

Supplier Code of Conduct

Median Technologies

Median Technologies SA., a French company duly incorporated in Grasse, with a share capital of 583,794.45 € incorporated at the companies and trades registry of Grasse under number 443 676 309, and whose registered office is located at Les 2 Arcs, Bat B, 1800 route des Crêtes, 06560 Valbonne, France is specialized in developing cutting edge software and services for medical imaging.

We, at Median Technologies are committed to sustainability in all business activities and aim to apply and abide by the highest ethical, social and environmental standards. We recognize that our business partners and suppliers play an important role in our overall success.

We are committed to high standards of integrity and sustainability and have a ‘zero tolerance’ policy when it comes to unethical business behavior, such as bribery, corruption, antitrust breaches and forced labor.

Accordingly, we strive to conduct business with individuals and organizations who share our commitment to high ethical standards and who operate in a socially and environmentally responsible manner and expect all our suppliers to adhere to similar standards and to conduct their business ethically.

Therefore, as a supplier of our company, you must comply with (1) all applicable laws, regulations, and professional codes, (2) the requirements set out in this Supplier Code of Conduct and (3) your contractual obligations to us.

This Supplier Code of Conduct defines the main principles underlying your business activities as one of our suppliers.

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1 Labor & human rights

As a supplier to Median Technologies, your main objective is to support and respect the protection of internationally proclaimed human rights and ensure that they are not complicit in human rights abuses.

In this regard, you commit to:

- Respect the personal dignity, privacy and rights of each individual. You undertake to respect individuals in a manner consistent with the rights to privacy and data protection. You shall at all times use information about people appropriately for necessary business purposes and protect it from misuse in order to prevent harm to individuals such as discrimination, stigmatization or other damage to reputation and personal dignity, impact on physical integrity, fraud, financial loss or identity theft;
- Refuse to make any person work against his or her will; you commit not to use forced, bonded or indentured labor or involuntary prison labor. Your employees shall also not be required to lodge papers or deposits on starting work;
- Prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative. As our supplier, you commit to provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuses of workers and no threat of any such treatment.

2 Fair labor conditions

You shall ensure fair labor conditions. In particular, you will:

- Refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;
- Respect the rights of employees to freely associate and bargain collectively;
- Not tolerate or use child labor in any stage of your activities other than in accordance with all applicable laws and regulations;
- Not use any forced labor, including but not limited to involuntary prison labor, victims of slavery and human trafficking and allow all employees the choice to leave their employment freely upon reasonable notice;
- Compensate employees fairly and follow local wage regulations and/or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs;
- Ensure that working hours, including overtime, do not exceed applicable legal requirements, and where such requirements do not exist, we recommend that working hours not exceed sixty hours per week including overtime;
- Ensure that employees are allowed at least one uninterrupted day off per week.

3 Health, safety and environmental management

You shall provide a safe and healthy workplace for all your employees and shall conduct your business in an environmentally sustainable way. In particular, you will:

- Formally appoint a competent person to manage health, safety and environmental programs and improvements;
- Establish appropriate organizational structures and procedures for the effective management of health, safety and environmental risks; and
- Ensure that all workers are sufficiently aware of these risks and appropriately trained on the implementation of control measures.

You shall operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. Our suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle.

In addition, you shall implement an efficient and rigorous plan to manage and monitor health and safety matters:

- Worker protection: as our supplier you shall protect workers from overexposure to chemical, biological and physical hazards and physically demanding tasks in the workplace and in any company-provided living quarters;
- Process safety: as our supplier you shall have programs in place to prevent or mitigate catastrophic releases of chemicals associated with operations and processes. Programs shall be commensurate with the facility risks;
- Emergency preparedness & response: as our supplier you shall identify and assess emergency situations in the workplace and any company-provided living quarters, and minimize their impact through prevention and by implementing emergency plans and response procedures;
- Hazard information: you shall make available safety information relating to hazardous materials to educate, train and protect workers from hazards;
- Environmental authorizations: as our supplier, you shall comply with all applicable environmental regulations. All required environmental permits, licenses, information registrations and restrictions shall be obtained and their operational and reporting requirements followed;
- Waste and emissions: you shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment;
- Spills and releases: you shall have systems in place to prevent and mitigate accidental spills and releases into the environment.

