

**Rules for the "Mission Impossible" referral challenge – Econocom  
Applicable from 1st January 2026**

**Article 1: General presentation**

- Econocom SAS, a company incorporated under French law, whose registered office is located at 40, quai de Dion Bouton, 92800 Puteaux, France, registered in the Nanterre Trade and Companies Register under number 326 966 777 (hereinafter "**Econocom**"), is organising an internal commercial agent referral programme aimed at promoting the recruitment of commercial agents, entitled "Mission Impossible" (hereinafter the "**Referral Challenge**"). This programme will run on a voluntary basis from 1 February 2024 to 31 December 2026.

Within the framework of the Referral Challenge, the members of the Econocom network (hereinafter, the "**Participants**", as defined in Article 2) are invited to propose candidates (hereinafter, the "**Candidates**") intended to work either as commercial agents for Econocom (hereinafter, the "**Agent Candidates**") or as sales employees employed by an Econocom Entity (hereinafter, the '**Sales Candidates**').

If their application is accepted, in accordance with the conditions set forth in these rules (hereinafter, the "**Rules**"), (i) the Agent Candidates will join Econocom's network of commercial agents as referred agents (hereinafter, the "**Referred Agents**"), (ii) the Sales Candidates will join Econocom's sales force as referred sales employees (hereinafter, the "**Referred Sales**"), and (iii) the Participants who have enabled the referral of the latter (hereinafter, the "**Referrer**") may be entitled to one or more rewards (hereinafter, the "**Referral Reward**" or the "**Referral Rewards**"), in accordance with the conditions set out below.

Applicability Over Time :

Referrers for whom an agreement between the Referred Agent and Econocom has been signed before or after the effective date of this Rules shall benefit from the Referral Rewards provided herein (subject to compliance with the conditions and achievement of the Mission Impossible Performance Thresholds), in place of those provided under the Previous Rules.

Econocom employees who have referred sales employees under an Employee Referral Program and whose referral has been validated after the effective date of this Rules may choose either the referral reward provided under the Employee Referral Program or the Referral Rewards provided under this Rules (it being understood that no cumulative benefit is permitted).

**Article 2: Participants**

**2.1. Authorised Participants**

The Referral Challenge is open exclusively to three (3) types of Participants:

- Employees, members of the Econocom Group companies located within the territory of the European Union or the United Kingdom, which are eligible for the Referral Challenge and listed in Appendix 1 of these Rules (hereinafter, the "**Econocom Entities**"). Only employees who are not in a trial period or notice period are authorised to take part in the Referral Challenge.
- Commercial agents, legal entities whose registered office is located within the territory of the European Union or the United Kingdom, that have concluded a commercial agent contract with one or more Econocom Entities which is in force during the period of the Referral Challenge.

This contract must meet the requirements of Articles L.134-1 et seq. of the French Commercial Code applicable in France, or those set out in Directive no. 86/653/EEC of 18 December 1986.

- Econocom service providers, legal entities whose registered office is located within the territory of the European Union or the United Kingdom, that have entered into a service contract with one or more Econocom Entities enabling them to play an active and key role in the operation and organisation of the said Econocom Entities.

Any participation in the Referral Challenge is strictly nominative and the Participant may under no circumstances take part in the Referral Challenge on behalf of other Participants. If the Participant is a legal entity, its participation is unique and indivisible: only one participation may be accepted on its behalf, regardless of the number of natural persons affiliated to this legal entity.

Only persons/legal entities bound by a contract with Econocom may take part in the Referral Challenge.

## **2.2. Excluded Participants**

Among the persons mentioned in Article 2.1, the following are not authorised to participate in the Referral Challenge: members of the Econocom Management Committee (group, activity or country), employees of the Human Resources department of the Econocom Entities or independent service providers working for the Human Resources department of the Econocom Entities, any employee whose variable remuneration is partly based on the Referral Challenge, as well as the spouses, ascendants, direct descendants or other relatives, whether or not living under the same roof, of all the persons previously mentioned.

