

Ethical Charter



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Opening Sustainable Mobility to All



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General

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Mobivia's Ethical Charter sets out the commitments and expectations of all of the Group's companies (hereinafter referred to equally as "Group" or "Mobivia") concerning integrity, respect and business ethics.

This Ethical Charter serves as a reference framework for Mobivia's establishment and conducting of business with its suppliers, service providers, customers, subcontractors, brokers, intermediaries, distributors, and in general, for any external third party working directly or indirectly for, or with, one of the Group's companies (hereinafter referred to as "Partners").

For this purpose, it defines a set of rules, practices and principles relating to standards in terms of human rights, working conditions, social responsibility, protection of the environment and business integrity and ethics.

All of these principles form the basis for a successful collaboration between Mobivia and its Partners.

All Group companies require their Partners, including their subcontractors, to respect the principles set out in this Charter and to implement adequate procedures to guarantee their effectiveness.



These ethical principles are not intended to replace the applicable laws and regulations, but rather to define certain attitudes and set certain benchmarks which, beyond the required upholding of the law, reflect exemplary personal and professional behaviour in the common interest of Mobivia and its Partners.



Scope and persons concerned

Scope and persons concerned

This Ethical Charter applies to any person conducting business relations with Mobivia, namely Partners, who must respect the said Charter and conduct themselves in accordance with the principles contained within.

Mobivia requires its Partners to behave impeccably in terms of respect, integrity and ethics and to act in accordance with the ethical principles set out in this Charter, in all circumstances and regardless of their profession, company, place of work or level of responsibility.

This Charter thus applies to all of Mobivia's Partners, as well as their staff and representatives, irrespective of their location.

Mobivia also expects its Partners to ensure respect for, and to have the principles set out in this Charter implemented by their own partners (suppliers, service providers, subcontractors, etc.).

In this respect, Mobivia reserves the right to verify, via any means, its Partners' level of compliance with this Charter and all of the applicable regulations, including the local regulations that would be more restrictive than the requirements of this Charter.





Protection of persons

Protection of persons

Mobivia supports and respects the human rights principles defined in the Universal Declaration of Human Rights of 1948, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations guiding principles adopted by the United Nations Human Rights Council in 2011.



Human rights

Mobivia respects the protection of international law relating to human rights and ensures that it does not become party to the violation of these rights.

Mobivia undertakes to promote and protect these rights in all of the activities it conducts with its Partners.

Mobivia takes steps to prevent any form of complicity, direct or indirect, in violations of fundamental rights, whether these are committed as part of its own operations or those of its Partners.

Mobivia recognises and supports the rights of indigenous peoples, in particular their right to self-determination and equitable access to resources.

Mobivia actively champions the principles of equality, justice and non-discrimination, guaranteeing fair treatment of each individual, without distinction in terms of gender, ethnic origin, religion, political opinion or any other characteristics protected by international law.

Mobivia takes steps to ensure that its activities respect international labour laws, especially in sensitive or at-risk areas, in order to avoid contributing to human rights abuses or violations.



Labour and safety law

Mobivia conducts relations with its collaborators with respect and trustworthiness.

Mobivia respects freedom of association and recognises the right to collective bargaining by supporting the right of each individual to be fairly represented.

Mobivia prohibits any form of forced or mandatory labour and attests to its work only being conducted through freedom of choice.

Mobivia prohibits any act of intimidation or threat that creates a hostile work environment and that would be non-compliant in terms of human dignity and respect, such as corporal punishment, any type of physical or psychological abuse, verbal or written moral harassment, sexual harassment and sexist insults.

Mobivia offers its employees remuneration that aligns with or surpasses the legally required social minimum thresholds.

Mobivia adheres to the legislation in force in terms of working hours.

Mobivia also subscribes to the implementation of any suitable means of protecting the health and safety of its employees.

Mobivia strictly opposes child labour.

Mobivia opposes any form of job discrimination on the basis of age, disability, gender, skin colour, religion, nationality, belonging to an ethnic minority, sexual orientation,



marital status or any other category.

In terms of jobs and career management, Mobivia considers primarily the skills of its employees and treats every person with dignity and respect for their private life.

Mobivia expects its Partners to champion, support and respect, in turn, the principles set out above and ensure that their own partners respect them.



Protection of customers

Protection of customers

Customers' confidence in the Group's business and products is paramount. Mobivia is committed to protecting the interests of its customers and maintaining trustworthy relations with them.



Protection of customers' personal data

Mobivia undertakes to protect the personal data of its customers and to adhere to the laws in force in terms of data protection.



Safety and quality of our products and services

Mobivia undertakes to follow all technical processes and requirements that aim to ensure our customers are guaranteed products and services of a high standard, that are safe and compliant in terms of their intended use.

Mobivia expects its Partners to comply with the requirements in terms of data protection and the quality and safety of the products by, in turn, respecting the principles set out above.