4 Management systems

As a Median Technologies supplier, you shall use management systems to facilitate continual improvement and compliance with the expectations of these principles. The management system elements include:

- Accountability and risk management: you shall demonstrate commitment to the concepts described in this document by allocating appropriate resources and have mechanisms to determine and manage risks in all areas addressed by this document;
- Legal and customer requirements: you shall identify and comply with applicable laws, regulations, standards and relevant customer requirements;

- Identification of concerns: you shall enable your staff to report concerns or illegal activities in the workplace through formal reporting structures, investigate reported concerns, and if needed, take corrective action;
- Fraud prevention and reporting: you shall implement robust fraud prevention and reporting programs. You are required to report to us all occurrences of fraud (actual or under investigation) involving our business, regardless of materiality;
- Non-retaliation: you shall adhere to our policy regarding non-retaliation, including the expectation that concerns may be reported without fear of reprisal. Median Technologies will take action, in accordance with local law, against any Supplier who threatens, or engages in retaliation or harassment of any person who has reported, or is considering reporting, a concern in good faith;
- Documentation: you shall maintain documentation necessary to demonstrate conformance with these expectations and compliance with applicable regulations;
- Training and competency: you shall have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address these expectations;
- Continual improvement: you are expected to continually improve by setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections, and management reviews;
- Business continuity: you are responsible for the development and implementation of appropriate business continuity plans for operations supporting Median Technologies business. These plans should be designed and kept current to promptly recover and restore partially or completely interrupted critical functions to minimize disruption to Median Technologies' business and protect Median Technologies' reputation.

5 Ethical business practices

As a supplier of Median Technologies, you shall conduct your business in an ethical manner. In particular, you will:

- Refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including Median Technologies' employees), government officials and any other party are in compliance with applicable anti-bribery laws;
- Make sure that all corruption, extortion and embezzlement are prohibited. You shall not offer, pay or accept bribes or participate in other illegal inducements in business or government relationships. You shall work against corruption in all its forms;
- Adhere to anti-trust and other competition laws. You shall conduct your business consistent with fair and vigorous competition and in compliance with applicable anti-trust laws, and employ fair business practices including accurate and truthful advertising;
- Disclose to Median Technologies any information regarding potential conflicts of interest relating to your activities as a Median technologies supplier, including disclosure of any financial interest an employee from our company may hold in your business;
- Protect all confidential information provided by Median Technologies and our respective business partners. You shall protect confidential information, including personal information collected for or from Median Technologies, and act to prevent its loss, misuse, theft, fraud, improper access, disclosure or alteration including unauthorized communication and/or publication of information acquired from or on behalf of Median Technologies. If the exchange of confidential information with Median Technologies is required to execute business, we will sign together a confidentiality agreement in advance. Unless authorized by Median Technologies, you shall not share Median Technologies' confidential information or other information that you acquire with respect to Median Technologies' business. You shall ensure and be prepared to demonstrate, that you have

appropriate safeguards in place to protect personal and other confidential information. Unauthorized use, disclosure or loss of confidential information related to Median technologies must be reported immediately to us;

- Respect intellectual property of others, including Median Technologies. Transfer of technology and know-how shall be done in a manner that protects intellectual property rights;
- Adhere to international trade regulations and export control regulations;
- Secure business: you shall conduct your business in a secure manner. You shall encourage all workers to report concerns or illegal activities without threat of reprisal, intimidation or harassment; and shall investigate and take corrective action if needed. In particular, you will:
 - Implement reasonable measures for minimizing exposure of Median Technologies to security threats such as terrorism, crime, pandemics and natural disasters;
 - When visiting or working at Median Technologies locations, abide by Median Technologies' security procedures and report any security concerns to the appropriate Median Technologies channels.
- Accuracy of business records: all your financial books and records must conform to generally accepted accounting principles. Records must be accurate in all material respects. Records must be legible, transparent and reflect actual transactions and payments.

6 Procurement by Supplier

You shall procure goods and services in a responsible manner. In particular, you will:

- Select your own tier one suppliers providing goods or services directly or indirectly to Median Technologies based on them agreeing to adhere to standards comparable to those set forth in our Supplier Code of Conduct;
- Only subcontract work with prior consent from Median Technologies, when working at Median Technologies locations.

7 Inspections and corrective actions

In order to ensure and demonstrate compliance with our Supplier Code of Conduct, you shall keep record of all relevant documentation, and provide us with supporting documentation upon request.

To verify your compliance, we reserve the right to audit and inspect your operations and facilities, at our own cost and upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection cause us to be of the opinion that you do not comply with our Supplier Code of Conduct, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to comply with our Supplier Code of Conduct, then we may take action against you, including suspending or terminating your activities as one of our suppliers.

8 Conflict of interest

As our supplier, you should avoid any interaction with any Median Technologies employee that might conflict, or appear to conflict, with that employee acting in the best interests of Median Technologies.

For example, you should not employ or otherwise make payments to any Median Technologies employee during the course of any transaction between you and Median Technologies, other than

pursuant to the Median Technologies contract. If one of your employees is a family relation to any Median Technologies employee or if you have any other relationship with a Median Technologies employee that might represent a conflict of interest, you should disclose this fact to Median Technologies.

9 Gift, meals, entertainment

You should not provide any gift, meal or entertainment to a Median Technologies employee in any situation in which it might influence, or appear to influence, the employee's decision in relation to you. In other situations, modest gifts, meals or entertainment may be offered to a Median Technologies employee if they are not cash or cash equivalents, are consistent with customary business practice, not frequent or expensive, and do not violate any law, within the limit of 50 USD or 50 euros.