

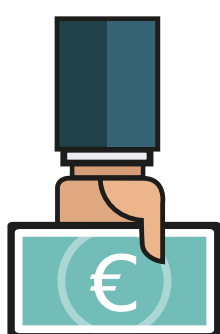
Conflict of interest prevention charter

This document presents the Group's conflict of interest prevention charter and aims to help you to avoid them and know what to do when you are faced with them. As an employee of the Fnac Darty Group, we must ensure the highest ethical standards in the conduct of our daily business.

What is a conflict of interest?

There is a conflict of interest when a person has a personal interest that is likely to influence the decisions made in the exercise of the responsibilities and missions assigned by the company.

Examples :



- I have a financial interest in a competitor, customer, supplier or partner of Fnac Darty and my duties allow me to have an influence on the relationship and the conduct of certain business;
- I have a privileged relationship with a supplier, a subcontractor or a partner, I perceive the advantages of this relationship or, it influences the relationship and the conduct of certain businesses;
- I contract with a company providing products or services, managed by a close friend or family member;
- I work as a consultant for my personal account, for a supplier, a professional client or for a competitor of Fnac Darty Group;
- I manage or have a link with a business / company which has a similar business nature to my professional activity within the Group;
- I receive gifts or hospitality that do not comply with the Group's "gifts and benefits" policy and I do not tell my superiors about them.

GOOD REFLEXES TO ADOPT

I ASK MYSELF



- Do I have a personal interest in the situation?
- Would I have made the same decision without this personal interest?
- My relatives, my family, myself, do we have anything to benefit from this contract?
- Could others think that this situation may influence my decisions?
- Would I be embarrassed if my personal interests were known to other people (colleagues, managers)?
- Am I comfortable sharing this decision / situation with my manager and colleagues?

I AM RESPONSIBLE

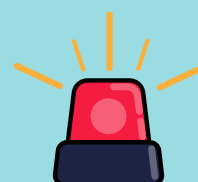


- I adopt demanding behavioral principles to limit potential conflict of interest situations.



I AM TRANSPARENT

- I systematically declare any situation of real or potential conflict of interest to my superiors or to HR;
- If I have any doubts about a situation that could potentially be a conflict of interest case, I report it to my line manager or to HR.



I ALERT

- If I notice or have doubt on corruption facts in the Group, I speak to my hierarchy, to HR, or by exercising confidentially my right of alert through the dedicated web line report.whistleb.com/en/portal/fnacdartygroupe.

SANCTIONS

Each employee, within the framework of his duties, may engage his personal liability in criminal matters. Indeed, if a case of corruption is found, the employee takes risk of:



- **Disciplinary sanctions** as provided for in the internal regulations which may, depending on the seriousness, be the subject of dismissal for serious or gross misconduct.
- **Criminal sanctions:** personal fine and imprisonment.