



GRUPPO CORMAN

(Translation from the Italian original which remains the definitive version)

Code of Conduct

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Letter from the managing director

Dear reader (whether employee, contract worker, supplier, consultant, sales partner or, last but not least, consumer),

Since its inception in 1947, the CORMAN group has leveraged marketing and ideas, know how and experience, and production and distribution to grow domestically and internationally in an ethical and sustainable manner, values embodied in operations to this day.

Keenly aware of its obligation to pursue consumer/patient wellbeing and the prosperity of the business and its people, our group has always sought to ensure that its actions clearly and responsibly embody values such as honesty, transparency, legality, the centrality of the person, integrity, reliability, quality, innovation and customer satisfaction, whether in transactions internal or external to the group.

The decision to draw up this Code of Conduct is underpinned by the desire to set out this vision, our values and principles, becoming a sort of ID card for our group and its stakeholders which offers a comprehensive vision of the group's profile and ethical values.

The main aim of the Code is to guide and steer all group operations towards compliance with the ethical norms, including in transactions with customers, the market and people that work with the group. It is, therefore, applicable not only to the conduct of employees/contract workers, but also suppliers/consultants/trading partners.

Indeed, from here on in it is above all us, the addressees of this report, that will have to ensure our daily conduct is compliant with the norms contained in the Code of Conduct.

The Supervisory body monitors the implementation of and compliance with the Code. Everyone will be able to communicate with this body and report infringements of the Code, or raise doubts on conduct that could go against the group's purpose and values or applicable legislation, including proposing corrective actions and solutions

The dissemination and sharing of our group's vision and values is therefore a key step both in maintaining the confidence of our consumers/patients, employees and external collaborators and all other parties that we come into contact with, as well as in fostering an approach to growth that enables our group to continue to create value in the future.

As we all have to know and comply with the Code of Conduct, I ask you to read it carefully and adopt the underlying values that inspire CORMAN group's way of being and which will no doubt confirm your existing beliefs.

Thank you.

Guido Mantovani - Managing director

1 INTRODUCTION

1.1 The group

CORMAN was set up in 1947 by the entrepreneur Corrado Mantovani, the acronym of whose name gave the group its name. The founder's philosophy has always been to offer high-quality products of proven reliability, compliant with international quality standards. Growth over the years and the group's expansion internationally reflect the success of its strategy in Italy and the 29 countries in which its products are sold under various brand names.

Indeed, from its beginnings as a manufacturing group, CORMAN is fast becoming a provider of solutions: product and service packages that meet specific requirements of its customers and trading partners. This has been made possible by its marketing, sales and logistics expertise for parapharmaceutical and OTC products which it deployed to form long-term strategic relationships with skilled Italian and foreign companies that offer a pipeline of innovative, qualified products.

The founder's philosophy together with the need to manage the myriad interests and socio-economic contexts that proceed from the transformation into a global group drove the decision to adopt this Code of Conduct. The Code reflects management's intention to go beyond mere compliance with the law in conducting its business, where every choice and action is taken within a framework of fair competition, honesty, integrity, fairness, good faith and respect for the legitimate interests of its customers, employees, trading and financial partners and the communities in which the group operates.

1.2 The Code of Conduct

The Code of Conduct is an official CORMAN group document, approved by the board of directors of CORMAN S.p.A. on 12 June 2015 and adopted by all group companies which shall, in turn, have it formally approved. The ethical norms contained in the Code apply to all companies and business divisions of the group, regardless of their location and with no distinctions of any kind.

The scope of the Code of Conduct is not to describe in detail every applicable law, norm or company policy. Rather, it aims to establish a value-driven framework that informs the spirit and nature of work practices that CORMAN group expects from its employees and the third parties that act on its behalf.

CORMAN group is acutely aware that its stakeholders judge it not only on the quality of the products it sells, but also on its ability to comply with the stringent ethical values

codified by laws and regulations. Consequently, the aims of adopting its Code of Conduct are to:

- 1 define and specify the values and principles that shape its business and relations with company bodies, employees and anyone working or dealing with the company in general, e.g., contract workers, patients, suppliers, institutions and third parties in general;
- 2 formalise its commitment to principled, fair and proper conduct;
- 3 notify its collaborators of the norms of conduct, the values and the responsibilities which must be fully complied with in carrying out their activities.

