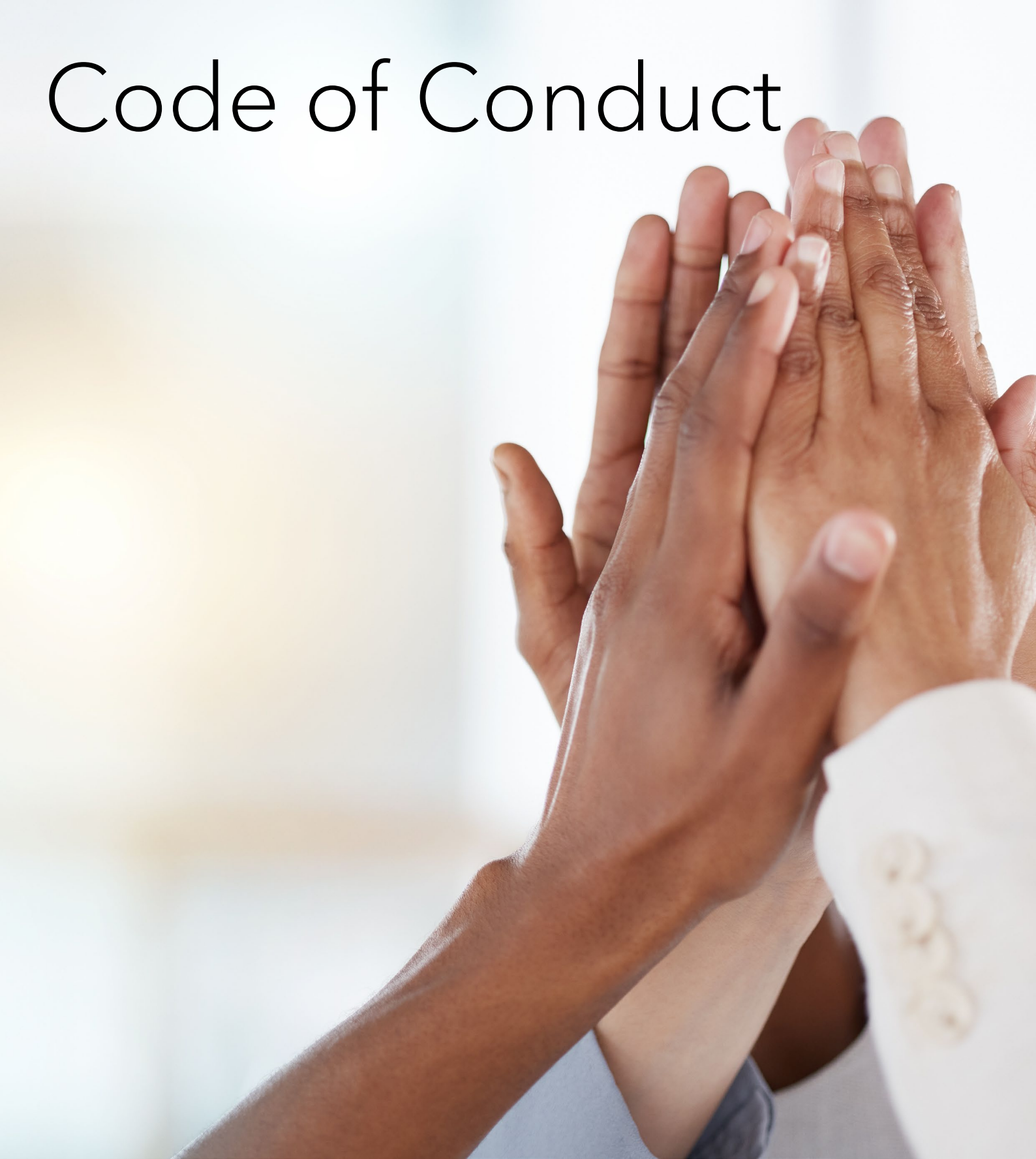


Code of Conduct



peptido

1 2 3 4 5 6 7

active substances

Since its founding in 1987, Peptido GmbH has been successfully producing high-quality active pharmaceutical ingredients. Our top priority is always complete customer satisfaction



