

Code of Ethical Conduct

For Third Parties

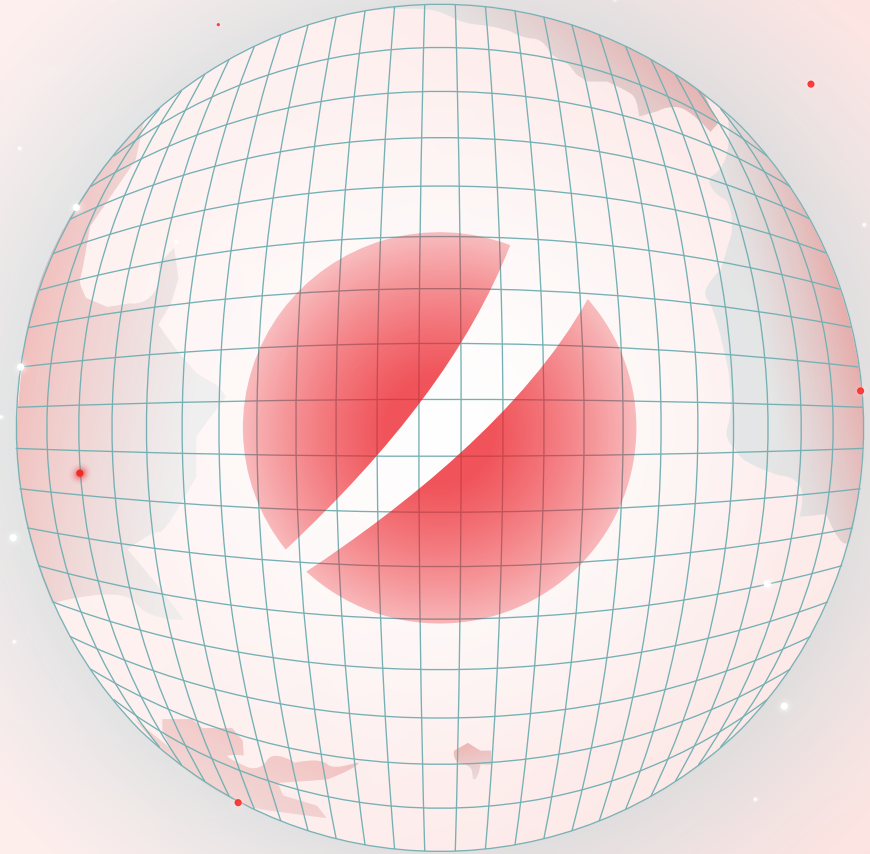


Table of Contents

Message from Meir and Gil	3	Marketing and Promotion of Products Commercialized by Medison on Behalf of Its Partners	10
Thinking Right. Taking Action.....	4	Quality Complaints	10
Medison's Code of Ethical Conduct	5	Safety Information	10
To Whom Does the Code Apply?	5	The Medison Way – Grow as One	11
Making Ethical Decisions	5	People and Workplace	11
Reporting Violations	6	Safety and Wellbeing	11
Principles for Ethical Conduct at Medison – We Are Always Ahead	7	Data Protection	12
Medison's Compliance Program	7	Corporate Social Responsibility	13
Anti-Bribery.....	7	The Use of AI	13
Conflict of Interest	7	External Communications.....	14
Fair Competition	7	Online Behavior	14
Trade Sanctions	8	Summary	15
Books and Records	8		
Ethical Conduct in Medison Business and Patient-Centric Interactions – We Care	9		
Healthcare Professionals and Healthcare Organizations	9		
Patients and Patient Organizations.....	9		
Third-Party Representatives	9		
Transfer of Value Reporting	9		
Government Officials	9		

Message from Meir and Gil

At Medison, success is not only defined by what we achieve, but by how we achieve it. Integrity, responsibility, and care for patients, partners, and colleagues are fundamental to how Medison operates.

Since 1996, as a founder-led company with a clear mission, Medison has been focused on one purpose: accelerating access to breakthrough therapies by partnering with biotech companies, particularly in rare and severe diseases. Medison's work is driven by a commitment to patients and by the belief that innovative therapies should reach people irrespective of where they live.

