

## Vitrolife Group's Commitment to Ethical Interactions with Healthcare Professionals and Organizations

At Vitrolife Group, we are dedicated to conducting all interactions with Healthcare Professionals (HCPs) and Healthcare Organizations (HCOs) transparently, ethically, and in full compliance with applicable laws and industry standards. Our practices align with the MedTech Europe Code of Ethical Business Practice, ensuring the highest level of integrity in every engagement.

### Guiding Principles

Our interactions with HCPs and HCOs are governed by the following principles:

- **Transparency:** We document and disclose our engagements with HCPs/HCOs as required by local regulations and industry guidelines.
- **Compliance with Laws:** All activities comply with the laws and ethical standards of the respective country.
- **Reasonableness and Moderation:** Benefits provided, if any, are strictly related to legitimate professional activities and are reasonable and moderate in nature.
- **Independence:** We ensure that HCPs maintain their professional autonomy and make patient care decisions based solely on the best interests of their patients.

### Scope of Interactions

1. **Educational and Training Support:**
  - o Organizing or sponsoring scientific workshops, training sessions, and educational events to enhance medical knowledge and skills.
  - o Providing support to HCOs through educational grants or donations, without influencing the choice of participating HCPs.
2. **Professional Collaborations:**
  - o Engaging HCPs as consultants, speakers, or advisory board members under clear, documented agreements, ensuring services align with fair market value and genuine business needs.
3. **Scientific Engagements:**
  - o Sponsoring HCP or HCO participation in scientific events under stringent criteria, ensuring programs are focused on advancing medical science.
4. **Product Demonstrations:**
  - o Supplying demonstration products or samples to facilitate evaluation by HCPs, strictly adhering to local regulations and transparency requirements.
5. **Sponsorships and Donations:**
  - o Supporting bona fide scientific and charitable organizations without conditions that could be perceived as influencing purchasing or prescribing decisions.
6. **Ethical Research**
  - o All sponsored and supported research must be ethical in its design and implementation. Our sponsored clinical research must comply with well-accepted international standards.

### Expectations from Our Partners

We extend these ethical and transparent practices to all our business partners, requiring them to align with our standards and comply with all relevant laws and industry codes. By fostering a culture of integrity, we aim to advance medical innovation while upholding the trust of healthcare stakeholders.

### Continuous Improvement

We review and update our guidelines regularly, ensuring they reflect current laws, regulations, and ethical practices. Our commitment is to lead by example and set a benchmark in responsible business conduct.

For further details, please contact [compliance@vitrolife.com](mailto:compliance@vitrolife.com)

At Vitrolife Group, the core values are the heart of our corporate culture. The core values of Integrity, Quality, Innovation and Collaboration reflects who we are, what we do and how we act. While a business is constantly evolving, core values remain absolute and unchanged and can guide us in making sound decisions regardless of department, stage of development, or individual personalities.

**Integrity** It's in our DNA to always do what is right

**Quality** Quality all the way, in everything that we do

**Innovation** Pushing the boundaries of creativity & science to improve patient outcomes

**Collaboration** Together, we are dedicated to making a difference in reproductive health