Content

1. Foreword by the Management	3
1.1. Supplier Code of Conduct: Integration into our Business Principles	4
1.2. Objectives and Principles of our Code of Conduct	5
1.3. Our Values	6
1.4. Vision and Mission	10
2. Quality and Ethics	11
2.1. Product Quality: The Core of our Mission	12
2.2. Responsibility and Ethics: Pillars of our Actions	13
2.3. Transparency and Honesty: A Balanced Understanding	14
3. Legal Compliance and Safety	15
3.1. Compliance and Legal Adherence: A Core Foundation of our Conduct	16
3.2. Fair Competition and Antitrust Compliance: Guidelines for Ethical Business	17
3.3. Anti Money Laundering: Prevention Through Transparent Business Processes	18
3.4. Anti Corruption and Bribery: Our Commitment to Integrity	19
3.5. Confidentiality and Information Security: Protecting Sensitive Data	20
3.6. Conflict Management: Strategies for Harmonious Cooperation	21
4. Employees and Society	23
4.1. Diversity and Inclusion: Growing Together	24
4.2. Employee Safety and Health: A Central Priority	25
4.3. Workplace Justice: Our Commitment to Human Rights and Equality	26
4.4. Environmental Protection & Resource Conservation: Acting Responsibly for the Future	27
5. Reporting Concerns: Working Together for an Ethical Future	28