Through our first-of-a-kind global commercialization platform, Medison is reshaping how innovation reaches patients, by creating a new global partnership category that enables access to transformative biotech therapies across Most of the World. This mission demands the highest ethical standards.

Ethics is an integral part of Medison's success; it is the company's foundation. It builds trust, strengthens partnerships, and guides how Medison operates across every market and every interaction. It is central to what makes Medison a partner of choice for biotechs and a source of hope for patients and communities around the world.

Our Code of Ethical Conduct is more than a set of guidelines, it is Medison's compass. It guides the Company, its employees, and those who work with Medison to act with fairness, transparency, and accountability in every decision, in every market, and in every partnership. By upholding these principles, Medison brings the Medison way to life and expects those who work with us to reflect the same commitment: Always Ahead, Grow as One, and We Care.

Every one connected to Medison plays a vital role in this journey. Whether as an employee, a valued supplier, a business partner, or someone impacted by Medison's efforts, these values are not confined to the workplace - they are reflected in the way Medison conducts its business and in the standards we expect from those who work with it.

By standing firmly on this ethical foundation, Medison will continue to be years ahead, advancing its mission to accelerate access to breakthrough therapies, and helping shape a future where innovation knows no boundaries and reaches patients across Most of the World.

We invite you to review this Code of Ethical Conduct and to use it as a guide to the standards Medison is committed to and expects from those who work with it.

Thank you for your dedication to ethical excellence and to improving patients' lives worldwide.

Sincerely,



Gil Gurfinkel
CEO

Meir Jakobsohn
Executive Chairman

Thinking Right. Taking Action.

At Medison, ethics are at the core of everything the Company does, driving its decisions, its conduct, and its growth.

Medison's values - **Always Ahead**, **Grow As One**, and **We Care** - are more than just guiding principles; they are the DNA of Medison, shaping how the company collaborates with partners, suppliers, healthcare professionals, and communities around the world. They ensure that Medison acts with integrity and responsibility everywhere it operates, reinforcing its commitment to excellence and ethical leadership.

 **Always
Ahead**

At Medison, being Always Ahead means innovating with integrity and driving progress responsibly. This principle is echoed throughout the Code and reflects Medison's commitment to advancing its mission while upholding the highest ethical standards.

Building this foundation enables Medison to grow and strengthen its relationships with partners and other stakeholders across the healthcare ecosystem. It also allows Medison to fulfill its role as the creator and world leader of the global partnership category, acting as the partner of choice for commercialization in all international markets.

 **Grow
As One**

Medison's mission is to accelerate access to breakthrough therapies. Success depends on collaboration across functions and geographies, powered by teamwork and knowledge sharing. Succeeding as ONE Medison is a fundamental principle of Medison's unified global partnership model and platform for international markets. This foundation is embedded in the Code, which applies to Medison's employees, and sets expectations for vendors, suppliers, partners, and other third parties working with Medison, guiding all towards its shared mission through a common language, shared standards, and aligned ways of working across Medison's ecosystem.

 **We
Care**

Care is at the core of everything Medison does - care for patients, partners, colleagues and communities. The Code reflects this commitment, guiding Medison's decisions and actions towards improving health and protecting well-being. By acting with care and responsibility, Medison upholds the highest standards and supports a positive, ethical workplace and business environment for all those who work with or alongside Medison.



Medison's Code of Ethical Conduct

At Medison, upholding the Code of Ethical Conduct ("the Code") is central to protecting the Company's integrity, credibility and reputation. Every Medison employee is responsible for knowing and applying the ethical standards outlined in the Code, ensuring that Medison's actions comply with the law and reflect sound judgment in every decision. Medison also expects suppliers, partners, and other third parties working with or on behalf of Medison to act in accordance with these standards.

Compliance is more than following laws and regulations; it means doing what is right and making responsible choices, even in situations that are not black and white. Medison's commitment to integrity goes beyond legal requirements and company policies, emphasizing honesty, fairness, and ethical behavior. The Code helps Medison's employees and those working with or on behalf of Medison, navigate day-to-day challenges, offering a framework for resolving ethical dilemmas. It is about building sustainable, long-term trust with patients, partners, and stakeholders. By living the Code, Medison strengthens its growth and success. It ensures Medison acts with the highest ethical standards, reinforcing its vision that every patient in need will have fast access to breakthrough therapies. It also aligns with Medison's mission to build winning partnerships with biotechs, enabling them to plan, optimize and launch their breakthrough therapies on a global scale. Together, Medison and those who work with us, can help accelerate access across markets in Most of the World, in the fields of rare and severe diseases.

