

INTERNAL CODE OF CONDUCT (STATEMENT OF PRINCIPLES)

Code of Conduct for the Respect of Human Rights and Environmental Standards

Scope of Application:

This Code of Conduct is binding for all employees, the management, and the corporate bodies of **Panacea Biotec Germany GmbH** (hereinafter referred to as the "Company").

1. Preamble and Commitment to Principles

As a responsibly acting medium-sized company, **Panacea Biotec Germany GmbH** fully commits to respecting human rights, ensuring fair working conditions, and protecting the environment. Even though our company does not fall directly within the primary scope of the German Supply Chain Due Diligence Act (LkSG) or the European Corporate Sustainability Due Diligence Directive (CSDDD) due to its size, we recognize our co-responsibility within global value chains.

This Code of Conduct defines the ethical principles of our daily actions and forms the foundation for a legally compliant, sustainable corporate culture characterised by integrity.

2. Human Rights and Fair Working Conditions

We commit to respecting and protecting the rights of every individual. This specifically includes the following principles:

- **2.1 Prohibition of Child and Forced Labor:** Any form of child labor is strictly prohibited in our company. We adhere strictly to the legal minimum age regulations and the guidelines of the International Labour Organisation (ILO). Any form of forced labor, slave labor, or comparable involuntary labor is consistently rejected.
- **2.2 Prohibition of Discrimination and Equal Opportunity:** We promote a working environment characterised by mutual respect and diversity. No one may be disadvantaged, excluded, or preferred on the basis of ethnic origin, skin color, gender, religion, nationality, sexual orientation, age, disability, or other personal characteristics.
- **2.3 Fair Compensation and Working Hours:** We guarantee fair and adequate remuneration for all employees, which corresponds at least to the legally guaranteed minimum wages or applicable collective bargaining agreements. Legal maximum working hours, rest breaks, and statutory holidays are strictly observed.
- **2.4 Freedom of Association:** We respect the right of our employees to form and join labor representations and to conduct collective bargaining to shape working conditions, in accordance with national laws.

3. Occupational Health and Safety

The health and safety of our employees at the workplace is our top priority. We take all necessary measures to prevent accidents and work-related illnesses:

- Provision of safe, ergonomic, and health-compliant workplaces and work equipment.
- Regular training of employees in the area of health and safety work.
- Compliance with all national health and safety legislation.

4. Environmental and Climate Protection

We commit to conserving resources and continuously minimising our ecological footprint. Our actions are based on the following pillars:

- **Legal Compliance:** We strictly comply with all applicable environmental laws, regulations, and international agreements.
- **Resource Efficiency:** We use energy, water, and raw materials sparingly and continuously strive to reduce emissions and waste.
- **Hazard Prevention:** The handling of hazardous substances is carried out under strict compliance with safety standards to exclude negative impacts on humans and nature.

5. Business Integrity and Fair Competition

Integrity is the basis of our commercial success. We do not tolerate any form of corruption, bribery, extortion, or embezzlement. Gifts or benefits may only be accepted or granted within the standard scope of business etiquette, provided they do not exert an improper influence on business decisions. We commit to free and fair competition and do not enter into unlawful agreements with competitors.

6. Organisational Measure

To ensure long-term compliance with these principles, the management serves as the internal point of contact for sustainability and compliance. It monitors compliance with this Code.

Dr. med. Bernd G. Rüttger
Medical Director
CEO

was approved in July 2026