Dora Bruschi 1934 Code of Ethics

Now that Dora Bruschi 1934 is embarking on an ambitious path of growth from a small family-run business into a larger company with an international outlook, we have felt the need to draw up this Code, alongside our recent transformation into a Benefit Corporation.

Society is highly complex and increasingly competitive, with a future that seems to offer less certainty to younger generations. In this socio-economic context, the challenges facing those responsible for managing a company are becoming increasingly difficult. Instead of preparing, studying, reading and trying to understand how to solve the issues that arise every day, there is a tendency towards simplification, slogans and the pursuit of very short-term success, because memories are short and the present moment increasingly prevails. Social networks have also contributed to this situation. For these very reasons, and prompted by a request, we decided to stop and put this Code in writing, hoping that whenever we have to make a decision we will remember that the values guiding our activities are written down: scripta manent, verba volant!

Through this Code of Ethics, we have entrusted our values with the task of reducing our uncertainties, as well as those of everyone who works with us. Reducing uncertainty by following values means behaving transparently; it means respecting people and working to combine the common good with the good of the company, while clearly recognising that the former takes priority. In short, it means having an Ethical vision of our profession. An Ethical vision is like a conscience: it may not always lead us to the best decisions, but it will certainly point us towards a safe path for everyone. Today more than ever, companies "sell what they are" and must establish values and put them into practice, not merely advertise them for marketing purposes. An Ethical vision does not allow us to rely on positions inherited from the past, but requires genuine and constant commitment and passion in what we do. An Ethical vision welcomes the exchange of ideas, encourages dissent and gives importance to people, because people - not profit - are the driving force of the company. The Code of Ethics will not solve every issue, enable us to achieve our Business Plan objectives or clarify internal technical or organisational problems, but it must serve as a point of reference to prevent unreasonable or reckless decisions that could cause hardship to the people who work in the company. We should keep the concepts expressed in this document firmly in mind whenever we face a crisis or become overly enthusiastic, and always before setting strategic actions for the future.

In addition to its profit-making activities, Dora Bruschi 1934 has set itself the objective of pursuing purposes of common benefit in carrying out its corporate purpose, operating responsibly, sustainably and transparently towards people, communities, local areas and the environment, in compliance with applicable legislation.

In particular, in carrying out our activities and in relation to the environmental and social context in which we operate, we intend to pursue the following objectives:

1) to carry out continuous research and development of natural and scientifically advanced molecular complexes, obtained through technologically advanced production processes, in order to improve people's lives with effective and safe products;

2) to create new supply-chain models based on the active involvement of all stakeholders and the sharing of the company's values, from production and distribution through to the final consumer;

3) to create innovative and sustainable products through the promotion and dissemination of our values, an open business model based on the exchange of ideas and expertise, the connection between people and technology, and projects that also pursue positive social and environmental objectives;

4) to create a positive working environment shared by directors, employees, collaborators and suppliers, aimed at enhancing people's value and well-being, recognising the value of their work, supporting their professional fulfilment and, at the same time, the company's operational excellence, through relationships inspired by personal respect and appreciation of diversity, considering the safety and rights of employees and collaborators an absolute priority;

5) to generate profit from a medium- to long-term perspective, fairly and sustainably for all parties involved in the company's activities, with the aim of improving customers' health, well-being and quality of life;

6) to analyse and improve the sustainability of every stage in the life cycle of our products, from sourcing raw materials to production and final consumption, increasing the use of sustainable, recyclable, biodegradable and renewable materials and, in particular, reducing the amount of packaging in relation to the finished product;

7) to reduce the amount of waste generated by production and ensure the proper disposal of recyclable waste;

8) to improve energy efficiency and resource consumption, taking into account best practices and innovative solutions in pursuing the progressive reduction of carbon dioxide emissions.