It is specified that the persons mentioned in Article 2.2, paragraph 1, remain free to propose to Econocom or to the relevant Econocom Entities profiles of potential Agent Candidates or Sales Candidates to be referred, but may not receive a Referral Reward in return.

## **Article 3: Duration**

The provisions of these Rules come into force from **1 January 2026** to 31 December 2026, i.e. for a period of one (1) year.

Any participation in the Referral Challenge outside this period will not be taken into account. The Rules will nevertheless continue to apply after the end of the Referral Challenge for Participants who have submitted the application of a Candidate, which has resulted in the signature of a contract with Econocom or an Econocom Entity during the Referral Challenge's validity period.

However, Econocom reserves the right to postpone, modify, cancel, shorten or extend the Referral Challenge at its discretion. In any event, Econocom cannot be held liable in this respect.

## **Article 4: Conditions for participation**

Any participation in the Referral Challenge implies pure and simple acceptance of these Rules in their entirety, without condition or reservation.

All participations in the Referral Challenge must be fair.

Any participation in the Referral Challenge implies respect for Econocom's values, and in particular those linked to the ethical rules promoted and decreed by Econocom, as well as acceptance of Econocom's Code of Business Conduct by the Participant.

By accepting these Rules, the Participant (i) unreservedly agrees to comply with Econocom's Code of Business Conduct set out in Appendix 2, (ii) certifies on his/her/its honour that he/she/it has not

committed any practice that would be contrary to the rules of the said code, and (iii) undertakes to take all measures to avoid any criminal behaviour in the context of his/her/its future activities.

Econocom pays particular attention to strict compliance with the measures taken to act against corruption of probity laws. In this respect:

- the Participant undertakes not to misuse the purpose of the Referral Challenge to engage in conduct that would be contrary to the laws and regulations on probity;
- the Participant undertakes not to promise the Candidate any advantage whatsoever with the aim of persuading him/her to apply and ultimately benefit from the Referral Reward(s);
- the Participant undertakes not to resort to any fraudulent manoeuvres to encourage the Candidate to participate in the commercial agent or sales employees recruitment process;
- Referral Rewards may not be used to unfairly obtain a contractual advantage or a contract;
- any agreement between the Referrer and the Referred Agent or Sales aimed at sharing all or part of the Referral Reward(s) is prohibited. Any breach of this principle exposes the Participants to exclusion from the Referral Challenge and to the return of any rewards received, in any form whatsoever, in the context of the Referral Challenge, as well as to civil liability in legal proceedings ;
- any infringement of these Rules is likely to constitute a breach of the duty of loyalty and consequently exposes the Participant who is an employee of Econocom to disciplinary sanctions.

If they have any doubts or questions about a situation they have encountered, Participants are invited to contact the Human Resources department of the Econocom Entity to which they are linked, to ask about the Referral Challenge and authorised behaviours or, on the contrary, behaviours that are prohibited and/or abusive. They may also send any questions to the following e-mail address: [mission-impossible@econocom.com](mailto:mission-impossible@econocom.com).

## **Article 5: How to take part in the Referral Challenge**

### **5.1. Practical information**

Any participation in the Referral Challenge implies validation, by Econocom, of the Participant and then, where applicable, of the Candidate.

The Participant must have obtained the Candidate's prior agreement to the submission of his/her application.

To take part in the Referral Challenge, the Participant must:

- Ensure that he/she is eligible under Article 2 of these Rules;
- Ensure that the Candidate agrees to the submission of his/her application, and that his/her profile meets the requirements set out in Article 6 of these Rules;
- Go to the "Mission Impossible" website (URL: <https://mission-impossible.econocom.com/>) and complete the application form (hereinafter referred to as the "**Referral Form**"), which includes:
  - o Information about the Participant, in particular: his/her surname, first name, telephone number, e-mail address, status as a Participant (Econocom employee, commercial agent, or Econocom service provider), as well as other information about his/her current position;
  - o Information about the Candidate, in particular: his/her surname, first name, telephone number, e-mail address and current position;

- Accept these Rules by ticking the two boxes “*I confirm that I have informed the referred person about sending their contact details to Econocom*” and “*I confirm that I have read the Rules related to the Referral Challenge*”, then click on the “Send” button.

