

APRÈS-DEMAIN GROUP CODE OF CONDUCT



Introduction to our Code of Conduct

Our company is committed to the highest standards of conduct in all our activities. As a Life Science and Capital Management company, we strive to create a positive and sustainable impact on society by caring for people and the planet.

Our Code of Conduct is based on key principles that guide our mission. Firstly, we focus on curing, making patient care as easy and acceptable as possible. We are committed to continuously improving patient quality of life through innovative and advanced solutions.

Secondly, the well-being of employees is a priority for us. We strive to create and maintain a safe and supportive workplace where our staff can thrive and fully contribute to achieving our goals.

Thirdly, trust and integrity are at the heart of all our professional relationships. We strive to be reliable and trustworthy partners.

Finally, in terms of environmental responsibility, we are firmly committed to energy efficiency and the development of sustainable energies, in order to preserve our planet for future generations.

We also place great importance on community engagement, emphasizing responsibility and inclusion. Our core values are ethics, commitment, efficiency, responsibility, creativity, courage, adaptability, and passion.

They guide us in a constantly evolving world. By adhering to these principles, we hope to have a positive impact and make a significant difference.

THIERRY MAUVERNAY

President, Delegate of the Board, Après-Demain



TABLE OF CONTENTS



A SAFE AND SUSTAINABLE PLACE 4

- 1.1 Upholding our Group's values 5
- 1.2 Protecting our employees 6
- 1.3 Building an inclusive workplace 6
- 1.4 Privacy within the Group 7
- 1.5 Saving energy and natural resources 9



...FOUNDED ON BUSINESS INTEGRITY 10

- 2.1 Innovating and working with integrity 11
 - 2.1.1 Protecting innovation through IP assets 11
 - 2.1.2 Promoting fair competition practices 11
 - 2.1.3 Fight against corruption 12
 - 2.1.4 Comply with the highest quality standards 13
- 2.2 Controlling our supply chain and the selection of service providers 14
 - 2.2.1 Shared values throughout the supply chain 14
 - 2.2.2 Compliance and Management Systems 14
 - 2.2.3 Quality monitoring 15
 - 2.2.4 Human rights, Health and Safety, Ecological concerns 16
 - 2.2.5 Animal welfare 16
- 2.3 Investing responsibly 18
 - 2.3.1 Long-term sustainable growth sectors 18
 - 2.3.2 Compliance with the law and best practices promotion 19



...AND THRIVING ON POSITIVE IMPACT ON PATIENTS AND SOCIETY 20

- 3.1 Promoting Patient centricity 21
 - 3.1.1 We put patients' needs first 21
- 3.2 Environmental responsibility 22
- 3.3 Philanthropy 23

1

SAFE AND SUSTAINABLE PLACE...



Upholding our Group's values

Après-demain is a private, family-owned group based in Switzerland that consists of (i) a Life Science division (hereafter "Debiopharm") including drug development, manufacturing, research & development, distribution and digital health investment, (ii) a Capital Management division, including investments in Capital Markets, Real Estate, Private Equity and Participations (hereafter "Capital Management") and (iii) a philanthropy division (together referred to as the "the Group" or "we").

To achieve its purpose, the Group has harmonized its best practices for all entities. The Group's family shareholding brings stability and a long-term vision with the aim of sustainability, guided by the values of adaptability, efficiency, passion, ethics, creativity, and commitment amidst numerous challenges linked to demographics, climate change, and technological evolution.



Life Science

Debiopharm International SA
Debiopharm Research & Manufacturing SA
Debiopharm Innovation Fund SA

**More than treating:
Curing cancer & infectious diseases**



Responsible Capital Management

Next Immobilier SA
S.I.GN Partenaires SA
Private Equity & Participations
Finance

**Objective: Returns
Challenge: Impact**



Philanthropy

Fondation Philanthropique Next
Debiopharm Chair for Philanthropy at IMD
Fondation d'Aide d'Urgence
Dialogue Générations
"Patient Quality of Life" challenge

**Maximise the Positive Impact
given the limited resources**



Impactful Capital Management

Impact Healthcare SA
GeneRActions Planet

**Objective: Impact
Challenge: Returns**



Protecting our employees

The Group is committed to creating a supportive workplace environment where employees feel healthy, safe and happy. This commitment extends across all aspects of our operations, from manufacturing to office activities, ensuring compliance with Swiss HSE legal requirements. We actively promote a participative culture, encouraging employees to voice concerns about their own well-being, to advocate for others who may be unwell or mistreated, and to report incidents and near misses. Through these measures, we can swiftly implement necessary improvements and maintain a safe and supportive workplace.

