

OUR HOUSE RULES

GLOBAL CODE OF CONDUCT



Who We Are

We are a **family-owned and family-run company**, and we carry that spirit in everything we do.

We believe our first responsibility is to the **patients and doctors who trust us**. They are at the heart of everything we do. Our mission is to help them by **bringing good medicine and making it better, especially in areas of unmet needs**. That's why we are committed to developing products that are effective, safe, and consistently reliable.

We place great emphasis on the **high quality of our medicinal products** by using state-of-the-art equipment and working procedures, and by continuously educating and developing our employees.

At times, we may choose to make decisions that are not driven by business or financial logic alone, simply because they are the right thing to do for patients. **Supporting health**, even when it's not the most profitable path, is part of who we are.

We care deeply about our people. We strive to provide a working environment where every employee feels secure, respected, and fulfilled. We promote well-being, inclusion, and diversity, and we offer equal opportunities for all to grow, develop, and advance. Every PRO.MED.CS Praha a.s. family member should feel valued, heard, and part of something meaningful.

We recognize the essential role of our **exceptional sales, marketing and medical teams**. Their knowledge, dedication, and professionalism are key drivers of our impact and success, and we ensure they have the tools and support they need to lead in the field.

We also believe in **building long-term, trust-based relationships with our partners and key stakeholders**. Open communication, mutual respect, and shared goals are the foundation of our collaborations, and we are committed to nurturing them over time.

We take our responsibility to society seriously.

We are committed to **maintaining healthy and responsible financial practices**. By managing our company sustainably and fulfilling our tax obligations, we contribute to the stability of our business and the communities where we operate. We approach this responsibility with care and accountability, knowing that the work we do supports families and long-term wellbeing.

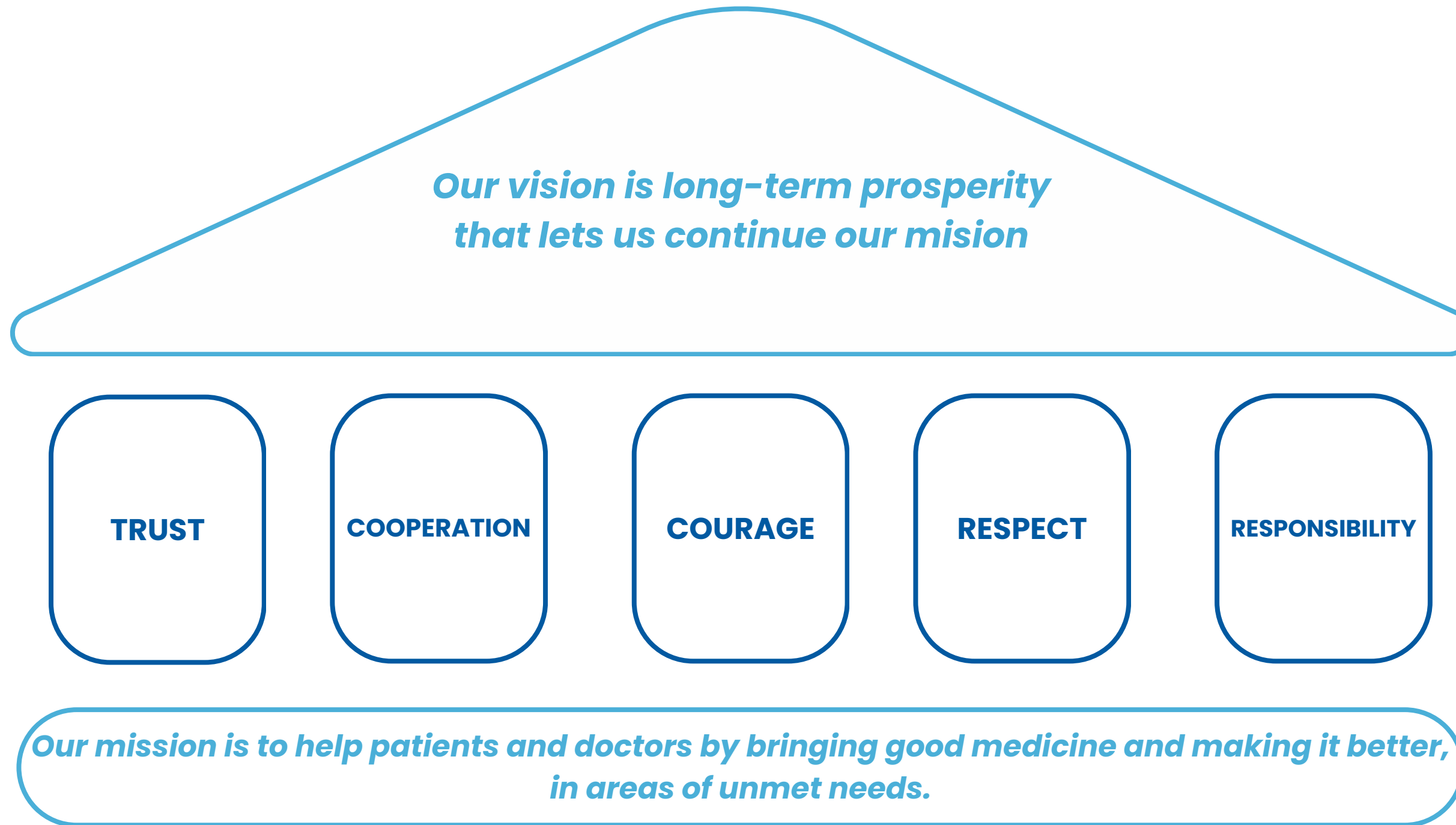
We are future focused. We run a healthy business by making thoughtful investments in innovation, new products, and our own production. We manage risks carefully and ensure continuity – because long-term prosperity is what allows us to continue our mission.



