

Statement on Health & Safety

SES-imagotag's purpose is to facilitate the digital transformation of the retail sector, in order to make physical stores into high value-added digital assets. Our work is highly dependent on innovation and operational excellence.

To drive our innovation, and to foster operational excellence, we rely significantly on the talent and engagement of our people. **We have a commitment to provide our employees with safe, healthy, and productive working conditions.** In addition to being the right thing to do, this commitment is one of the underpinnings of our success, and of the long tenure of many of our employees.

The elements of our "health and safety at work" agenda include:

- Managing risk in the workplace to prevent accidents and ill health;
- Eliminating hazards and risks and incorporate industry best practices;
- Providing work environments that foster teamwork and a sense of community;
- At some of our locations, providing healthful options for at-work meals;
- Providing our employees with the necessary information, resources and training to ensure their awareness of the safety aspects of the workplace, and to foster their participation in safeguarding and promoting health and safety at work;
- Providing work schedule flexibility options, such as a telecommuting policy, to enable our employees to achieve a healthy work/life balance;
- Inspiring employees to engage proactively in the health and safety measures in their work environments.

We respect all relevant laws and regulations regarding health and safety at work, and we strive to continually improve our health and safety performance.

In France, numerous agreements regarding working conditions have been negotiated and agreed with the Works Council representatives:

- Metallurgy collective agreement, which is one of the most comprehensive agreements
- Agreement regarding the weekly working hour scheme (35 hours)
- Participation Agreement (in addition to the profit sharing agreement below)
- Profit-sharing agreement
- Corporate Savings Plan
- Remote work agreement
- Agreement on the installations
- Gender Equity
- IT Disconnection Charter
- Ethical Charter
- IT Charter
- Facility Safety Manual
- Logistics Security Manual