WHISTLEBLOWING POLICY

Revision	Author	Job Title	Last Update	Due Date
01	Matthieu MILLIOTTE	Group CFO	30/09/2024	31/12/2026
02	Matthieu MILLIOTTE	Group CFO	24/02/2026	31/12/2026

The PURFLUX GROUP Code of Ethics defines the behaviors expected from its employees in internal and external commercial, relational and financial transactions. This code has been communicated to everyone to avoid any inappropriate behavior.

It is founded on the personal integrity of each individual and on the collective determination to behave ethically.

As part of this collective responsibility, any employee of the Group who is aware of:

- A violation of the existing laws applicable in each country,
- A violation of the PURFLUX GROUP Code of Ethics and / or any other internal rules /procedures in force within the Group,
- Any acts that may cause serious harm to the company or to the public interest,

may decide to alert the company's management by:

- following the internal procedure for alerting designated persons,
- sending an email to the special designated PURFLUX GROUP mail: whistleblowing@purfluxgroup.com.

Any violation or suspected violation of the laws or the Code of Ethics or any other internal rules may result in this application procedure in force within the PURFLUX GROUP, as well as any acts that may cause serious harm to the company or to the public interest must be reported in the interest of the company itself.

These two mechanisms were designed so that persons are free to bring to the Company's attention any acts or behaviors that are not in line with the values of the Group as described in its Code or any acts that may cause serious harm to the company or to the public interest.

PURFLUX GROUP is committed to ensuring that no employee shall be punished, dismissed or subjected to any discriminatory measures because they testified in good faith or because they related these actions.

However, any person making malicious, abusive or defamatory use of these mechanisms will be subject to disciplinary sanctions and to legal actions in accordance with the rules of his/her country.

- It is preferable and ethical for a whistle-blower casting doubt on behaviors attributed to named persons to identify himself/herself. His/her identity shall be kept confidential unless a court ruling compels the Company to disclose it. Alternatively, it is also possible to send anonymous reports.
- These whistleblowing procedures are complementary mechanisms offered to employees and should not, therefore, be viewed as substitutes for existing channels in observance of the applicable rules in each country (including employee representatives, statutory auditors and competent public authorities).

Guyancourt, 24th February, 2026

Matthieu MILLIOTTE

CFO PURFLUX GROUP