



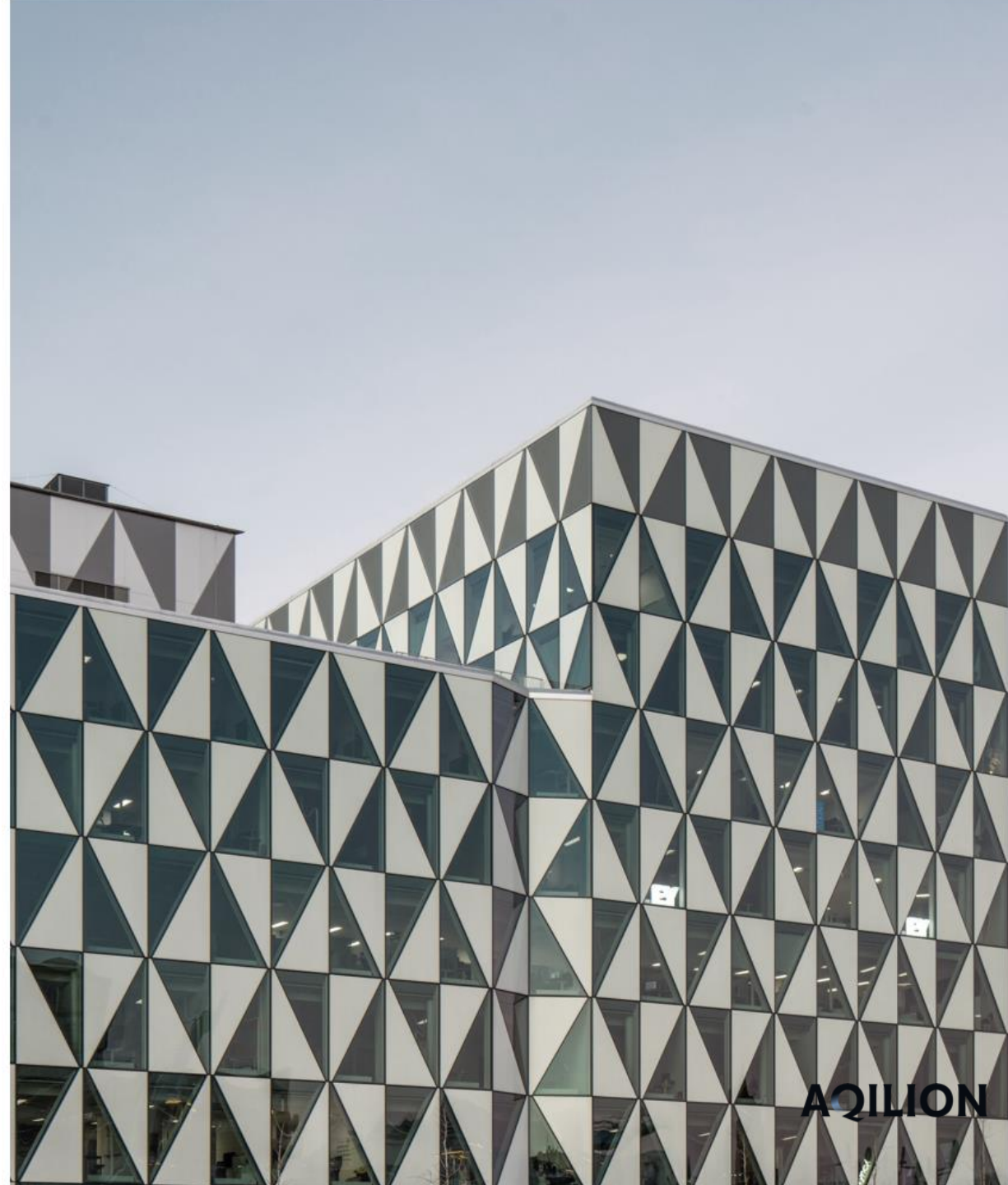
# **AQILION**

## **Code of Conduct**

Adopted by Aqilion's Board of Directors May 25, 2024

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## Introduction from the CEO

Aqilion's Code of Conduct is at the heart of our culture and supports the purpose and core values of our company. The Code reflects our commitment as an organization and highlights the key principles that guide us to always act with integrity and do the right thing. The guidelines are embedded in everything we do throughout our organization, every day.

