

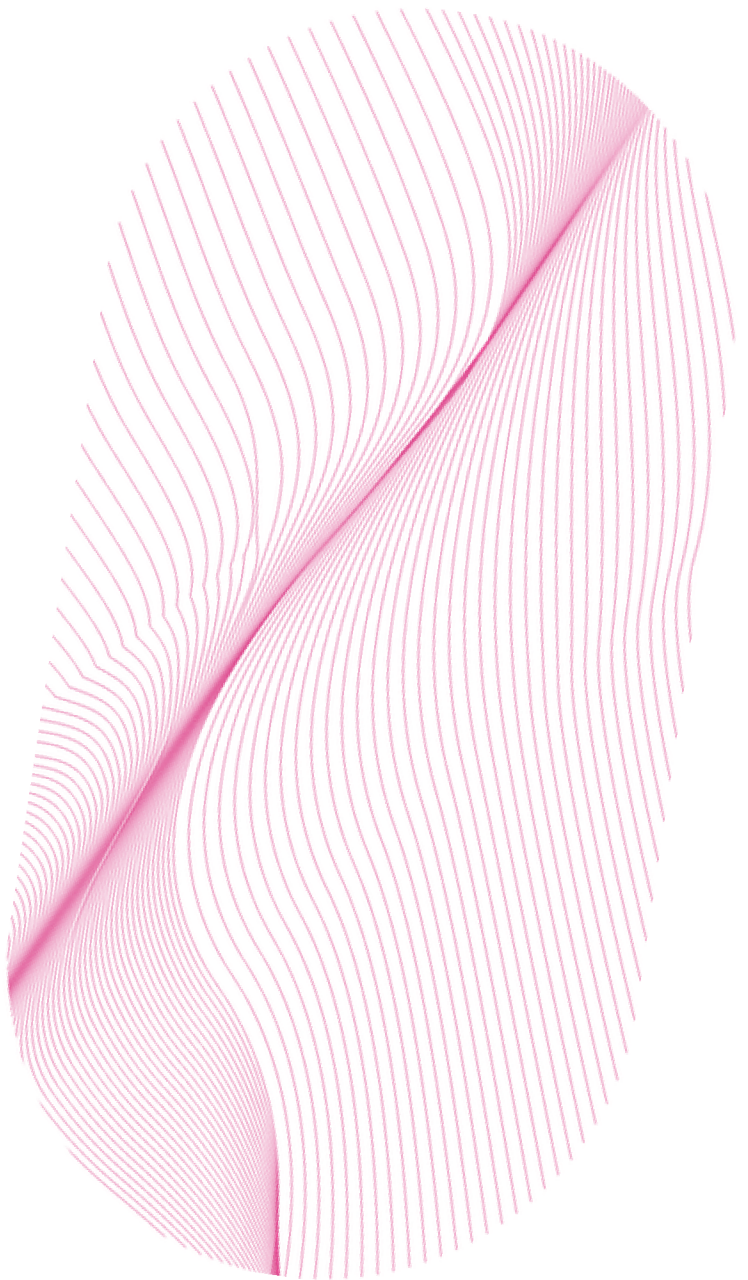
Synthon Supplier Code of Conduct

Synthon and our suppliers

We believe that collaborating with each other as well as with customers, suppliers and scientific partners brings effectiveness and success. Trust and respect form the basis for our relationships. We will treat our suppliers with integrity and fairness, and we will honor agreements made. We select our suppliers based on quality, delivery, service, price, diversity, reputation, environmental and business practices.

In general, we expect you as our supplier to adhere to all applicable legal standards, laws and regulations, and specifically request your commitment with respect to the subjects below. All these subjects are also part of the Synthon Code of Conduct and we expect our suppliers to live up to the same standards as Synthon.

We recommend you to take note of the Synthon Code of Conduct which you can find on our website (www.synthon.com).



Anti-bribery, Anti-corruption and Fair Competition

Our suppliers will value ethical behavior and integrity and have a commitment to carry out their business in a fair, honest and transparent way in compliance with all relevant anti-bribery and anti-corruption laws, regulations and industry standards.

As such, they shall not, directly or indirectly, offer, promise, authorize the giving of or give any financial or other advantage to another person to (a) influence a Public Official in their capacity as a Public Official, or (b) encourage or induce someone to perform their functions or activities improperly or to reward someone for having done so.

The term “Public Official” is defined very broadly and includes any person who holds a governmental role, which may not always be obvious; holds a legislative, administrative, or judicial position of any kind; or exercises a public function for or on behalf of a country or territory or for any public agency or enterprise.

Our suppliers also shall not, directly or indirectly, request, receive, agree to receive or accept any financial or other advantage in anticipation of or as a reward for, or where the act of accepting the advantage itself would constitute, the improper performance of one's functions or activities. Facilitation payments are strictly forbidden, and any gifts, hospitality and entertainment may never be offered with the intent of causing the recipient thereof to favor the supplier or Synthon in any way.

