



Responsible Use of Artificial Intelligence (AI) Charter

2026

Version of 04/08/2026

Purpose of the Charter

This charter governs the use of artificial intelligence systems within ARGAN. It applies to all employees, service providers, and partners using these tools in the course of their professional activities.

Its purpose is to ensure ethical, secure, and compliant use in line with applicable regulations, in particular the GDPR and the European Regulation on Artificial Intelligence (AI Act). Artificial intelligence is an assistive tool and in no way replaces human judgment or individual responsibility.

Personal Responsibility

Each user remains fully responsible for the content generated, the decisions made, and the uses derived from artificial intelligence systems. All content produced must be carefully verified (by cross-checking the information with a credible and verifiable external source), reviewed, and validated before any use or dissemination.

The use of artificial intelligence must remain transparent and explainable, particularly when it impacts operational, commercial, financial, or human resources decisions. Accordingly, any employee must inform their line manager of the potential use of a generative AI tool when it contributes to materials involved in an operational decision-making process.

Ethical Use

The use of artificial intelligence must comply with fundamental principles of ethics and non-discrimination. It is strictly prohibited to produce or disseminate misleading, biased, discriminatory content or content that is contrary to ARGAN's values (which notably include the set of charters approved by Executive Management and made available on the website argan.fr).

The level of oversight applied must be proportionate to the risks associated with each use, and all operations carried out must be traceable where necessary.

Use Cases

The use of artificial intelligence is permitted for support functions such as:

- drafting assistance;
- information summarization;
- content improvement, subject to systematic verification and the absence of sensitive data;
- support for operational or commercial decision-making, subject to enhanced oversight, human validation, and strict compliance with internal rules;
- other specific use cases not listed above, provided they have been clearly defined and approved between the employee and their line manager.

However, uses involving automated decision-making without human validation that have a significant impact on individuals, contractual commitments based solely on artificial intelligence, as well as any use of sensitive or confidential data in unsecured tools, are strictly prohibited.

Particular attention must be paid to the data used. Only public or non-sensitive internal data may be processed using artificial intelligence tools. It is prohibited to input sensitive personal data, confidential information, critical financial data, or trade secrets. In case of doubt, the user must refrain and seek internal guidance.

Only tools approved by ARGAN may be used for business purposes, the processing of internal data, or the production of documents that legally bind the company. The use of personal tools is tolerated only for simple uses, without sensitive data, and under the sole responsibility of the user. ARGAN reserves the right to monitor, restrict, or modify the list of authorized tools.

Each employee is responsible for complying with this charter. In case of doubt regarding a use, the level of risk, or the nature of the data, the appropriate contacts should be consulted, in particular ARGAN's Secretary General and DPO (Data Privacy Officer), Aymar de Germay, or the employee's line manager.

ARGAN is committed to supporting its teams through awareness-raising and training initiatives to ensure the controlled and responsible use of artificial intelligence. This notably includes the annual ESG awareness session provided to 100% of employees.

This charter comes into force upon its publication and may be updated to reflect technological developments, internal practices, and changes in the regulatory framework.

For ARGAN's Executive Management

Name: Ronan Le Lan

Role: Chairman of the Executive Board

Date: April 8, 2026

Signature