We strive to be a leading Swedish biotech company focusing on the research and development of innovative and effective medicines. Our mission is to improve quality of life for patients with chronic inflammation. To achieve success, we aim to compete effectively in a global market and attract partners who can ensure that our innovations reach the patients.

Our employees are the key to our success and to achieve our goals we concentrate resources on our core business and encourage a corporate culture where good leadership is a guiding principle. Every member of the Aqilion team is empowered and encouraged to take responsibility, collaborate and work with commitment to propel our business forward together.

We strive to be professional, responsible, respectful and innovative at all times. We work in a research company and our Code of Conduct is an integral and important guiding document in collaborations with researchers, healthcare professionals, patient organizations, authorities, and other companies. Our Code of Conduct helps us in addressing and handling ethical concerns. It explains how we are expected to interact with our stakeholders, the outside world and among ourselves.

We are proud of what we do and our mission involves the great responsibility to act appropriately, ensuring that Aqilion is the partner and employer we aspire to be and are expected to be.

*Sarah Fredriksson, CEO*



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## Fundamental principle

Next-generation drug development is dependent on scientific developments.

By respecting privacy and integrity, while safeguarding and upholding our values in all interactions, we benefit our research, maintain a good reputation and inspire public trust.

We conduct innovative research and development with the same high ethics and integrity standards wherever we engage in business. We comply with laws, regulations, codes and guidelines for best practices related to safety, quality, sustainability and the work environment.

## About the Code of Conduct

Aqilion's core values (see the next page, Aqilion's core values) serve as the foundation for the Code of Conduct and guide us in everything we do.

- The Code of Conduct applies to everyone at Aqilion, from the Board of Directors to the individual employee, all of whom must respect and comply with the contents of the Code.
- We always require our business partners (customers, partners, suppliers, consultants) to respect and comply with the Code of Conduct.
- Aqilion has a quality and audit program to verify that the company's suppliers meet the relevant regulatory requirements. Suppliers are responsible for documenting any deviations from the Code of Conduct. Those suppliers whose goods are delivered to Aqilion by subcontractors are responsible for ensuring that these subcontractors comply with and implement the Code of Conduct.

The Code of Conduct is an overarching framework that is supplemented with detailed rules and guidelines for individual areas.

The Board of Directors adopts the Code of Conduct and the CEO is responsible for implementation, training and monitoring compliance.

The Code of Conduct is a mandatory document as part of the new employee orientation process.

## Curiosity

We are driven by curiosity combined with passion as we seek new sustainable and science-based project ideas.

## Courage

We dare to act differently, take calculated risks and prioritize good quality through an agile and cost-effective process.

## Collaboration

We strengthen each other's skills, become involved and encourage others.

## Consistency

We are careful with our resources and act openly, honestly and ethically.

## Aqilion's core values

Our fundamental values shape Aqilion and guide us when we take decisions. These values permeate our thoughts and deeds. They create a sense of community internally, contribute to the corporate culture, and lead the way in our collaborative efforts with advisors, specialists and innovators.

The four cornerstones of Aqilion's core values are curiosity, courage, cooperation and consistency.

### Curiosity

We are driven by curiosity combined with passion as we seek new sustainable and science-based project ideas.

### Courage

We dare to act differently, take calculated risks and prioritize good quality through an agile and cost-effective process.

### Cooperation

We strengthen each other's skills, become involved and encourage others.

### Conscientiousness

We are careful with our resources and act openly, honestly and ethically.

## Business ethics and principles

We comply with laws and regulations and conduct our business with integrity, honesty and openness.

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- We do not tolerate bribery or any other form of corruption, even if it would mean a loss to the business.
- We avoid any act that could give the impression of undue influence.
- We do not violate any laws on giving or accepting bribes. We neither give nor accept gifts or services that exceed Aqilion's established levels, nor do we participate in entertainment outside of normal business operations. We adapt to the rules of our business partners regarding gifts, entertainment and more, if they are stricter than Aqilion's rules.
- We respect and protect personal privacy by legally, securely and transparently collecting, using, storing, sharing and/or displaying personal information.
- We compete fairly and legally.
- We participate responsibly in public activities.
- We only work with qualified third parties whose views on ethics and integrity are in line with our own, and we only engage third parties when absolutely necessary. We compensate third parties reasonably and fairly for work that is performed.
- We meet time frames for transparency regarding our interactions and payments.
- We do not facilitate, nor do we tolerate tax evasion.
- We communicate honestly and responsibly about our business.

