

TASKS AND RESPONSIBILITIES

The Ethics Committee has a duty of advisory and moral representation of the company. It shall carry out its tasks with complete independence, integrity and impartiality. It is responsible for carrying out the following tasks:

- To ADVISE and SUPPORT the FPFM Management team
- To PROMOTE the ethical, deontological and civic values of the FPFM
- To SUPERVISE FPFM's activities through its expert skills in different fields
- To issue RECOMMENDATIONS and/or PROPOSALS on the strategic choices of the FPFM following studies carried out by the committee itself

The committee also has the following duties towards the Board of Management:

- To ensure compliance with the FPFM charter and to propose areas of improvement
- To ensure the credibility of the FPFM brand/benchmark through Risk analysis

COMPOSITION, APPOINTMENTS AND REVOCATIONS

Members of the ethics committee are named by the Board of management for a year, based on specific criteria, and can be proposed either by the Ethics Committee or by the Board of Management.

The Ethics Committee shall at all times be composed of a minimum of three (3) members and a maximum of ten (10) members. They must represent a pre-defined panel.

Members are revocable by the Board of Management for the following reasons:

- Violations of the ethics charter
- Conflict of interest
- Behavior at odds with FPFM values
- Denigration of FPFM

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Chair of the Ethics Committee

The Ethics Committee shall be chaired by one of its members, appointed from among its members by a simple majority, if at least half of its members are present or represented. The chairman shall be appointed for the duration of his mandate period as a member of the Ethics Committee.

During his or her term of office, the Chair of the Ethics Committee shall attend the FFPF Management Committee and shall receive all reports of meetings, if unable to be physically present at the Management Board meetings.

The term of office of the chairmanship is only renewable once.

DUTIES AND OBLIGATIONS OF THE MEMBERS

Members of the Ethics Committee are volunteers (fees are paid for participation on the ethics committee). They shall commit to sign and respect a charter of behavior and values consistent with the mission of the FFPF.

Confidentiality

Any member of the Ethics Committee who finds himself in a situation of conflict of interest, directly or indirectly, must inform the Chairman and withdraw for the duration of the study of the case and the ensuing deliberations. However, he may, if he wishes so, be heard by the Committee, on an advisory basis.

The documents studied by the Ethics Committee are considered confidential, and members are therefore required to keep confidential the information transmitted to them for the examination of the said documents, as well as the content of the Committee's deliberations.

OPERATING OF THE COMMITTEE

The committee shall meet twice a year.

Meetings may be held both in person or in virtual form. The Chairman of the Ethics committee, with the cooperation of the other members, is the guarantor of compliance with the rules, as well as of the integrity of the debates and deliberation, and their possible transcriptions.

The Board of management shall submit a report to the committee 15 days prior a meeting for its opinion on the company (life of the company, strategic and communication choices, possible developments, path to follow, etc.).

The ethics committee shall submit a report of each meeting to the board of management and may, if it wishes so, invite one or more members of the Management Board to these meetings.

Independence

Each member of the Ethics Committee serves individually and exercises his or her functions independently.

The members of the Ethics Committee meet at the initiative of the Chairman.

CODE OF ETHICS

The FPPF Ethics Charter is valid for members of FPPF (Management Board) as well as for members of the Ethics Committee.