



HANSA SUPPLIER CODE

1. Introduction

Hansa Biopharma has a strong commitment to the values reflected in the culture of our company and outlined in our corporate Code of Conduct. We follow these values and principles to drive our strategy in ways that protect our reputation and our license to do business, whether we're interacting with Healthcare Professionals, Healthcare Organizations, Patient Advocacy Groups, Regulators, or Business Partners.

This Hansa Supplier Code is intended to guide Hansa's Business Partners in making everyday decisions that live up to Hansa's commitment to ethical and compliant business practices and commitment to patients. Business Partners includes any organization that provides services or goods to Hansa.

Hansa's Business Partners should refer to this Hansa Supplier Code that describes the principles and general information on minimum expectations for conducting business which need to be followed by all of our Business Partners to ensure that Hansa adequately manages risks associated with these activities and fulfills its commitment to conduct all business with **INTEGRITY, TRANSPARENCY and RESPONSIBILITY**.

This Hansa Supplier Code does not describe every situation, circumstance or issue that may come up. Business Partners should refer to their own company's internal policies and practices. This Hansa Supplier Code does not replace the terms of a contract or any laws or regulations which must always be followed.

As a Business Partner who represents Hansa in the market, you are expected to be familiar and comply with this Hansa Supplier Code and uphold the highest standards in how we conduct our work.

2. Guiding Principles

Hansa Biopharma operates under high ethical standards and considerations and therefore expects each of its Business Partners to:

1. Firmly adhere to the ethical principles of labor, environment, health and safety, and management systems;
2. Apply these principles to all areas and aspects of their business; and
3. Operate in full compliance with all applicable laws, rules, and regulations.

3. Labor Practice and Standards

Business Partners must respect, support, and uphold the protection of internationally declared human rights and must ensure they are not complicit in human rights abuses.

Freely Chosen Employment: Business Partners must never use any type of forced, bonded, indentured, or involuntary prison labor or engage in any form of slavery or human trafficking.

Child Labor and Young Workers: Business Partners must never use child labor. The employment of young workers below the age of 18 should only occur in non-hazardous work and when young workers are above the country's legal age for employment or the age established for completing compulsory education.

Remediation: If a child is found to be working, appropriate remediation procedure to ensure the welfare of the child must be put in place. In such situations, the Business Partner will immediately remove the child from the workplace and put in place a suitable plan to support the child, which can involve covering the cost of formal or vocational training, accommodation or other necessary costs.

Non-Discrimination: Business Partners must provide a workplace free of harassment and discrimination. Discrimination for reasons such as race, color, age, gender, sexual orientation, ethnicity, disability, genetic information, religion, political affiliation, union membership or marital status is not tolerated.

Wages, Benefits, and Working hours: Business Partners must pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. Business Partners must communicate to the worker the basis on which he or she is being compensated in a timely manner. Business Partners are also expected to communicate with the worker whether overtime is required and the wages to be paid for such overtime.

Freedom of Association and Collective Bargaining: Business Partners must respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation, and join workers' councils. Candid communication and direct engagement with workers to resolve workplace and compensation issues is encouraged. Workers should be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation, or harassment. Workers are able to

bargain collectively and understand how to raise issues if they wish. Collective agreements that are in place should be communicated to all workers in a language they can understand.

Fair Treatment: Business Partners must provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuses of workers, and must ensure there is no threat of any such treatment.

Privacy and Data Protection: Business Partners must respect individuals in a manner consistent with the rights to privacy and data protection. They will always use information about people appropriately for necessary business purposes and protect it from misuse in order to prevent harm to individuals such as discrimination, stigmatization or other damage to reputation and personal dignity, impact on physical integrity, fraud, financial loss or identity theft.

4. Health, Safety, and the Environment

Business Partners must provide a healthy and safe working environment and must operate in an ecologically responsible and efficient manner to minimize any adverse impacts on the environment.

Hazard Information: Business Partners must have materials, programs, and systems in place to provide workers with safety information relating to hazardous materials (including raw materials, isolated or pharmaceutical intermediates, products, pharmaceutical compounds, solvents, cleaning agents, and wastes) and education to protect them from potential hazards.

