

Code of Conduct

INTRODUCTION

The Code of Conduct is adopted by the Board of Directors of Agilera Pharma AS (Agilera) and outlines our commitment to environmental, social, and economic sustainability. We expect also our Business Partners to embrace these values and actively work towards compliance both within their organizations and across their supply chains.

General

It is vital for us to work towards lasting relationships with our employees, customers, partners, and others affected by our operations. We conduct our business in a way that promotes sustainable development while ensuring our partners and their subcontractors provide us with goods and services that are produced under sustainable and responsible conditions. We expect that partners signing our Code of Conduct do their utmost to achieve the requirements within their own organization and in the supply chain. This should be done through dialogue, transparency and an open collaboration between Agilera and the partner, which benefits both parties.

Legal Requirements

Partners are required to comply with all local laws and regulations in the countries where they operate. In case of any conflicts between the requirements in this Code of Conduct and local laws or provisions, local regulations shall take precedence over the Code of Conduct. Partners must promptly inform Agilera if they become aware of any such conflict.

SUSTAINABLE BUSINESS

Environment

Partners must conduct their operations with due consideration for the environment and adhere to local and national environmental legislation. They should establish routines for identifying, measuring, and mitigating their environmental impact, striving for continuous improvement by minimizing resource consumption and emissions. A life cycle perspective regarding product and

service environmental impact should be adopted, along with setting environmental requirements for subcontractors.

Social Responsibility

Our Business Partners must conduct their operations according to fundamental Human Rights and Labour Rights as defined in internationally recognized treaties such as UN and ILO Conventions listed in the Compliance and Monitoring section below. Freedom of association, no underage or forced labour, non-discrimination, health and safety, regulation of working hours, wages and benefits should be included but not limited to our partners' social responsibility.

Business Ethics

Our partners must conduct their activities with utmost business ethics, refraining from any form of corruption, bribery, money laundering, or unauthorized competition restrictions. Any gifts or favours exchanged should be transparent, moderate, and naturally connected to the business relationship.

Information Management

Confidential information related to Agilera, or our customers, may only be used for its intended purpose.

Compliance and Monitoring

By signing this Code of Conduct, partners agree to potential compliance inspections, which may be conducted by us or a third party. Anyone suspecting deviations from the Code should report them to Agilera's CEO, with the option to remain anonymous. Failure to address Code of Conduct violations within an agreed-upon timeframe may lead to the termination of business cooperation.

Our Code of Conduct is based on internationally approved regulations, such as:

- UN Universal Declaration of Human Rights (1948).
- The ILO's eight core conventions Nos. 29, 87, 98, 100, 105, 111, 138 and 182.
- UN Convention on the Rights of the Child, Article 32.
- The worker protection and work environment legislation that applies in the country of manufacture.
- The labour law, including minimum wage legislation, and the social security protection applicable in the country of manufacture.
- The environmental protection legislation that applies in the country of manufacture
- UN Convention against Corruption. Update This Code of Conduct will be updated when needed.
- UN Convention on Discrimination against Women (1979)

For more information about Agilera's commitments, please visit our website at www.agilera.no