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VALIDATION

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FOLLOW-UP OF MODIFICATIONS

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1 OBJECTIVE

The relationship that FIGEAC AERO has with its suppliers and subcontractors is an essential element in the success of the company and the development of the PILOT28 strategic plan. FIGEAC AERO expects these partners to strictly comply with the laws and regulations in force in the countries where they are present or where they provide services.

Regardless of their location, suppliers must conduct all their commercial affairs in accordance with this Responsible Purchasing Charter. They are also expected to transmit these principles through their own Supply Chain.

The objective of this charter is to express FIGEAC AERO's expectations with regard to its suppliers and subcontractors. It marks FIGEAC AERO's desire to include CSR criteria among the supplier selection elements in the long term, in the same way as cost, quality and risk management criteria, in connection with supplier classification.

Through this charter, FIGEAC AERO aims to share its commitment with its suppliers and subcontractors, who are major players in its success, and to ensure their involvement in sustainable development.

This charter is part of the contractual provisions concluded with the FIGEAC AERO group, any breach and/or non-compliance with this charter by the suppliers will lead to a questioning of the commercial relations up to and including the exclusion of the FIGEAC AERO group's supplier panel.

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2 COMMITMENTS FROM FIGEAC AERO

As part of its sustainable development approach, FIGEAC AERO is committed to deploying a CSR strategy, a pillar of the Group's strategy, through 7 key principles:

1. Respect for human rights
2. Respect for dignity
3. Maintaining a culture of integrity within the Group
4. Compliance with international import and export control regulations
5. Protection of personal data
6. Environment, Health and Safety
7. Reduction of CO₂ emissions₂

In accordance with the CSR strategy, FIGEAC AERO deploys a Sustainable Purchasing Policy which aims to make its purchases a sustainable competitive advantage in the face of the competition while maintaining a balanced relationship with its suppliers and subcontractors. This Purchasing Policy is conducted in accordance with the Group's Purchasing Principles and the Charter of Ethics and Professional Conduct of Purchasing.

FIGEAC AERO expects its suppliers and subcontractors to commit themselves on the basis of the following principles.

The compliance of our strategic suppliers and subcontractors with the points listed below can be verified during on-site assessment or audit.

2.1 Respect for human rights

FIGEAC AERO's suppliers and subcontractors must comply with all regulations applicable to their activities in the area where they operate, as well as:

- The Universal Declaration of Human Rights of the United Nations of December 10, 1948
- The ILO Child Labour Convention, 1999
- The ILO Forced Labour Convention, 1930

They thus commit to eliminating any use of illegal work as defined by the rules of the countries in which they operate.

A. Child labour

FIGEAC AERO is prohibited from using suppliers and subcontractors who use child labour or forced labour. The term "child" here refers to any person below the minimum legal age for employment in the country where the work is carried out.

B. Trafficking in human beings, including forced or bonded labour

FIGEAC AERO's suppliers and subcontractors must comply with the regulations prohibiting human trafficking, as well as the local laws applicable in the countries where they operate. They must refrain from violating the rights of others and remedy any negative human rights violations of their activities.

2.2 Respect for dignity

FIGEAC AERO's suppliers and subcontractors must treat all people with respect and dignity, encourage diversity, be receptive to diverse opinions, promote equal opportunities and foster a culture of integration and ethics.

A. Harassment

FIGEAC AERO's suppliers and subcontractors must ensure that their employees have a working environment free from any physical, psychological or verbal harassment, or any other abusive conduct.

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B. Non-discrimination

FIGEAC AERO's suppliers and subcontractors undertake to eliminate all forms of discrimination in terms of access to employment and employees' career paths, in particular not to discriminate, exclude or preference based on ethnic origin, gender, religion, political opinion, national descent or social origin, family situation, etc.

Suppliers agree to be particularly vigilant in implementing this Charter in countries that are not signatories to ILO Convention 190 where they may be required to work directly or indirectly.

2.3 Maintaining a culture of integrity within the group

In accordance with its charter of ethics and professional conduct, FIGEAC AERO selects its suppliers and subcontractors on the basis of objective criteria and requires them to enable it to fully meet its expectations and those of its customers. FIGEAC AERO expects its suppliers to adopt the principles of this charter of ethics and deontology and apply them to their own suppliers and subcontractors.

A. Anti-Corruption Laws

FIGEAC AERO's suppliers and subcontractors must comply with the anti-corruption laws, directives and regulations in force in the countries where they operate. They must not offer or make inappropriate payments in the form of payments of money or valuables to public officials, political parties, candidates for public office or any other person. This includes a ban on payments that are intended to expedite or obtain the execution of government actions such as obtaining a visa or customs clearance, even in areas where such activities are not punishable by local law. Payments for personal safety are authorized in the event of an imminent threat to health and safety. FIGEAC AERO's suppliers and subcontractors must exercise due diligence to prevent and detect corruption in any commercial agreement, including partnerships, associated companies, netting agreements and the recruitment of intermediaries such as agents or consultants.

B. Illegal Payments

FIGEAC AERO's suppliers and subcontractors must not under any circumstances offer or receive illegal payments from any customer, supplier, their agents, representatives or anyone else. The collection, payment and/or promise to pay, directly or indirectly, any sum of money or valuables intended to exert influence or provide an improper advantage is prohibited. This prohibition also applies to regions where such activities are not contrary to local law.

