

Code of Conduct for Suppliers of MiP Pharma Group

1. Preamble

We at MiP Pharma Group are committed to behaving responsibly and with integrity towards our customers, associates, society and the environment. We are committed to ecologically and socially responsible corporate governance. We act in accordance with applicable laws and follow internationally recognised environmental, social and governance (ESG) standards. We expect and demand the above from our suppliers. This joint Code of Conduct shall serve as the cornerstone of a successful cooperation.

2. Ethical guidelines in relation to the companies we collaborate with

We do not collaborate or engage in business relationships that put us at risk of being involved in serious unethical practices. These may be practices

- Which have contributed to the systematic denial of basic human rights
- Which show a pattern of non-compliance with environmental regulations
- Who practice child labour or forced labour
- Which is primarily engaged in the manufacturing, sale or marketing of weapons, artillery and ammunition for use in warfare or military conflict (to be referred to collectively as "military products") or components thereof, if the principal purpose of such component is to be included as an element in military products
- Whose main business activities include the following areas:
 - I. The production, distribution or sale of pornography
 - II. The manufacturing, processing, distribution or sale of tobacco products
 - III. The operation of casinos or other gambling establishments

2.1. Environment

Considerate and efficient use of resources shall be ensured in order to preserve them. The supplier shall do everything in its power to keep the impact of its activities on the environment

as low as possible and not to endanger it. The supplier shall use efficient processes and sustainable technologies and minimise its consumption and emissions.

- Wastewater from operations, manufacturing processes and sanitary facilities is to be tested before discharge and treated if necessary. Measures to reduce the generation of wastewater are also to be evaluated.
- Prior to their release, emissions such as air, noise and greenhouse gas shall be routinely monitored and treated as necessary. The supplier shall implement and monitor appropriate emission control systems and aim to find economic solutions reducing any emissions.
- Responsible management of waste and hazardous substances is vital. The supplier shall therefore follow a systematic approach to identify, reduce and properly dispose of or recycle its waste. Chemicals or other substances that pose a risk when released into the environment shall be identified and handled to ensure safety at all times.
- Consumption and use of resources, including water and energy, and the generation of waste shall be reduced or avoided wherever possible within the supplier's operations. This may be done, for example, by changing processes or procedures, using alternative materials, making savings or recycling or reusing materials.
- The supplier's energy consumption shall be monitored and documented. In addition, economic solutions must be identified to improve energy efficiency and thereby minimise energy consumption.

2.2. Social Responsibility

- The supplier takes its social responsibility seriously and ensures that work in its company is performed voluntarily and without the threat of punishment. Slave labour, forced labour or comparable work is strictly prohibited.
- The supplier is required to ensure that child labour is not utilised at any stage of the production of its goods. For example, the age of workers shall not be below the age at which compulsory education ends in the place of employment.
- The personal dignity, privacy and personal rights of each individual are respected. Unequal treatment or discrimination of any kind is not tolerated and is inadmissible. This means that associates may not be discriminated against on the basis of gender,

race, skin colour, ethnic or social origin, disability, political or religious conviction, age, pregnancy or sexual orientation.

- In accordance with the law applicable in the respective country, the supplier must ensure fair remuneration as well as working hours. Associates shall be provided with all legally required benefits.
- Furthermore, the supplier is responsible for a safe and healthy working environment for all its associates. Appropriate precautionary measures must be taken against possible accidents and damage to health related to the activity. In addition, workers must be provided with access to sanitary facilities and clean drinking water in sufficient quantity.

2.3. Corporate Ethics

- The supplier shall participate in competition in the markets in which its company operates in a fair and ethical manner within the scope of the antitrust and competition rules. In particular, agreements and activities influencing prices or conditions are prohibited.
- The supplier shall treat data protection in accordance with applicable data protection laws and respect the intellectual property rights of its associates and business partners. Should technology and know-how be exchanged, the transfer must be done in a way that intellectual property rights and customer information are always protected. The collection, storage, processing, transfer and disclosure of personal information must comply with government regulations and data protection and information security laws.
- It is vital to apply the highest standards of integrity. The supplier shall actively work to ensure that all forms of corruption, bribery, extortion and fraud do not occur in its business activities.

3. Acknowledgement by the supplier

The supplier acknowledges the principles of this Code of Conduct and implements them. MiP Pharma group reserves the right to check the compliance with the principles within the scope of its regular supplier evaluations or announced audits and to take measures regarding

the business relationship in case of suspicion of major violations. Non-remedied violations and deficiencies may ultimately result in the termination of the business relationship, including the associated supply contracts.