

Code of Conduct



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About us

Specialty pharma meets M&A competence

CHEPLAPHARM is a European pharmaceutical company, headquartered in Greifswald, Germany. We offer our branded products globally.

It is CHEPLAPHARM's **VISION** to strengthen our position as a global player and to gradually expand our international footprint. Successful mergers and acquisitions on an international level are our basis for new value creation. CHEPLAPHARM is an expert in optimising synergy effects in order to realise and further develop our growth strategy. We acquire and sustainably integrate already marketed, but mature niche and legacy products into our portfolio. Close collaboration with our business partners along with the active and continuous life cycle management of our products are the major drivers behind the success of our portfolio. It is our **MISSION** to offer high-quality products so that our patients as well as our business partners and employees benefit from our success. We are dedicated to meeting our patients' demands in a responsible way. CHEPLAPHARM offers a well-diversified portfolio and serves numerous therapeutic areas and indications with prime quality products. This diversity allows us to respond to future business opportunities in various areas of indications with high interest and open-mindedness. It allows us to create an inspiring collaboration with our business partners with beneficial effects for both parties. Because our employees are our most precious resource, we constantly ensure an attractive working atmosphere that is based on motivation and respect.

Leveraging existing capabilities

Since its foundation, CHEPLAPHARM has successfully pursued a buy and build strategy. We know how to leverage our capabilities which is proven by our long history of success and makes CHEPLAPHARM an attractive business partner. We developed and are now embedded in a global partner network, where we are respected as a capable, reliable and hands-on partner. We have comprehensive expertise in assessing divestment projects - ranging from single products to package deals. We are experienced in transferring the acquired products according to the respective local legislations as well as to market them in close cooperation with our distribution partners.

Collaboration, trust, experience

CHEPLAPHARM is committed to provide branded products of high quality to patients. We emphasise sustainable product availability for all our customers. It is vital for us to foster a close and professional cooperation with our business partners. They can rely on our trustworthiness and on our way of doing business which is based on respect, tolerance and fairness. We are dedicated to fully integrate acquired products and to duly continue their business.

External ombudsman's office:

GÖRG Partnerschaft von Rechtsanwälten mbB
Kantstr. 164, 10623 Berlin, Germany
E-Mail: cheplapharm@goerg-dienstleistungen.de
Telephone: +49 174 1960467

In addition to receiving information, the ombudsman's office also checks the plausibility of information and assesses the severity of the reported violation.

Information and advice on breaches of the rules should be presented in as much detail as possible. If you have sensitive documents that support or document a possible violation of the rules, please enclose them with your report. Similar to an emergency call, when reporting an incident you should have the following five questions (Who?/What?/When?/How?/Where?) in mind.

In general, the report is anonymous. However, even if you deliberately want to provide information by disclosing your identity, your identity will be kept confidential during all internal and extrajudicial steps of the procedure. When reporting, we ask you to give your consent to use your personal data so that we may comply with data protection requirements. In this context, we would also like to point out that, pursuant to Art. 14 (3) lit. a GDPR, the accused person must be informed of your identity as whistleblower no later than one month after the report.

The information and notices you provide will be treated in the strictest confidence by the competent bodies. Your evaluation is carried out only once and on a case-specific basis. The information is checked for plausibility and then classified according to the severity of the reported violation. After the investigation of the content of the notification has been completed, your data will be stored in a directory. You can find more information on this in our data protection regulations. If you report a complaint anonymously and without reference to your data, no personal data about you will be collected.

In individual cases, especially if it is essential to protect legitimate interests (e.g., in the case of indications of more than minor criminal offences), the obligation to maintain confidentiality before authorities or public bodies may be restricted.

Regardless of whom you contact: CHEPLAPHARM will follow up all information submitted via these communication channels comprehensively and confidentially.

Do you have any questions about our Code of Conduct? Then please contact our Compliance Officer or our management.

Sustainability, integrity and compliance

The success of our company is based on integrity and the awareness of our social obligations. CHEPLAPHARM is committed to complying with all applicable laws and regulations. Violations of legal regulations or of this Code of Conduct can have negative consequences for the

Questions about conflicts of interest should be answered by the CHEPLAPHARM Compliance Officer or the responsible supervisor.

CHEPLAPHARM ensures **free and fair competition**. Our employees must comply with the relevant competition and antitrust laws and refrain from any unlawful conduct that could damage competition. This includes, among other things, price agreements restricting competition, market sharing and quantity agreements. Any suspicion of a breach of competition law must be reported immediately to the CHEPLAPHARM Compliance Officer.

CHEPLAPHARM fights all forms of corruption, observes the relevant anti-corruption guidelines and expects the same from its business partners. Our employees do not bribe in order to obtain contracts. This applies both to public officials as business partners, such as employees of public hospitals, and to private individuals in Germany and abroad.

CHEPLAPHARM must not offer or give money or anything else of value either as an inducement to make, or as a reward for making, any decision favourable to the interests of CHEPLAPHARM.

Corporate Responsibility

By partnering with selected organisations, governments and foundations, CHEPLAPHARM works to find solutions that will have a sustained and meaningful impact on global health.

In your everyday business activities, ask yourself:

- ✓ Is the decision or action I am going to take in line with this Code of Conduct?
- ✓ Have I understood the risk and the possible implications of what I am doing?
- ✓ If necessary, have I sought advice to help me make an informed decision?
- ✓ Am I acting with integrity?
- ✓ Am I leading by example?
- ✓ Have I considered any potential impact on CHEPLAPHARM's reputation?
- ✓ How will I feel if the action I take today is featured in the newspapers or on television tomorrow?