Worker Protection: Business Partners must protect workers from overexposure to chemical, biological, and physical hazards as well as physically demanding tasks in the workplace and in any company-provided living quarters.

Risks and Process Safety: Business Partners must have systems and programs in place to identify, prevent or mitigate catastrophic release of chemicals associated with operations and processes hazards.

Emergency Preparedness and Response: Business Partners must identify and assess emergency situations in the workplace and any company-provided living quarters. Business

Partners must minimize the impact of any emergency situations through prevention and by developing, distributing, and implementing emergency plans and response procedures for those areas.

Environmental Authorizations: Business Partners must comply with all applicable environmental laws and regulations. All required environmental permits, licenses, and registrations must be obtained and all required operational and reporting requirements must be followed.

Waste and Emissions: Business Partners must have systems and procedures in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. Any waste, air emissions, or wastewater with the potential to adversely impact human or environmental health must be appropriately managed, controlled, and treated prior to release into the environment.

Spills and Releases: Business Partners must have systems in place to prevent and mitigate accidental spills and releases into the environment.

Efficient and Sustainable Use of Resources: Business Partners must have processes and systems in place to optimize the use of all relevant resources sustainably, including but not limited to energy, water, and materials.

Sustainability is integrated into Hansa’s corporate vision, values, and operating standards. We endorse and support the 17 Sustainable Development Goals (SDGs) adopted by the General Assembly of the United Nations (UN).

Hansa commits to making every effort to help achieve these monumental worldwide goals and encourages our Business Partners to integrate sustainable practices into all aspects of their work for the benefit of all humanity.

5. Ethical Business Practices

At Hansa Biopharma, we recognize our responsibility toward people with rare and acute immune diseases, those who care for them, and society at large by using our first-of-its-kind enzymology platform to create new, lifesaving, and life-changing treatments. To fulfill this responsibility,

Hansa conducts business honestly and with integrity by following all applicable legal and ethical standards.

To align with Hansa's ethical business practices and quality standards, our Business Partners must act with integrity and conduct their business in an ethical manner.

Business Integrity: Any kind of corruption, extortion and embezzlement are strictly prohibited.

Anti-Bribery and Anti-Corruption: Business Partners should actively work against all forms of corruption and must not offer, pay, or accept bribes or participate in other illegal incentives in business or government relationships. Our Business Partners may ever make payments to improperly influence any type of government official, including but not limited to politicians, civil servants, and associates of state-owned enterprises

Facilitation Payments: Business Partners must not make facilitation payments regardless of whether or not local law permits such payments.

Gifts, Hospitality and Entertainment: Business Partners must not provide, promise, or offer any gifts, meals, or entertainment with the intent or potential to influence or appear to influence a decision in relation to the Business Partner. In some cases, and only if permitted by local laws and regulations, individual recipients can receive modest, reasonable, and infrequent gifts, hospitality, and entertainment.

Grants, Charitable Donations, and Sponsorships: Business Partners can only give grants and charitable donations if the supplier and/or Hansa do not receive, and are not perceived to receive, any tangible consideration in return. Grants and charitable donations must never give the perception of rewarding any tangible consideration. Sponsorships are not to be used or perceived to be used to receive an improper commercial advantage in return and must never reward or be perceived to reward an improper commercial advantage.

Marketing and Promotional Practices: Business Partners must adhere to all relevant industry standards of conduct and comply with all applicable laws and regulations. Any marketing or promotional materials and activities must conform to the highest ethical, medical, and scientific standards.

Fair competition: Business Partners must employ fair business practices and conduct business in line with consistent fair and vigorous competition and in compliance with anti-trust regulations and laws.

Conflicts of interest: Business Partners must avoid any interaction with any Hansa employee that might conflict or appear to conflict with that employee acting in the best interest of Hansa Biopharma. Business Partners must disclose any family relation to any Hansa employee or any other relationship with a Hansa employee that could represent a conflict of interest.

