

MOLGEN BUSINESS CODE OF CONDUCT AND ETHICS

At MolGen (with reference to MolGen B.V. and all its affiliates), we are committed to maintaining the highest standards of ethics and integrity in all our business activities. Our mission, vision and values set out the conditions for our long-term success and are core parts of the way we expect everyone involved with MolGen to conduct themselves. This includes acting ethically, with integrity and demonstrating professionalism at all times. All MolGen employees are obliged to comply with both the code and spirit of this code and to help others do the same.

OUR VALUES

These values define our culture. We consider these values important, we all believe in these values and we reflect in how we conduct ourselves.

CAN-DO MENTALITY

Defined by thinking of solutions rather than problems. To achieve our goals, we need to view every problem as an opportunity, and then, act accordingly.

TRANSPARENCY

We begin by admitting that we do not know everything. To achieve our goals, we need to be transparent in many aspects of our business, enabling us to find ourselves open for new solutions.

COMMUNITY

Part of a highly demanding industry, we foster a sense of community. To achieve our goals, each employee of our community is deserving respect. When each of us is given a voice and support our community can thrive.

SENSE OF URGENCY

Every situation must be assessed according to its priority. Assigning the appropriate level of urgency allows us to better control of each situation and reveal any opportunity for going above and beyond. At times, the situation may call for action instead of words. Or vice versa.

INTEGRITY

Integrity is the foundation upon which co-workers build relationships and trust. In all aspects of business, we will honour and respect our colleague's ethical and moral values.

ACCOUNTABILITY

Every individual is expected to be accountable for their work and processes. Putting ourselves in the mindset of a CEO elevates the level professionalism we show the many specialists and professionals with which we work.

SCOPE

Business Conduct

The MolGen code of conduct outlines the principles, standards, and expectations for behavior within and with MolGen. This Code of Conduct applies to all individuals engaged with MolGen, including but not limited to employees, contractors, volunteers, suppliers and participants in MolGen's business activities, and online platforms.

Ethical Conduct

Integrity and Honesty - All employees must conduct themselves with integrity and honesty in all business dealings. We expect our employees to act in the best interest of the company, avoiding conflicts of interest and always prioritizing ethical decision-making.

Respect and Fairness - We are committed to providing a work environment where everyone is treated with respect, dignity, and fairness. Discrimination, harassment, or any form of abusive behavior is not tolerated.

RESPECT FOR OUR PEOPLE

Equality

We value all of our people for their contribution to our business. The relationship with and between them must be respectful, honest, safe and professional.

We recognize achievement and create equal opportunities for all MolGen employees at all levels of our businesses. In dealing with our employees we act in compliance with national and international requirements and law.

Diversity and Non-Discrimination

MolGen promotes diversity and inclusion. Opportunities for advancement will be equal, and not influenced by considerations other than performance and aptitude. MolGen employees are provided with the opportunity to develop their potential and, where appropriate, to develop their careers further within the company.

We do not tolerate discrimination based on age, gender, race, ethnicity, sexual orientation, religion, disability or any other legally protected status.

No Bullying or Harassment

All MolGen employees must be treated with respect and made feel safe within the workplace. MolGen does not tolerate any form of abuse, harassment or bullying of its people in the course of their engagement. MolGen will investigate any claims of harassment, bullying or other forms of abuse.

Health and Safety

Health and safety is a natural priority and a core element of all of our activities. As such, MolGen strives to:

- Protect the physical health of all our employees while in the workplace, by seeking to prevent accidents and work-related ill health;
- Maintain a safe workplace and equipment/system across all of our operations and provide information, training and supervision in safe working methods and procedures;
- Ensure that emergency procedures are in place in cases of dire or other major incidents and that MolGen employees are properly trained to follow/execute them; and
- We pay fair wages by local standards.

RESPECT FOR OTHERS – BUSINESS RELATIONS

Anti-Bribery and Corruption

Zero Tolerance for Bribery - MolGen strictly prohibits any form of bribery or corruption. Employees must not offer, give, solicit, or accept any form of bribe or improper payment, including gifts, hospitality, or favours, in order to gain or retain business or any other advantage.

Compliance with Laws - All business activities must comply with applicable anti-bribery and anti-corruption laws, both locally and internationally. Employees and Customers are required to report any suspicious activities or breaches of this policy.