C. Fraud and Scams

FIGEAC AERO's suppliers and subcontractors must not under any circumstances take advantage of fraudulent acts, fraud or falsification, or authorise a third party to do the same. This includes fraud or theft within their company, a customer, or a third party, as well as any sort of misappropriation of assets.

D. Competition and Anti-Trust

FIGEAC AERO's suppliers and subcontractors act in full compliance with competition law. Any consultation or exchange between suppliers on prices, offers or commercial conditions is strictly prohibited.

E. Gifts and Commercial Gestures

FIGEAC AERO's suppliers and subcontractors are judged solely on the intrinsic quality of their products and services.

Suppliers are required to ensure, in all their business dealings, that gifts or gestures of trade offered or received are permitted by law and regulations, that such exchanges do not violate the rules and principles of the recipient organization and that they correspond to accepted practices and practices in the market.

F. Insider Trading

FIGEAC AERO's suppliers and subcontractors and their personnel must not use any documents or confidential information obtained in the course of their business relationship with FIGEAC AERO as a basis for transactions or to allow third parties to trade in shares or securities of a company.

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G. Conflict of Interest

FIGEAC AERO's suppliers and subcontractors guarantee the absence of any conflict of interest or any situation resembling a potential conflict of interest. When an actual or potential conflict of interest arises, they must notify all parties involved. This includes any conflict between the interests of FIGEAC AERO and personal interests or those of close relatives, friends or associates.

H. Confidentiality

FIGEAC AERO's purchasing teams may hold information that must remain confidential insofar as its disclosure or premature disclosure would be likely to harm FIGEAC AERO or its suppliers and subcontractors.

Each employee must ensure that such information is not disseminated directly or indirectly outside the company, nor communicated to persons who would not be authorized to receive it.

Similarly, the confidentiality of all information received in the context of a consultation and relating to a supplier is strictly respected with regard to the other companies solicited.

2.4 Compliance with international regulations for import and export

A. Importation

FIGEAC AERO's suppliers and subcontractors implement business practices that comply with applicable laws, directives and regulations concerning the import of parts, components and technical data.

B. Export

FIGEAC AERO's suppliers and subcontractors implement business practices that comply with applicable laws, directives and regulations concerning the export of parts, components and technical data. They must provide accurate and precise information and obtain export licences and/or agreements when necessary.

C. Sanctions and Embargoes

FIGEAC AERO's suppliers and subcontractors must comply with all laws, directives and regulations on sanctions and embargoes applicable to exports, imports and associated financial flows.

D. Responsible Sourcing of Minerals

FIGEAC AERO's suppliers and subcontractors must comply with applicable laws and regulations regarding the supply of specific minerals (tin, tungsten, tantalum and gold) from conflict zones. In addition, they must establish a policy to ensure that the tin, tungsten, tantalum and gold contained in the products they manufacture are not used to finance, directly or indirectly, armed groups whose activities are contrary to human rights. They must also, as may be required by law, exercise due diligence in the choice of source and traceability of minerals and therefore require the same diligence from their suppliers.

FIGEAC AERO therefore requires these strategic suppliers and subcontractors to declare their information on the supply of tin, tantalum, tungsten and gold annually through the Conflict Minerals Reporting Template (CMRT).

E. Infringement

FIGEAC AERO's suppliers and subcontractors must implement and maintain effective methods and processes adapted to their activities in order to ensure that counterfeit parts and materials are not introduced into the product delivered.

2.5 Protection of personal data

The security of FIGEAC AERO's data and its IT system is an essential requirement for FIGEAC AERO. FIGEAC AERO may entrust data and/or give FIGEAC AERO's suppliers and subcontractors access to its IT system. FIGEAC AERO's suppliers and subcontractors must comply with the security requirements that may be transmitted to them by FIGEAC AERO. In order to ensure the security and integrity of FIGEAC AERO's confidential information and its media and in accordance with FIGEAC AERO's security requirements,

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suppliers and subcontractors will take all necessary precautions to protect it, in particular by using computer access control methods and/or encryption of confidential information.

FIGEAC AERO's suppliers and subcontractors may be required to process personal data entrusted by FIGEAC AERO, they must therefore put in place appropriate IT, physical and logical security measures to prevent any loss, alteration or unauthorised access to personal data and must comply with the applicable legislation on the protection of personal data.

2.6 Environment, Health and Safety

Suppliers and subcontractors must have an appropriate environmental, health and safety management system in place. FIGEAC AERO takes into account the requirements of the international standards ISO 14001 and 45001 in the design and development of its environmental management and health and safety management systems. As a result, suppliers and subcontractors are required to preserve natural resources and protect the environment, and in particular the REACH regulations for suppliers and subcontractors based in Europe.

Also, suppliers and subcontractors must protect the health, safety and well-being of its employees, subcontractors, visitors and all other persons likely to be affected by its activities.

2.7 Reduction of CO² emissions

FIGEAC AERO is committed to a plan to reduce its carbon footprint on scopes 1, 2 and 3.

As FIGEAC AERO's activity is strongly supported by our suppliers and subcontractors, we annually assess the environmental maturity of our partners in terms of energy performance, waste management, management system and carbon footprint.

The results of these assessments help us identify areas for improvement to collectively reduce our carbon footprint. These assessments are also taken into account in the classification of suppliers and subcontractors.