

Doing business in the right way

Every time we interact with customers, partners, competitors, and each other, we carry a piece of Megapharm's reputation with us. Every day, we work to strengthen our strong tradition of ethics, integrity and transparency. Our Code of Ethics, together with our core values, reflects the best and highest standards of business conduct. It is up to all of us to maintain those high standards in everything we do.

Doing in business the right way

Compliance means doing business the right way. We are all responsible for having compliance in our culture and values.

3 rules to keep in mind:

1. Everything you do has Integrity at its core.

2. Understand and follow our Code of Ethics and regulations.

3. Report violations of the Code of Ethics.

Who must enforce our code of ethics?

The core values and Code of Ethics must be applied by everyone who works for or represents Megapharm.

Who does it include?

- Directors, managers, employees.
- Business partners and representatives of third parties.

WHAT MANAGERS SHOULD DO IN MEGAPHARM

- Promote a culture of compliance in which employees understand their responsibilities.
- Make sure employees understand that business results are never more important than ethical behavior.
- Foster a spirit of ethics, integrity and legality
- Make sure employees know they can always report violations of the Code of Ethics without fear.

Our Values Our core values define the behaviors that make us successful in the marketplace. While working on behalf of Megapharm, always ask yourself if your actions are in line with these core values.

Transparency

Cooperation

Integrity

Passion for work

Professional growth

TO PREVENT CORRUPTION.

Our way:

We do not give or take bribes to anyone and for any purpose.

We never give gifts or anything of value in exchange for a business or personal benefit.

We always keep the data accurate.

Ensure that travel, expense reports, financial statements, customer billing and other records are transparent and accurate.

Do not allow another person to act on your behalf.

WE ACT WITH RESPONSIBLY

We do not accept violence, threats, harassment, abuse in the workplace. If you are a victim of these actions, report it immediately to the manager.

We do not discriminate and make decisions about employees based on merit.

If you feel you are dealing with an ethical issue, keep the following three questions in mind before deciding how to proceed:

1. IS THIS BEHAVIOR IN ACCORDANCE WITH THE CODE OF ETHICS, LAW AND REGULATIONS?
2. IS THIS SITUATION INAPPROPRIATE?
3. WHAT WOULD THE PUBLIC OPINION THINK?

KEEP IN MIND

At Megapharm, we do it the right way. Our Company's reputation and success depend on it.

- *We prevent corruption in all its forms.*
- *We avoid conflict of interest.*
- *We conduct business correctly, honestly and ethically.*
- *We act responsibly in our workplaces and communities.*
- *We take principled actions, communicating professionally and protecting private data.*
- *We treat others with fairness and respect.*



For reports of violations that you find,
contact the relevant manager or the
compliance office, and you can also write to
the address: a.neranxi@megapharm.al