## **5.2. Multiple participations**

The Participant may submit as many Candidates' profiles as it wishes throughout the duration of the Referral Challenge, by repeatedly submitting the Referral Form. However, a Candidate's profile may only be submitted once. In the event that the same Candidate's profile is submitted by different Participants, the day and time at which the said Participants sent the Referral Form presenting such profile will be taken into account to determine which of the Participants was the first to submit the Candidate's profile.

Similarly, the Participant may submit the profile of Candidates located in countries other than the one in which he/she/it is established. The application of the candidate(s) concerned must then be submitted to the Econocom Entity of the candidate(s)' location.

## **5.3. Procedures for validating participation in the Referral Challenge**

The Participant's participation will be deemed validated by Econocom unless Econocom sends a notification of refusal of the participation by e-mail sent to the Participant's e-mail address given in the Referral Form within an indicative period of thirty (30) calendar days.

Any participation that is not compliant, incorrectly filled in, illegible, incomplete or erroneous will not be valid and will therefore be disregarded. Any attempt to defraud, cheat or circumvent these rules will invalidate the Participant's participation. In the event of fraud or cheating, Econocom reserves the right not to award the Referral Reward(s) and/or to prosecute the perpetrator(s) and accomplice(s) of such fraud before the relevant courts.

## **5.4. Procedures for selecting or rejecting an Candidate**

Econocom, on the basis of the opinions issued by the Sales Department, the General Management of the relevant Econocom Entity and the Mission Impossible Project Group Management, may either continue negotiations (preliminary discussions) with the proposed Candidate or reject the proposed Candidate.:

Econocom will endeavor to inform the Participant as soon as possible in the event of a decision to reject the proposed Candidate.

Rejection of an application is at Econocom's sole discretion and is based on the characteristics of the Candidate's profile presented, but also on other criteria relating in particular to compliance with the laws and regulations applicable at the time the application is examined.

Should the Candidate profile submitted by the Participant be rejected by Econocom, the Participant may, within 15 calendar days of notification of such rejection, send a written request to Econocom by e-mail to the Mission Impossible e-mail address ([mission-impossible@econocom.com](mailto:mission-impossible@econocom.com)) in order to find out the reasons for such rejection. Econocom shall indicate the main reasons for rejecting the application, subject to the confidential nature of certain information and without Econocom's response giving rise to any claim whatsoever on the part of the Participant. Once the aforementioned period of 15 calendar days has elapsed, no written request may be made by the Participant in connection with Econocom's rejection of the Candidate profile, and no claim will be accepted in this respect.

## **Article 6: Agent Candidate's required profile and mandatory requirements**

For the selection of Candidates intended to become Referred Agents or Sales, priority will be given to profiles corresponding to the required profile as described below.

Required profile: experienced B2B salespeople with significant experience in at least one of Econocom's business lines (IT distribution, leasing, managed services, infrastructure & networks, audiovisual), who are keen to start or pursue a career either as an independent commercial agent for Econocom, and who have a strong entrepreneurial spirit, either as a sales employee.

Conversely, no Candidates' applications will be considered if the following mandatory requirements are not met:

- Candidates must be external to the Econocom Group. In particular, applications from the following persons will not be examined:
  - o current employees of the Econocom Group; or
  - o current commercial agents of the Econocom Group, or current employees or sub-agents of these commercial agents.

However, former agents, former service providers or former employees of the Econocom Group are eligible for Agent or Sales Candidate's applications.

- Candidates may not be related to the Participant (this term includes spouses, relatives in the ascending or descending line or other relatives, whether or not living under the same roof).
- Agent Candidates, which are legal entities, must have their registered office located in the same country as that of the Econocom Entity or Entities to which they intend to provide commercial agent services.