Business conducted by our suppliers must be carried out in a way that is consistent with fair and vigorous competition. Our suppliers will not tolerate any breach or possible infringement of any competition laws and regulations in its business.



Money Laundering, Tax Evasion and Financial Integrity

Our suppliers are committed to complying fully with all the applicable laws and regulations relating to combating money laundering, tax evasion, the facilitation of tax evasion and any activity which facilitates the funding of terrorist or other criminal enterprises. Any activity that might constitute, indicate or raise suspicions of money laundering, tax evasion or the facilitation of tax evasion is prohibited.

Suppliers will keep timely, accurate and complete financial information and maintain effective controls over financial reporting to ensure a complete and accurate record of their financial transactions. 'Off-the-books' accounts or false entries in any books and records are prohibited. Engaging in or facilitating tax evasion are prohibited.

Finally, suppliers will fully cooperate with both internal and external auditors and comply with all relevant legislation concerning anti-money laundering, anti-tax evasion and facilitation of tax evasion, and anti-terrorist financing laws and IFRS regulations. Synthon will have the right to audit the financial reports of the supplier if this is deemed necessary in relation to money laundering, tax evasion, financial integrity or other financial crime, including bribery and corruption.

Sanctions and Export Controls

Our suppliers must commit to compliance with all applicable sanctions and export controls, including those imposed by the UN, US, EU, and UK.

This means, for example, that suppliers must not, in relation to their dealings with Synthon, directly or indirectly engage in any activities with individuals or entities that are designated on UN, US, EU, or UK sanctions lists (or who are owned or controlled by them), or otherwise engage in restricted activities involving countries/territories subject to comprehensive sanctions (currently Cuba, Iran, North Korea, Crimea/Sevastopol region of Ukraine, the so-called-Donetsk People's Republic, and the Russian-controlled parts of Zaporizhzhia and Kherson) or Russia, Belarus, or Syria.

Our suppliers will maintain adequate systems and controls to ensure that they comply with this policy and do not breach sanctions or export controls laws or regulations when engaging with Synthon or other third parties, and will ensure they do not cause Synthon to breach any applicable sanctions or export controls.

Anti-Slavery, Child Labor and Human Trafficking

Modern slavery is a crime and a violation of fundamental human rights. Modern slavery is ‘forced or compulsory labor’ as defined in Article 2 of the International Labour Organisation Forced Labour Convention 1930 and/or ‘trafficking in persons’ as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Supplementing the United Nations Convention Against Transnational Organized crime (Palermo, 2000). We encourage suppliers to familiarize themselves with the ILO’s Indicators of Forced Labor, 2025 edition, [1] to help them identify forced labor in their own operations and supply chains. Suppliers shall be committed to upholding the human rights of workers, who must be treated with respect and dignity. Slavery and human trafficking are strictly prohibited as are any forms of forced labor. Suppliers shall comply with all applicable anti-slavery, forced labor and human trafficking laws, statutes, regulations and codes from time to time in force, in any part of its supply chain. Suppliers must also read, understand and comply with the Synthon Antislavery, Child Labor and Human Trafficking Policy. Suppliers shall maintain records of the efforts they have made to monitor and identify forced labor and share these with Synthon if requested.

Synthon shall have the right to audit its suppliers to assess the risk of forced labor in its supply chain. Where Synthon becomes aware of any actual or suspected incidents of forced labor in relation to a supplier (whether by notification or as a result of its own investigations), that supplier will work with Synthon to investigate and remedy the incident.

Furthermore, the workplace should be free of harassment and discrimination in every shape or form.

Synthon is an equal opportunities employer and seeks to work with suppliers who share our values. Our suppliers will be committed to leveraging the diverse backgrounds, experiences and perspectives of their people to create high-performing teams and thus provide excellent service to Synthon, other customers and society at large. This means that there will be no discrimination against people based on their diversity, whether through culture (nationality, race, religion), gender, disability or giftedness, sexual orientation or age.

[1] Accessible at: <https://www.ilo.org/publications/ilo-indicators-forced-labour-1>

Environment, Health and Safety

Suppliers must comply with all the relevant environmental and health and safety laws and regulations and all the required permits, licenses and restrictions must be obtained and kept in place. We aim to drive sustainability through our own operations and also expect our suppliers to implement environmental improvement opportunities.

Suppliers shall have processes and systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste. Disposal in its broadest sense will be minimized and controlled. Our Suppliers are expected to have processes in place in order to prevent accidental spills and uncontrolled releases of hazardous substances. The use of all relevant resources must be optimized.

Notification in case of breach

We expect suppliers to notify Synthon if they become aware of any actual or suspected instance of bribery, corruption, breach of Competition laws, Money laundering, or forced labor or modern slavery in their own operations or supply chain.