Protection of the environment

Protection of the environment

Respect for, and preservation of the environment have formed the cornerstone of Mobivia's concerns and commitments for over 25 years.

Mindful of its responsibilities affecting present and future generations, Mobivia considers environmental commitments as a fundamental aspect of its business, by defining an ambitious environmental strategy that aims to limit the impact of its activities on the environment. Beyond simply ensuring compliance with local legal and regulatory requirements regarding the environment, or adopting a precautionary approach to environmental problems, Mobivia proactively promotes and contributes towards greater environmental responsibility.

To this end, Mobivia works on reducing its CO2 emissions by limiting the direct and indirect impact of its activities, encouraging the uptake of low greenhouse gas emitting technologies and developing innovative products and services that contribute to a low-carbon economy and mobility.

Mobivia strives in its daily work to promote the conservation of natural resources by developing projects, activities and innovations that promote a circular economy from product design, to the optimisation of product use, to the recovery of end-of-life products. In this way, Mobivia also monitors the impact of its activities on the health and safety of its employees, customers and stakeholders. Mobivia encourages initiatives and innovations that contribute to improving air quality and road safety.





In terms of this commitment, Mobivia strives to uphold, share, and develop it by generally associating all of its stakeholders, employees, customers, suppliers, shareholders, public authorities, communities and Partners to it.

Mobivia reports on its environmental performance results annually in the extra-financial performance statement appended to the Annual Management Report.

Mobivia expects its Partners to support the initiatives and adopt similar requirements in terms of environmental protection.



Promoting fair and equitable relationships with our third parties

Promoting fair and equitable relationships with our third parties



Fighting corruption, prevention of conflicts of interest

Mobivia adopts unparalleled behaviour in terms of integrity in the conducting of its activities and fully respects the local, national and international laws that apply to the management of its operations, particularly in the following areas: the fight against corruption, compliance with international sanctions, the fight against money laundering and financing of terrorism, respect for competition and the safeguarding of personal data.

Mobivia adopts a zero-tolerance policy against corruption and coercion.

Mobivia implements suitable actions to prevent, detect and apply punitive measures as a result of any activity that is directly or indirectly related to corruption or coercion as part of its operations.

This includes prohibiting facilitation payments and any other undue advantage granted to Mobivia, other Partners or officials in exchange for the performance of routine actions for the purpose of obtaining or maintaining some commercial transaction or favourable treatment.

In a professional context, gifts can only be given or received if they are of symbolic or modest value, commensurate with the circumstances, and on condition that they do not cast doubt on the integrity of the giver or the neutrality of the receiver.



Promoting fair and equitable relationships with our third parties



Compliance with free competition rules

Mobivia complies with free competition rules by adopting loyal behaviour and refraining from defaming or denigrating its competitors.

Mobivia only uses honest, legal means to gather the relevant information required to perform its activities effectively.

Promoting fair and equitable relationships with our third parties



Ethical commitment on the part of Mobivia towards its Partners

Mobivia asks all of its companies that purchase products and services to have this Charter signed by their first-level Partners and to ensure that these obligations are passed on to their own partners, in order to contractually ensure that people working with the Group without being employed by it, respect the said Charter and behave in accordance with the principles set out therein.

Mobivia expects its Partners to adopt exemplary behaviour in terms of business ethics, and that they respect, in turn, the principles set out above and ensure that their own partners respect them.





Promotion of Group and shareholder interests

Promotion of Group and shareholder interests



Rights and responsibilities with regard to communication and information

Mobivia considers information quality of prime importance, and ensures it has transparent, trustworthy communications with its shareholders.

Information relating to results, forecasts and other financial data, acquisitions and disposals, business deals, new products, services, expertise, or human resources must be regarded as strictly confidential.

Mobivia expects its Partners to adopt the same required standards, and to undertake to adhere, in turn, to the principles set out above, and ensure that their own partners also adhere to them.





Ethical alert system

Ethical alert system

Mobivia has an ethics alert system to ensure compliance with the ethical principles of this Charter



Alert and protection procedure

If a Partner considers that a regulatory provision or these rules are not being followed or are on the point of not being followed, they may inform Mobivia about this by raising an alert through the platform designed for this purpose available at the following address:

<https://mobivia.whisppli.com/alert>.

ATU specific alerts must be made via a dedicated platform accessible at the following address: <https://mobivia.hintbox.eu/>.

Alerts are received and handled by the compliance officer and the designated internal alert persons for the company concerned. Alerts are handled by the dedicated team, ensuring strict confidentiality and non-discrimination.

If the alert is considered admissible, it will be subject to an investigation carried out internally or it may be delegated to an independent external third party.

The conclusions will be shared with the Ethics Committee of the company concerned and the Mobivia Ethics Committee. Depending on the severity of the alert, a presentation to the Audit, Finance and Risk Committee may be considered.