Building an inclusive workplace

The Group ensures that its workplace is free of discrimination, and adopts initiatives designed to:

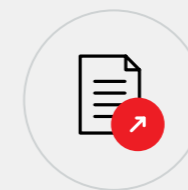
Create and promote a working environment in which every employee feels integrated, respected, and recognized, regardless of their background, profile and experience, way of thinking or their social environment. We believe that all forms of diversity are a valuable source of creativity and innovation.

Guarantee equal pay for equal work between men and women in the workplace.

Privacy within the Group

Every employee and external party we engage with (such as patients, healthcare professionals, key opinion leaders, suppliers, licensors, licensees, consultants, etc.) each of them indifferently referred to as "Data Subject" has a right to privacy. **We are dedicated to respecting and safeguarding their privacy by incorporating privacy compliance within all our operations:**

- **We collect, store, and process** personal data in compliance with the principles of lawfulness, fairness, proportionality, accuracy, transparency, and security.
- **We inform** Data Subjects of the processing activities conducted by the Group in relation to their personal information.
- **We do not retain** personal information for longer than necessary to achieve the purposes presented to the Data Subjects through our relevant information notices.
- **We ensure** that we keep personal information up to date and rectify any error upon identification.
- **We uphold** state of the art security methods to protect the personal information, we collect and implement efficient policies to ensure that employees know how to react in the event of a security incident.
- **We embed** data protection matters in our contractual agreements whenever we share personal information with third parties or entrust such third parties to process personal information on our behalf.
- **We permit** individuals to exercise their rights concerning their personal information (e.g., access, rectification, deletion) as stated under applicable laws.
- **We comply** with all relevant laws pertaining to data protection along with any regulations or codes that apply.



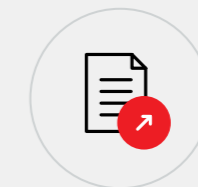
For questions or requests regarding additional information, you can contact the Group's privacy team at privacy@debiopharm.com



Saving energy and natural resources

The Group promotes energy efficiency and takes sustainable actions internally to protect our environment.

With a decade-long commitment to prioritizing our environmental impact, we have embraced proactive sustainability across our operations. This includes diligently managing energy consumption and responsibly stewarding our resources, from raw materials to production, at our Lausanne and Martigny facilities. We also implement various sustainable actions, regularly updated, and promoted to our collaborators, aimed at minimizing our daily carbon footprint. Our comprehensive approach encompasses preserving natural resources, reducing energy consumption and greenhouse gas emissions, optimizing water usage, implementing waste reduction strategies, preserving biodiversity, controlling hazardous material usage, and promoting the adoption of environmentally friendly products.



Find out more about our commitment to the environment [here](#)



Fight against corruption

The Group condemns any form, active or passive, of bribery and corruption. All forms of corrupt business behaviors, illegal rebates, kickbacks, theft and granting of improper advantages will not be tolerated.

All employees and third parties acting on behalf of the Group shall not provide, offer, or promise any undue advantage to any domestic or foreign official, partner or third party. Furthermore, all employees and third parties acting on behalf of the Group may not accept an undue advantage or promise of such an undue advantage from any third party for the commission or omission of an act in relation to their function.

All employees of the Group are instructed not to give or accept any gifts or benefits of any kind that may compromise their personal integrity and independence or the Group's reputation or independence. Giving or accepting gifts or benefits of any kind are always prohibited if the Group's interests are at stake or if the professional impartiality of our employees is at risk. Gifts and benefits of any kind may only be given or received when appropriate and when there is no risk of influencing business decisions. Gifts and benefits of any kind must be of low value.