Thomas W. Bares,
Owner



What We Stand For





Living the code

1

BE TRUSTWORTHY

- Am I doing what I said I would do?
- Am I acting with honesty and integrity, even when no one is watching?
- Can others rely on me to tell the truth and keep commitments?

3

BE COURAGEOUS

- Am I speaking up when something isn't right?
- Am I willing to challenge the status quo constructively?
- Am I taking action despite fear or uncertainty?

2

BE COOPERATIVE

- Am I collaborating effectively with others?
- Am I open to feedback and willing to adjust my approach (make it better)?
- Am I working towards shared goals, not just personal success?

5

BE RESPONSIBLE

- Am I owning the outcomes of my actions and decisions?
- Am I using resources wisely and ethically?
- Am I acting in the best interest of the company, team, and stakeholders?

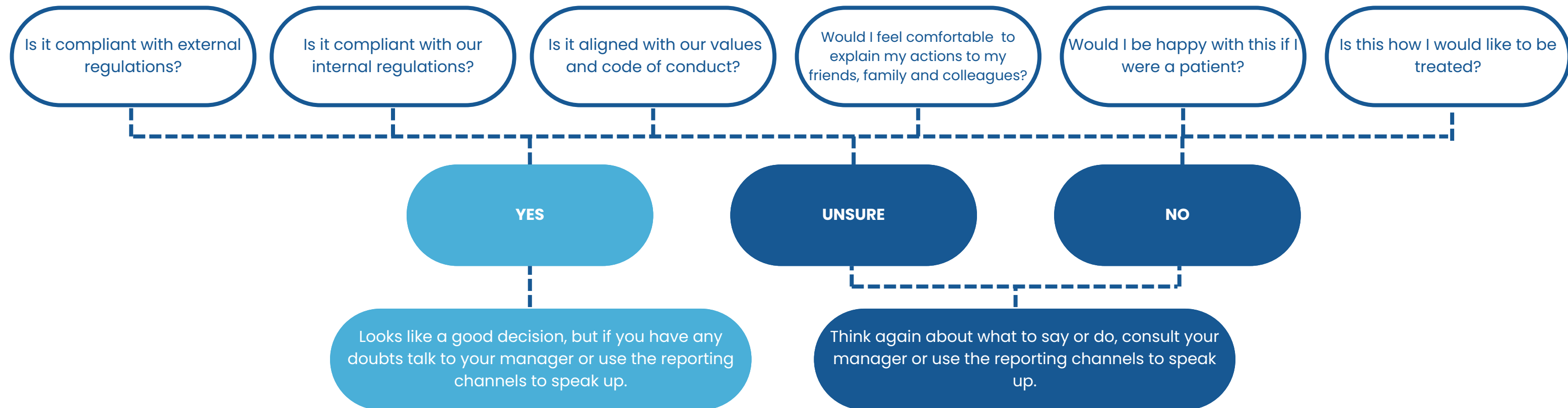
4

BE RESPECTFUL

- Am I treating others with dignity, kindness, and fairness?
- Am I listening with empathy and without judgment?
- Am I considering the impact of my words and actions on others?