1. Foreword from the Management

1.1. Supplier Code of Conduct: Integration into Our Business Principles 4

1.2. Objectives and Principles of Our Code of Conduct 5

1.3. Our Values 6

1.4. Vision & Mission 10

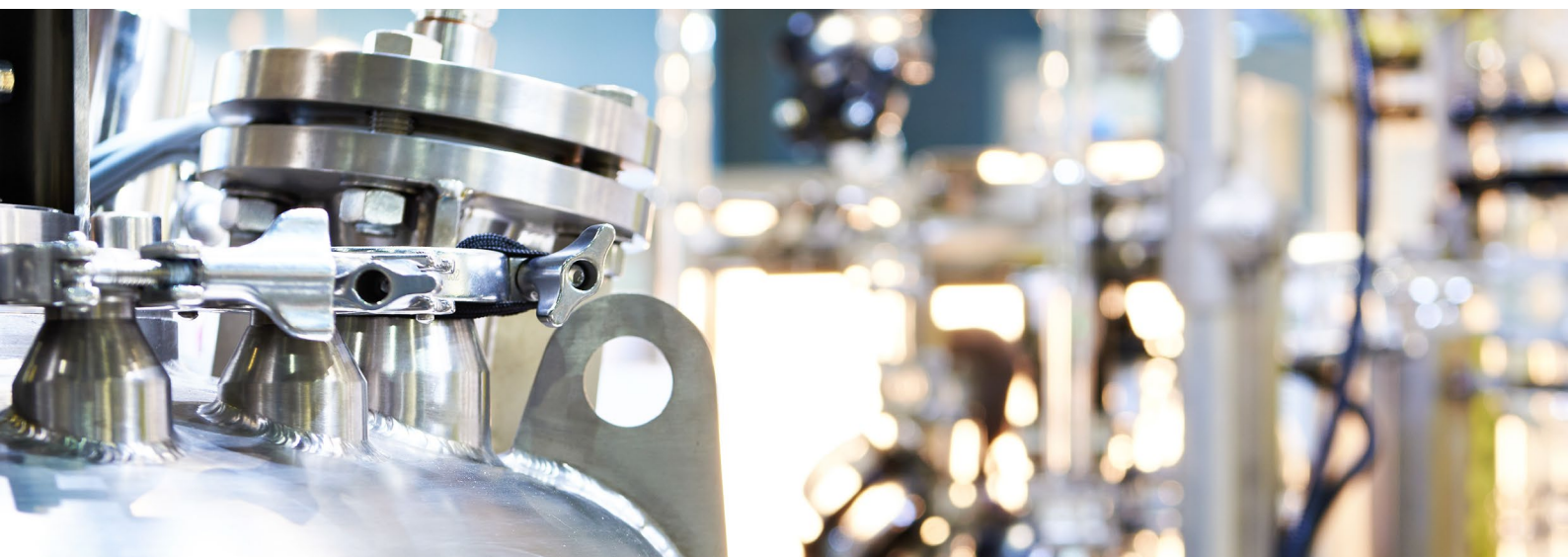


Foreword from the Management



Supplier Code of Conduct: Integration into Our Business Principles

As part of our continued commitment to integrity, transparency and ethical conduct we hereby affirm that the standards and requirements set forth in the Supplier Code of Conduct apply equally to our own company. We are committed to implementing these principles in all aspects of our business activities with the utmost care and responsibility. The Supplier Code of Conduct reflects the values and ethical standards that are binding for both us and our partners. Through this cross reference we reaffirm our obligation to demand and promote the highest standards in regard to working conditions, environmental protection, business integrity and social responsibility not only from our suppliers but also from ourselves. Our joint efforts in complying with these guidelines are essential for building and maintaining a responsible and sustainable business model.



Foreword from the Management



Objectives and Principles of Our Code of Conduct

In our pursuit to improve people's lives through our high-quality active pharmaceutical ingredients, we recognize the importance of ethical conduct in all aspects of our business activities. This Code of Conduct forms the foundation of our commitment to our employees, partners, patients, society and the environment.

The objective of our Code of Conduct is to provide a clear understanding of the ethical standards and behavioral guidelines that shape our corporate culture. It is intended to serve as a guide to ensure that all employees, regardless of their position or role within the company, make decisions that align with our core values of integrity, transparency and mutual respect. In addition, the Code of Conduct aims to strengthen the trust of our stakeholders by demonstrating our commitment to ethical behavior and social responsibility.



Foreword from the Management



Our Values

Our corporate philosophy brings together the fundamental principles that form the cornerstones of our actions. We firmly believe that these principles not only underpin our success but also reflect the responsibility we bear toward our customers, employees, the environment and society as a whole.

We are committed to the following seven principles, which define our actions and goals. These seven principles are equally important and closely interrelated. Their order does not reflect their relative significance, but rather the comprehensive and integrated approach that guides our conduct.



1. Quality

We are committed to offering active pharmaceutical ingredients that meet the highest standards and exceed our customers' expectations. Through rigorous quality control and continuous improvement, we ensure the reliability and safety of our products.

2. Products

We strive to offer active pharmaceutical ingredients of outstanding quality while continuously seeking new ways to address challenges and create added value for our customers. Thanks to our decades of experience in the production of active pharmaceutical ingredients and our ongoing modernization efforts, we provide our customers with products that deliver decisive competitive advantages.

3. Customer Focus

Our customers are at the center of everything we do. We aim to understand their needs and offer tailored solutions. Through active listening, open communication and first-class customer and delivery service, we build long-term partnerships based on trust and mutual success.