Comply with the highest quality standards

We conduct our research & development, as well as our manufacturing activities, in compliance with legal and regulatory requirements.

We comply with internationally acknowledged GxP Practices, and we are committed to pursuing a continuous improvement in our processes. In addition:

We are **committed to provide high-quality, safe, and effective** products.

We **establish a relationship of trust and respect** with our customers.

We **instill a results-oriented culture** based on sound and well-informed risk-based decisions.

We **promote collaboration** throughout the organization to achieve quality objectives.

Controlling our supply chain and the selection of service providers

Shared values throughout the supply chain

Debiopharm is dedicated to building a responsible supply chain, partnering with businesses that prioritize Corporate Social Responsibility (CSR) principles, including strict compliance with applicable laws and regulations. Our selection process favors entities committed to privacy, diversity, and inclusion, fostering a collaborative environment. Together, we aim to cultivate trust and shared values within our ecosystem.

We also value ethical business practices, expecting our counterparts to uphold high moral standards, engage in fair competition, and avoid conflicts of interest. By aligning with like-minded partners, we pursue sustainable growth and positive social impact across our business ecosystem.

Compliance and management systems

The Group expects partners, suppliers and service providers to demonstrate commitment to responsible practices by allocating appropriate resources. Partners, suppliers, and service providers shall implement appropriate systems to conduct due diligence on risks and impacts, monitor legislative changes, adopt risk-mitigation measures, and facilitate continual improvement and compliance.

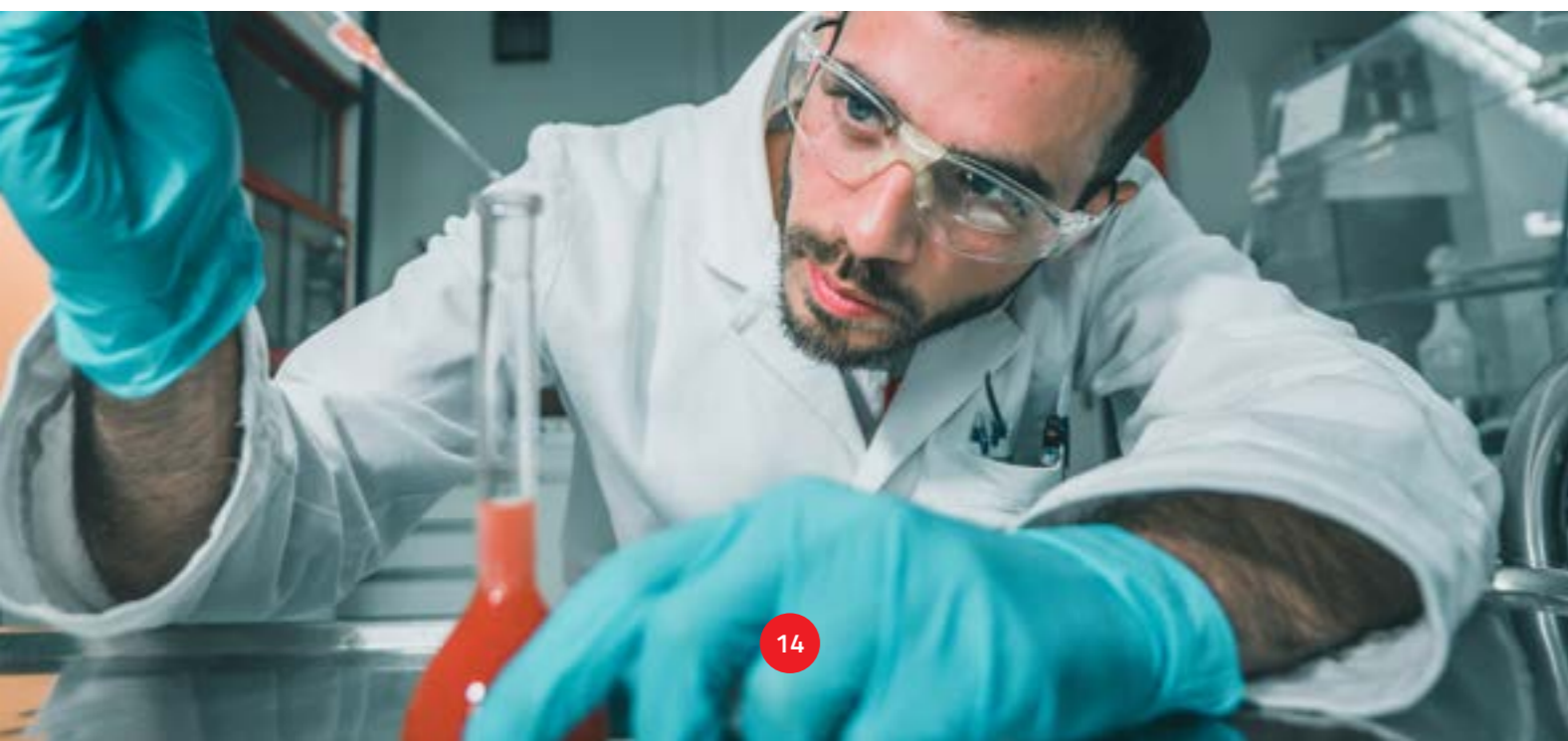
The Group's partners, suppliers, and service providers are required to have systems in place that allow for due diligence on their supply chain operations, including traceability for the sources of raw materials supporting legal and sustainable sourcing practices.