We encourage you to please read this booklet carefully and keep it close for reference. While comprehensive, this booklet does not replace company procedures or personal judgment when facing specific situations.

For further guidance, you can contact the Compliance Department at compliance@medisonpharma.com

To Whom Does the Code Apply?

This Code applies to all Medison employees, as well as third parties acting on Medison's behalf, including, but not limited to, contractors, consultants, and other service providers acting on behalf of, or representing Medison ("Third Party Representatives" or "TPRs").

Medison personnel who interact with Third Party Representatives are responsible for helping ensure that such parties understand and uphold the Code when acting on behalf of, or representing Medison.

Medison also expects its suppliers, partners, and other third parties, working with or alongside Medison, to conduct their activities with integrity and in a manner consistent with the principles set out in this Code.

Making Ethical Decisions

Ethical judgment requires integrity, responsibility, transparency, and respect for the standards set out in this Code. When questions arise, or the right course of action is unclear, Medison encourages suppliers, partners, and other third parties working with or on behalf of Medison to raise concerns through their Medison contact or the appropriate reporting channel. Open dialogue helps uphold Medison's integrity, accountability, and trust.



Questions to Guide Ethical Decisions

- Does this decision reflect Medison's values and support its mission?
- Is it legal and ethical?
- Does it comply with Medison's Code and policies?
- Would the decision be appropriate and defensible if explained to others?



Reporting Violations

If you know or suspect any violation of the Code, or any other illegal, unethical, or improper business practices, you are expected to report it promptly. This expectation applies to Medison employees, as well as suppliers, partners, and other third parties working with, for, or on behalf of Medison. Early reporting helps address issues swiftly and prevents harm to Medison's integrity, credibility, and reputation.



Ways to Report Concerns:

Direct Reporting:

Concerns may be raised through the relevant Medison contact or the Compliance Department.

Anonymous Reporting:

Use Medison's online Whistleblower form:

1. Visit Medison's website
2. Navigate to the "**Compliance**" page
3. Scroll to "Anonymous Reporting of a Code or Compliance Violation"
4. Fill in the details
5. Click "send"

Why Reporting Matters?

Reporting protects Medison's integrity and reputation. By identifying issues early, concerns can be addressed in a way that helps prevent misconduct, preserve trust, and ensure Medison's business practices remain transparent, ethical, and compliant. This proactive approach safeguards Medison's long-term success and strengthens credibility with partners.

Commitment to Confidentiality and Anti-Retaliation

Medison protects everyone who raises concerns in good faith. Retaliation is strictly prohibited and will be addressed decisively. Medison is committed to a safe environment where concerns can be raised without fear.



Principles for Ethical Conduct at Medison – We Are Always Ahead

At Medison, ethical leadership starts with every choice. Each decision helps shape Medison's culture and reputation.

Medison's Compliance Program

Medison's Compliance Program, led by the Compliance Department, fosters a culture of legal and ethical conduct across the organization. It proactively identifies risks, ensures regulatory adherence, and embeds compliance into daily operations through structured training, oversight, and corrective measures.

Core components include implementing clear standards and procedures - such as the Anti-Bribery and Corruption Policy, Conflict-of-Interest Procedure, and Whistleblower Policy - supported by ongoing education, monitoring, and reporting mechanisms. These standards also guide Medison's expectations of suppliers, partners, and other third parties working with or on behalf of Medison.

Anti-Bribery

Medison operates under strict rules and regulations designed to protect patients and improve healthcare. In all interactions - with patients, healthcare professionals, suppliers, government bodies, payers and insurers – Medison is committed to meaningful solutions that serve patient needs while upholding uncompromising standards of integrity.

Medison strictly prohibits any form of bribery or corruption, whether direct or through third parties acting on Medison's behalf. Bribes, improper fees, or promise of value to gain business advantages or influence decisions are forbidden. Medison complies with all anti-bribery and anti-corruption laws, in every market where it operates.

