

# Occentis

## CORPORATE GOVERNANCE

### 1. Purpose

Occentis is committed to maintaining the appropriate standards of corporate governance, integrating best practices from the U.K., France, and Belgium into its governance framework. This policy outlines the principles, practices, and responsibilities that guide our governance structure.

### 2. Scope

This policy applies to the board of directors, executive management, employees, and all stakeholders involved in Occentis' corporate governance.

### 3. Board Independence

Occentis recognizes the critical importance of board independence in decision-making and oversight. We are dedicated to ensuring that a majority of directors on the board are independent directors as defined by the U.K. Corporate Governance Code.

### 4. Board Committees

The board will establish key committees, including Audit, Remuneration, and Nominations committees, to enhance governance effectiveness and transparency in line with the U.K. Corporate Governance Code.

### 5. Board Diversity

Occentis places great value on diversity within the boardroom. We adhere to French and Belgian guidelines, ensuring diversity in terms of gender, background, experience, and skills to foster innovation and responsible governance.

### 6. Shareholder Participation

Occentis acknowledges and respects the rights of shareholders as outlined by U.K. corporate law. Shareholders will be provided with opportunities to exercise their rights effectively and participate in key decisions.

## **7. Shareholder Engagement**

We are committed to fostering open and constructive dialogue with shareholders. Occentis embraces the principles of shareholder engagement practiced in France and Belgium to maintain transparency and responsiveness.

## **8. Financial Reporting**

Occentis adheres to stringent financial reporting standards, as required by U.K., French, and Belgian regulations. Our financial statements are prepared in accordance with recognized accounting principles, providing stakeholders with transparent and accurate financial information.

## **9. Stakeholder Communication**

Clear and consistent communication with all stakeholders, including employees, customers, suppliers, and regulators, is central to Occentis' operations. We follow the French and Belgian practices of stakeholder engagement to maintain transparency.

## **10. Code of Ethics**

Occentis has established a comprehensive code of ethics that outlines our commitment to ethical conduct in all business operations. This code covers areas such as conflicts of interest, gifts and hospitality, and whistleblower protection.

## **11. Sustainability**

We integrate sustainability considerations into our corporate strategy and decision-making processes. Occentis aligns with French and Belgian sustainability initiatives, promoting responsible business practices and environmental stewardship.

## **12. Executive Compensation**

Occentis sets executive compensation structures that are tied to performance and aligned with market benchmarks. These structures are established based on practices observed in the U.K., France, and Belgium, ensuring fairness and accountability.

## **13. Compliance Framework**

Occentis maintains a robust compliance framework that aligns with the legal requirements of the U.K., France, and Belgium. This framework includes policies and procedures to address legal and regulatory compliance, including data protection, anti-bribery, and anti-corruption measures.

#### **14. Oversight and Accountability**

To enhance governance oversight and accountability, Occentis implements mechanisms such as regular board evaluations, internal audits, and risk assessments. We are committed to holding individuals and entities accountable for compliance with our governance policies and relevant laws.

#### **15. Review and Amendment**

Occentis is dedicated to periodically reviewing and updating this Corporate Governance Policy to ensure alignment with evolving laws, regulations, and best practices in the U.K., France, and Belgium. Our commitment to effective governance is unwavering, and we strive for continuous improvement.