Quality monitoring

Debiopharm ensures that all third parties involved in the conduct of its research & development activities (e.g., Contract Development & Manufacturing Organizations, Pre-clinical Toxicology Labs, Contract Research Organizations; Clinical Investigator Sites, etc. as well as manufacturing and distribution e.g. API and raw material suppliers, licensees, etc.) are qualified at the start of the project.

This qualification process is either realized through an independent audit or through solid business & quality assessments. This aims at **ensuring that a proper Quality Management System is in place to maintain the highest quality standards throughout our whole panel of activities.** Debiopharm has put proper oversight mechanisms in place to continuously monitor third-party deliverables.



Human rights, health and safety, ecological concerns

The Group requires its partners, suppliers and service providers to uphold the same high standards, including a strong commitment to human rights, environmental sustainability, and maintaining a safe and healthy work environment across all their operations.

- Partners and suppliers **must not engage in forced, bonded, or indentured labor**, involuntary prison labor, human trafficking, or any form of modern slavery.
- Child Labor and Young Workers Child labor is strictly prohibited.**
- Appropriate equipment, facilities, and services** shall be provided to support worker safety, health, and well-being.
- Partners and service providers **must strive for equality** by providing a work environment free from discrimination or harassment (such as based on age, ethnicity, gender, sexual orientation, disability, or any other protected characteristic).
- Partners and service providers **shall pay workers according to applicable wage laws** and agreed employment contracts, including minimum wages, overtime hours and mandated benefits.
- Partners and suppliers **shall have management processes in place to identify the risks from chemical and biological processes** and to prevent the catastrophic release of chemical or biological agents.
- Partners and service providers **shall respect the rights of the local communities** around their sites including the right to a clean and healthy environment.
- Partners and service providers **shall operate responsibly to minimize environmental impact**, encouraging sustainable practices throughout their supply chain. This includes conserving resources, reducing energy and water usage, optimizing waste management, preserving biodiversity, and using eco-friendly products.

Animal welfare

Debiopharm, is committed to the ethical use of animal testing in the research and development of new medicinal products as well as complying with legislations requiring animal testing as needed to ensure patient safety.

Debiopharm works in accordance with principles of the 3Rs (Replacement, Reduction and Refinement) and adhering to relevant national and international legislations, as listed in the Animal Welfare Policy. Adhesion to these principles is required for all animal testing facilities/CROs contracted by Debiopharm to perform studies.