Ethical leadership starts with every choice. Compliance is a shared responsibility, in every market and in every interaction.

Conflict of Interest

All individuals subject to this Code are required to disclose any actual, potential, or perceived conflicts of interest. Avoiding conflicts of interest protects Medison's integrity and helps prioritize patient well-being. Guidelines include making decisions objectively and fairly, avoiding business dealings influenced by close personal relationships, and consulting a Medison contact, manager, or Compliance Officer, as applicable, when in doubt. Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to proactively disclose any actual, potential, or perceived conflicts of interest. These will be reviewed by the

Compliance team to assess and mitigate any associated risks. This includes disclosure of relationships with Medison by consultants, lecturers and other relevant third parties, to enable appropriate assessment and management of potential conflicts of interest, in accordance with company policies and applicable laws. This clarity of conduct allows Medison to lead with confidence, responsibility, and impact.

Fair Competition

Medison conducts business with integrity and respects fair competition in every market. Medison complies with all applicable antitrust and competition laws. Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to avoid any conduct that could restrict competition, such as price-fixing, bid-rigging, or sharing sensitive market information with competitors. When in doubt, consult your Medison focal point.

Trade Sanctions

Trade sanctions are restrictions imposed by governments or international bodies to influence the behavior of other countries, entities, or individuals. Medison complies with all applicable trade sanctions, export controls, and antiboycott laws. Medison is committed to ensuring that its operations do not involve prohibited transactions or dealings with sanctioned individuals, organizations, or countries. Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to comply with these requirements and avoid any prohibited transactions or dealings.



Trade Sanctions in Practice

- Always follow Medison's procedures when engaging with Medison or acting on Medison's behalf as a third party. Any required onboarding, due diligence, or sanctions screening will be coordinated through the relevant Medison contact and conducted in accordance with Medison's internal procedures.
- Immediately raise any concerns or suspected violations with the relevant Medison contact for review.
- Never attempt to bypass sanctions controls by using intermediaries, alternative routes, or misleading practices.

Books and Records

Medison maintains integrity in business transactions by maintaining organized, complete and accurate books and records. Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to ensure that relevant transactions are properly recorded, reflecting the true nature of Medison's operations and any activities performed for or with Medison.



Accurate Record-Keeping

- Adhere to Medison policies and applicable requirements on approvals, record-keeping, and document retention to prevent errors or misconduct.
- Ensure all financial transactions, sales, contracts, and inventory records submitted to or maintained for Medison are complete, truthful, and properly documented - never falsify, omit, or alter records.
- Ensure that all shipments, invoices, and related documentation accurately reflect the movement of pharmaceutical products and comply with regulatory requirements.
- If you notice missing, inaccurate, or misleading records, report them to the relevant Medison contact immediately.



Ethical Conduct in Medison Business and Patient-Centric Interactions – We Care

Integrity and care are at the heart of Medison's interactions with stakeholders.

Healthcare Professionals and Healthcare Organizations

Medison's interactions with healthcare professionals ("HCPs") and healthcare organizations ("HCOs") shape patient care and future innovation. Medison expects employees, suppliers, partners, and other third parties working with or on behalf of Medison, to uphold ethical standards in all interactions with HCPs and HCOs.

All engagements with HCPs must be focused on benefiting patients and have a valid scientific, educational, promotional or business purpose.

Financial support may be provided only to eligible beneficiaries. Scientific and marketing materials must be accurate, balanced and objective. Payment to HCPs or healthcare entities must reflect fair market value for services and follow agreed terms.

Patients and Patient Organizations

Engaging with patients and patient organizations is central to Medison's mission of improving quality of life. Medison expects employees, suppliers, partners, and other third

parties working with or on behalf of Medison to ensure that all such interactions reflect respect, professionalism, transparency, independence, and Medison's core values.

Any support provided to patients and patient organizations must be unconditional and must not be contingent on prescriptions, product promotion, or any improper influence. Third parties must respect the autonomy of patient organizations and recognize their voice as essential in shaping meaningful, responsible, and patient-centered healthcare.

