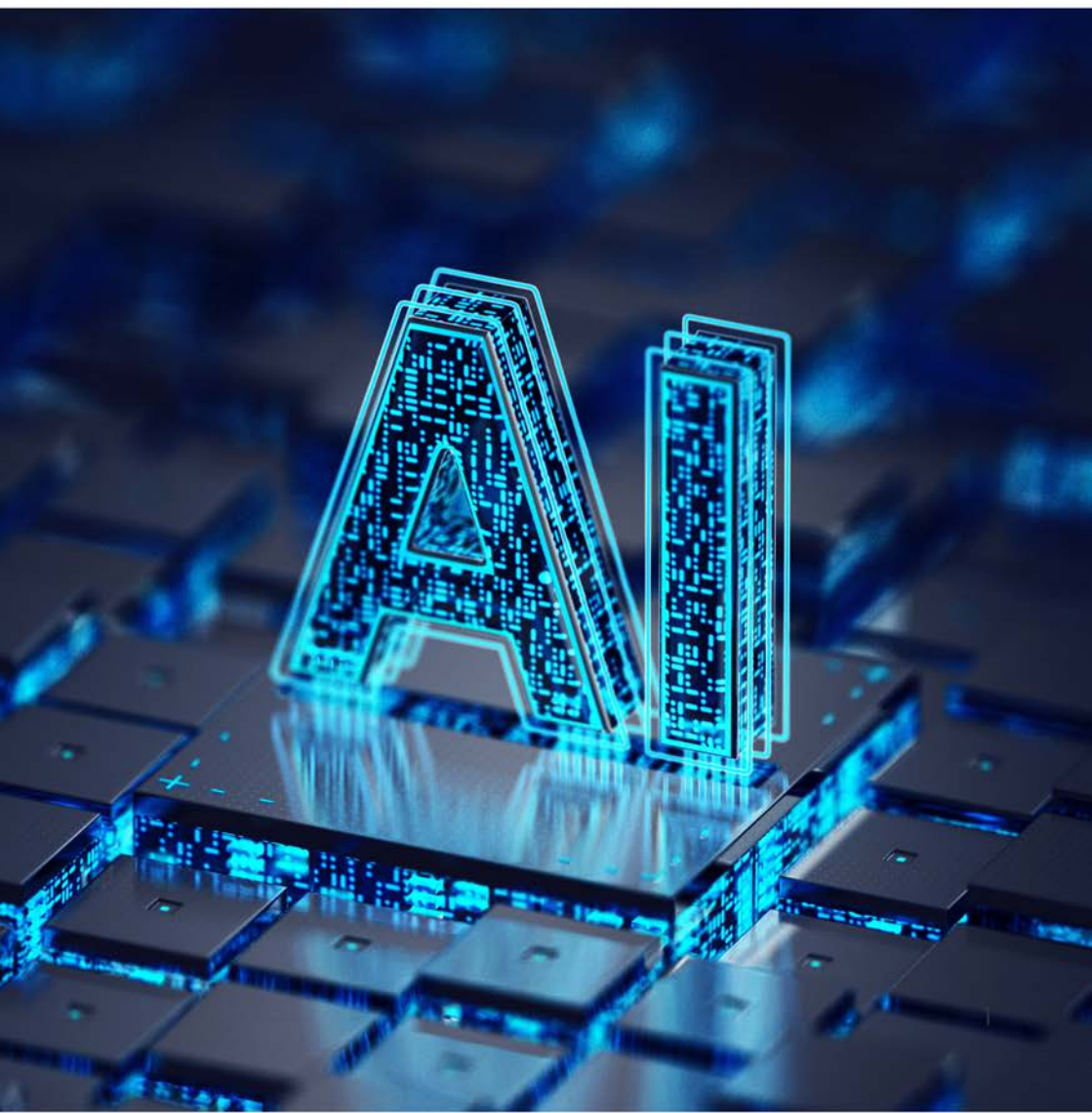


KEY EXTRACT OF  
ARTIFICIAL  
INTELLIGENCE CHARTER

April 2026



**Artificial Intelligence (AI) is making a significant impact** on our professional lives.

Therefore, Mersen launched in November 2025 an initiative focused on AI for which the Executive Committee is responsible.