We will achieve the above objectives by embracing the following values:

Fairness and transparency Dora Bruschi 1934 not only ensures compliance with the laws and regulations underlying all its conduct, but also undertakes to consolidate over time procedures inspired by the company's fundamental values.

Consistency Dora Bruschi 1934 undertakes to adopt and maintain conduct consistent with the values, principles and everything that contributes to defining its corporate identity and business philosophy. All other conditions being equal, it gives preference to parties whose conduct is consistent with our values.

Equity We undertake to apply the principle of equal treatment under equal conditions, considering equity to be one of the principles of the system used to review decision-making processes.

Continuous improvement We undertake to promote and practise innovation, collaborating with other organisations in our local area, promoting technical, behavioural and social training within the company, and fostering the excellence of our collaborators, aware of the value they generate in relationships with all market participants.

Diversity Dora Bruschi 1934 opposes all forms of discrimination based on age, sex, race, religion, political or spiritual beliefs; it encourages and ensures the strengthening of a corporate climate based on tolerance and respect for human dignity.

Respect for human rights Dora Bruschi 1934 publicly commits to respecting internationally recognised human rights throughout its activities and business relationships. In particular, the company adheres to and complies with: - the United Nations Guiding Principles on Business and Human Rights; - the International Bill of Human Rights, including the Universal Declaration of Human Rights; - the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, including freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.

The company undertakes to extend respect for these principles to its supply chain and to periodically review their implementation.

Promotion and protection of employment The management of Dora Bruschi 1934 undertakes to use strategies that combine the company's growth and profitability with the protection and development of employment and the promotion of quality work.

Employee representation Our decisions and conduct towards employees are guided by strict compliance with laws and collective agreements, respect for freely elected trade union representatives and a constructive approach to relationships.

Joining the company Dora Bruschi 1934 undertakes to carry out all activities that facilitate the integration of newly hired employees into a collaborative and supportive environment. New employees undertake to understand the information provided to them and comply with our rules.

Training Dora Bruschi 1934 undertakes to provide employees with the professional updating and development tools required to perform their work.

Rules governing relations with collaborators The management of Dora Bruschi 1934 values everyone's contribution, ensuring equal opportunities for growth, assigning responsibilities consistent with each person's role and career path and recognising, in

terms of organisational autonomy, the skills acquired. Professional assessment processes apply fair and transparent systems that are known to the employees being assessed. Employees undertake to assume responsibility for the tasks assigned to them and to participate in the assessment process in a collaborative and proactive manner.

Health and safety Dora Bruschi 1934 constantly promotes a culture of health and safety in the workplace at all levels, monitoring and measuring the level of learning and implementation achieved over time. Employees must not create dangerous situations for themselves or their colleagues, must comply with internal regulations and must cooperate in improving control and prevention systems.

Work organisation Dora Bruschi 1934 establishes and communicates the system of organisational responsibilities, competencies and functions performed by its workforce. Personnel management policies are transparent and communicated to employees, who may express their views and thus contribute proactively to their implementation. Protecting personal dignity in words, attitudes and work organisation is a guiding principle for all conduct at Dora Bruschi 1934. Employees must comply with stated rules and regulations, follow good practices and maintain a collaborative attitude throughout their time with the company.

Work organisation - Workplace In the event of temporary or permanent relocation of the place of business, the employee concerned will be informed promptly, balancing - where possible - the employee's interests with those of the company.

Work organisation - Working hours and shifts When defining and managing working hours, particular work requirements are balanced, as far as possible, with respect for employees' free time and quality of life, while employees are required to comply with assigned working hours and promptly report any absence.

Work organisation - Equipment Employees are provided with suitable equipment for carrying out their activities and are required to use the resources assigned to them carefully, diligently and responsibly. Misuse of company resources for private purposes is prohibited.

Security Violating the property of individuals or the company is considered a serious breach of the rules of coexistence. All Dora Bruschi 1934 employees are required to exercise care and cooperate in order to ensure a safe working environment.