Third-Party Representatives

Collaboration is vital for creating innovative solutions that expand access to patients in international markets. Medison expects third-party representatives ("TPRs") to uphold the same high ethical standards as Medison.

TPRs are entities or individuals engaged by Medison who may interact with Government Officials, HCOs, HCPs, as well as Patients and Patient Organizations on Medison's behalf. TPRs must complete a thorough due diligence and comply with applicable laws, industry codes, Medison's values, compliance standards and agreed contractual requirements.

Transfer of Value Reporting

Transfer of value reporting means disclosing interactions and support, as required by applicable laws and industry codes.

Transparency is a core principle in Medison's interactions with HCPs, HCOs and patient organizations.

Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to provide complete, accurate, and timely information needed to support required disclosures. Medison maintains systems and processes to ensure all required disclosures are timely, accurate and complete.

Government Officials

Upholding ethical standards in interactions with Government Officials supports public trust and patient-centric healthcare.

All interactions with Government Officials (i.e. politicians, public employees, staff of state owned or affiliated entities, and in many countries – HCPs) are governed by strict international and local laws. Medison prohibits attempts to exert undue influence, improperly obtain confidential information or offer payments, gifts, or services to influence decisions, or engage third parties to perform unethical actions.

Marketing and Promotion of Products Commercialized by Medison on Behalf of Its Partners

As part of its patient-centric responsibility, Medison promotes pharmaceutical products with the highest ethical standards. Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to support promotional activities responsibly, accurately, and in strict compliance with applicable laws, industry codes, and partner requirements. All materials used must be accurate, balanced, scientifically supported, approved as required and include relevant safety information. Products may be promoted only for approved and compliant uses.

Quality Complaints

Addressing product quality concerns is essential to protecting patient safety and maintaining trust.

A product quality complaint is any concern regarding the identity, quality, safety, effectiveness, or performance of a product that Medison distributes or commercializes on behalf of its partners. Examples include damaged packaging, missing safety features, or device malfunction.

Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to report any quality complaint within one business day to the relevant Medison contact, Quality Assurance department, or the Responsible Pharmacist, with full details (date, source, product name, batch number, description). Complaints are escalated to the manufacturer for investigation and resolution.

Safety Information

Employees, suppliers, partners, and other third parties working with, or on behalf of Medison must report any adverse event or other safety information involving a product distributed or commercialized by Medison immediately, and no later than 24 hours after becoming aware of it.

Adverse events may include any unfavorable and unintended medical sign, symptom, disease, or abnormal laboratory finding, temporally associated with the use of a medicinal product, whether or not considered related to the medicinal product. Safety information includes pregnancy or breastfeeding exposure, abuse, overdose, lack of efficacy, misuse, off-label use, medication error, unexpected therapeutic benefit, occupational exposure, transmission of an infectious agent, drug-drug or food-drug interaction, or suspected falsified product.

Reports must be submitted to the local Pharmacovigilance team via the designated safety mailbox and reporting form, or through the relevant Medison contact, with required details, including date of awareness, patient and reporter information and consent, product details, and description.

By upholding ethical standards, we create meaningful collaborations that drive progress and improve lives.



The Medison Way – Grow as One

At Medison, Grow as One means working together, sharing responsibility, and building trusted partnerships that contribute to collective success.

People and Workplace

Medison is committed to a workplace built on trust and mutual respect. Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to contribute to a professional and respectful working environment. All individuals subject to this Code are expected to follow the law, act with integrity, respect others, and protect Medison's reputation.

Offensive content, harassment, and verbal or physical violence are strictly prohibited.

As a global company, Medison conducts business with full respect for internationally recognized human rights.

Medison's commitment extends to everyone it works with.

Medison expects fair and transparent practices from its employees, suppliers, partners, and other third parties working with or on behalf of Medison and is committed to promoting and safeguarding human rights across its business activities.

Safety and Wellbeing

Medison is committed to ensuring a safe, secure and healthy workplace through risk assessments and compliance with health and safety laws. Medison invests in training and education to support responsible work practices. Employees, as well as suppliers, partners, and other third parties working with or on behalf of Medison are expected to follow applicable health and safety requirements and promptly report any work-related risks and concerns.