For CORMAN group, compliance with the Code of Conduct is key to the organisation's development and relations between employees and those working with the group for whatsoever reason, as well as between employees and the general public.

CORMAN group also believes that compliance with the Code of Conduct contributes to the effectiveness of its policies and internal controls, and guides conduct that may slip through internal controls.

Compliance with the Code of Conduct is therefore of paramount importance to the group's proper functioning, reliability and reputation and to avoid any kind of involvement in criminal conduct by company bodies, management or employees.

However, although it sets out a set of ethical norms which are certainly useful in the decision-making process, any applicable more specific and stringent laws, local legislation, and group policies and procedures take precedence over the Code of Conduct.

1.3 The Farmindustria Code of Ethics

CORMAN group's Code of Conduct complies with the principles set out in the latest versions of the Confindustria (General Confederation of Italian Industry) Guidelines and the Code of Ethics of Farmindustria (association of pharmaceutical companies). The latter has been a key point of reference in drawing up this Code of Conduct.

1.4 The relationship between the Code of Conduct and the Organisational, management and control model

The Code of Conduct is an integral part of the Organisational, management and control model (the "**Model**") adopted by the group companies in compliance with Legislative decree no. 231/2001. Inter alia, it contains general norms and rules of conduct

recognised by CORMAN group for their positive ethical value and with which all Addressees and Third party addressees of the Code must comply.

Specifically, the principle of integrity permeating the Code of Conduct is not only a moral concept, but is also of key importance to ensuring the group's continuity of action pursuant to the provisions of Legislative decree no. 231/01.

Given CORMAN group's solid commitment to self-regulation, the combined provisions of these two regulations enable group companies to protect their prestige and credibility, as operations must take place in full compliance with the applicable Italian laws, international laws and those of the countries in which they operate and in compliance with the principles of fair competition, correctness and good faith, respecting the legitimate interests of all stakeholders.

Accordingly, in no case can the belief that one is acting to the group's advantage justify conduct contrary to the norms and rules of conduct contained in this Code and in the Model, or in the group procedures implementing them.

1.5 Addressees of the Code

As the main aim of the Code of Conduct is to guide and steer group operations towards compliance with the ethical norms, it is binding on shareholders, directors, statutory auditors, independent auditors, employees, including senior and other management (the "**Addressees**"), as well as on all those who, albeit not employees of the group companies, operate directly or indirectly therefor, e.g., agents, contract workers of any kind, consultants, suppliers and trading partners (the "**Third party addressees**").

All Addressees are required to comply with and, as appropriate, ensure compliance with the Code of Conduct, thereby actively contributing to its implementation.

Group management is required to comply with the content of the Code in proposing and implementing projects, actions and investments aimed at increasing the group's economic value in the long-term.

Moreover, for employees, compliance with the rules of the Code of Conduct is an integral part of their contractual obligations pursuant to the provisions of articles 2104 and following of the Italian Civil Code, and disciplinary measures apply in the event of non-compliance, without prejudice to article 7 of the Workers' Statute.

Finally, for Third party addressees, a serious violation of the rules of the Code of Conduct damages the relationship of trust with the group and constitutes grounds for group companies to take steps to terminate contractual arrangements and seek compensation for damages.

1.6 Distribution of and training on the Code of Conduct

CORMAN group undertakes to ensure the Code of Conduct is distributed internally and externally, notifying all Addressees and Third party addressees of its content and providing them with the necessary support in the interpretation and correct application of the guidelines contained therein.

The Code of Conduct is widely distributed internally via:

- 1 its delivery to all Addressees;
- 2 its posting in an area of offices accessible to all;
- 3 the design of checks, preventive methods and controls over actual compliance with the Code of Conduct such to ensure corrective actions are taken if deemed necessary.

The Supervisory body set up pursuant to Legislative decree no. 231/01, which is responsible for verifying the Model and the Code of Conduct are effectively implemented, organises and runs training sessions on the Code's norms in collaboration with group company management.

