situation in which employees' personal activities or interests conflict with their professional duties or responsibilities.

If circumstances give rise to a potential or actual conflict of interest, employees must :

- Be transparent and report to his supervisor;
- Ensure that the decision is not influenced or determined by any interest other than the company's interest.



PROTECT AGAINST FRAUD AND MONEY LAUNDERING

SYMATESE advocates transparency and wishes to eradicate any possibility of fraud in the practices of its employees, thanks to our procedures and records that trace our work activities in all areas.

Internal and external audits ensure compliance with these procedures.

NB: these are offences which intentionally deceive a person in order to gain an unfair or illegal advantage.



WHAT TO DO AND HOW TO REPORT

If an employee has any questions, misunderstandings or doubts about a situation or practice that could be considered as corruption, he or she should immediately seek advice on the appropriate course of action from his or her line manager or a member of the Human Resources department.

Any employee who reports in good faith and disinterestedly on a potential violation of anti-corruption best practice will be protected from any form of retaliation.

On the other hand, abusive or ill-intentioned denunciations may be subject to disciplinary or even criminal sanctions.

The Group is fully committed to:

- Take all statements seriously;
- Evaluate the facts objectively and impartially;
- Take appropriate corrective measures and disciplinary action, up to and including dismissal.



SANCTIONS

Active or passive corruption and influence peddling involve the personal responsibility of the employee and expose him or her to disciplinary sanctions imposed by the company, as well as criminal sanctions (fines and imprisonment) depending on the applicable legislation.

In the event of proven corruption, the company may also be heavily penalized by fines or a ban on doing business.

In the event of fraud or money-laundering practices being uncovered, the persons involved will be subject to disciplinary sanctions as described in the internal regulations of each entity, and depending on the seriousness of the fraud, to criminal sanctions (fines and imprisonment) in accordance with applicable legislation.