## Our research

Research is at the heart of what we do and is crucial for our business. We pursue research to develop innovative medicines that can make a difference in the treatment of diseases in which the body's inflammatory processes play a major role. We comply with laws, regulations, codes and guidelines, as well as standards of good practice related to safety, quality, research and bioethics. We aim to develop new products that not only comply with legal requirements, but are also ethically justified.

- We identify, report and address issues affecting people, products, or processes, including side effects, to ensure accurate safety profiles.
- We follow relevant methods for informed consent and we protect personal data.
- We design clinical research programs to maximize potential benefits for our intended patient group while minimizing risks.
- We follow LIF's recommendations regarding clinical trials and support principles in accordance with the Declaration of Helsinki and the Convention on Biological Diversity, and we comply with the Nagoya Protocol.
- We conduct studies using human biological samples to gain a better understanding of diseases and to develop new forms of treatment.
- We comply with all regulations regarding the safe use and containment of genetically modified material, including human and animal cells, animals and other organisms.



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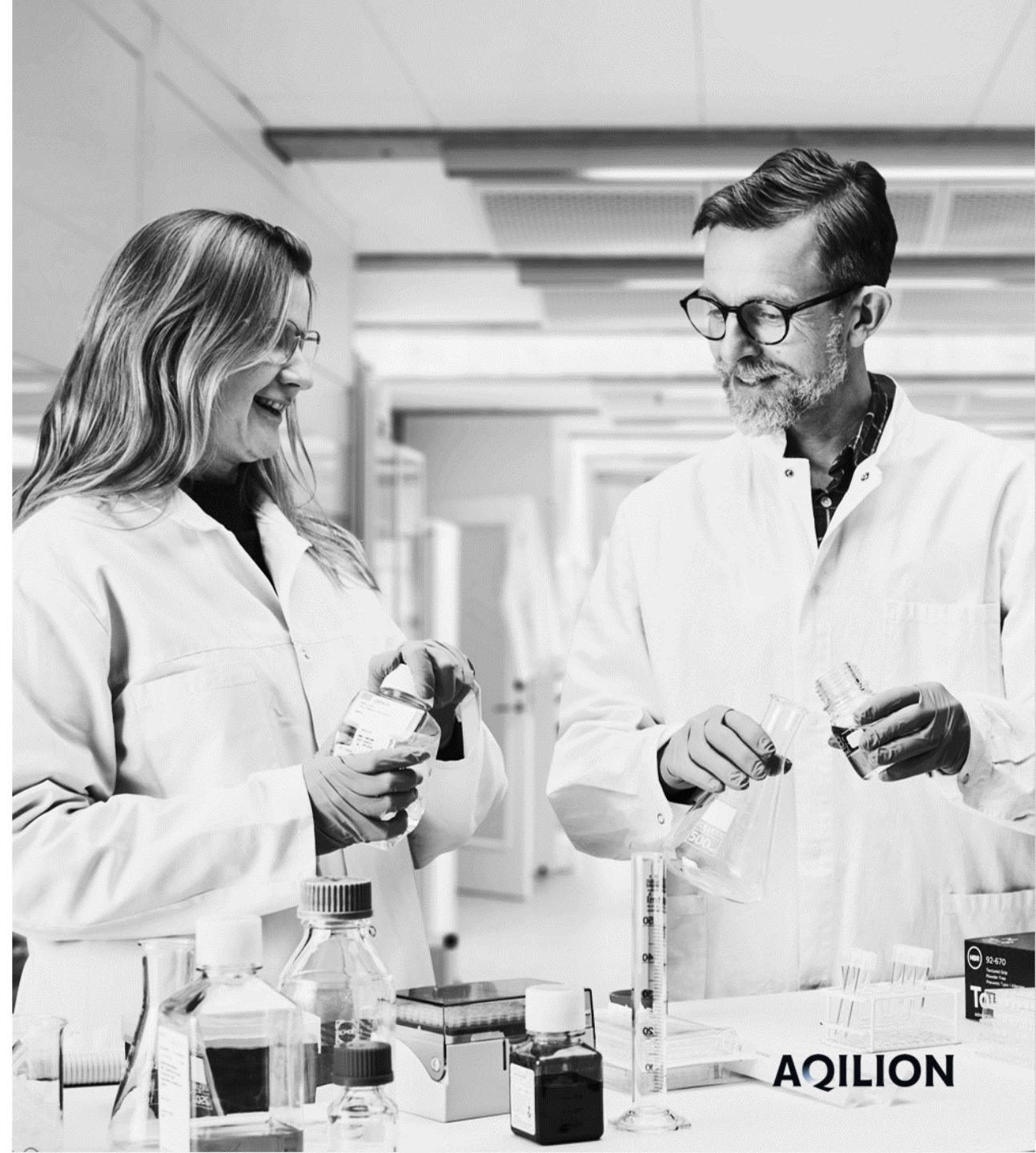
## Our research (continued)

