

Gennisium Pharma Code of Ethics

At Gennisium, we are committed to maintaining the highest ethical standards, behaviour and compliance in everything we do, wherever we are. We operate a zero-tolerance approach to improper business conduct of any sort and it is our intention to work only with suppliers and business partners who share this belief.

Values matter and our Code of Ethics sets out Principles which are key to our company culture and which everyone working for, or on behalf, of Gennisium is required to follow to ensure we operate ethically and legally.

Our five principles; **Fair, Honest, Respectful, Loyal** and **Responsible** define the standards we expect. We also expect that those who act on our behalf maintain the same high ethical standards. Here are those principles:

Being Fair means treating our colleagues, customers, suppliers, and others fairly and transparently at all times.

Being Honest means acting with honesty and integrity at all times, ensuring we operate within all applicable laws, regulations, and rules, wherever we are.

Being Respectful means being considerate of the people and environment we work with, treating others with dignity and respect, never discriminating and being professional at all times.

Being Loyal means being trustworthy in all of our dealings and protecting the assets and information of Gennisium and others. We want our colleagues, customers, suppliers, and others to take pride in working for and with Gennisium, ensuring their actions never compromise our reputation.

Being Responsible means doing the right thing and Speaking Up if we see something wrong or Seeking Guidance if we are not sure about a situation or decision we are about to make. At Gennisium, we encourage an open and transparent speak up culture and take a zero-tolerance approach to retaliation against anyone raising a genuine concern, even if found to be mistaken.

Our Code of Ethics principles are designed to guide us in our everyday business with Gennisium, whether facing difficult decisions or new challenges. Together, we should all act ethically and responsibly in everything we do for ourselves, Gennisium and others.

Franck Pigache
CEO

