

# ANTI-CORRUPTION POLICY



ENAMINE LTD is a Company engaged in scientific research and services in the field of chemical compound design and synthesis for the discovery of new medicines.

The Company's top management plays an active role in identifying, preventing, and countering possible manifestations of corruption and mitigating corruption risks.

This Anti-Corruption Policy shall apply to all ENAMINE LTD employees regardless of their status, position, employment, or activity. It covers all areas of the Company's operations, in particular in relations with employees, business partners, state authorities, and local governments. ENAMINE LTD complies with international and Ukrainian anti-corruption regulations.

Corruption - using officially delegated powers and associated opportunities to obtain illegal benefits. It can be instigated by individuals or organizations.

Corruption includes bribery, grease payment, extortion, blackmail, and money laundering. It also involves offering or receiving gifts, favors, or payments to influence dishonest or illegal behavior or to abuse trust in conducting the company's business. This can include tangible or intangible benefits, such as free items, gifts, events, or special services intended to gain advantages illicitly or that may create moral pressure to provide such advantages.

## Anti-Corruption Principles of ENAMINE LTD:

- 01 The principle of "zero tolerance" to any manifestations of corruption – timely detection, prevention, and termination of any indications of it, as well as implementing necessary actions to hinder corruption.
- 02 The principle of awareness – implementation of the measures necessary to inform ENAMINE LTD employees about the existence of this Policy, disclose its content and essence, and ensure access of ENAMINE LTD employees and business partners to this Policy.
- 03 The principle of responsibility – awareness of the harmful effects of corruption and related actions (practices) and informing ENAMINE LTD employees and business partners of possible corruption risks and dangers.
- 04 The principle of revision – updating the Anti-Corruption Policy in response to current legislation changes or the emergence of new corruption risks.

ENAMINE LTD 's management shall be responsible for implementing this Policy and ensuring its improvement and updating.

The Anti-Corruption Policy should be considered when setting ENAMINE LTD goals and shall be reviewed at least once every five years to ensure compliance.



CEO of Enamine ltd

Oleksii CHEKOTYLO