Investing responsibly

In our Capital Management Division, we diligently select and analyze our investments in capital markets, real estate, private equity and participations. The analysis carried out by our in-house teams is supplemented by external expertise. At Debiopharm, we invest in the future of healthcare through a dedicated strategic investment fund.

Long-term sustainable growth sectors

The Capital Management Division favors investments in sectors such as Energy Transition, Infrastructure, Health, Security, or Education.

We dedicate teams and resources to strategic asset allocation for impactful investments. Our strategies include Impact Healthcare and GeneRActions Planet, which aim to address both societal health needs and environmental sustainability, ensuring a secure future.

The following sectors are excluded from our investments: tobacco; distilled alcoholic beverages; arms and ammunition of any kind; gambling, casinos; pornography, prostitution, or similar activities.

Compliance with the law and best practices promotion

The Group operates investments in accordance with applicable Swiss and international laws, and in compliance with its legal obligations and internal guidelines. **During our due diligence processes, we verify that the companies we will invest in, do not:**

Include practices such as corruption and money laundering.

Violate human rights (including child or forced labor).

Result in disrespect for the rights of indigenous and/or vulnerable groups.

Result in a negative impact on health through non-compliance with legal, regulatory or ethical standards.

Degrade protected areas of biodiversity.

In relation to anti-money laundering, the Group is aware of the types of transactions carried out by its commercial partners and complies with 'know your counter-party' without obligations, reporting any suspicious activity as required.



We uphold the importance of ensuring that **our portfolio companies do not adversely impact the Sustainable Development Goals.** Environmental, Social and Governance matters are monitored, and a progress plan is implemented during the investment cycle, on a case-by-case basis.



...AND THRIVING ON POSITIVE IMPACT ON PATIENTS AND SOCIETY



Promoting patient centricity

Debiopharm, prioritizes the development of medicines and diagnostics that significantly improve patients' lives. We take actions to extend patient reach in countries where access to healthcare is a complex challenge. We are committed to bringing our products where people need them.

We put patients' needs first

Patient centricity at Debiopharm is focused on **improving the overall experience of patients participating in clinical trials**, leading to higher recruitment and retention rates, better trial outcomes, and faster commercialization of life-changing products within budget. It involves designing trials that truly listen to what is important for the patient, rather than selecting certain outcomes to confirm the manufacturer's biases.

Debiopharm has also been a pioneer in casting patients' testimonials live events, highlighting the importance of patient experience in clinical trials and the impact of COVID-19 on cancer care. Moreover, Debiopharm aims to embed patient centricity into its business practices as a core element of the company's objectives to enhance patient outcomes and quality of life.





Environmental responsibility

The carbon footprint of the Capital Management Division's investments is regularly monitored internally and assessed by external consultants. **A continuously growing percentage of our direct investments is allocated to renewable energy, and our financial investments are also selected with the goal of limiting our carbon footprint.**

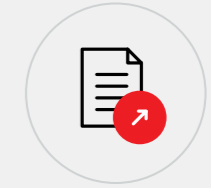
Consistently, we are renovating our portfolio buildings to improve their energy efficiency and we favor non-fossil fuel internal heating. In average, our portfolio meets the 2030 objectives of the Swiss Confederation (14.99kg CO₂/m²). More than half of our real estate holdings are heated by a non-fossil installation.

Philanthropy

The Group is involved in philanthropic activities mainly through the Fondation Philanthropique Next (the "Foundation"), which is recognized as being of public utility and active in 4 main areas: autism, humanitarian aid, education/training, and micro-entrepreneurship, particularly in developing countries.

The Foundation is committed to a professional philanthropic approach, focusing on projects where it can have a significant leverage effect. When assessing applications, it analyzes the potential positive impact that supported projects could generate. The Foundation expects its partners to commit to achieving effective, measurable results and to share in the commitment and investment of their respective resources toward the project's success. Regular follow-up is ensured.

Donations must not be used for corruption of any kind, or to gain undue advantage. All donations must be made in an ethical and responsible manner. The Group also supports various associations in the fields of healthcare, education, environment or entrepreneurship, particularly based in Switzerland.



Philanthropy -
Après-demain
(apres-demain.com)





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