When faced with a choice or a dilemma, ask yourself these questions



DO IT!

SPEAK UP!

We will handle all topics **confidentially**, ensuring fair investigations, cooperating with authorities, and meeting legal obligations.

Anyone who raises a concern in good faith will be supported

-regardless if it is an employee or stakeholder-.

**Speak to your manager or
your main point of contact**

**Raise your concern to
Human Resources**

**Report confidentially through the
Speak Up Global email account
speakup@promedcs.com**



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How We Behave

- We respect each other, welcome all voices, and make sure everyone feels supported and included.
- We keep communication open, speak up when something's off, and know HR is here to help.
- We care about well-being , dress in a way that fits our environment, and believe anyone can lead by example.
- We communicate clearly and professionally, respect others' time, come prepared, listen actively, ensure clear responsibilities, and always lead by example.



How We Behave

We value and respect everyone

We welcome different cultures, views, and backgrounds. Everyone deserves the same respect. We do not tolerate discrimination, harassment, or anything that affects someone's well-being. We also respect each other's time — using English in meetings helps everyone follow and participate.

Your well-being Comes first

You do your best work when you feel well — physically, mentally, and emotionally. If you feel overwhelmed or need support, speak up. No one is expected to push through at the cost of their health.

We dress with respect

Express your style while keeping our professional environment and shared culture in mind.

We communicate openly

Honest conversations make us stronger. Our doors are always open — whether you have an idea, a concern, or simply want to talk. We communicate calmly and constructively, avoid taking things personally, and take a pause when emotions run high.

Leave politics, and sensitive topics at the door

We come from many cultures and perspectives. To keep our environment welcoming, we avoid political or sensitive personal debates and focus on what brings us together: doing meaningful work as one team.

We lead by example

Leadership is not about titles. Anyone can inspire others through kindness, collaboration, responsibility, and positive behavior. We support each other and speak up when something doesn't feel right.





2

How We Engage with Patients & Healthcare Professionals

- We communicate openly and based on science.
- Our interactions with Healthcare Professionals (HCPs) are purposeful and transparent.



How We Engage with Patients & HCP

We work responsibly with healthcare professionals

Every interaction must have a true scientific or educational purpose. Hospitality is modest, and consultancy roles must be genuine, remunerated at fair market value, and supported by agreements. When we support events, it's to help learning and improve patient care.

We communicate with honesty

We share information openly, accurately, and always based on science — whether we speak with patients, HCP, or government officials. We explain benefits clearly and communicate risks responsibly.