#### **Article 7: Discussion process with the Candidate**

Should the Candidate presented by the Participant be selected, the relevant Econocom Entity shall enter into a discussion phase with such Candidate in order to (i) assess his or her motivation, skills and availability and (ii) discuss with him or her the terms of his/her future contractual cooperation.

Econocom shall conduct negotiations with the Candidate without referring the matter to the Participant.

Exchanges may last several weeks (with an estimated duration of eight (8) to twelve (12) weeks) and result in either an agreement signed between the Referred Agent or Sales and Econocom, or the discussions being abandoned in the absence of an agreement with the Candidate.

In the event that an agreement is reached at the end of the discussion phase, Econocom will notify the Participant (now the Referrer) of the date on which either the contractual agreement between Econocom and the Referred Agent, either from the employment contract between Econocom and the Referred Sales, comes into force.

Econocom will also inform the Participant of the failure of the discussion phase if no agreement has been reached with the Candidate, within one (1) month of the negotiations being abandoned.

#### **Article 8: Referral Rewards**

##### **8.1. Amount of Referral Rewards**

In the event that an agreement is signed between the Referred Agent and Econocom or employment contract between Econocom and the Referred Sales, the Referrer may benefit from one or more Referral Rewards, under the conditions set out below.

There are three (3) Referral Rewards, a signing reward and two performance rewards (a Trip Reward and a Gold Reward):

- The "Signing Reward", in the amount of 1,000 euros net: it will be paid to the Referrer within the month following the signing of the contract between Econocom and the Referred Agent or Sales.

- The "PerformanceReward", corresponding to an amount of 5,000 euros net if (i) the contract entered into between Econocom and the Referred Agent or Sales is still in effect on the date when the performance threshold mentioned below is met and (ii) the sales performance threshold expressed in turnover (the "**Performance Thresholds**", see Article 8.2) is reached by the Referred Agent or Sales within this period.
- The "Gold Reward", corresponding to a new electric vehicle of a European brand with a maximum value of 45,000 euros including taxes (hereinafter, the "**Vehicle**"). It will be awarded to the Referrer if (i) the contract entered into between Econocom and the Referred Agent or Sales is still in force twelve (12) months after its signature and (ii) the sales performance thresholds expressed in turnover (the "**Gold Performance Thresholds**", see Article 8.2) are reached by the Referred Agent or Sales within this period.

## 8.2. Granting conditions

The Trip Reward and the Gold Reward are Referral Rewards that are contingent upon the referred Agent or Sales achieving specific performance thresholds, the Trip Reward is awarded upon reaching the Performance Performance Threshold and the Gold Reward is awarded upon reaching the Gold Performance Thresholds (together, the "**Mission Impossible Performance Thresholds**").

- To qualify for the Performance Reward, the Referred Agent or Sales must achieve a commercial performance threshold of 500 000 € in Business Volume (as defined in Appendix 3) across all activities and Econocom Entities, within a period of six months.  
This threshold is to be reached based on a list of new accounts converted into active customers by the Referred Agent or Sales.  
The Business Volume recorded on already active customer accounts assigned to the Referred Agent or Sales by the mandating Econocom entity at the time the contract takes effect is not included in the calculation of the Performance Thresholds.  
No later than thirty (30) days after the above-mentioned deadline, Econocom will inform the Referrer whether the Performance Threshold has been reached and, therefore, whether or not the PerformanceReward has been awarded.
- The Gold Performance Thresholds differ according to the Econocom activities concerned and are set out in Appendix 3. They are set by each relevant Econocom Entity, under objective and non-discriminatory conditions.  
The deadline for achieving the Gold Performance Thresholds runs from the date of entry into force of the agreement entered into between Econocom and the Referred Agent or Sales. At the end of this period, Econocom will send an e-mail to the Referrer indicating whether or not the Gold Performance Thresholds have been reached, and therefore whether or not a Gold Reward will be awarded.