Aqilion complies with the guidelines, requirements and legislation on ethics and what is appropriate in research and drug development in accordance with EU directive 2010/63/EU. This means that we adhere to the strict ethical principles and regulations set out for the treatment of research animals.

We support efforts to find viable alternatives to animal testing according to the '3R principles' of animal ethics, which stipulate that no unnecessary experiments should be performed and that no animals should be used in experiments unless absolutely necessary. The 3R principles are:

- Replace animals with alternative methods where possible
- Refine methods and implementation to avoid pain and discomfort
- Reduce the number of animals

We register our clinical trials and the results of studies on special websites for transparency and openness and aim to publish our results in scientific journals without compromising our intellectual property rights; we share our study findings, even when it is not advantageous for us to do so.







## Human rights and working conditions

We want to create a good workplace and a work environment where everyone can feel safe, respected and seen. We prioritize employee health and job satisfaction and value strong teams that are passionate about pushing boundaries and creating new drugs. We aim to achieve an inclusive environment where everyone can fulfill their task in the best way.

- The equal value of all human beings is a given. We treat others equally, fairly, considerately, attentively and honestly, regardless of gender, ethnicity, nationality, age, sexual orientation, or other aspects of diversity.
- We develop the skills of our employees and support everyone's efforts to realize their growth opportunities and development potential in their role with us.
- We do not accept discrimination, harassment, or other offensive behavior. All employees and business partners who see or suspect violations are obliged to report this. We report our concerns in good faith and do not tolerate retaliation. We and our business partners can report violations anonymously if we consider this to be the best approach (whistleblowing).
- We make optimal use of Aqilion's assets and fully protect our ownership, including technology and systems to promote our research and development. We manage and report risks regarding assets and employees to protect these values for the company, employees and shareholders.
- We promote gender equality as a matter of course at all decision levels.



**THE GLOBAL GOALS**  
For Sustainable Development

**3 GOOD HEALTH  
AND WELL-BEING**



**5 GENDER  
EQUALITY**



**12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION**



## Sustainability perspective

Aqilion's business concept is to develop new drugs for patients with unmet medical needs. Our strategy for success is to include sustainable development as part of our business. To achieve our goal of a sustainable business model we are focusing on those areas in the UN's Agenda 2030 where we can make the greatest difference. By allowing these goals to permeate our daily work through our decision-making procedures, quality management system, work environment, recruitment, risk management and investment assessments, we strengthen Aqilion's value growth.



### **Target 3.4**

Reduce mortality from noncommunicable diseases and promote mental health

#### **Aqilion:**

Based on data-driven and innovative research, we develop new drugs for patients with unmet medical needs.

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### **Target 12.4**

Sound chemical and waste management

#### **Aqilion:**

We use in silico design, databases and new technology to reduce our environmental impact. We use resources correctly from an ethical perspective and promote sustainable development regarding laboratory and clinical development initiatives.

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### **Target 5.5**

*Ensure full participation for women in leadership and decision-making*

#### **Aqilion**

We promote gender equality as a matter of course at all decision levels.

Our personnel are a key to success and our work with sustainable development creates opportunities to attract and retain highly talented and dedicated employees who can advance the company's interests. Aqilion tries to create the ideal team for all projects in the portfolio. It is important to have the ability to fully leverage those projects that have good potential. It is equally important for the team to have sufficient knowledge and integrity to be able to discontinue those projects that do not achieve their milestones, which therefore will not create sustainable development or value for Aqilion in the long term.

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## What happens if something goes wrong?

Aqilion employees must sound the alarm if they suspect that something violates the Code of Conduct or legislation. The first choice is for employees and business partners to report their concerns to Aqilion's CEO. If this should not be appropriate for any reason, it is possible to report anonymously via [Aqilion's whistleblowing procedures](#).

## Adoption and updates

This Code of Conduct shall be adopted annually by the Board of Directors.





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