We follow clear rules in all interactions

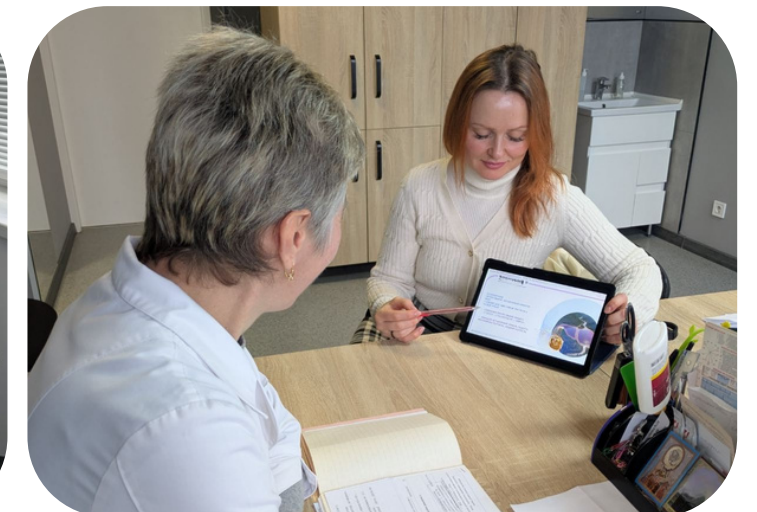
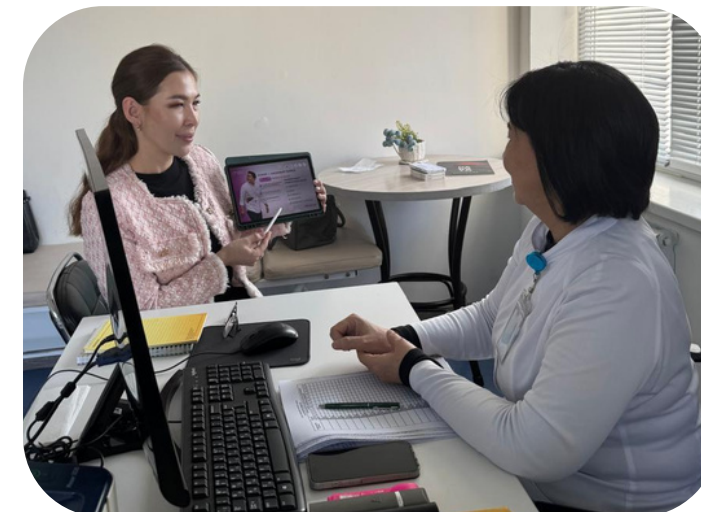
All interactions with government officials, donations, and sponsorships follow strict ethical and legal standards. They are documented, approved, and given only when there is a real, documented need that supports better healthcare.

We stay transparent

No shortcuts. We act openly, follow all regulations, and make decisions that always support patient well-being and responsible cooperation.

Did you know...

Together, our Medical Representatives meet in person with over 6,000 HCPs every working day.





3

Keeping our Standards High

- We follow the highest quality and compliance standards.
- We conduct responsible, safe, and ethical research and clinical trials.
- We rely on strong systems, modern technology, and skilled people.



Keeping our Standards High

We make quality our priority

We follow strict GMP, GDP, and other international standards from research to production. With skilled teams and modern methods, we make sure every product is safe, reliable, and high-quality.

We develop medicines with purpose

Our research is guided by transparency and a real commitment to patients, society, and the environment. Every project is evaluated carefully to ensure it meets real medical needs.

We run clinical trials with care

All studies follow Good Clinical Practice and the highest ethical standards. Patient safety and data integrity always come first, supported by strong processes and transparent cooperation.

We work responsibly across the whole product journey

Our regulatory teams oversee each step — development, trials, manufacturing, distribution, and ongoing updates. We keep documentation accurate, follow regulations, and work closely with health authorities.

Patient safety, pharmacovigilance, and adverse event reporting

Patient safety always comes first. Any adverse event or safety concern must be reported within 24 hours to pharmacovigilance@promedcs.com or vpois@promedcs.com.





4

Relationship with Our Partners

- We choose partners who meet our standards of integrity, quality, and compliance.
- We conduct thorough due diligence to ensure legal, ethical, and financial sustainable partnerships.
- We uphold an ethical supply chain with zero tolerance for child labor, forced labor, or unsafe conditions.



Relationship with Our Partners



We choose partners who share our values

We work only with suppliers and partners who show integrity, quality, and reliability. Selection is transparent, objective, and documented. We do not collaborate with anyone involved in corruption, human rights violations, or environmental harm. All shared information must remain protected and never used for personal or competitive advantage.

We uphold an ethical supply chain

We have zero tolerance for child labor, forced labor, or unsafe working conditions. Suppliers must follow international labor standards and act responsibly toward people and the environment. We may audit partners and take corrective action if needed.



We perform careful due diligence

Before starting any collaboration, we verify legal compliance, financial stability, ethical conduct, and alignment with our standards. High-risk partners undergo additional checks and continuous monitoring. If a partner does not meet our expectations, we may end the cooperation.

One notable fact is...

PRO.MED.CS has partners across all inhabited continents – building trusted relationships across the globe! We all have to do our part to make all collaborations work!