Only Participants bound by a contract with Econocom on the day (i) of the event leading to the payment of the Signing Reward and/or (ii) of the achievement of the Mission Impossible Performance Thresholds may receive a Referral Reward or an Additional Reward.

Econocom reserves the right not to award the Referral Reward or the Additional Reward if, in the opinion of Econocom Entity's Executive Management, an event attributable to the Referrer occurs that would render the granting of the Referral Reward or the Additional Reward impossible, whether on the date of the event leading to the payment of the Signing Reward, on the date of achievement of the Mission Impossible Performance Thresholds, or on the date of the award of the Referral Reward. This includes, but is not limited to, conduct contrary to Econocom's values, particularly those related to the ethical rules promoted and decreed by Econocom, or in the event of any pre-litigation or litigation initiated between the Referrer and Econocom. The Referrer expressly agrees to these limitations and irrevocably waives any and all claims or legal action against Econocom in this respect, on any grounds whatsoever

## 8.3. Cumulative conditions

Signature Rewards and Performance and Gold Rewards are cumulative.

A Referrer may only receive one Performance Reward and one Gold Reward (and therefore one Vehicle). In the event of multiple referrals by the same Referrer leading to Gold Performance Thresholds being reached on several occasions, the Referrer will be awarded, as from the second referral reaching the Gold Performance Thresholds, an additional reward of 10,000 euros gross for each Gold Performance Threshold reached (hereinafter, the "**Additional Reward**").

#### **8.4. Payment terms**

The Signing Reward and the Additional Reward will be paid into the Referrer's bank account, the details of which will be provided by the Referrer. In the case of Referrers employed by Econocom Entities, the reward will be paid into the bank account used for salary payments.

#### **Article 9: Social and tax treatment of Referral Rewards**

It is the responsibility of Referrers to inform themselves, to assess for themselves and to bear any consequences (tax, loss of social security benefits, etc.) linked to obtaining one or more Referral Rewards.

For Referrers who are Econocom employees, the reward paid in cash is considered to be a part of their salary and the reward paid in kind (Trip or Vehicle) is considered to be a benefit in kind. In both cases, and the rewards constitute additional remuneration subject to social security contributions. However, they cannot be treated as a salary increase or as consideration for the achievement of any performance related to their duties. They will appear on the Referrer's payslip and are subject to income tax. If you have any questions on this subject, please contact the Econocom Human Resources Department or the relevant Econocom Entity.

For Referrers who are legal entities (agents or independent service providers), the Referral Reward constitutes taxable income, subject to corporation tax. It may not be assimilated to any remuneration/commission received under the terms of the contract entered into with an Econocom Entity. The Referrers, which are legal entities, undertake to declare the Referral Reward received by their own means and to apply the appropriate social security and tax treatment to it.

#### **Article 10: Obtaining a Vehicle**

In the event of obtaining a Gold Reward and therefore a Vehicle, the order for the Vehicle will be placed by Econocom in the name of the Referrer. The invoice will be paid by Econocom but will be drawn up in the name of the Referrer. Econocom will inform the Referrer of the delivery times estimated by the manufacturer or reseller of the Vehicle. Econocom shall not be held responsible for any delay in delivery attributable to the manufacturer or reseller of the Vehicle. The transfer of ownership and risks will take place on the day the Vehicle is handed over by Econocom, by the supplier or reseller of the Vehicle. If the Referrer is a legal entity, ownership of the Vehicle will be transferred to the company.

The Vehicle will be handed over at the place and on the date agreed between Econocom and the Referrer, either at an Econocom Group site, or at the Referrer's home or place of business in the case of a legal entity.

The Referrer shall be fully responsible for registering and taking out insurance for the Vehicle and shall bear the full costs thereof. Econocom disclaims all liability in the event of misuse of the Vehicles.

The Referrer may not claim the cash equivalent of the Vehicle or request that it be exchanged for other goods or services of equivalent value.

