

## **Code of Conduct and Ethics**

The Ealixir Code of Conduct is one of the ways we put Ealixir's values into practice. It's built around the recognition that everything we do in connection with our work at Ealixir will be, and should be, measured against the highest possible standards of ethical business conduct. We set the bar that high for practical as well as aspirational reasons: Our commitment to the highest standards helps us hire great people, build great products, and attract loyal clients. Respect for our clients and for each other are foundational to our success, and are something we need to support every day.

So please do read the Code and Ealixir's values, and follow both in spirit and letter, always bearing in mind that each of us has a personal responsibility to incorporate, and to encourage other Ealixir's to incorporate, the principles of the Code and values into our work. And if you have a question or ever think that one of your fellow Ealixir's or the company as a whole may be falling short of our commitment, don't be silent. We want - and need - to hear from you.

### **Who Must Follow Our Code?**

We expect all of our employees and Board members to know and follow the Code. Failure to do so can result in disciplinary action, including termination of employment. Moreover, while the Code is specifically written for Ealixir employees and Board members, we expect members of our extended workforce (temps, vendors, and independent contractors) and others who may be temporarily assigned to perform work or services for Ealixir to follow the Code in connection with their work for us. Failure of a member of our extended workforce or other covered service provider to follow the Code can result in termination of their relationship with Ealixir.

Ealixir is committed to provide training related to this Code to all the relevant stakeholders, in order to assure a proper implementation and effectiveness of the same.

### **What If I Have a Code-Related Question or Concern?**

If you have a question or concern, don't just sit there. You can contact your manager, your Human Resources representative or Compliance Department. You can also submit a question or raise a concern of a suspected violation of our Code or any other Ealixir policy through email. If you believe a violation of law has occurred, you can always raise that through the Compliance Department.

If you have a misconduct concern about the CEO, a direct report to the CEO, or a Senior Vice President, you may also notify the Internal Audit of Ealixir's Board of Directors. To notify the Internal Audit, please mail your concern to:

[info@ealixir.com](mailto:info@ealixir.com)

You may report your concerns to the Internal Audit anonymously. However, we encourage you to provide your name and contact information so that we may contact you directly if necessary.

## **No Retaliation**

Ealixir prohibits retaliation or discrimination against any worker here at Ealixir who reports or participates in an investigation of a possible violation of our Code, policies, or the law. If you believe you are being retaliated or discriminated, please contact Compliance department.

## **I. Serve Our Clients**

Our clients value Ealixir not only because we deliver great products and services, but because we hold ourselves to a higher standard in how we treat clients and operate more generally. Keeping the following principles in mind will help us to maintain that high standard:

### **1. Integrity**

Our reputation as a company that our clients can trust is our most valuable asset, and it is up to all of us to make sure that we continually earn that trust. All of our communications and other interactions with our clients should increase their trust in us.

### **2. Usefulness**

Our products, features, and services should make Ealixir more useful for all our clients. We have many different types of clients, from individuals to large businesses, but one guiding principle: "Is what we are offering useful?"

### **3. Privacy, Security, and Freedom of Expression**

Always remember that we are asking clients to trust us with their personal information. Preserving that trust requires that each of us respect and protect the

privacy and security of that information. Our security procedures strictly limit access to and use of users' personal information, and require that each of us take measures to protect user data from unauthorized access. Know your responsibilities under these procedures, and collect, use, and access user personal information only as authorized by these and applicable data protection laws.

Ealixir is committed to advancing privacy and freedom of expression for our clients around the world. Where user privacy and freedom of expression face government challenges, we seek to implement internationally recognized standards that respect those rights as we develop products, do business in diverse markets, and respond to government requests to access user information or remove user content. Contact Compliance Department if you have questions on implementing these standards in connection with what you do at Ealixir.

#### **4. Responsiveness**

Part of being useful and honest is being responsive: we recognize relevant user feedback when we see it, and we do something about it. We take pride in responding to communications from our users, whether questions, problems, or compliments. If something is broken, fix it.

#### **5. Take Action**

Any time you feel our clients aren't being well-served, don't be bashful - let someone in the company know about it. Continually improving our products and services takes all of us, and we're proud that Ealixir's champion our clients and take the initiative to step forward when the interests of our client stare at stake.

