

Code of Conduct management board confidentiality statement

In the framework of the Code of Conduct compliance, as a member of the management board, I
Butcher, Kevin resident of the United Kingdom
sign the below commitment to warranty the respect of confidentiality to the members of Team-NB.

This document will be available on the members' part of the TEAM-NB web site.

The management board member shall keep confidential any and all information revealed to him/her by
auditors and / or members in connection with the supervision on adherence to the TEAM-NB code of
Conduct whether written, oral, or electronically transmitted, including but not limited to information
relating to member's business; financial information and data; research and development plans;
business development, marketing research, marketing and sales plans and data; the identities of,
discussions with and the course of dealing with any actual and prospective customers, contractors,
vendors and other suppliers. Failure to mark any of the information as confidential or proprietary shall
not affect its status as confidential information.

The Management board member shall maintain the confidential nature of the information. Except as
expressly permitted herein, the management board member shall not publish, disclose or disseminate
any Information to any person or entity such as a member and shall maintain the confidential nature of
the Information.

The management board member shall use the information solely to evaluate the auditor's reports
against the Code of Conduct requirements and for no other purpose, and as such may discuss its
content with other management board members.

The management board member shall have the right to disclose adequate information to all the
members in the framework of the General Assembly meeting of the association provided that
disclosure of Information to such representatives is necessary in order to take a decision.

The confidentiality and non-use obligations set forth in this statement shall not apply to any
information that at the time of disclosure becomes part of, the public domain or is known by the
general public.

This statement shall remain in full force and effect for a period of twelve (12) months from the date
hereof, but the obligations of confidentiality and nonuse set forth in this statement shall continue for a
period of five (5) years from the date of expiry or earlier termination of this statement.

This statement and the rights and obligations of the parties hereunder shall be governed by the laws of
Belgium.

In witness whereof, the management board member has caused this confidentiality statement to be
executed on the day and year first below written.

Liege, le 14 / 11 / 2013 .

Name: ...Kevin Butcher 