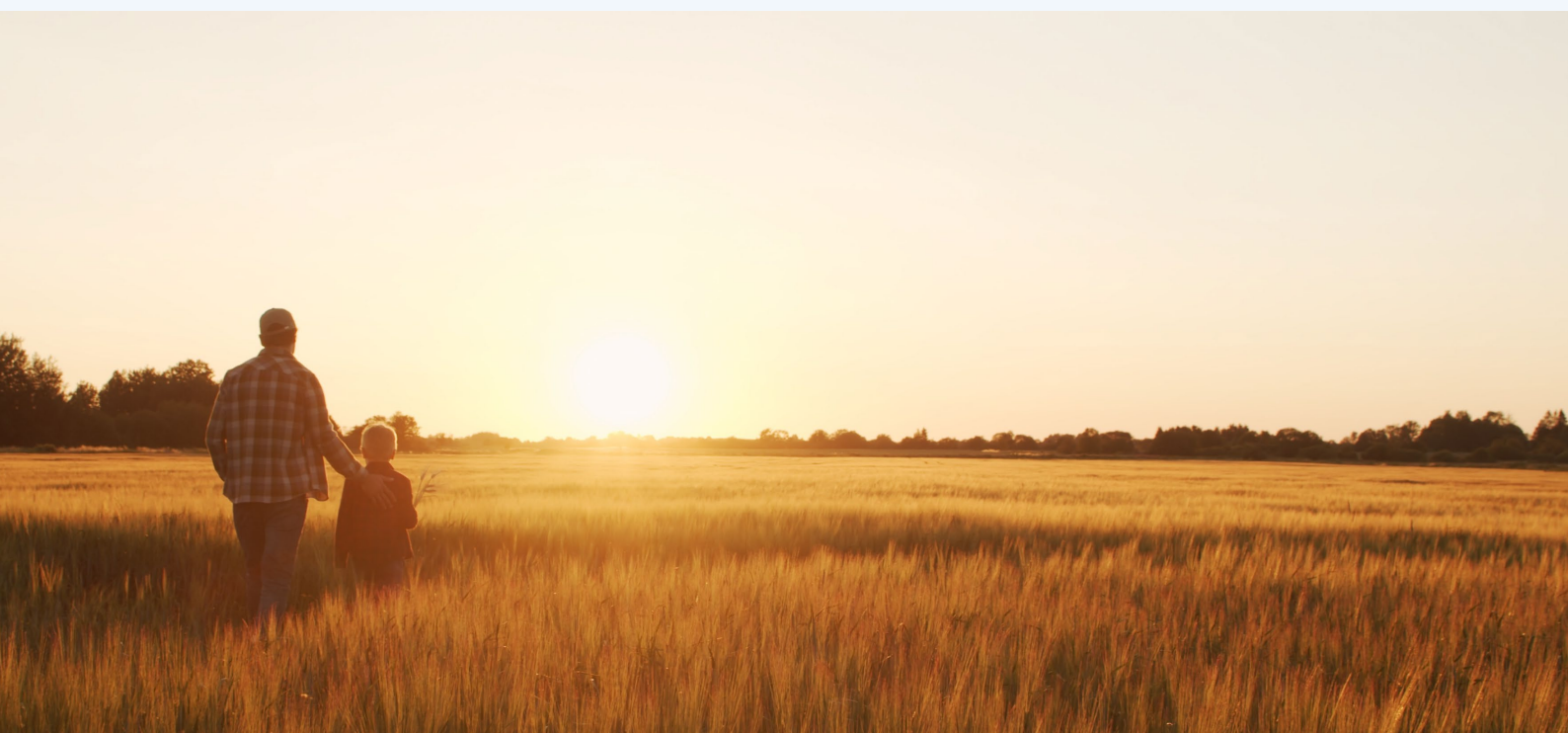
4. Employee Commitment and Occupational Safety

Our employees are our most valuable asset. We foster a culture of collaboration, respect and engagement that enables every individual to reach their full potential. Through continuous training, career development opportunities and a safe work environment, we create conditions in which our employees can thrive and succeed.

The safety and well-being of our employees are our highest priority. We are committed to taking all necessary measures to ensure that our workplaces are safe and free from health risks. Through training, risk assessments and regular inspections, we strive for continuous improvement of our occupational safety standards.

5. Sustainability

We recognize our responsibility to the environment and future generations. That is why we integrate sustainable practices into all aspects of our business—from sourcing and product development to production and disposal. We aim to use resources efficiently and minimize environmental impact by aligning our supply chains with principles of sustainability and social responsibility.



6. Integrity and Ethics

We always act with honesty, integrity and ethical conduct. We comply with all applicable laws and regulations and do not compromise on our ethical standards. Through transparent business practices and responsible conduct, we strengthen the trust of our stakeholders and build long-term relationships with our business partners.

7. Compliance

We are committed to complying with all applicable laws, regulations and standards in every area of our business. We foster a culture of legality and compliance and implement clear policies and training to ensure that all employees understand and adhere to the relevant legal requirements.