## **II. Support and Respect Each Other**

### **A. Our principles**

Ealixir has an unwavering commitment to prohibiting and effectively responding to harassment, discrimination, misconduct, abusive conduct, and retaliation. To that end, Ealixir adheres to these Guiding Principles:

*Commitment:* Ealixir sets a tone at the top of commitment to a respectful, safe, and inclusive working environment for all employees and members of the extended workforce.

*Care:* Ealixir creates an environment with an emphasis on respect for each individual at all levels of the organization, including specifically by offering

assistance and showing empathy to employees and members of the extended workforce throughout and after the complaint process.

*Transparency:* Ealixir is open and transparent as an organization regarding the frequency with which complaints arise regarding harassment, discrimination, misconduct, abusive conduct, and retaliation, and the Company's approach to investigating and responding to those allegations.

*Fairness & Consistency:* Ealixir ensures that individuals are treated respectfully, fairly, and compassionately in all aspects of companies interactions and applies policies, procedures, and outcomes consistently regardless of who is involved.

*Accountability:* Ealixir holds all individuals responsible for their actions, and ensures that where appropriate, those individuals hold others accountable too.

## B. Our practice

Consistent with the Principles, Ealixir's are expected to do their utmost to create a supportive work environment, where everyone has the opportunity to reach their fullest potential, and be free from harassment, intimidation, bias, and unlawful discrimination.

Please read the relevant policies, covering in detail how we should conduct ourselves at work.

### **1. Equal Opportunity Employment**

Employment here is based solely upon individual merit and qualifications directly related to professional competence. We strictly prohibit unlawful discrimination or harassment on the basis of race, religion, veteran status, national origin, ancestry, pregnancy status, sex, gender identity or expression, age, marital status, mental or physical disability, medical condition, sexual orientation, or any other characteristics protected by law. We also make all reasonable accommodations to meet our obligations under laws protecting the rights of the disabled.

### **2. Harassment, Discrimination, and Bullying**

Ealixir prohibits discrimination, harassment and bullying in any form - verbal, physical, or visual. If you believe you've been bullied, harassed, or discriminated against by anyone at Ealixir, or by a Ealixir partner or vendor, we strongly encourage you to immediately report the incident to your supervisor, Human Resources or both. Similarly, supervisors and managers who learn of any such

incident should immediately report it to Human Resources. Human Resources will promptly and thoroughly investigate any complaints and take appropriate action.

Ealixir is against sexual exploitation and abuse and all Ealixir stakeholders are committed to avoid sexual exploitation. Be aware that sexual exploitation includes any form of forced or unwanted sexual activity (in person, online or a combination of both), even unwanted sexual attention that does not involve physical contact, such as sexualised comments and gestures and unwanted exposure to pornography.

Ealixir is against child exploitation and abuse and all Ealixir stakeholders are committed to avoid child exploitation. This includes using inappropriate language or behaviour when dealing with children, bullying and harassing a child verbally or physically, physical mistreatment, exposing a child to pornography, online grooming and trafficking. The consumption, purchase, sale, possession or distribution of any form of child pornography is also prohibited.

### **3. Drugs and Alcohol**

Our position on substance abuse is simple: it is incompatible with the health and safety of our employees, and we don't permit it. Consumption of alcohol is not banned at our offices, but use good judgment and never drink in a way that leads to impaired performance or inappropriate behaviour, endangers the safety of others, or violates the law. Illegal drugs in our offices or at sponsored events are strictly prohibited. If a manager has reasonable suspicion to believe that an employee's use of drugs and/or alcohol may adversely affect the employee's job performance or the safety of the employee or others in the workplace, the manager may request an alcohol and/or drug screening. A reasonable suspicion may be based on objective symptoms such as the employee's appearance, behaviour, or speech.

### **4. Safe and Healthy Workplace**

According to the Health & Safety applicable legislation, we are committed to guarantee a safe, healthy, and violence-free work environment. Behaviour that poses risk to the safety, health, or security of Ealixir's, our extended workforce, or visitors is prohibited. If you become aware of a risk to the safety, health, or security of our workplace, you should report it immediately. If it is life-threatening or an emergency, call your local police, fire, or other emergency responders first, and then report it to Ealixir.

### **III. Avoid Conflicts of Interest**

When you are in a situation in which competing loyalties could cause you to pursue a personal benefit for you, your friends, or your family at the expense of Ealixir or our users, you may be faced with a conflict of interest. All of us should avoid conflicts of interest and circumstances that reasonably present the appearance of a conflict.