With specific reference to Third party addressees and any other stakeholders, CORMAN group:

- 1 informs all those parties of the commitments and obligations imposed by the Code of Conduct;
- 2 distributes the Code of Conduct through its publication on the group's website;
- 3 requires compliance with the Code of Conduct;
- 4 arranges for the signing of clauses and/or statements (third party compliance clauses) contained in and/or attached to the contracts formalising the obligation to comply with the Model and the Code of Conduct and governing the contractual penalties applicable in the event of infringement of such obligation;
- 5 terminates, if contractually permitted, the contract *ipso jure* if the Third party addressees do not comply with the ethical norms contained herein in performing their activities.

Any queries in relation to the application of this Code of Conduct may be promptly discussed with the Supervisory body.

The structure of the Code of Conduct

The Code of Conduct is comprised of four sections:

- 1 the first section sets out the general reference principles, i.e., the values CORMAN group considers important in the context of its business and which all Addressees are required to comply with;
- 2 the second section establishes the rules and norms of conduct regarding relations with employees and the working environment;
- 3 the third section establishes the rules and norms of conduct regarding relations with external stakeholders;
- 4 the fourth section governs the ways in which the implementation of and monitoring of compliance with the Code of Conduct are ensured.

2 GENERAL REFERENCE PRINCIPLES

The reference ethical norms applicable to all Addressees and Third party addressees are set out below. It is worth reiterating that in no case can the belief that one is acting to the group's advantage justify conduct contrary to the norms contained in this Code of Conduct, which must be regarded as having primary and absolute value.

2.1 Responsibility and compliance with the law

CORMAN group undertakes to comply with the regulations and ethical principles established by professional associations, particularly those codified in the FARMINDUSTRIA Code of Ethics, which are acknowledged in this Code of Conduct.

Accordingly, the Addressees and the Third party addressees of the Code of Conduct are required to comply with legislation enacted both in Italy and in the other countries where the group has operational links and to perform their duties diligently, efficiently and properly, to the best of their professional skills, being responsible for fulfilling their duties.

In no case may the group's interest be pursued or achieved in violation of the laws and ethical norms. This applies both in relation to the activities carried out in Italy and any transactions with international operators.

2.2 Integrity and combating corruption

In carrying out their duties, the Addressees and Third party addressees undertake to comply with the highest standards of moral integrity in all transactions internal and external to the group, always conducting themselves transparently and honestly, fairly and in good faith, in compliance with Italian and international laws designed to combat corruption.

The group has based its guidelines on combating corruption on publications that include, but are not limited to, the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, Legislative decree no. 231/2001 in Italy, the American Foreign Corrupt Practises Act (FCPA), the UK Bribery Act, etc..

CORMAN group does not accept or tolerate any type of corruption and will, therefore, not commence or continue any relations with parties that do not intend to comply with such principles.

2.3 Transparency in commercial transactions

CORMAN group undertakes to ensure the greatest transparency in its trading transactions and implements controls to combat any form of money laundering or handling of stolen goods. The group also undertakes to check the reputability and legality of operations of potential suppliers and trading partners.

2.4 Combating organised crime and terrorism

CORMAN group refrains from undertaking transactions of any kind, including indirectly or via nominees, with individuals or companies that are known to, or for which there is reason to suspect, form part of or carry out support activities of any kind for criminal organisations of any kind, including the mafia, those involved in trafficking of human beings or the exploitation of child labour, as well as parties or groups that operate with terrorist aims.

2.5 Reputation, safeguarding the rights of third parties and competition

CORMAN group considers its reputation and the sustainability of its products to be fundamental to its future development. The group companies also firmly believe in competition and the free market and undertake to comply fully with anti-trust laws and laws protecting consumers applicable in the countries in which the group operates, condemning any violation thereof.

Accordingly, all Addressees shall refrain from improper agreements or understandings and make sure that all communications with group competitors are legal and appropriate and do not violate the principles of fair market competition.

Addressees are expressly prohibited from any personal involvement or through third parties in initiatives or contacts between competitors that could appear contrary to anti-trust legislation.

2.6 Documentation

All Addressees shall keep suitable documentation for all stages of the transactions undertaken, such to ensure traceability at any time.

3 RELATIONS WITH EMPLOYEES AND WORKPLACES

3.1 Protection of workers' rights and dignity

CORMAN group regards its human resources as a fundamental and unalienable part of its growth over time. It therefore encourages diversity in the workplace and prohibits harassment or discrimination of any kind, including based on race, colour, religion, gender, age, national origin, citizenship or marital status.

Addressees shall make every reasonable effort to favour the inclusion of disabled colleagues.