These seven principles form the foundation of our actions and serve as a guide for all employees in fulfilling our shared mission and ensuring sustainable success. They are not only a fixed part of our corporate culture but have also been symbolically reflected in our logo for decades.



Foreword from the Management



Vision and Mission

The success of our company is built on the commitment of each individual employee and the determination to achieve shared goals. Our values drive us both in our relationships with customers and in our interactions with employees at Peptido GmbH. With our corporate vision we have set ourselves an ambitious goal. In order to achieve this vision we are highly motivated every day and rise to the challenges of the market and our customers. These long-term goals give purpose to our daily work at Peptido GmbH and serve as a guide for decisions and developments. They ensure that all employees share a common understanding of the company's objectives.

Our Vision

"Peptido strives to be recognized as a leading manufacturer of high quality and sustainable active pharmaceutical ingredients that meet the highest standards and thus make a positive contribution to human health and environmental preservation."

Our Mission

"Our mission is to create added value by producing active pharmaceutical ingredients of the highest quality that meet our customers' needs and protect the environment. We are committed to integrity, ethics and legal compliance and we foster a culture of collaboration in which our employees can realize their full potential in a safe environment."

2. Quality & Ethics

2.1. Product Quality 12

2.2. Responsibility and Ethics 13

2.3. Transparency and Honesty 14



Product Quality



The Core of Our Mission

At Peptido GmbH, the quality of our active pharmaceutical ingredients is our top priority. As a manufacturer, we are committed to consistently ensuring the highest standards in the development, production and testing of our products. This unwavering commitment to quality not only guarantees the efficacy and safety of our active pharmaceutical ingredients but also reinforces our goal of improving people's lives. Through rigorous quality controls, continuous development and compliance with international regulations, we ensure that every product leaving our company meets the highest standards.



Responsibility and Ethics



Cornerstones of Our Conduct

In our company, the commitment to ethical behavior, respect and integrity is more than just a policy; it is the essence of who we are. We firmly believe that sustainable success can only be achieved on the basis of ethical business practices. This belief guides every one of our actions, from top management to every individual team member. Our commitment to ethics is reflected in transparent business practices where fairness, respect for the dignity of every person and unwavering integrity are central to all company activities. We expect all employees to actively promote ethical behavior, report wrongdoing and always choose to do what is right.

Ultimately, our goal is not only to ensure compliance with legal requirements but also to create an atmosphere in which ethical behavior is seen as a personal responsibility for everyone. We understand that building and maintaining such an environment requires continuous effort. That is why we place ethical leadership, accountability and a steadfast commitment to our core values at the center of all our business decisions. Our commitment to responsibility and ethics is key to our long-term success and to the trust we maintain with our stakeholders.

Transparency and Honesty



A Balanced Understanding

We strive to maintain a balanced level of transparency and honesty that takes into account both the need to protect sensitive company information and the importance of maintaining the trust of our stakeholders. Our aim is to communicate relevant information in a manner that respects our need for discretion while also supporting understanding and alignment with our goals. We seek to foster a culture in which openness is practiced in accordance with our strategic direction and with respect for privacy and security.

Honesty in business serves as a steadfast foundation that fosters trust and credibility both within the company and in its external relationships. Maintaining a culture of honesty means that every member of the organization is committed to upholding truth and integrity in all forms of communication and decision making. This commitment not only strengthens team dynamics and promotes a positive working environment but also contributes to building long-term and trustworthy relationships with customers, partners and stakeholders.

Transparency and honesty are closely linked and together reinforce our efforts to promote sustainable and ethical business practices, establish a solid foundation for lasting relationships and support our long-term success.

3. Legal Compliance and Safety

3.1. Compliance and Legal Adherence	16
3.2. Fair Competition and Antitrust Compliance	17
3.3. Anti Money Laundering	18
3.4. Anti Corruption and Bribery	19
3.5. Confidentiality and Information Security	20
3.6. Conflict Management	21



Compliance and Legal Adherence



A Core Foundation of Our
Conduct

Our commitment to compliance and legal adherence is unwavering and forms the core foundation of our business ethics. We understand that adhering to all relevant laws, regulations and internal company policies is essential to our success and reputation. This obliges us to uphold integrity and legal compliance in all business processes and decisions. Through regular training and clear communication channels, we ensure that our employees have the necessary information and resources to act in accordance with the law and to make ethical decisions.