When considering a course of action, ask yourself whether the action you're considering could create an incentive for you, or appear to others to create an incentive for you, to benefit yourself, your friends or family, or an associated business at the expense of Ealixir. If the answer is "yes," the action you're considering is likely to create a conflict of interest situation, and you should avoid it.

Below, we provide guidance in seven areas where conflicts of interest often arise:

- Personal investments
- Outside employment, advisory roles, board seats, and starting your own business
- Business opportunities found through work
- Inventions
- Friends and relatives; co-worker relationships
- Accepting gifts, entertainment, and other business courtesies
- Use of Ealixir products and services

In each of these situations, the rule is the same - if you are considering entering into a business situation that creates a conflict of interest, don't. If you are in a business situation that may create a conflict of interest, or the appearance of a conflict of interest, review the situation with your manager and the Compliance Department. Finally, it's important to understand that as circumstances change, a situation that previously didn't present a conflict of interest may present one.

#### **1. Personal Investments**

Avoid making personal investments in companies that are Ealixir competitors or business partners when the investment might cause, or appear to cause, you to act in a way that could harm Ealixir.

When determining whether a personal investment creates a conflict of interest, consider the relationship between the business of the outside company, Ealixir's business, and what you do at Ealixir, including whether the company has a business relationship with Ealixir that you can influence, and the extent to which the company competes with Ealixir. You should also consider 1) any overlap between

your specific role at Ealixir and the company's business, 2) the significance of the investment, including the size of the investment in relation to your net worth, 3) whether the investment is in a public or private company, 4) your ownership percentage of the company, and 5) the extent to which the investment gives you the ability to manage and control the company.

Investments in venture capital or other similar funds that invest in a broad cross-section of companies that may include Ealixir competitors or business partners generally do not create conflicts of interest. However, a conflict of interest may exist if you control the fund's investment activity.

## **2. Outside Employment, Advisory Roles, Board Seats, and Starting Your Own Business**

Avoid accepting employment, advisory positions, or board seats with Ealixir competitors or business partners when your judgment could be, or could appear to be, influenced in a way that could harm Ealixir. Additionally, because board seats come with fiduciary obligations that can make them particularly tricky from a conflict of interest perspective, you should notify your manager before accepting a board seat with any outside company. Ealixir board members and employees who are VP and above should also notify the Compliance Department. Finally, do not start your own business if it will compete with Ealixir.

## **3. Business Opportunities Found Through Work**

Business opportunities discovered through your work here belong first to Ealixir, except as otherwise agreed to by Ealixir.

## **4. Inventions**

Developing or helping to develop outside inventions that a) relate to Ealixir's existing or reasonably anticipated products and services, b) relate to your position at Ealixir, or c) are developed using Ealixir corporate resources may create conflicts of interest and be subject to the provisions of the relevant policies and employment agreements. If you have any questions about potential conflicts or intellectual property ownership involving an outside invention or other intellectual property, consult Compliance or Legal Department.

## **5. Personal Relationships at Work**

Certain relationships within Ealixir may compromise or be seen to compromise your ability to perform your job responsibilities, may create uncomfortable or conflicted positions, and may raise issues of fairness, favoritism, or harassment. Therefore, be mindful of how your relationships within Ealixir could impact or be perceived by others. Romantic, physical or familial relationships are not permitted between an Ealixir and another Ealixir or member of the extended workforce where one individual is in a position to exercise authority or supervision over the other. This prohibition includes any situation where one person is in the reporting line of the other, or, for example, a situation where one person is a project or a technical lead on a project on which the other person is working.

## **6. Accepting Gifts, Entertainment, and Other Business Courtesies**

Accepting gifts, entertainment, and other business courtesies from an Ealixir competitor or business partner can easily create the appearance of a conflict of interest, especially if the value of the item is significant. Ealixir's relevant policy provides specific guidance on when it is appropriate for Ealixir's to accept gifts, entertainment, or any other business courtesy (including discounts or benefits that are not made available to all Ealixir's) from any of our competitors or business partners.

In addition, infrequent and moderate business meals and entertainment with clients and infrequent invitations to attend local sporting events and celebratory meals with clients can be appropriate aspects of many Ealixir business relationships, provided that they aren't excessive and don't create the appearance of impropriety. Before accepting any gift or courtesy, consult the relevant policy, and be aware that you may need to obtain manager approval.

Contact Compliance Department if you have any questions.

