



ATFIELD's Code of Ethics

Preamble

The sports departments of full service law firm, Altius, and the tax law firm, Tiberghien, have joined forces to establish a new legal service provider in the sports sector, ATFIELD. The two *Tier 1* firms, both with an important footprint in the sector, have created a single point of contact for the market.

This Code of Ethics emphasizes the importance that the lawyers working for ATFIELD attach to its core values and is the cornerstone for all actions undertaken by ATFIELD lawyers. Through this code, the ATFIELD lawyers seek to contribute to a more ethical and professional sports sector.

In addition, ATFIELD refuses to cooperate with any external parties whose behaviour or intentions do not match with this ethical code's core values. If a contractor disrespects a provision of this Code of Ethics, then this may result in the immediate termination of the collaboration.

Article 1: Core values

As ATFIELD lawyers, we respect the following core values:

Ethics and integrity: we cherish ethics and act as conscientious, trustworthy and honest people.

Transparency: in performing our work, we are fully open towards our clients. We report fully and transparently about the work undertaken.

Independence: we value our uncompromising independence, act in the sole interest of our clients, and will not be influenced by third parties.

Article 2: Compliance

In our work, we adhere to the applicable rules and regulations. We respect, without fail, the applicable professional conduct rules. We will never commit criminal offences. In case of any doubt, ATFIELD lawyers will refer any such action or decision first to ATFIELD's founding partners.

Article 3: Conflicts of interest

Conflicts of interest are subject to the applicable professional conduct rules. In the event of a potential conflict of interest, we will inform ATFIELD's founding partners. In case of any doubt, ATFIELD lawyers will refer any action or decision first to ATFIELD's founding partners.

Article 4: Reputation

In our work, we consider at all times ATFIELD's reputation and integrity. We will refrain from any action or communication that could harm ATFIELD's reputation. We will observe extreme caution in our contacts with all members of the media and on social media. Confidential and sensitive information will, of course, at all times be treated and respected as such.

Article 5: Gifts and commissions

While working on behalf of ATFIELD, we will never accept any gifts and/or commissions nor will we hand out gifts and/or commissions to any physical or legal person. By doing so, we refrain from having any semblance of influencing others.

Article 6: Duty of abstinence

Since this Code of Ethics is the cornerstone of our practice, we will never cooperate with parties whose actions or intentions do not correspond with the values and obligations set out under this Code of Ethics.

Article 7: Reporting obligation

If we find that one or more provisions of this Code of Ethics have not been respected, then ATFIELD's founding partners will be immediately informed.

Name:

Date:

Signature, preceded by the handwritten statement '*read and approved*'. Through signing the present Code of Ethics, the undersigned undertakes to respect the Code of Ethics in full.