



**Corporate Social Responsibility
principles**

In Oryzon, we work to develop **new therapeutic tools which result in improvement of people's health, covering unmet medical needs**. We are mainly engaged in epigenetic medicine for the development of biological therapeutic solutions in the field of oncology and neurodegenerative diseases.

As a biopharmaceutical company which is constantly innovating to find new experimental drugs, **we are aware of the importance of conducting our activity in a responsible manner**, considering the expectations arising from both the engagement and transparent dialogue with our stakeholders, concerning social, labour, environmental and human rights issues, which helps us to create value.

With a growing and increasingly elderly world population, we believe that our biggest contribution to human development is the **search of new therapeutic solutions to provide people with better quality of life**, and that this research should be carried out in a **responsible manner**, providing benefits either to our shareholders, and to our staff, business partners, and society in general.

Our business conduct is embedded in our corporate values of **Commitment, Ethics, Innovation, Investment, Quality, Cooperation and Equal opportunities**, which serve us as road map in our daily agenda and allow us to ensure responsible behaviour at our operations.

Furthermore, in Oryzon we assume the principles of the UN Global Compact as our own, and we are committed to the UN's Sustainable Development Goals, aligning our activities with its Goal number 3 related to 'Ensure healthy lives and promote well-being for all at all ages'.

The principles for responsible business which we abide by when conducting business are as follows:

- Enhance people's quality of life by improving therapeutic capabilities against diseases. All of our innovation and development activities aim to improve people's health and quality of life and our efforts focus on diseases, in both the oncology and neurodegenerative fields, which do not currently have a cure.
- Guarantee an ethical behaviour when interacting with our clients-business partners, public benefitting from our projects and our staff, and permanent respect to all applicable regulation, giving priority to transparency, ethics in business and adequate risk management.
- Foster continuous innovation to seek for new biotechnological solutions, allocating our resources to the research and development for diseases treatment in the epigenetic field, including uncommon diseases such as Huntington's disease.
- Invest in the best human resources and in biotechnological platforms which enable us to improve people's health, by developing drugs for diseases which have currently no cure. We work aiming at managing our available resources efficiently, effectively and sustainably, fostering innovation to discover new therapeutic solutions.

- Adopt continuous improvement as a permanent management tool, guaranteeing quality in all of our operations. Quality is key in our processes and in our relationships with our partners. We promote research which is committed to good clinical and manufacturing practices, in addition to a responsible patent and intellectual property management.
- Cooperate with others, as the basis to achieve our goal of improving people's quality of life and health. We build external collaborative relationships with partners who complement our technological capacities, with an approach based on long-term and mutually beneficial relationships, and encourage internal collaboration by fostering motivation in our staff as the basis for our team work.
- Support professional development and equal opportunities at all levels of our organisation. We understand diversity as a key factor for innovation and development of new therapeutic solutions, and therefore, we promote proper conditions for teams with different skills and capabilities to work.
- Contribute to developing local talent by carrying out research and development in new areas of biochemistry while offering opportunities to local researchers.
- Foster an efficient use of resources, reduce the environmental impact of our business activities -including our supply chain-, as well as ensure the health & safety for all company staff.
- Be committed to society, contributing to the employment of both persons with special needs and most vulnerable groups, and to the social development of the communities where we operate.
- Keep smooth and bidirectional communication with stakeholders (staff, clients, partners/suppliers, public administrations/regulators, society and

shareholders/ investors) to gain more knowledge of their expectations, integrating them in our management practices.

Oryzon's Board of directors has the authority to create, assess and review the company's corporate governance system and approve the corporate policies which deploy our principles for business conduct. The principles for responsible business are part of these corporate policies.