

RED Group and all associated entities (RED) (the 'Organisation) are committed to the anti-bribery objective of building trustworthy and reliable relationships with all stakeholders by adopting a culture of integrity and zero tolerance towards any illegal or unethical behaviour ('Anti Bribery Objective').

This Policy is based on and incorporates the Anti-Bribery Policy of Tractebel. In addition, as part of the ENGIE Group, RED adopts the ENGIE Ethics Code of Conduct as the foundation for its Ethics & Compliance Programme and this Policy.

Ethics Code of Conduct

RED's ethical standards are based on **5 fundamental principles** set out in the Code of Conduct:

- Corruption and fraud are strictly prohibited
- Human rights must be respected
- Environmental protection is a commitment that binds us
- Laws and regulations apply to each of us
- Integrity and loyalty guide our relationships with third parties

Every employee of RED globally, regardless of position, has a duty to promote and protect these principles.

To ensure the implementation of RED's Anti-Bribery Objective and the continuous improvement of this Policy, RED deploys an Anti-Bribery Management System as part of its Ethics & Compliance Programme, which meets the requirements set out in the ISO 37001:2016 standard.

RED's Senior Management is committed to:

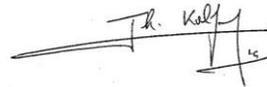
- A zero-tolerance approach to bribery.
- Support of the implementation and maintenance of the Anti-Bribery Management System.
- Continual improvement the effectiveness of the Anti-Bribery Management System.

RED's Senior Management has a continuing commitment to:

- Communicate throughout RED the importance of complying with this Policy and all of RED's Ethics & Compliance Policies as part of its Ethics and Compliance Programme, as well as all applicable legal, regulatory, and local standards.
- Promote the Anti-Bribery Policy, its objectives and the principles of the Code of Conduct.
- Ensure that ISO Management Reviews set and review the Anti-Bribery Objective, facilitate internal audits as part of the Anti-Bribery Management System, and monitor its effectiveness.

This Anti-Bribery Policy is part of RED's global commitment to achieving excellence in all our activities by continuously measuring and improving our performance.

Copies of this Policy are made available to all employees and relevant interested parties.



Thierry Kalfon
Chief Executive Officer

31 January 2026