**A global AI Committee** has been established, chaired by Thomas Farkas, Executive VP, Strategy & Development.

The main missions of the AI Committee are the following:

- Accelerate the integration of digital tools and AI into our processes.
- Develop a pragmatic approach tailored to our Group's profile and characteristics, seeking out sources of value.
- Ensure a secure and responsible framework for the use of these technologies.

It will rely on pre-selections, propositions and analyses of business cases submitted by global AI steering committees made up of business lines (HR, finance, legal, innovation, marketing, sales, operations (production, quality, maintenance), purchasing & procurement, Information Systems, etc.) and on a Generative AI Steering Committee in order to :

- Respond pragmatically to the needs of each job field
- Avoid redundant approaches
- Standardize tools and achieve economies of scale

The AI Committee will meet at least every two months.

# INTRODUCTION

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The most common use cases in the professional world (and those that require particular attention) involve the use of generative AI. This category of AI is capable of autonomously generating text, images, videos, and even music. Among the best known are ChatGPT (Open AI), Claude (Anthropic), Copilot (Microsoft), DeepL, Gemini and Google Translate (Google), LeChat (Mistral), and Midjourney.

The purpose of this charter is to raise awareness of best practices in the use of AI systems and to define the rules of conduct to be adopted. It applies to all Mersen Group employees and partners involved in Mersen's services.

Given the exponential evolution of these topics, this Charter will be updated on a regular basis.

# 1. REMINDER OF REGULATORY OBLIGATIONS FOR COMPANIES USING AI

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The use of AI is governed by the European regulation on artificial intelligence (AI Act), which is gradually coming into force. Within the European Union, AI systems are classified into four risk categories: unacceptable, high, limited, and minimal. This classification appears adequate and should be extended to all Group sites, regardless of their location. Systems posing an unacceptable risk (such as an AI system that exploits potential vulnerabilities due to a person's age or disability to significantly alter their behavior) are prohibited.

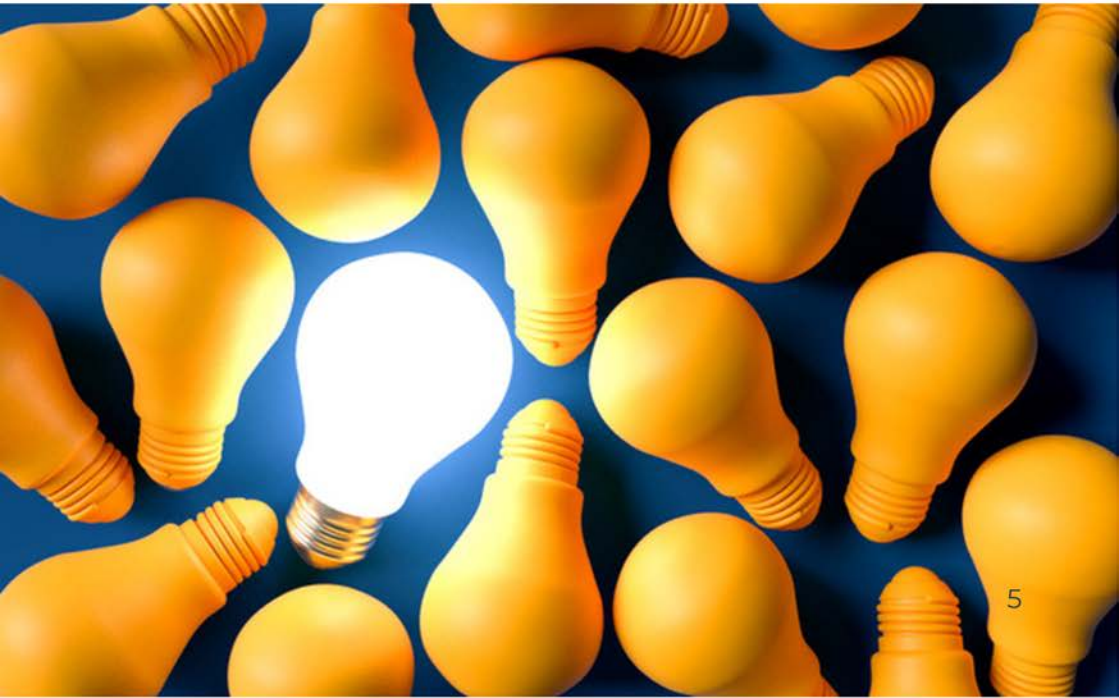
High-risk AI systems (such as those intended for use in emotion recognition) must comply with strict standards, particularly in terms of transparency, documentation, and data management.