5

We Care

- We support science with ISG and DBA.
- We care with our Foundation.
- We are sustainable.



We care about Science

We support scientific progress by partnering with researchers and medical professionals around the world. Through the International Symposium of Gastroenterology (ISG) and our Dr. Bares Award (DBA), we help create spaces where experts can share knowledge and advance the fields of gastroenterology and hepatology.

We care through our Foundation

Our charity and Foundation focus on helping people who have limited access to support. With the active involvement of our colleagues, we identify and assist projects and organizations that truly need help.

We Care

We care about sustainability

We take responsibility for our impact on people and the environment. Sustainability guides how we use resources, design, produce, and distribute our products. We reduce waste, use energy wisely, and choose partners who share our commitment to ethical and responsible practices.

A piece of our history

The Dr. Bares Award started in 1993 by our founder Dr. Rudolf Bares. Which means the Dr. Bares Award had been happening for more than 30 years!





6

We Stay Safe & Compliant

- We follow all laws and regulations, avoid conflicts of interest, and act with integrity.
- We have zero tolerance for bribery, corruption, discrimination, and human rights violations.
- We prioritize safety through mandatory training and strict reporting of any adverse events.



We Stay Safe & Compliant



We follow the law and act responsibly

We comply with all applicable laws and regulations in every country where we work, as well as the codes of local industry associations of which we are active members or which are mandatory for us. If there is ever a conflict between this Code and local or international regulations, the stricter standard applies.

We reject bribery and corruption

We have zero tolerance for bribery, corruption, or improper payments. No gifts, money, or favors may be used to influence decisions or gain unfair advantage. We expect the same from our partners.

We stay informed

Everyone receives regular relevant training on compliance and ethical conduct so we remain aligned and up to date.

We avoid conflicts of interest

We avoid any situation where personal interests could influence — or appear to influence — our work decisions. You must never use your position for personal gain. To keep things fair, at least two offers should be usually collected before entering any agreement.

We protect human rights

We are committed to dignity, freedom, and equality for all employees. We do not tolerate discrimination, child labor, or forced labor under any circumstances.

Spotlight

Every single PRO.MED.CS medicine is manufactured under strict European pharmaceutical standards and then shipped to more than 30 countries worldwide, ensuring consistent quality for all patients.



Information and Data

- We protect all personal and corporate data with strict confidentiality and security measures.
- We use technology responsibly and follow strong cybersecurity best practices.
- We ensure full transparency and accuracy in all financial and regulatory reporting.



Information and Data

We protect personal data

We handle personal data with care. Information is stored securely and always in line with applicable data protection law and our internal policies. We collect and use data only for legitimate business needs, and we protect it from unauthorized access or misuse.

We keep company information confidential

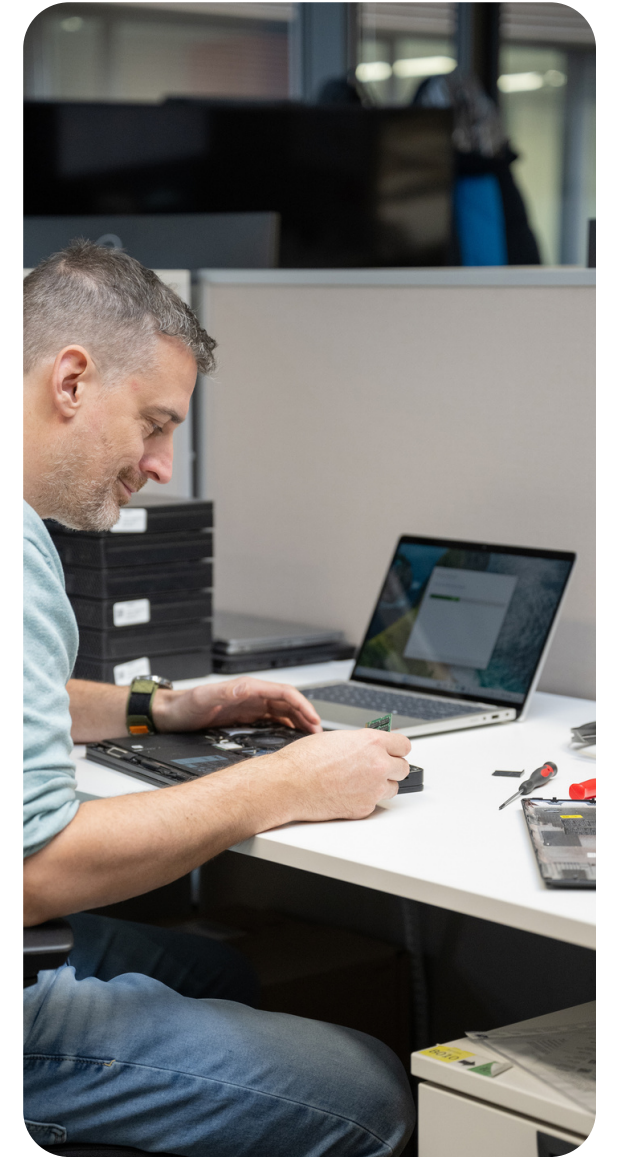
Sensitive company information must stay confidential. It should never be shared with unauthorized people, including after the end of employment, and we take steps to prevent accidental or intentional leaks.