Guiding principles

- Follow applicable laws, Medison regulations and policies, Medison's values and this Code.
- Act with honesty, integrity and responsibility in all work connected to Medison.

Medison is dedicated to creating a diverse, tolerant, and respectful workplace that embraces cultural, personal, and religious differences. All colleagues, partners, and stakeholders must be treated with courtesy, consideration, and professionalism.



Supporting Medison's values

- Do not engage in or condone harassment, violence, threats, or discrimination.
- Treat colleagues, partners, stakeholders, and all individuals connected to Medison's work with courtesy, consideration, and professionalism.
- Raise concerns about offensive, threatening, or violent behavior through your Medison contact, Human Resources, or Compliance, as applicable.
- Support fair, respectful, and inclusive working relationships.



Supporting safety

- Follow applicable health, safety, and environmental requirements when working with or on behalf of Medison.
- Report unsafe conditions, accidents, near misses, injuries, illnesses, violent behavior or other safety concerns, promptly.
- Use equipment, materials and systems responsibly and only as authorized.
- Follow site rules and visitor requirements when entering or working at Medison locations.



Data Protection

Medison protects its confidential information and the personal data of others and ensures responsible use of its digital resources. Employees, suppliers, partners, and other third parties working with or on behalf of Medison are expected to follow internal policies and applicable data protection laws. Business information collected or accessed during work is considered company property and must be safeguarded. Any suspected security incident must be reported immediately to the Medison contact or the Information Security team.



Proper use of digital resources

- Share information only through approved channels such as Medison email, secure platforms, on a need-to-know basis and not through personal accounts or public channels.
- Protect confidential information and personal data from unauthorized access, use, disclosure, loss, or alteration.
- Immediately report any suspected data breach, cyber incident, or improper use of Medison systems or information.

Confidential Data

While working with or on behalf of Medison, sensitive information may be accessed or handled, such as business strategies, pricing, supply chain details, product data and health data. Maintaining confidentiality protects Medison's business, partners, and patients.



Handling Confidential Information

- Share confidential/ sensitive information externally only when there is a valid business need, with prior Medison approval through the relevant Medison contact or applicable approval process, and with accordance with applicable contractual agreements.
- Handle partner/vendor data in accordance with legal and contractual obligations; consult Legal or the relevant Medison contact if unsure.
- Avoid discussing sensitive topics in public places where others may overhear.

Protecting Personal Information

While working with, or on behalf of Medison, you may encounter and handle personal data about patients, HCPs, business partners, or other employees, and candidates and others. This information must always be protected and stored safely in authorized systems - verbal, digital, or physical.

Key principles for handling personal data

- Lawful, fair and transparent use: Collect, use, and share personal data only for legitimate business purposes and in line with applicable laws and Medison policies.
- Data Security: Store and process personal data securely to prevent unauthorized access, loss, or misuse.
- Limited Access: Access is only available if you have a valid business need and proper authorization.
- Data Accuracy & Minimization: Keep personal data accurate, up to date, relevant, and limited to what is necessary for its intended purpose.
- Data Retention: Retain personal data only for as long as necessary for the purpose for which it was collected.



Proper Handling of Personal Data

- Comply with data protection policies and prevent unauthorized access, use, or disclosure of personal data.
- Immediately report any suspected data breach to Medison contact
- Use strong passwords, approved systems, and encryption as required; never share credentials or expose sensitive data.
- Share personal data only with authorized parties, and dispose of it securely in accordance with company policy.

Corporate Social Responsibility

Medison is committed to making a positive impact on society, the environment, and the communities it serves. Medison promotes sustainability by reducing its footprint, conserving resources, and encouraging recycling. Medison also supports social initiatives through volunteering and charitable partnerships.

Medison expects its employees, suppliers, partners, and other third parties working with or on behalf of Medison to support responsible, fair, and sustainable business practices. Together, these efforts help create long-term value and contribute to a more sustainable and equitable future.

Everyone who works with or on behalf of Medison helps shape its corporate culture and contributes to its success.