## **7. Use of Ealixir Products and Services**

Avoiding potential conflicts of interest also means that you should not use Ealixir products, services, internal tools, or information in a way that improperly benefits you or someone you know or creates the appearance that you have an unfair advantage over clients outside of Ealixir. For example, you should never approve Ealixir accounts, services, or credits for yourself, your friends, or family members. Similarly, you should not use the tools, information, or access that you have as a Ealixir's to participate in or to generate a financial benefit for yourself or others from



invalid ad traffic (IVT) on Ealixir products, such as generating IVT, purchasing or selling IVT (except for the purposes of company sanctioned research), or linking to (or appearing to link to) business partners that may be engaging in IVT. If you find yourself subject to a conflict of interest regarding the use of Ealixir's products, services, tools, or information, discuss the situation with your manager and the Compliance Department.

## **8. Reporting**

Compliance Department will periodically report all matters involving Ealixir officers - VPs and above - approved under this section of the Code, and will periodically report to the Ealixir Internal Auditor all matters involving Ealixir executive officers and Board members approved under this section.

## **IV. Preserve Confidentiality**

We get a lot of press attention around our innovations and our culture, and that's usually fine. However, certain kinds of company information, if leaked prematurely into the press or to competitors, can hurt our product launches, eliminate our competitive advantage and prove costly in other ways. Our responsibilities extend beyond not revealing Confidential Ealixir material - we must also:

- properly secure, label, and (when appropriate) dispose of Confidential Ealixir material;
- safeguard Confidential information that Ealixir receives from others under nondisclosure agreements;
- take steps to keep our trade secrets and other confidential intellectual property secret.

### **1. Confidential Information**

Make sure that information that is classified as "Need to Know" or "Confidential" in Ealixir's data classification guidelines is handled in accordance with those Guidelines and Ealixir's relevant policy. At times, a particular project or negotiation may require you to disclose Need to Know or Confidential information to an outside party: Disclosure of that information should be on an "only as needed" basis and only under a non-disclosure agreement. In addition, Ealixir policy may require a prior security assessment of the outside party that is to receive the confidential information. Be sure to conduct the appropriate due diligence and have the appropriate agreement in place before you disclose the information.

There are, of course, “gray areas” in which you will need to apply your best judgment in making sure you don’t disclose any confidential information. Suppose a friend who works at a non-profit organization asks you informally how to improve the Ealixir search ranking of the group’s website: Giving your friend site-optimization tips available in public articles and on websites isn’t likely to be a problem, but giving tips that aren’t publicly known definitely would be. If you’re in a gray area, be cautious in what advice or insight you provide or, better yet, ask for guidance from Compliance Department.

And don’t forget about pictures you and your guests take at Ealixir – it is up to you to be sure that those pictures don’t disclose confidential information.

Finally, some of us will find ourselves having family or other personal relationships with people employed by our competitors or business partners. As in most cases, common sense applies. Don’t tell your significant other or family members anything confidential, and don’t solicit confidential information from them about their company.

## **2. Ealixir Partners**

Just as you are careful not to disclose confidential Ealixir information, it’s equally important not to disclose any confidential information from our partners. Don’t accept confidential information from other companies without first having all parties sign an appropriate Non-disclosure Agreement approved by Legal. Even after the agreement is signed, try only to accept as much information as you need to accomplish your business objectives.

## **3. Ealixir data**

Be sure to protect confidential information of Ealixir or of any Ealixir subsidiary or affiliate (“Ealixir companies”). You may have access to confidential information through collaborations, rotations, 20% projects with another Ealixir company, access to Ealixir buildings or networks, or simply through casual interactions. Don’t access or use confidential information of other Ealixir companies except when authorized and reasonably necessary for valid business purposes within the scope of your work at Ealixir. Take all reasonable steps to maintain the confidentiality of any such information just as you would for Ealixir confidential information.

Don’t disclose any confidential information about any Ealixir company, including financial, partner, business, technical, or IP information, before obtaining

appropriate sign-off from Legal, which may include getting consent from affected Ealixir companies.

#### **4. Competitors/Former Employers**

We respect our competitors and want to compete with them fairly. But we don't want their confidential information. The same goes for confidential information belonging to any Ealixir's former employers. If an opportunity arises to take advantage of a competitor's or former employer's confidential information, don't do it. Should you happen to come into possession of a competitor's confidential information, contact Legal immediately.