We use technology responsibly

We use company systems safely and follow cybersecurity best practices: strong passwords, multi-factor authentication, reporting suspicious activity, and avoiding unsafe software or websites.

Did you know...

That PRO.MED.CS is a third generation family business, with the third generation of the founding family actively involved in the company?





8

How we manage our resources

- We keep our records truthful and complete to support good decisions and trust.
- We protect company resources and use them responsibly and only for work purposes.
- We act as responsible corporate citizens, meeting our legal duties and contributing to our communities.



How We Manage our Resources

We keep our records honest and accurate

We maintain our financial and operational records complete, truthful, and up to date. Accurate information helps us make good decisions and builds trust with our colleagues, partners, and communities.

We act responsibly as corporate citizens

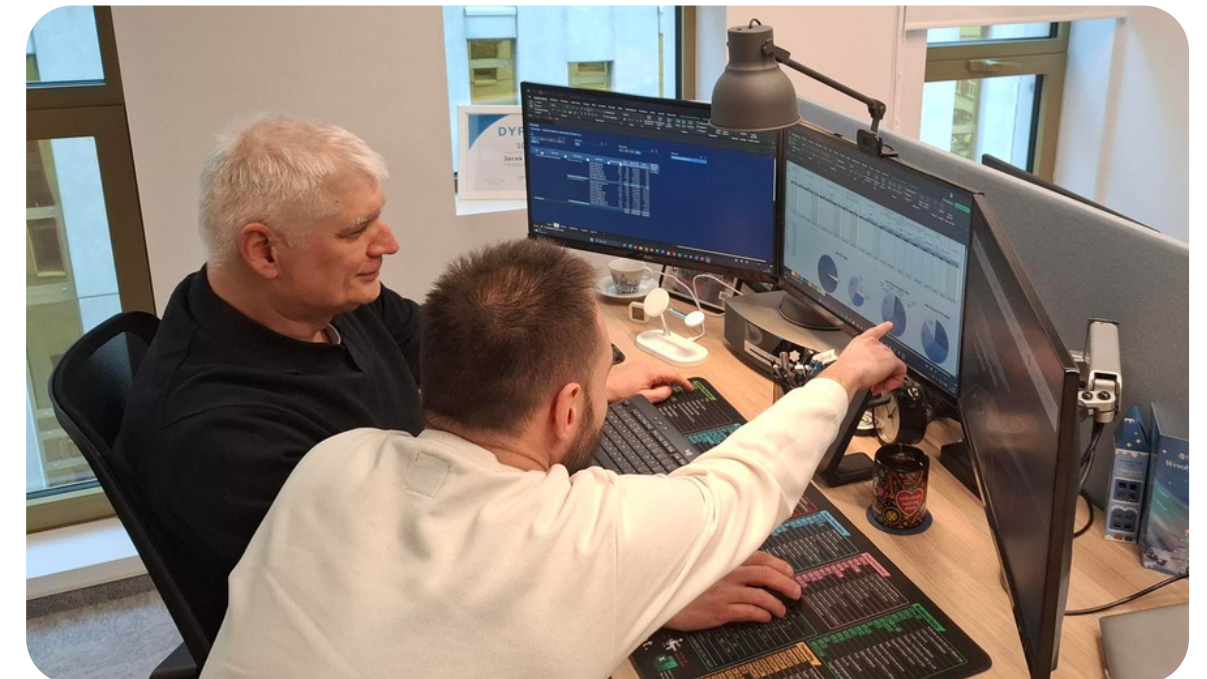