The Use of AI

Artificial intelligence tools enhance efficiency, innovation, and decision making, but also pose meaningful risks, including data exposure, intellectual property concerns, biased or inaccurate outputs, and legal or regulatory implications. Uncontrolled use may harm trust, privacy, and business interests. Therefore, AI must be used responsibly, with professional judgment, legal compliance, and strict adherence to security, fairness, and transparency - recognizing that AI supports, but does not replace, human decision making.



Responsible Use of AI

- Use AI tools in connection with Medison-related work only where permitted by applicable laws, contractual obligations, Medison requirements and information security standards.
- Do not input Medison confidential, proprietary, competitive, partner, patient, HCP/HCO, or other sensitive personal information, into AI tools unless expressly approved through the relevant Medison contact and appropriate safeguards are in place.
- Treat all AI outputs as drafts only.
- Apply professional judgment and ensure outputs are consistent with applicable laws, regulations, industry codes, and Medison standards.
- Do not use AI for prohibited purposes, including deception, manipulation, discrimination, violation of privacy, or unlawful activities.
- Do not use AI to develop code, automation, or materials intended for Medison use without prior coordination with the relevant Medison contact and any required approval from Medison.
- Immediately report any incident, suspected breach, or improper use of AI involving Medison information, systems, products, partners, patients, or stakeholders to the relevant Medison contact, Legal, or Information Security, as applicable.



External Communications

How Medison and those working on its behalf communicate externally can impact Medison's reputation, credibility, and ability to operate as a trusted partner of choice.

Whether engaging with the media or interacting online, all communications connected to Medison must protect Medison's brand, partnerships, and commitment to patients.

Media engagement is strictly managed to ensure accuracy, consistency, and compliance and may only be conducted by Medison's Corporate Affairs team or authorized spokespersons. If contacted by a journalist, do not provide information and do not speak on behalf of Medison.

Forward the request to the Corporate Affairs team through your Medison contact person. Always report any media inquiries at once. Journalists should be asked to submit requests in writing to corpcomms@medisonpharma.com

Under no circumstances should anyone who is not authorized provide information directly.

Additionally, avoid making statements or responding to the press about topics related to the Medison, even during personal or private events. These comments may be interpreted as Medison's official stance, regardless of the context in which they are made.

Online Behavior

Social media and digital platforms are powerful tools to connect, share ideas, and build meaningful professional relationships. They can also reflect on Medison when used in connection with Medison-related work. Whether interactions are personal or professional, online activity connected to Medison must be responsible, respectful, accurate, and aligned with Medison's standards.

Medison follows clear guidelines for online conduct, whether for work or personal use. These apply to websites, social media, online meetings, emails, and digital platforms, including, but not limited to, forums, blogs, and social networks.



Communicating Responsibly

- Communicate respectfully in any activity connected to Medison, and avoid discriminatory, misleading, or harmful content.
- Any publication, sharing or commenting on Medison-related information in the media or online must be made only with appropriate authorization and in coordination with the relevant Medison contact.
- Report any adverse events or safety information identified online in accordance with Medison procedures or through the relevant Medison contact, as applicable.



Summary

At Medison, ethical conduct shapes every action, interaction, and communication. This Code guides Medison employees, suppliers, vendors, partners, and other third parties working with or on behalf of Medison in making responsible decisions, building trust, and acting with integrity.

Medison's values - We Care, Always Ahead, and Grow as One – guide how the Company works, builds trust and strengthens relationships with patients, partners, communities and all those who support its mission.

This Code serves as a shared ethical compass, helping ensure that everyone representing or supporting Medison acts transparently, responsibly, and in line with applicable laws, industry standards, Medison's values, and agreed commitments.

By upholding these principles, Medison and those who work with it or on its behalf help strengthen the global partnership category, advance the global access revolution, and deliver breakthrough therapies to patients in Most of the World, especially those living with rare and severe diseases.

Together, we can lead by example in every decision, every interaction, and every opportunity to help transform patients' lives.



This booklet and the guidelines it contains are for reference only. They do not establish legally enforceable rights or obligations.

Medison reserves the right, at its sole discretion, to update or amend any aspect of its Code of Ethical Conduct, including the content of this booklet and related company policy, at any time, without prior notice. In the event of any inconsistency between this booklet and the company's current policies, the official policy will prevail. The most up-to-date version of the Code is always available in Medison's procedures folder.