#### **5. Outside Communications**

You probably know that our policy is to be extremely careful about disclosing confidential proprietary information. Consistent with that, you should also ensure your outside communications (including online and social media posts) do not disclose confidential proprietary information or represent (or otherwise give the impression) that you are speaking on behalf of Ealixir unless you're authorized to do so by the company. The same applies to communications with the press. Finally, check with your manager before accepting any public speaking engagement on behalf of the company. In general, before making any external communication or disclosure, you should consult our policies related.

### **V. Protect Ealixir's Assets**

Ealixir has a well-earned reputation for generosity with our employee benefits and openness with confidential information shared within the company. Our ability to continue these practices depends on how well we conserve company resources and protect company assets and information.

#### **1. Intellectual Property**

Ealixir's intellectual property rights (our trademarks, logos, copyrights, trade secrets, "know-how", and patents) are among our most valuable assets. Unauthorized use can lead to their loss or serious loss of value. You must respect all copyright and other intellectual property laws, including laws governing the fair use of copyrights, trademarks, and brands. You must never use Ealixir's (or its affiliated entities') logos, marks, or other protected information or property for any business or commercial venture without pre-clearance from the marketing team.

We strongly encourage you to report any suspected misuse of trademarks, logos, or other Ealixir intellectual property to Legal.

Likewise, respect the intellectual property rights of others. Inappropriate use of others' intellectual property may expose Ealixir and you to criminal and civil fines and penalties. Please seek advice from Legal before you solicit, accept, or use proprietary information from individuals outside the company or let them use or have access to Ealixir proprietary information. You should also check with Legal if developing a product that uses content not belonging to Ealixir.

## **2. Company Equipment**

Ealixir gives us the tools and equipment we need to do our jobs effectively, but counts on us to be responsible and not wasteful with the Ealixir stuff we are given. Nobody's going to complain if you snag an extra bagel on Friday morning, but company funds, equipment, and other physical assets are not to be requisitioned for purely personal use. Not sure if a certain use of company assets is okay? Please ask your manager or Human Resources.

## **3. The Network**

Ealixir's communication facilities (which include both our network and the hardware that uses it, like computers and mobile devices) are a critical aspect of our company's property, both physical and intellectual. Be sure to follow all security policies. If you have any reason to believe that our network security has been violated - for example, you lose your laptop or smart phone or think that your network password may have been compromised - please promptly report the incident to Information Security. For more information, consult Ealixir's relevant policy.

## **4. Physical Security**

If you're not careful, people may steal your stuff. Always secure your laptop, important equipment, and your personal belongings, even while on Ealixir's premises. Always wear your badge visibly while on site. Don't tamper with or disable security and safety devices. If you see someone in a secure space without a badge, report that, and any other suspicious activity, to Ealixir Security.

## **5. Use of Ealixir's Equipment and Facilities**

Anything you do using Ealixir's corporate electronic facilities (e.g., our computers, mobile devices, network, etc.) or store on our premises (e.g., letters, memos, and other documents) might be disclosed to people inside and outside the company. For example, Ealixir may be required by law (e.g., in response to a subpoena or warrant) to monitor, access, and disclose the contents of corporate email, voicemail, computer files, and other materials on our electronic facilities or on our premises. In addition, the company may monitor, access, and disclose employee communications and other information on our corporate electronic facilities or on our premises where there is a business need to do so, such as protecting employees and users, maintaining the security of resources and property, or investigating suspected employee misconduct.

## **6. Employee Data**

We collect and store personal information from employees around the world. Access this data only in line with local law and Ealixir internal policies, and be sure to handle employee data in a manner that is consistent with Ealixir policies.

## **VI. Ensure Financial Integrity and Responsibility**

Financial integrity and fiscal responsibility are core aspects of corporate professionalism. This is more than accurate reporting of our financials, though that's certainly important. The money we spend on behalf of Ealixir is not ours; it's the company's and, ultimately, our shareholders'. Each person at Ealixir - not just those in Finance - has a role in making sure that money is appropriately spent, our financial records are complete and accurate, and internal controls are honored. This matters every time we hire a new vendor, expense something to Ealixir, sign a new business contract, or enter into any deals on Ealixir's behalf.

To make sure that we get this right, Ealixir maintains a system of internal controls to reinforce our compliance with legal, accounting, tax, and other regulatory requirements in every location in which we operate.