Confidentiality and handling of company information Information relating to the company's activities is an intangible corporate asset and must be afforded the same protection as tangible assets. All information that is not in the public domain and that, if improperly disclosed, could cause harm to the company is considered confidential. Dora Bruschi 1934 therefore prohibits unauthorised persons from disclosing confidential and strategic information outside the company.

Privacy Information protected by employees' right to privacy is handled exclusively by specifically authorised persons and with the consent of the person concerned. Transmission of such data outside specific control rules and procedures is prohibited.

Gifts Dora Bruschi 1934 accepts only gifts that fall within normal business courtesy practices. Gifts must not have significant financial value and must not compromise the fair treatment of all stakeholders. Dora Bruschi 1934 employees are not permitted to grant benefits or give items to third parties beyond normal business courtesy practices where these could be perceived by the recipient as attempts to influence decisions or

conduct.

Suppliers Dora Bruschi 1934 selects its suppliers on the basis of objective criteria, ensuring fair treatment for all those involved in any negotiations. Suppliers are asked to contribute to improving the quality level of existing supplies. Dora Bruschi 1934 undertakes - and asks suppliers to make the same commitment - to provide all information necessary to enable both parties to properly fulfil the commitments undertaken, thereby avoiding misunderstandings. Dora Bruschi 1934 manages supplier relationships by applying the ethical principles underlying the world of work. Dora Bruschi 1934 undertakes to develop cooperative and collaborative relationships with its key suppliers, enabling the exchange of know-how useful to their respective activities. Suppliers selected by Dora Bruschi 1934 are required to commit to respecting principles and rules consistent with the management systems adopted by the company, including this Code of Ethics. In particularly serious cases concerning suppliers' ethical, social or environmental conduct, Dora Bruschi 1934 reserves the right to terminate the relationship if its continuation could put the company's image at risk. Dora Bruschi 1934 undertakes - and asks suppliers to make the same commitment - to properly comply with established agreements until their final day of validity. Dora Bruschi 1934 asks its suppliers not to disclose confidential and strategic information externally and undertakes to do the same. This obligation must be observed throughout the supply relationship and for at least two years after its termination, unless otherwise agreed.

Customer relations Dora Bruschi 1934 undertakes to foster dialogue and listening, considering them essential drivers of growth and improvement in customer relationships, with the aim of strengthening those relationships over the long term. Dora Bruschi 1934 adheres to its core values even in areas of the relationship that have not been formalised, aware that cooperation with the customer conveys the value of ethics to all stakeholders. Dora Bruschi 1934 shares its market know-how with customers, recognising that a synergistic and coordinated approach to customer expectations and needs multiplies the benefits for both parties.

Relations with the financial community and shareholders The management of Dora Bruschi 1934 undertakes to promptly communicate to members of the financial community information that actually or potentially affects the value of the company. In its relations with shareholders, Dora Bruschi 1934 ensures maximum transparency regarding governance mechanisms and the mutual protection of interests, in addition to what is required by applicable regulations. Dora Bruschi 1934 works to ensure that commitments made to providers of financial resources and services are honoured, protects the confidentiality of professional know-how and requires the same fairness from the counterparty in managing the relationship. Every document certifying Dora Bruschi 1934's assets and liabilities and the performance of its economic and financial management must be based exclusively on accurate, comprehensive and verifiable information. Every accounting entry of Dora Bruschi 1934 must originate exclusively from certain and documentable management acts.

No Dora Bruschi 1934 employee may depart from this principle, even at the request of a superior. Every operation and/or transaction carried out by Dora Bruschi 1934 must be lawful, authorised, consistent, appropriate, documented, recorded and always verifiable.

Original document approved on 25 May 2023. Updated version incorporating the section "Respect for human rights".

Official translation of the Italian Code of Ethics, approved and signed by the Directors of Dora Bruschi 1934 S.r.l. Società Benefit. The signed Italian version constitutes the authoritative document.