

Code of Conduct

1. Our Commitment

At Greenvision Consulting, we are committed to delivering independent, high-value consulting services to stakeholders in the hydrogen value chain and for decarbonation initiatives. We support project developers, OEMs, investors, and institutions with strategic insights, technical evaluations, and market intelligence. Our work is guided by professionalism, independence, integrity, and respect for our clients' interests and the broader energy transition ecosystem.

This Code of Conduct reflects our ethical principles and the standards we uphold in all our activities. It applies to all Greenvision employees, associates, and subcontractors.

2. Integrity, Independence & Professionalism

- We deliver consulting assignments with independence, diligence, and impartiality.
- We do not compromise our objectivity under commercial, political, or financial pressure.
- We accept assignments only within the fields of our expertise and where we can provide true added value.
- We maintain technical excellence, market knowledge, and continuous improvement as the foundation of our credibility.

3. Confidentiality & Information Security

- We treat all client information—technical, financial, strategic, or otherwise—as strictly confidential.
- We commit to using such information solely for the purposes of the agreed assignments.
- We implement appropriate data security and document management procedures to prevent unauthorized access or disclosure.
- Confidentiality obligations continue beyond the end of the contract or employment.

4. Intellectual Property and Data Usage

- Proprietary models, benchmarks, and methodologies developed by Greenvision remain the property of the company unless otherwise agreed.
- Conversely, intellectual property and sensitive information provided by clients shall never be reused or disclosed without prior written consent.
- We fully respect license terms and copyright obligations related to third-party content or software.

5. Avoidance of Conflicts of Interest

- We identify and avoid any situations where impartiality may be compromised.
- We do not accept assignments or maintain relationships that conflict with existing client interests.
- In case of potential conflict, we notify concerned parties immediately and seek a transparent resolution.
- Employees must disclose any personal or professional interests that could influence their consulting work.

6. Compliance with Laws and Ethical Business Practice

- We comply with all applicable laws, regulations, and anti-corruption frameworks in the countries where we operate.
- We reject any form of bribery, fraud, collusion, or unfair competitive behavior.
- We do not undertake work that could pose significant compliance or reputational risks.

7. Sustainability and Social Responsibility

- We support projects and clients that contribute to a sustainable and decarbonized energy system.
- We integrate environmental and social responsibility into our advisory missions.

8. Equality, Respect & Work Culture

- We promote a respectful, inclusive, and non-discriminatory work environment.
- Harassment, intimidation, or bias of any kind—based on gender, origin, belief, disability, or orientation—will not be tolerated.
- We encourage a culture of openness, feedback, creativity, and teamwork.

9. Health, Safety and Working Conditions

- We comply with applicable health and safety laws and promote secure working conditions in all settings.
- Travel or field assignments are conducted with appropriate risk awareness and on a voluntary basis.

10. Whistleblowing & Reporting Misconduct

- Any employee or collaborator who becomes aware of unethical, illegal, or non-compliant behavior is encouraged to report it to the top management
- No retaliation will be tolerated against individuals reporting in good faith.

PUBLIC

- Greenvision will investigate all reported concerns promptly and discreetly.

11. Implementation & Accountability

- This Code of Conduct is binding for all team members and forms an integral part of onboarding and contract obligations.
- Breaches may result in disciplinary action or termination of engagement.
- It is every team member's responsibility to uphold this Code and contribute to Greenvision's reputation for integrity and excellence.

Robin LADOUS & Loic JOLY

Greenvision Consulting – Founding Partners

Date: Dec 2025