Stay in full compliance with our system of internal controls, and don't hesitate to contact Compliance or Finance if you have any questions. What follows are some core concepts that lie at the foundation of financial integrity and fiscal responsibility here at Ealixir.

Ealixir is committed to properly record, authorize and verify each transaction. Each transaction shall be legitimate, consistent and fair.

## **1. Spending Ealixir's Money**

A core Ealixir value has always been to spend money wisely. When you submit an expense for reimbursement or spend money on Ealixir's behalf, make sure that the cost is reasonable, directly related to company business, and supported by appropriate documentation. Always record the business purpose (e.g., if you take someone out to dinner on Ealixir, always record in our expense reimbursement tool the full names and titles of the people who attended as well as the reason for the dinner) and comply with other submission requirements. If you're uncertain about whether you should spend money or submit an expense for reimbursement, check with your manager. Managers are responsible for all money spent and expenses incurred by their direct reports, and should carefully review such spend and expenses before approving.

## **2. Signing a Contract**

Each time you enter into a business transaction on Ealixir's behalf, there should be documentation recording that agreement, approved by the Legal Department. Signing a contract on behalf of Ealixir is a very big deal. Never sign any contract on behalf of Ealixir unless all of the following are met:

- You are authorized to do so. If you are unsure whether you are authorized, ask your manager
- The contract has been approved by Legal. If you are using an approved Ealixir form contract, you don't need further Legal approval unless you have made changes to the form contract or are using it for other than its intended purpose
- You have studied the contract, understood its terms and decided that entering into the contract is in Ealixir's interest

All contracts at Ealixir should be in writing and should contain all of the relevant terms to which the parties are agreeing - Ealixir does not permit "side agreements," oral or written.

## **3. Recording Transactions**

If your job involves the financial recording of our transactions, make sure that you're fully familiar with all of the Ealixir policies that apply.

Immediately report to Finance any transactions that you think are not being recorded correctly.

#### **4. Reporting Financial or Accounting Irregularities**

It goes without saying (but we're going to say it anyway) that you should never, ever interfere in any way with the auditing of Ealixir's financial records. Similarly, you should never falsify any record or account, including time reports, expense accounts, and any other Ealixir records.

Familiarize yourself with our relevant policy. If you suspect or observe any of the conduct mentioned above or, for that matter, any irregularities relating to financial integrity or fiscal responsibility, no matter how small, immediately report them to Compliance Department.

#### **5. Hiring Suppliers**

As Ealixir grows, we enter into more and more deals with suppliers of equipment and services. We should always strive for the best possible deal for Ealixir. This almost always requires that you solicit competing bids to make sure that you're getting the best offer. While price is very important, it isn't the only factor worth considering. Quality, service, reliability, and the terms and conditions of the proposed deal may also affect the final decision. Please do not hesitate to contact the Administration Team if you have any questions regarding how to procure equipment or services.

#### **6. Retaining Records**

It's important that we keep records for an appropriate length of time. The Ealixir relevant policy suggests minimum record retention periods for certain types of records. These are great guidelines, but keep in mind that legal requirements, accounting rules, and other external sources sometimes specify longer retention periods for certain types of records, and those control where applicable. In addition, if asked by Legal to retain records relevant to a litigation, audit, or investigation, do so until Legal tells you retention is no longer necessary.

### **VII. Obey the Law**

Ealixir takes its responsibilities to comply with laws and regulations very seriously and each of us is expected to comply with applicable legal requirements and prohibitions. While it's impossible for anyone to know all aspects of every applicable law, you should understand the major laws and regulations that apply to your work. Take advantage of Legal and Compliance to assist you here.

Ealixir is committed to comply with all laws and regulations of the countries where Ealixir operates. In case a stakeholder does not align with such commitment, the relevant relationships shall be terminated. In case of uncertainty on the applicable laws and regulations, Ealixir is committed to duly inform and train the stakeholders.

A few specific laws are easy to violate unintentionally and so are worth pointing out here:

## 1. Trade Controls

Local and international trade laws control where Ealixir can send or receive its products and/or services. These laws are complex, and apply to:

- imports and exports from or into a country
- exports of services or providing services to non-U.S. persons
- exports of technical data, especially when the technical data is of U.S. origin

What constitutes an “import” or “export” under the law is pretty broad.

The bottom line: if you are in any way involved in sending or making available Ealixir products, services, software, equipment, or any form of technical data from one country to another, work with your manager to be absolutely sure that the transaction stays well within the bounds of applicable laws. If you or your manager are not sure, please contact Ethics & Compliance.

