



FINANCIAL ETHICS CHARTER

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Vantiva has a global Code of Ethics (“**Code**”) that applies to all Employees.

In addition to those duties detailed in the Code, due to my active role in the proper measurement and reporting of the Vantiva financial results, I recognize that I hold a key role in corporate governance. Within that role, I will ensure that stakeholders’ interests are appropriately balanced, protected and preserved.

Accordingly, this Vantiva Financial Ethics Charter (“**Charter**”) provides principles to which financial employees are expected to comply and advocate. The Charter embodies rules regarding individual and peer responsibilities, as well as responsibilities to the company, the public and other stakeholders.

I hereby confirm that I will comply with and advocate the following principles and responsibilities governing my professional and ethical conduct.

To the best of my knowledge and ability:

1. I will act with honesty and integrity, as well as avoid actual or apparent conflicts of interest in personal and professional relationships.
2. I will provide accurate, complete, objective, relevant, timely and understandable information.
3. I will comply with all applicable rules and regulations of federal, state, provincial and local governments, and other appropriate private and public regulatory agencies.
4. I will act in good faith, responsibly, with due care, competence and diligence, without misrepresenting material facts or allowing my independent judgment to be subordinated.
5. I will respect the confidentiality of information acquired in the course of my work except when authorized or otherwise legally obligated to disclose. I will not use confidential information acquired in the course of my work for personal advantage.
6. I will share knowledge and maintain skills important and relevant to my constituents’ needs.
7. I will proactively promote ethical behavior in my work environment and community, supporting my colleagues as they comply with this charter.
8. I will achieve responsible use of and control over all assets and resources employed or entrusted to me.
9. I will report known or suspected violations of this Charter in accordance with Vantiva’s Whistleblower policy and all applicable rules of procedure.

It is Vantiva’s intention that this Charter be its written Code of Ethics under V-CTRL and complying with the standards set forth by the French and European rules and regulations (LSF, 8th Directive).

By signing this Form, I agree to comply with it.