Our goal is to continuously strengthen the trust of our stakeholders through exemplary conduct and to contribute to positive societal change. We are aware that laws and regulations evolve over time, and we are committed to adjusting our practices accordingly to always remain up to date.

At Peptido GmbH, we see compliance and legal adherence not only as an obligation, but as an opportunity to strengthen our company and its values.



Fair Competition and Antitrust Compliance



Guidelines for Ethical Business

Peptido GmbH is committed to fair and honest competition as the foundation of its economic success. We strictly comply with all applicable antitrust and competition laws and regulations. Any behavior that could restrict distort or hinder the free market such as price fixing market allocation or abuse of a dominant position is not tolerated.



Anti Money Laundering



Prevention Through Transparent Business Processes

Peptido GmbH is determined to combat all forms of money laundering and to ensure the integrity and legitimacy of all business transactions. We implement strict policies and procedures to ensure that our business practices meet international standards for preventing money laundering activities. This includes careful vetting of our business partners and compliance with all relevant legal requirements and reporting obligations. Through these measures we not only protect our company but also contribute to a responsible global economy.



Anti Corruption and Bribery



Our Commitment to Integrity

Peptido GmbH is committed to strictly preventing all forms of corruption and bribery in accordance with international anti bribery and anti corruption laws. We expect our business partners to refrain from all forms of bribery fraudulent conduct kickbacks illegal payments and offers intended to improperly influence decisions or gain unlawful advantages. Gifts and invitations may only be offered or accepted within the scope of customary business practice and without conferring any undue benefits.

Our policies ensure that all transactions and transfers of value are conducted transparently are fairly assessed and serve a legitimate business purpose.



Confidentiality and Information Security



Protecting Sensitive Data

At Peptido GmbH we place great importance on protecting our confidential information and respecting the confidentiality of third party data. Confidential information includes all data intended solely for internal use the disclosure or sharing of which is prohibited. This includes but is not limited to corporate strategies financial documents future projections employee personal data specifications for new products innovations business secrets and proprietary or acquired know how developed by Peptido GmbH.

Confidential information also includes non disclosure agreements with external partners. The continued success of Peptido GmbH depends largely on the protection and non disclosure of its confidential information to unauthorized parties. Except where required by law or authorities employees are prohibited from disclosing confidential information or enabling others to do so. This obligation remains in force even after the termination of employment.

All employees are further required to take appropriate precautions during the storage and transmission of data to prevent accidental disclosure or dissemination of confidential information. Before sharing confidential information whether in writing verbally or in any other form with suppliers customers or other business partners a non disclosure agreement must be signed in advance. When third parties share confidential information with Peptido GmbH such information must be treated with the same care as the company's own confidential data.

Conflict Management



Strategies for Harmonious Cooperation

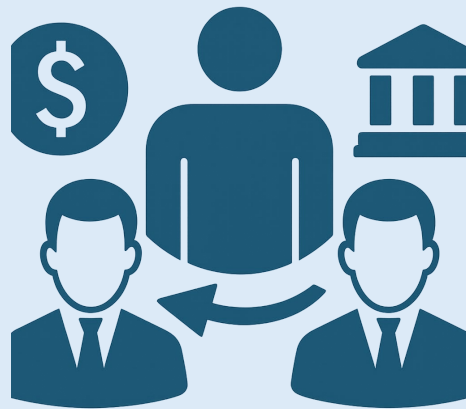
Conflicts are inevitable but their effective management is critical to the success of Peptido GmbH. Our goal is to create an environment where differences of opinion are addressed constructively and respectfully. We encourage open dialogue and proactive professional handling of disagreements to foster growth and innovation. The free expression of opinions is explicitly welcomed as it forms the foundation for our shared development. Our conflict management policies and procedures provide clear paths to resolution ensure that all perspectives are considered and support fair treatment that upholds a positive working atmosphere.