In any case, transparency and human oversight requirements must prevail. Users who generate or manipulate images or audio content (hyper-faking) must indicate that this content has been manipulated by AI.

European companies face penalties of up to 7% of their global annual turnover depending on the breaches identified. It is therefore essential that all Mersen Group employees are aware of the rules to be followed before choosing to use an AI system and remain cautious when using it.

## Did you know?

DeepL and Google Translate are AI-based translation tools!



## 2. ADOPTING BEST PRACTICES

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The purpose of this Charter is to ensure that the Group's use of AI is compliant with applicable regulations and secure.

Employees agree to follow the rules below :

### **Be mindful of confidentiality !**

**In general, personal or confidential data held by Mersen must never be entered into an AI tool hosted by a third party, as this could compromise its confidentiality.**

## DEFINITIONS:

### **PERSONAL DATA:**

This refers to any information that can be used to directly or indirectly identify a natural person (name, identification number, location data, online identifier, etc.).

### **CONFIDENTIAL DATA:**

Non-public, sensitive, or secret information belonging to Mersen (financial data, know-how, etc.), as well as information belonging to third parties (customers, suppliers, partners, etc.) protected by a confidentiality agreement signed by Mersen. Entering this information into an AI tool could constitute a breach of the confidentiality agreement and render Mersen liable.

For example, data entered ChatGPT, or the public web version of Copilot is integrated into its data model by default. This means that it can be stored, reused as training models, and potentially accessed by third parties.

If in doubt, only enter public information or check with your manager beforehand to ensure that the information is not confidential.

In practice, if you want to translate a document using a tool (such as DeepL), be sure to cross out/redact all confidential or personal data (pay attention to headers and footers, and email addresses).

Also, be careful not to include any information that may be protected by intellectual property rights. If such information is not yet protected (e.g., description of a new technology or material), premature disclosure could jeopardize that protection.

In any case, if you are unsure about the terms of use of the service you wish to use, you should refrain from using it.

In summary, any disclosure of confidential or personal information in ChatGPT (or any other online source, including translation and imaging tools) is prohibited and constitutes a violation of the Group's security policies. You should always consider these tools as external to the company and exercise extra caution.

### **Help and assistance do not mean substitution.**

The results provided by an AI-based tool may contain erroneous information or reproduce elements protected by intellectual property rights held by third parties. To avoid any risk of error or infringement of third-party rights, constant vigilance is required.

Keep in mind that this is only a tool, an accelerator. Each employee is responsible for the content generated using AI.

Therefore, it is important to:

- critically review the suggestions made by the AI tool
- verify the reliability of sources and the accuracy of responses

### **Transparency**

If you use AI systems that interact with third parties (customers, suppliers, etc.), you should explicitly state that these interactions involve AI.

# 3. YOU, MERSEN & AI

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In general, you must limit yourself to using tools approved by the Group. The use of other tools on your computer work must be authorized in advance by your line manager and then submitted for approval to the Group Information Systems Department.

For complex requests requiring installation and investment, the Group Information Systems Department can assist you and identify a suitable tool that complies with this Charter and the applicable regulations on AI.

If a tool considered risky meets a significant use case for the business, its use may be authorized subject to compliance with several rules or settings defined in consultation with the following Group departments: Information Systems Department, Legal Department, and Risk, Audit & Compliance Department.

This procedure has been drafted in accordance with the Sapin 2 anti-corruption law and the European General Data Protection Regulation.



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