All images or illustrations of the Vehicles used for the promotional purposes of the Referral Challenge, regardless of the medium used, are for illustrative purposes only and have no contractual value.

In the event of *force majeure* or circumstances beyond its control, Econocom reserves the right to replace the Vehicle with a vehicle of similar characteristics and equivalent value, after having previously informed the Referrer.

#### **Article 11: Liability**

Econocom cannot be held responsible if the Referral Challenge has to be cancelled, shortened, extended, postponed or modified in the event of *force majeure* (including pandemics, war or natural disasters), or should an event beyond its control occurs.

Econocom may not be held liable for any event for which it is not responsible, particularly in the event of unavailability of the "Mission Impossible" website, technical failures making it impossible to continue the Referral Challenge, Internet network malfunctions, interruptions, data transmission delays, failures of the Participant's computer or any other problem related to communication networks, servers, Internet access providers, computer equipment or software.

Furthermore, Econocom may not be held liable for the loss of any data, the consequences of any virus, anomaly, or any technical, hardware or software failure of any nature whatsoever that prevents or limits the possibility of participating in the Referral Challenge or that damages a Participant's system. It is the responsibility of each Participant to take all appropriate measures to protect his/her/its own data and/or software stored on his/her/its computer equipment against any attack. Each Participant's connection to the "Mission Impossible" Internet site and participation in the Referral Challenge is made under his/her/its sole, unique and entire responsibility.

Finally, Econocom may not be held liable for any damage relating to the use of the Referral Rewards, particularly in the case of a Vehicle. Econocom shall under no circumstances be held liable for any malfunction of the Vehicle or for any use that does not comply with the rules of the traffic regulations.

#### **Article 12: Confidentiality**

All Participants, whether Referrers or not (employees of Econocom or Econocom Entities, current commercial agents and Econocom service providers) undertake, for the duration of the Referral Challenge and for two (2) years after its expiry, not to disclose, except to the persons mentioned in Article 2, the very existence of the Referral Challenge, and in particular:

- the amount of the Mission Impossible Performance Thresholds; and
- the amount of the Referral Rewards.

By way of exception, the Referrer may inform the Referred Agent or Sales of the existence of the Referral Challenge, the Referral Rewards, as well as the amount of the Mission Impossible Performance Thresholds, to the extent that the latter may be reached or not by the Referred Agent or Sales.

In the event of non-compliance with this confidentiality obligation, Participants may be subject to the outright rejection of their participation or, in the event that their participation has already been accepted, to the loss of the benefit of the Referral Rewards. Furthermore, Econocom reserves the right to incur contractual liability.

#### **Article 13: Personal data**

As part of the organisation of the Referral Challenge, Econocom is responsible for processing the data collected from Participants / Referrers and Agent or Sales Candidates / Referred Agents or sales . In this respect, Econocom takes the appropriate measures to ensure the protection and confidentiality of the personal information that it processes or will be called upon to process, in compliance with the provisions of the General Regulation on the Protection of Personal Data and the French Data Protection Act no. 78-17 of 6 January 1978 (revised).

Participation in the Referral Challenge requires the provision of personal data *via* the Referral Form available on the "Mission impossible" website (URL: <https://mission-impossible.econocom.com/>). In this respect:

- By submitting his/her/its participation on this website, the Participant explicitly gives his/her/its consent to Econocom to collect and process his/her personal data for the purposes of organising and managing the Referral Challenge.  
The Participant acknowledges having been informed of Econocom's personal data protection policy and of his rights of access, rectification and, where applicable, deletion of personal data collected by Econocom in the context of the Referral Challenge, as well as of the procedures for exercising his/her/its rights.
- By providing the information concerning the Candidate, the Participant confirms:
  - o He/she/it has informed the Candidate in advance of the purposes and methods of processing his/her personal data;
  - o that he/she/it has obtained the Candidate's formal consent to the processing of his/her personal data with a view to Econocom examining his/her application for a commercial agent position;
  - o that he/she/it has provided Econocom with accurate and up-to-date information on the Candidate;
  - o that he/she/it has informed the Candidate of his or her rights relating to the confidentiality and protection of his or her personal data;
  - o that he/she/it has made a commitment to the Candidate to respect Econocom's personal data protection policy and to keep his/her application confidential with regard to his/her potential employer.