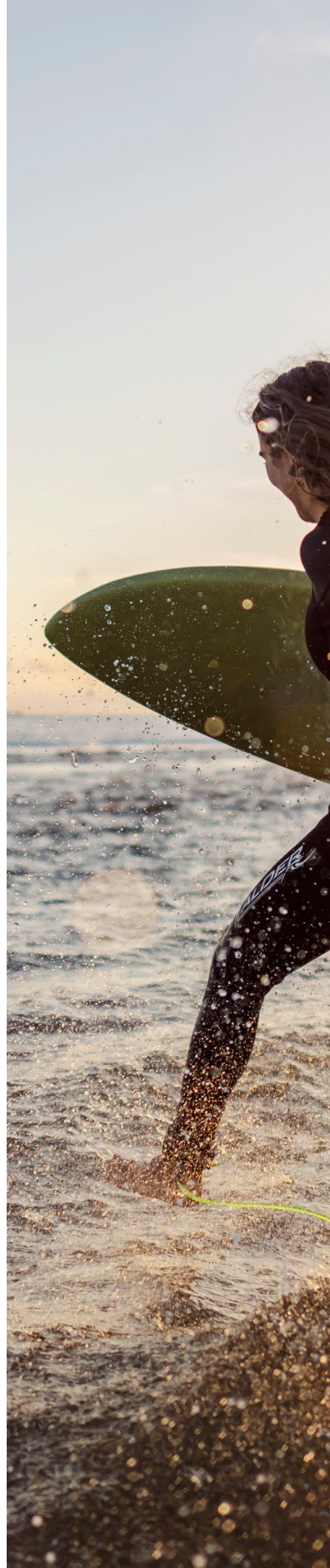
Conflicts of Interest:

A key aspect of our conflict management approach is the handling of conflicts of interest. These arise when the personal interests of our employees or individuals with fiduciary responsibilities conflict with the goals of Peptido GmbH. Such conflicts may impair the ability to act in the best interests of the company and must therefore be strictly avoided.

If a conflict of interest arises employees are required to report it promptly to the management or

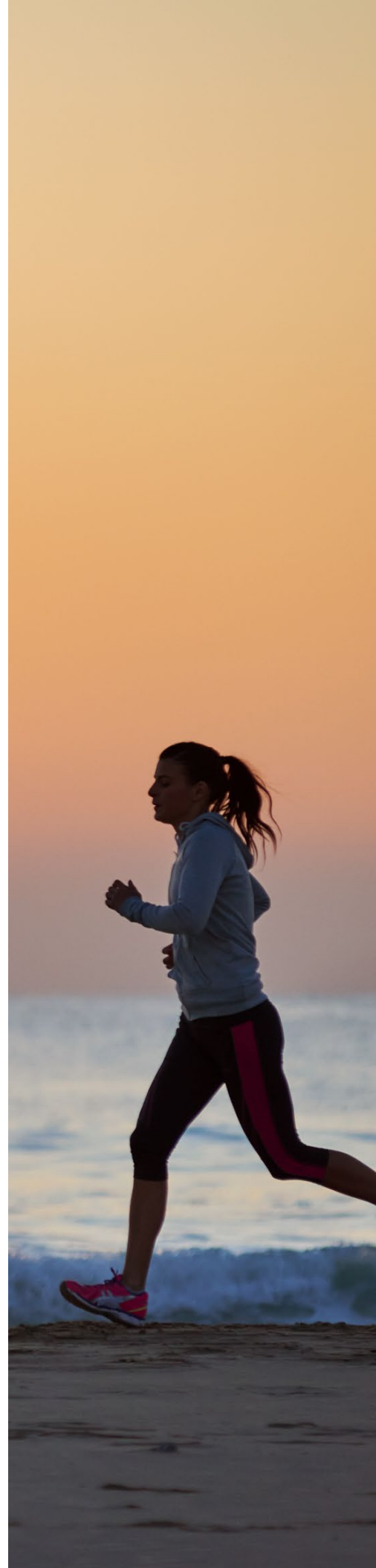


works council of Peptido GmbH. Both management and the works council will offer support in resolving the conflict fairly confidentially and transparently. A properly reported and managed conflict of interest does not constitute a violation of our codes of conduct provided that it is appropriately disclosed and mitigated.



