



UNIKERIS LIMITED

ETHICS AND TRANSPARENCY INFORMATION 2023

ETHICS AND TRANSPARENCY

Guaranteeing the highest ethical standards in every aspect of the business is a daily priority for Unikeris: this means doing business on the basis of the principles of legality, fairness, integrity, responsibility and transparency.

ETHICS AND COMPLIANCE DOCUMENTS

In light of Unikeris's commitment to ethics and transparency it has adopted a number of policies and procedures. These include:

a) an Anti-Bribery Policy. This policy is to provide Unikeris People, Business Partners and anyone who acts for and/on behalf of Unikeris (wherever located and wherever they operate), in any capacity, with a set of general principles and rules on how to recognize and deal with bribery and corruption issues and how to comply with anti-bribery rules and regulations;

b) the Unikeris Organisational, Management and Control Model ("231 Model") in compliance with Italian Legislative Decree No. 231/2001 ("231 Decree"). The reason behind the adoption of a 231 Model for Unikeris is that, even though Unikeris is a UK Company, it has a secondary office and fiscal residence in Italy (Parma) and some company processes which may have an impact from a 231 Decree standpoint are carried out on Italian territory (or may be in relation to Italian territory) by Unikeris People or those working for and/or on behalf of Unikeris and/or third parties. In light of this, the 231 Model specifically applies to those processes which could be (in whole or in part) executed in Italy and only to those addressees (including third parties) involved in that processes; and

c) and has appointed the Supervisory Body of Unikeris, which is in charge of supervising the functioning of and compliance with the 231 Model, as well as keeping it updated.

Unikeris internal reporting channel - SpeakUp&BeHeard

Any possible breach of the Anti-Bribery Policy, the 231 Model or any other internal policy or procedures, as well as violation of laws or regulations or misconduct that could put Unikeris' business or reputation at risk or cause damage to third parties, can be communicated (by any interested party) through the internal reporting channel "SpeakUp&BeHeard".

SpeakUp&BeHeard is designed to provide the highest level of confidentiality of the report, the reporter and the persons involved in the reported conduct, in line with the requirements set forth under EU Directive No. 2019/1937 on the protection of persons who report breaches of Union law and Italian Legislative Decree No. 24/2023 on the protection of persons who report breaches of Union and national laws (see Chiesi's Privacy Notice).

Any report affecting Unikeris communicated via SpeakUp&BeHeard will be managed by the Supervisory Body of Unikeris. Useful information about the use and management of SpeakUp&BeHeard is available at the following link: <https://www.chiesi.com/speakup-beheard/>.

Reporters will always be protected: no retaliatory action will be taken against reporters who, at the time of the report, had reason to believe that the information about the violation reported was true.

Any report submitted through "SpeakUp&BeHeard" will be given due consideration and will undergo a proper assessment process.