Data processing is described in Appendix 4 (Description of personal data processing) attached to these Rules.

#### **Article 15: Applicable law and disputes**

The law applicable to these Rules is French law.

If one or more provisions of these Rules are declared null and void or inapplicable, the other clauses shall retain their full force and scope.

Any dispute arising in connection with the Referral Challenge shall be submitted to the relevant French courts.

**APPENDIX 1 : ECONOCOM ENTITIES**

**BELGIUM :**

ECONOCOM LEASE SA/NV  
A2Z SOLUTIONS SA/NV  
BIS BEDRIJFS INFORMATIE SYSTEMEN BELUX ECONOCOM SA/NV  
ECONOCOM PRODUCTS & SOLUTIONS BELUX SA/NV  
ECONOCOM MANAGED SERVICES SA/NV  
ECONOCOM DIGITALENT SA/NV  
LYDIS BELGIUM SA/NV

**FRANCE :**

ATOS FINANCE SERVICES SAS  
ECONOCOM FRANCE SAS  
ECONOCOM SAS  
ECONOCOM SERVICES & SOLUTIONS  
ECONOCOM APPS, CLOUD & DATA SAS  
ECONOCOM PRODUCTS & SOLUTIONS SAS  
ECONOCOM EXAPROBE SAS  
HELIS SAS  
ECONOCOM FACTORY SAS

**GERMANY :**

BB-NET MEDIA  
ECONOCOM DEUTSCHLAND HOLDING GMBH  
ECONOCOM DEUTSCHLAND GMBH  
[ICT AG](#)  
[ECONOCOM PRODUCTS & SOLUTIONS GmbH](#)

**IRELAND**

ECONOCOM DIGITAL FINANCE LIMITED

**ITALY :**

ECONOCOM INTERNATIONAL ITALIA SPA  
ASYSTEL-BDF SPA

**LUXEMBOURG :**

ECONOCOM PSF SA  
ECONOCOM LUXEMBOURG SA

**NETHERLANDS :**

ECONOCOM MANAGED SERVICES BV  
ECONOCOM NEDERLAND BV  
BIS NEDERLAND BV  
LYDIS PLUS BV  
APLUSK BV

**POLAND**

ECONOCOM POLSKA SP. Z.O.O

**SPAIN :**

GRUPO ECONOCOM ESPANA SA  
ECONOCOM SERVICIOS SAU  
ECONOCOM PRODUCTS & SOLUTIONS SA  
ECONOCOM CLOUD SLU  
SEMIC SA  
ESSENTIAM SLU  
ECONOCOM SA  
[ECONOCOM AVANZIA SL](#)

**UK :**

ECONOCOM LTD  
ECONOCOM PRODUCTS & SOLUTIONS UK LTD

**APPENDIX 2 : BUSINESS CODE OF CONDUCT**

**1 ) CODE OF CONDUCT (EMPLOYEES)**

[000 Business code of conduct INTERNAL.pdf](#)

**2 ) CODE OF CONDUCT (COMMERCIAL AGENTS AND ECONOCOM SERVICE PROVIDERS)**

[000 Business code of conduct EXTERNAL.pdf](#)

**APPENDIX 3 : GOLD PERFORMANCE THRESHOLDS**

The Gold Performance Thresholds to be achieved are expressed in "Business Volume", in accordance with the definition accepted for internal reporting\*. The Business Volume taken into account are those recorded in the accounting books by the relevant Econocom entity.

These thresholds are to be reached based on a list of new accounts converted into active customers by the agent or future agent.

The business volume recorded on already active customer accounts assigned to the agent or future agent by the mandating Econocom entity during the first 12 months (from the date of entry into force of the agreement concluded between Econocom and the Referred Agent) is not included in the calculation of the Mission Impossible Performance Thresholds.