4. Employees and Society

4.1. Diversity and Inclusion	24
4.3. Employee Safety and Health	25
4.3. Workplace Justice	26
4.4. Environmental Protection and Resource Conservation	27



Diversity and Inclusion



Growing Together

Diversity and inclusion are firmly embedded in our corporate culture. We recognize the unique perspectives and abilities that each individual brings to our company. An inclusive work environment that values and promotes diversity in all its forms including but not limited to gender religion sexual orientation national origin disability and age is essential to our success. We strive to create a workplace in which all employees feel valued are motivated to perform at their best and can fully develop their creative and innovative potential. Our diversity and inclusion initiatives are designed to foster a culture of belonging where every voice is heard and everyone contributes to achieving our shared goals. As a signatory of the Diversity Charter, we explicitly commit ourselves to a respectful and prejudice-free working environment.



Employee Safety and Health



A Central Priority

The safety and health of our employees is of the highest priority for Peptido GmbH. We are committed to creating and maintaining a safe and healthy work environment that meets the latest standards and regulations. Through regular training risk assessments and the implementation of preventive measures we aim to avoid workplace accidents and occupational illnesses. Our goal is to promote the well-being of every individual and to raise awareness of the importance of health and safety in the workplace.



Workplace Justice



Our Commitment to Human Rights and Equality

At Peptido GmbH our commitment to fair working conditions goes beyond the basics of equal opportunity fair pay and equal access to career development and training.

For us this means that all employees have access to equal pay and identical opportunities for training and development regardless of gender origin or any other discriminatory characteristics. At our company career advancement is based on skills and performance. In this way we aim to enable each individual to reach their full potential.

Our strict prohibition of forced labor child labor all forms of modern slavery and human trafficking as well as any kind of exploitation forms the ethical backbone of our company. We actively advocate for the protection of human rights and implement strict monitoring and enforcement mechanisms to ensure that these standards are upheld in all our business activities.

Our efforts aim not only to create a positive and supportive work environment but also to contribute to the global movement for social justice and ethical business practices.

Environmental Protection & Resource Conservation



Acting Responsibly for the Future

In our pursuit of quality we recognize the vital importance of environmental protection and the responsible use of our corporate resources. Our commitment to environmental protection is reflected in our efforts to implement and promote sustainable practices across all business processes. We are committed to using natural resources efficiently minimizing the environmental footprint of our activities and actively contributing to the protection of our environment. At the same time we ensure that our corporate resources whether material or immaterial are managed with the greatest possible care and efficiency. This includes a sustainable resource management approach that guarantees the long-term availability of these resources as well as their effective use in support of our company's goals.



Reporting Concerns



Together for an Ethical Future

Peptido GmbH reaffirms its unwavering commitment to ethical standards and transparent cooperation. All employees are encouraged not only to read this Code but to deeply understand its contents and apply them in their daily actions.

This Code serves as an ethical compass, helping us determine whether conduct aligns with legal requirements and the moral values of our company. We guarantee that concerns can be reported without fear of retaliation, and that violations will be addressed consistently and fairly. This strengthens our corporate culture, which is based on open communication and mutual respect.

Our whistleblowing hotline
(www.sicher-melden.de/Peptido)

is available for anonymous reporting of concerns to help ensure integrity and accountability.

Contact

Am Kraftwerk 6
D-66450 Bexbach
Phone: +49-(0)6826 / 9358-100
Fax: +49-(0)6826 / 9358-200
Website: www.peptido.de
E-mail: info@peptido.de

Dr. Michael Fuenfroeken
Managing Director
michael.fuenfroeken@peptido.de

Dr. Uwe Wahren
Managing Director
uwe.wahren@peptido.de

As of July 2025