MolGen and Customer agree to comply now and in the future with national anti-bribery laws and any other laws shaped by the ratification of the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (including the US Foreign Corrupt Practices Act). In general, the law criminalizes bribing or making a corrupt payment to a public official when the purpose of doing so is to obtain or hold contracts, to award contracts to a particular person or to obtain improper benefits.

Failure to comply with any provision of anti-bribery legislation will be grounds for the immediate termination of an agreement.

MolGen only does business with companies that respect the law and adhere to ethical standards and principles. Should MolGen receive information indicating the contrary, MolGen will inform Customers and Customers agrees to cooperate and provide MolGen with all information it needs to decide whether any allegation received is well founded and whether the agreement should remain in force. Such information includes, but is not limited to, accounts, records, documents or other files.

Political Involvement

MolGen values political debate and MolGen employees and business partners are free to engage in political activity in their private capacity. However, as a company MolGen does not (directly or indirectly) participate in party politics, nor do we provide financial support to political parties of politicians.

Intellectual Property

We protect our innovations with appropriate intellectual property protection measures and take action against infringing parties if necessary. MolGen respects the intellectual property rights of third parties.

Data Protection and Privacy

MolGen is committed to treating information with respect and protecting personal data from unauthorized disclosure. We respect privacy by collecting, using, retaining, sharing and disclosing personal data fairly, transparently, securely and in accordance with legal requirements. We share information on a strict need-to-know basis only. We shall protect information about, or belonging to, our customers, suppliers, employees, associates or our business and, unless strictly necessary for the conduct of our business.

Product quality

We have a quality management system in place that ensures our products comply with our product specifications. Our processes are subject to internal and external audits.

RESPECT FOR OUR ENVIRONMENT

Corporate Social Responsibility (CSR)

MolGen is committed to sustainability and minimizing our environmental impact. We strive to use resources efficiently, reduce waste, and promote eco-friendly practices in all our operations.. Employees are encouraged to innovate and contribute to eco-friendly initiatives.

RESPECT FOR MOLGEN

Safeguarding company assets and funds

MolGen employees and business partners are expected to utilize company assets and facilities with care and frugality and solely for their intended purpose. Appropriation of any MolGen funds or property by its employees for anything other than official company business is strictly prohibited unless prior written authorization had been granted by the Managing Director of Directors of MolGen or as permitted by MolGen policies.

MolGen employees should seek appropriate legal advice and formal authorization from their Managing Director of Directors before he or she lets others use or have access to MolGen's proprietary information.

Compliance and Reporting

All our books and accounts must be accurate and sufficiently detailed and may not include false, artificial or misleading content.

Training and Awareness

MolGen provides regular training to employees to ensure understanding and compliance with this Code.

Reporting Violations

Employees are encouraged to report any violations or concerns related to this Code of Conduct through the appropriate channels. We ensure that all reports are treated confidentially and that no retaliation will occur against anyone who reports in good faith.

Continuous Improvement

We are committed to continuously reviewing and improving our practices to ensure that we meet the highest ethical standards. By following this Code of Conduct, we can ensure that MolGen operates in a responsible, ethical, and sustainable manner, contributing positively to society and the environment.

FURTHER GUIDANCE

Whistleblowing

For concerns relating to misconduct at work, breaches of this Code of Ethics or other illegal activities within MolGen, MolGen employees and business partners are encouraged to raise concern in the knowledge that their action will be viewed positively and that they will be protected from victimization which may result from their reporting of these facts.

Actual or suspected criminal offences, failure to comply with legal obligations, serious health and safety risk, modification or falsification of test results, serious breaches of authorized quality requirements on the basis of which a MolGen Company is accredited or authorized, damage to the environment, financial and procedural irregularities as well as deliberate suppression or concealment of any these should be reported to the whistleblowing point of contact on the MolGen website.

Modify Code of Conduct

MolGen reserves the right to modify and/or supplement the Business Code of Conduct and Ethics.

The amended Code of Conduct is deemed to be accepted if it is not explicitly rejected by the Business Partner within 14 days after publication of the amended Code of Conduct on the MolGen website. MolGen employees will be informed explicitly of any modifications in the Code of Conduct and will be expected to adhere to the modified Code of Conduct.