*\*The Business Volume corresponds to the revenue recognized under IFRS standards plus revenue linked to sales and rentals of licenses alone, not recognized under IFRS CA.*

*For EPS, the recorded Business Volume will be the billed revenue. For TMF, the recorded Business Volume will be the revenue recognized by the entity (signed and booked). For Services, the recorded Business Volume will be the one produced within 12 months following the commencement of the contract signed with the agent.*

Econocom entity signing contract with new agent or sales		GOLD PERFORMANCE (in € - taxes excluded)
France	P&S	3,000,000.00
France	TMF	5,000,000.00
France	Services	2,000,000.00
France	Exaprobe	5,000,000.00
Spain	P&S	4,000,000.00
Spain	TMF	3,500,000.00
Spain	Services	3,000,000.00
Italy	P&S / Services	5,000,000.00
Italy	TMF	4,000,000.00
BeLux	P&S	4,000,000.00
BeLux	TMF	3,000,000.00
BeLux	Services	2,000,000.00
BeLux	BIS (AAS)	1,750,000.00
Germany	P&S	4,500,000.00
Germany	TMF	5,000,000.00
Netherlands	TMF	4,500,000.00
Netherlands	BIS (AAS)	2,500,000.00
UK	P&S	3,000,000.00
UK	TMF	3,500,000.00
Poland	TMF	2,500,000.00



## APPENDIX 4 : DESCRIPTION OF PERSONAL DATA PROCESSING

As provided for in article 13 "Personal data", this appendix describes the data processing for which Econocom acts as Data controller in the context of the Referral challenge.

### I. Purpose(s) of the processing

The aim of this Referral challenge is to recruit commercial agents or sales employees. This challenge is launched at European level to identify competitive profiles who could become commercial agents or sales employees for Econocom. The contact details of those Candidates will be used by the Human Resources teams and the Mission Impossible project team to approach these potential candidates.

The Referral challenge runs from February 1, 2024 to December 31, 2025, i.e. for a period of one (1) year and eleven (11) months.

### II. Legal basis of the processing

The Participant explicitly consents to Econocom collecting and processing his/her personal data for the purposes of organizing and managing the Referral Challenge.

The Participant confirms that he/she has previously informed the Candidate of the purpose and means of processing his/her personal data and has obtained his/her consent.

### III. Retention period

Personal data will be kept for three (3) years from the date of collection.

### IV. Categories of individuals whose personal data are processed

The persons whose data is processed in the context of this Challenge are the following: Participants / Referrers and Candidates / Referred Agents or Sales

### V. Categories of personal data processed

The categories of personal data processed are as follows:

Identification data

- ✓ Last name
- ✓ First name
- ✓ Email address
- ✓ Mobile number

Professional life

- ✓ Position
- ✓ Employer

### VI. Data subjects rights

The data subjects have the right to access, rectify and delete their personal data in accordance with the provisions of the General Data Protection Regulation (GDPR) and the applicable national data protection law.

They can exercise their rights by contacting: mission-impossible@ecocom.com

They also have the right to refer to the Data Protection Authority in their country for any complaint relating to the way in which Econocom collects and processes their personal data.

## **VII. Recipients**

The only persons who may process the personal data are the following:

- Sales Department
- General Management
- Mission Impossible project team
- Legal Department
- Country HR Managers

## **VIII. Transfers outside the EU**

Personal data remains in each country of the European Union.

## **IX. Security measures**

Personal data is stored on Econocom servers in France.

The following measures have been implemented to protect personal data.

### Organizational security measures:

- Authorization management
- Compliance with a standard
- Integration of privacy protection in projects
- Management of third parties accessing data
- Personnel management
- Privacy Policy management

### Technical security measures:

- Archiving
- Authentication
- Data backup
- Firewall
- Https access
- Logical access control
- Proxy
- Regular security updates
- SSL
- Strong password
- Traceability
- Website protection