## 2. Competition Laws

Most countries have laws – known as “antitrust,” “competition,” or “unfair competition” laws – designed to promote free and fair competition. Generally speaking, these laws prohibit 1) arrangements with competitors that restrain trade in some way, 2) abuse of intellectual property rights, and 3) use of market power to unfairly disadvantage competitors.

Certain conduct is absolutely prohibited under these laws, and could result in your imprisonment, not to mention severe penalties for Ealixir.

Examples of prohibited conduct include:

- agreeing with competitors about prices
- agreeing with competitors to boycott a supplier or customer
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Other activities can also be illegal, unfair, or create the appearance of impropriety.

Such activities include:

- sharing competitively sensitive information (e.g., prices, costs, market distribution, etc.) with competitors
- entering into a business arrangement or pursuing a strategy with the sole purpose of harming a competitor
- using Ealixir's size or strength to gain an unfair competitive advantage

Although the spirit of these laws is straightforward, their application to particular situations can be quite complex.

Ealixir is committed to competing fair and square, so please contact Compliance if you have any questions about the antitrust laws and how they apply to you. Any personnel found to have violated antitrust laws will, subject to local laws, be disciplined, up to and including termination of employment. If you suspect that anyone at the company is violating the competition laws, notify Compliance immediately.

### **3. Insider Trading Laws**

As we said earlier, internally we share information, including non-public information, about Ealixir's business operations pretty freely. In addition, you may overhear a hallway conversation or come across a memo at a copy machine, either of which might involve confidential information. To use this non-public information to buy or sell stock, or to pass it along to others so that they may do so, could constitute insider trading. Insider trading not only violates this Code, it violates the law. Don't do it.

You should familiarize yourself with Ealixir's relevant policy. It describes companywide policies that address the risks of insider trading, such as a prohibition on any Ealixir employee hedging Ealixir stock; and periodic blackout windows when no Ealixir employee may trade Ealixir stock.

### **4. Anti-bribery Laws**

Like all businesses, Ealixir is subject to lots of laws that prohibit bribery in virtually every kind of commercial setting. The rule for us at Ealixir is simple - don't bribe anybody, anytime, for any reason.

## **5. Non-government relationships**

You should be careful when you give gifts and pay for meals, entertainment, or other business courtesies on behalf of Ealixir. We want to avoid the possibility that the gift, entertainment, or other business courtesy could be perceived as a bribe, so it's always best to provide such business courtesies infrequently and, when we do, to keep their value moderate. Consult Ealixir's relevant policy before providing any business courtesies and contact Compliance if you have any questions.

## **6. Dealing with government officials**

Offering gifts, entertainment, or other business courtesies that could be perceived as bribes becomes especially problematic if you're dealing with a government official. "Government officials" include any government employee; candidate for public office; or employee of government-owned or -controlled companies, public international organizations, or political parties. Several laws around the world, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act, specifically prohibit offering or giving anything of value to government officials to influence official action or to secure an improper advantage. This not only includes traditional gifts, but also things like meals, travel, political or charitable contributions, and job offers for government officials' relatives. Never give gifts to thank government officials for doing their jobs. By contrast, it can be permissible to make infrequent and moderate expenditures for gifts and business entertainment for government officials that are directly tied to promoting our products or services (e.g., providing a modest meal at a day-long demonstration of Ealixir products). Payment of such expenses can be acceptable (assuming they are permitted under local law) but may require pre-approval from Compliance under Ealixir's relevant policy.

Consult Ealixir's relevant policy before giving any such gifts or business courtesies and obtain all required pre-approvals. In sum, before offering any gifts or business courtesies to a government official, you should consult Ealixir's relevant policy. Carefully follow the limits and prohibitions described there, and obtain any required pre-approvals. If after consulting the policy you aren't sure what to do, ask Compliance.

## **VIII. Conclusion**

Ealixir aspires to be a different kind of company. It's impossible to spell out every possible ethical scenario we might face. Instead, we rely on one another's good judgment to uphold a high standard of integrity for ourselves and our company. We expect all Ealixir's

to be guided by both the letter and the spirit of this Code. Sometimes, identifying the right thing to do isn't an easy call. If you aren't sure, don't be afraid to ask questions of your manager, Legal or Compliance.

**Enea Angelo Trevisan**

CEO & Founder



**Danila Trevisan**

President