Protecting Information: Business Partners must operate in a manner that is consistent with applicable data protection and privacy laws and is aligned with industry standards for the protection and security of all information, including personal information. Business Partners must protect confidential information, including personal information collected from or for Hansa, and put safeguards in place to prevent its loss, misuse, theft, fraud, improper access, disclosure or alteration, including unauthorized communication and/or publication of information acquired from or on behalf of Hansa.

Business Partners must not share Hansa’s confidential or proprietary information or other information that is acquired with respect to Hansa’s business unless it has been authorized explicitly by Hansa. Any Business Partner that requires the exchange of confidential information is required to execute a confidentiality agreement with Hansa in advance and must be prepared and able to demonstrate that the appropriate safeguards are in place to protect personal and other confidential information. Any unauthorized use, disclosure or loss of Hansa confidential information must be reported to Hansa immediately.

With the rise of social media, information can be shared with very little limitations. Hansa prohibits all its Business Partners to post, react to (including share and “like”), comment, or discuss any Hansa products, services, or developments on social media unless explicitly authorized to do so.

Intellectual Property: Business Partners must respect intellectual property rights. The transfer of technology and know-how must also be done in a manner that protects intellectual property rights.

Quality: Business Partners must ensure that they are providing materials, products, and services that comply with applicable laws, regulations, health authority standards, industry guidance, and any additional customer requirements. Business Partners must abide by

applicable quality regulations, Good Laboratory Practice, Good Manufacturing Practice, and Good Distribution Practice requirements in all countries in which the Business Partners are active on behalf of Hansa.

Clinical trials: Business Partners who engage in clinical trials on behalf of Hansa must ensure that all clinical trials are conducted in accordance with global standards of Good Clinical Practice, applicable local regulatory requirements, and ethical principles originating from the Declaration of Helsinki.

Animal Welfare: Business Partners must treat animals with respect and ensure that any pain and stress is minimized. Animal testing should be performed after consideration to replace them or reduce the number of animals used or refine procedures to minimize distress. Whenever scientifically valid and acceptable alternatives are possible, they should be used.

6. Management Systems

Business Partners must implement and use appropriate management system to facilitate continuous improvements and compliance with the expectations of the principles detailed.

Legal and Customer Requirements: Business Partners must identify and comply with applicable standards, laws, and regulations as well as relevant customer requirements.

Business Continuity: Business Partners have the responsibility and are required to develop and implement appropriate business continuity plans for operations that support Hansa's business.

Third Party Relationships: Business Partners must not sub-contract or engage with third parties on behalf of Hansa unless there is written consent from Hansa. Sub-contracts will not be valid without prior written consent from Hansa.

Training and Competency: Business Partners must have a training program that reaches an appropriate level of knowledge, skills, and capabilities and enables workers to address the expectations of the work to be completed.

No Forced Labor: Business Partners must have a nominated Human Resources Manager at each site who ensures that all workers have freely chosen to be at that site and are paid appropriately and fully for the work they do.

Non-Discrimination: Business Partners must have a nominated Human Resources Manager who ensures that appropriate policies and procedures are in place at each site to prevent discrimination and effectively manage disciplinary procedure. All workers should know to whom they can report incidents of discrimination.

Fair Treatment: Business Partners must have a nominated Human Resources Manager who ensures that appropriate policies and procedures are in place such that all workers receive fair treatment. Workers should understand disciplinary and grievance procedures, and fines imposed as part of a disciplinary action are legal and fair. Any supervisors or managers found abusing workers will be disciplined accordingly.

Wages, Benefits, and Working Hours: Business Partners must have a system that is set up to monitor the hours and wages paid to all workers, and complete hours and payroll records are always kept for all workers.

Documentation: Business Partners must maintain the necessary documentation to demonstrate conformance with expectations and compliance with the applicable regulations.

Continual Improvement: Business Partners are expected to continue to improve by setting performance objective, executing implementation plans, and taking the appropriate and necessary corrective actions for deficiencies identified by internal and/or external assessments, inspections, and management reviews.

7. Identifying and Raising Concerns

Business Partner employees should first contact their own company to resolve internal compliance and ethics concerns.

If a Hansa Biopharma employee is believed to be or have been engaged in illegal or otherwise improper conduct it should be immediately reported to Hansa's Legal and Compliance department.