Terms of Use and Privacy Policy — ASEM Pro

Employees and professionally authorized persons

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1 Purpose and access to the application

ASEM Pro is a private professional application made available to employees and persons expressly authorized by ASEM (hereinafter the “Company”).

Its use is strictly limited to professional activities authorized by the Company. The features accessible vary according to each user’s role, responsibilities and authorizations.

The Company reserves the right to administer, modify, restrict, suspend or revoke professional access, in particular for organizational, contractual or security reasons, in accordance with applicable law.

2 Ownership of accounts and professional resources

ASEM Pro accounts are created and administered under the authority of the Company. They are professional access means made available to users, and not personal accounts that may be freely transferred.

Authorizations, access, internal resources, professional documents, business information and data belonging to the Company remain under its control.

Each user is responsible for keeping their credentials confidential and for operations carried out from their account.

Account sharing, transfer of credentials and any use by an unauthorized person are prohibited.

This provision does not affect the rights that individuals retain over their personal data.

3 Confidentiality and protection of the Company’s interests

All professional information accessible in ASEM Pro is subject to a strict confidentiality obligation.

Unless expressly authorized or required by law, it is prohibited to:

- Copy, extract, disclose, transfer or exploit internal data for personal, commercial or competitive purposes.
- Communicate confidential documents, customer information, internal processes or professional exchanges to third parties.
- Make unauthorized screenshots, recordings or exports of protected content.
- Circumvent access controls, impersonate another person or access information beyond one's authorizations.
- Alter, destroy, misappropriate or improperly use the Company's information or systems.

These obligations continue to apply after the end of the professional authorization, within the limits provided for by contractual commitments and law.

Any violation may result in immediate suspension of access, applicable disciplinary or contractual measures, and civil or criminal proceedings where justified by the facts.

> The Company reserves the right to protect its legitimate interests and to refer the matter to the competent authorities in the event of fraudulent use, disclosure or misappropriation of data.

4 Data security and encryption

ASEM Pro implements technical and organizational measures intended to protect professional information.

Communications with the application's services use secure protocols and encryption mechanisms. Stored data benefit from protections appropriate to their nature, including access controls, authentication mechanisms and applicable security measures.

Access to information is limited according to professional authorizations.

The Company applies measures intended to prevent unauthorized access, alteration, data loss and improper use. However, no computer system can guarantee absolute security.

Any suspected security incident must be reported promptly to the Company.

5 Location and privacy

> ASEM Pro is not intended to permanently monitor employees' movements.

The application does not implement continuous GPS tracking intended to monitor employees outside their professional duties.

Location may be requested occasionally in the context of authorized professional activities, particularly when an operation requires confirmation of a position or use of a mapping feature.

Mapping and route-planning features, including those that may rely on Google Maps, are reserved for authorized professional roles.

Accordingly, not all users have access to the same location features.

Use of location depends on the necessary authorizations, the functional context and the permissions granted on the device.

The Company undertakes to limit location processing to the stated professional purposes, without continuous collection intended to reconstruct employees' private movements.

6 Messaging and professional exchanges

Depending on the authorizations granted, ASEM Pro enables professional exchanges and the sharing of information or files necessary for authorized activities.

Communications may include messages, documents, photographs, multimedia content or other professional materials.

This information is processed to enable its transmission, consultation, coordination of activities and continuity of service.

Exchanges carried out in this professional environment must comply with the Company's confidentiality and security obligations and internal rules.

Access to content and histories is subject to applicable authorizations. Their consultation or retention by the Company must serve a legitimate professional purpose and respect the rights of the persons concerned.

Users must not transmit personal, medical or confidential data unrelated to the authorized needs of their activities.

7 Personal data and permissions

To ensure operation of the service, ASEM Pro may process, depending on the features used and the authorizations granted:

- Identification and professional profile information.
- Information relating to activities and operations carried out.
- Content and files voluntarily transmitted in a professional context.
- Technical information necessary for authentication, security and operation.
- Occasional location data when its use is necessary and authorized.
- Data necessary for communications and notifications.

Access to the camera, microphone, files or location occurs in the relevant functional contexts and according to the required authorizations.

Certain features may use technical service providers, particularly for hosting, notifications, communications or mapping services. Only the information necessary for these services should be communicated to them, under the conditions applicable to their use.

The data are not intended to be sold to advertisers.

8 Retention, rights and deletion

Information is retained for the period necessary for the professional activities concerned, system security, traceability of operations and compliance with applicable legal or contractual obligations.

When their retention is no longer justified, they are subject to appropriate deletion or anonymization procedures.

Users may exercise their applicable rights of access, rectification, objection and deletion of their personal data.

The end of a professional authorization results in the revocation of the relevant access. It does not necessarily entail the immediate deletion of all professional documents or histories that the Company must legitimately retain.

Any request relating to personal data or the deletion of an account may be sent to:

> direction@asem-medical.com

Requests are reviewed in accordance with applicable law, including Algerian Law No. 18-07 on the protection of personal data, as amended and supplemented.

9 Liability, suspension and service changes

Each user undertakes to use ASEM Pro exclusively within the limits of their professional authorizations and applicable instructions.

The Company may suspend or withdraw access in the event of an employee's departure, a change of role, a security risk or a breach of these terms.

Features and terms of use may change for technical, organizational, security or regulatory compliance reasons.

Substantial changes to the terms or data processing activities will be accompanied by the information required under applicable regulations.

These provisions apply without prejudice to users' mandatory rights and the Company's legal obligations.

10 Acceptance and contact

Use of ASEM Pro is reserved for authorized persons and entails compliance with these terms, as well as with the applicable professional and confidentiality rules.

Permissions relating to personal data and device features are collected separately when legally necessary.

For any questions concerning the terms of use, privacy or security:

> ASEM — direction@asem-medical.com
> Official website: https://asem-medical.com

> ASEM Pro — Secure professional environment, controlled access and confidentiality of information.