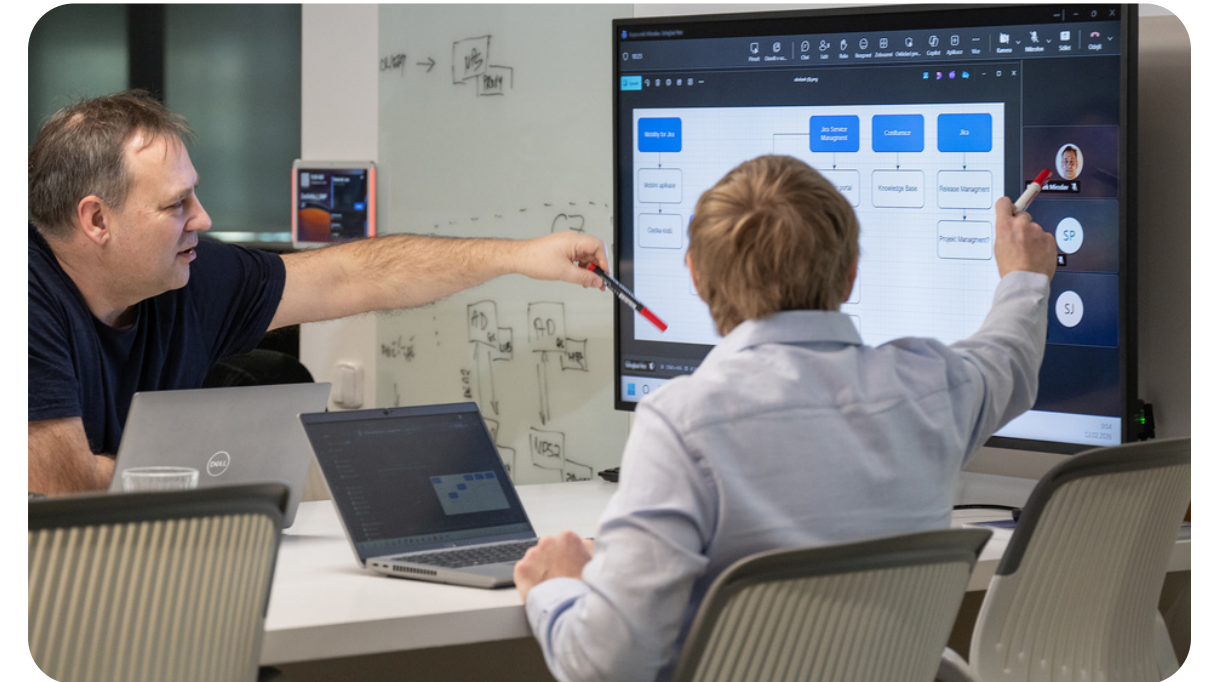
We meet all legal obligations, including paying taxes and duties on time in every country where we operate. We contribute to our communities through ethical financial practices and responsible behavior.

We take care of our company's assets

We use company property — physical, financial, digital, and intellectual — responsibly. Everyone is expected to protect resources, avoid misuse, and use them only for legitimate business purposes.

Did you know...

PRO.MED.CS produces over one billion tablets, coated tablets, and capsules every year. That's more than 2.7 million units every single day.





Abbreviations

- **HCP:** Healthcare Professional
- **ISG:** International Symposium of Gastroenterology
- **DBA:** Dr. Bares Awards
- **GMP:** Good Manufacturing Practices
- **GDP:** Good Distribution Practice

*All the pictures shown in this document are for illustrative purpose only

*This version is valid from 09/26



Our mission is to help patients and doctors by bringing good medicine and making it better in areas of unmet needs