Comments or behaviour that could interfere negatively with the work of other people, or that create an intimidating, hostile or offensive working environment are not tolerated by CORMAN in any case and must be reported.

3.2 Group assets

CORMAN group assets, particularly the plant and equipment located in the workplaces, shall be used for work-related purposes only, pursuant to relevant legislation.

In no case may group assets, particularly IT and network resources, be used for purposes and aims contrary to mandatory legislation, the public order or accepted principles of morality, or to commit or to incite others to commit crimes.

Employees are responsible for protecting and caring for group assets assigned to them and, therefore, shall conduct themselves responsibly and apply common sense in the use of group property.

Group assets shall not be used for purposes other than those related to the group.

3.3 IT resources

IT resources - group computers, hardware, software, mobile digital devices, networks and the information saved in them - are the property of CORMAN group or are licensed thereto. Conduct that could in any way damage, alter, impair or destroy such resources shall not be engaged in, and such resources shall be used in an appropriate manner and for the relevant work-related aims.

Each employee is personally responsible for maintaining the security of the above-mentioned group assets, refraining from their fraudulent or improper use, or disclosing their user ids and passwords for access to information systems, even to colleagues.

Employees shall immediately report security violations (unauthorised access, suspicious emails, potential viruses, accidents and defects) to their superior so that they can be evaluated and the appropriate steps taken.

3.4 Protection of personal data and group information

CORMAN group, or those that act on its behalf, is responsible for the protection of personal data, as well as the security of the identifiable personal information that it collects and files in relation to its employees and third parties.

Employees of the group companies are required to know and implement the group policies governing the security of personal and corporate information to ensure its integrity, confidentiality and control.

Addressees who in their professional capacity become party to confidential information, i.e., that which by its very nature cannot be disclosed, shall not disclose it to third parties except on specific authorisation and subject to any legal requirements.

3.5 Conflicts of interest

Employees shall avoid situations where their interests enter into conflict with those of CORMAN group. A conflict of interest arises when personal, social, financial activities and so on have the potential to interfere with the proper, fair and objective performance of activities vis-a-vis the group.

The obligation to avoid situations of conflict of interest also extends to Third party addressees.

Conflicts of interest can arise, for instance, when participating in decisions regarding transactions with businesses, companies or bodies in which the employee or a family member has an interest, or when such decisions could generate a personal advantage for an employee or a family member.

Employees shall promptly notify their superior of any conflict of interest in a full and transparent manner.

3.6 Health and safety and the environment

CORMAN group operations are compliant with occupational health and safety and environmental protection regulations.

CORMAN group undertakes to comply with the legislative and contractual obligations of the countries in which it operates and the most stringent quality standards to ensure the health and safety of its employees in the workplace and to protect the environment.

CORMAN group ensures its workplace is compliant with current health and safety legislation and monitors, manages and prevents risks related to its operations. Under current law, employees shall actively participate in the process of risk prevention, environmental protection and the occupational health and safety of themselves, their colleagues and third parties.

The group also considers environmental sustainability and environmental-friendly growth in its investment and business decisions, including the implementation of production technologies and methods that offer a reduced environmental impact.

All activities of CORMAN group and the individual Addressees shall be oriented towards compliance with these norms.

4 RELATIONS WITH EXTERNAL STAKEHOLDERS

4.1 Patient and consumer safety and product quality

For CORMAN group, the health and safety of its patients and end consumers is of vital importance and it undertakes not only to comply with quality and safety standards imposed by law but, where possible, offering increasingly effective products.

All Addressees shall seek to satisfy customer expectations, continually improving products and services, including through ongoing research into more innovative and advanced products, services and solutions.

CORMAN group is committed to creating and fostering a culture of quality, prevention of product risks and continuous improvement and to implementing solid policies, procedures and targets based on the norms set out in this document.

Addressees shall diligently identify and prevent practices that could compromise the quality of products, or their safety or compliance.

4.2 Relations with public administration

CORMAN group pays close attention to its relations with public administration established through its employees.

The highest levels of transparency and fairness shall be adopted in relations established by Addressees and Third party addressees with the public administration at any level

(international, domestic, regional or local), including relations with public health care operators).

Any transaction involving the public administration shall be managed with the highest levels of transparency and fairness and it must be possible to document and check all related information and the decision-making process.

Assuming commitments with the PA is reserved for those holding specific and authorised positions.

In managing activities involving contact with the PA, group companies shall refrain from any action that could compromise the independence of PA representatives and/or officials and/or their impartial judgement.

4.3 Relations with suppliers

CORMAN group shall establish trading relations exclusively with suppliers adopting the highest standards of fairness and ethics.

Accordingly, it requires suppliers to comply with laws and to read and comply with the norms set out in this Code of Conduct.

CORMAN group undertakes not to commence any form of collaboration with any party that does not accept the Code of Conduct, and/or to adopt every measure, including terminating the contract, if the supplier infringes laws and/or the norms set out in this Code of Conduct in its activities carried out in the name and/or on behalf of CORMAN group.

Moreover, the Addressees shall:

- 1 refrain from personal obligations with suppliers;
- 2 report any personal obligations with suppliers before the start of negotiations;
- 3 report any attempt to alter normal trading relations.

The selection of new suppliers and the purchase of goods and services takes place in compliance with the principles of impartiality and independence and on the basis of competence, expertise, efficiency and economy. CORMAN group is, therefore, committed to ensuring its suppliers list never becomes a barrier to access or precludes suppliers not included in the list if such companies satisfy group requirements.

4.4 Relations with health care sector professionals

CORMAN group knows that the medical devices and health care professionals must work together in order to achieve progress in medical science and improved patient treatment. It is, therefore, committed to ensuring that all relations with health care

professionals scrupulously comply with Italian and international laws and legislation, regulations and professional codes.

During conferences, conventions and medical meetings on issues related to the application of the products sold by the group companies and which represent an occasion for the group to meet health care operators, the Addressees shall respect the group protocols and/or procedures and the legislation applicable in the country in which the event takes place, complying with any relevant professional ethical codes. Moreover, all events shall feature high levels of technical and scientific competence and be consistent with the company mission.

CORMAN group pays close attention to the way in which it organises meetings with health care operators to illustrate the features of its products, ensuring such meetings take place close to the area in which the operators work and there must always be a valid reason for the choice of the meeting's location or venue.

CORMAN group forbids any kind of hospitality or the payment of meals, travel and other accommodation service for meeting guests that do not have a legitimate professional interest in the issues covered at the meeting. In any case, accommodation standards for health care operators shall never exceed four stars and shall depend on the meeting's duration and its main purpose.

4.5 Marketing ethics

CORMAN group is committed to the promotion of its products in compliance with all relevant laws and legislation governing marketing.

CORMAN group emphasises the importance of the correct and accurate communication of both medical and general information on its products and services to health care operators, patients, the public, regulatory agencies and other stakeholders.

All communications must comply with relevant legislation and must be transmitted to health care operators and regulatory authorities worldwide.

4.6 Consulting the public administration

CORMAN group can seek advice from members of the PA or the health care sector, who shall, in good faith and in compliance with current legislation, provide consulting and relevant services, assistance in developing training courses organised or sponsored by the group and help in product development and application.

The consulting agreements shall be in written form, signed by the parties and specify all the services to be provided. They shall be compliant with the laws and regulations of the country in which the health care professional operates. The remuneration shall be “reasonable”, i.e., based on the nature of and commensurate with the services actually provided, and compliant with taxation and other applicable legal requirements. Reasonable expenses incurred by the consultants in performing the services covered by the consulting agreement may be reimbursed.

The consulting agreements may only be entered into where a legitimate purpose for such services is identified in advance and the consulting service is cost-effective, fair, appropriate and documented.

Consultants shall be selected based on their expertise and experience in relation to the identified aim.

4.7 Gifts, courtesies and donations

Addressees may offer gifts or courtesies with the limits of normal expressions of courtesy permitted by the commercial practices of the countries in which the Addressee operates or, if more stringent, the country of origin.

Addressees shall not directly or indirectly request or accept gifts or benefits of any kind from third parties (except for gifts of a nominal amount which are totally independent of commercial decisions and consistent with local legislation and local customs).

Work lunches and dinners and other forms of hospitality shall be of a reasonable value and frequency and shall never be dependent on or represent remuneration for having received something in exchange, for instance, the purchase or promotion of CORMAN group products and services.

CORMAN group may occasionally make small donations of product samples which shall be of a moderate value and take place in compliance with relevant laws and regulations. Cash donations shall relate exclusively to aims of high social value or medical research and the use of assets and equipment by public health structures shall take place in compliance with current legislation and the specific group protocols.

Donations in cash or in kind shall not be sought and shall not in any way constitute a commercial or promotional tool, even in part.

4.8 Judicial and supervisory authorities

CORMAN group and its employees undertake to ensure full collaboration with the legal and/or supervisory authorities in the countries in which it operates. Accordingly, CORMAN group undertakes to promptly provide clear, transparent and true information and to offer its full collaboration with the relevant authorities.

During inspections by the supervisory authorities or judicial proceedings or investigations, it is forbidden to change, alter or destroy any type of documentation, or lie or make false statements to the relevant authorities. Moreover, Addressees and/or Third party addressees are forbidden from forcing or prevailing upon others to provide the relevant authorities with false or misleading information.

5 INTERNAL CONTROLS

CORMAN group has valid internal controls. They are the set of rules, procedures and organisational structures enabling the operation of a business that is healthy, fair and in line with its aims, thanks to the careful and systematic process of identification, measurement, management and monitoring of the key risks.

Indeed, the aim of the internal controls is to ensure the adoption of conduct that is compliant with current legislation and internal guidelines, efficient and effective operations and the disclosure of truthful and accurate information internally and externally to the group.

5.1 Accounting records

CORMAN group provides a faithful view of its position in the financial statements and other accounting and tax documentation required by the relevant legislation in the countries in which it operates.

The group ensures its accounting records are kept in line with the principles of transparency, truthfulness, completeness, clarity, precision, accuracy and compliance with enacted legislation. Moreover, appropriate documentation must be kept for each transaction such to enable ease of recording in the accounting records, the transaction's reconstruction and the identification of any accountability.

All Addressees shall undertake to make available their accounting documentation in a precise, clear, objective and complete manner, so as to provide accurate, complete, true and fair information, avoiding conflicts of interest.

5.2 Supervisory body

The Supervisory body, required by and appointed in accordance with the provisions of Legislative decree no. 231/2001, is the body that ensures compliance with and the proper implementation of the Code of Conduct and the Model.

CORMAN group encourages all Addressees and Third party addressees to contact the Supervisory body in the events of doubts as to the most appropriate conduct to take in specific situations. The Supervisory body also receives reports of violations, included attempted or suspected, of the Model and/or the Code of Conduct, and of procedures regulating sensitive processes. Each Addressee and Third party addressee is therefore required to immediately report any conduct that does not comply with the norms of this document, using the dedicated email address or the ordinary postal addresses shown in the group's Organisational, management and control model.

The Supervisory body takes steps to ensure the confidentiality of the identity of whistleblowers. However, reports designed solely to slow down the Supervisory body's work are duly penalised.

CORMAN group protects whistleblowers of good faith against all forms of retaliation, discrimination or penalisation and, in any case, the whistleblower's identity is ensured, subject to legal requirements and the protection of the rights of the group or of the individuals accused erroneously or dishonestly.

The reports received and the documentation managed by the Supervisory body in general are kept by the Supervisory body in dedicated paper or electronic files. These files may only be accessed by the parties authorised from time to time by the Supervisory body.

5.3 Penalties

Non-compliance with the rules of conduct set out in this Code of Conduct shall trigger a disciplinary proceeding which, however, does not prejudice the adoption of other disciplinary measures deriving from other forms of liability.

No form of unlawful conduct or conduct that infringes the provisions of this document, or which is even just wrongful or improper, can ever be justified or considered less serious, even if carried out in the interest or to the advantage of CORMAN group. Accordingly, any act undertaken in contrast to the provision of this Code of Conduct will give rise to disciplinary proceedings.

Trading partners will be penalised as expressly provided for in the related contractual clauses, of which the Code of Conduct represents an integral part, including the termination of the relationship.

5.4 Validity of the Code of Conduct

This Code of Conduct takes effect from the date of its approval by the board of directors of CORMAN S.p.A..

All updates, amendments or additions to this Code of Conduct must be approved by the board of directors of CORMAN S.p.A.. A copy of this Code is delivered to all the Addressees, who shall sign it for acknowledgement, and may be consulted in electronic form on the websites of the CORMAN group companies.