

Code of Conduct & Ethical Guidelines

Status: Formal Corporate Policy | Applicability: All Employees & Contractors

Version: 2026.1

Endorsed by: Gianvito Grasso, President of the Board of Managers, CEO & Founder

At In Virtuo Laboratories SA, we turn innovative research into real-world impact. We believe that scientific integrity, mutual respect, and regulatory compliance are fundamental to our commercial and technical success. This Code of Conduct outlines the ethical baseline for how we work internally and how we represent our company to partners, investors, and grant authorities.

2. Professional Workspace & Mutual Respect

We cultivate a professional environment where diverse perspectives are valued.

- **Zero Tolerance for Harassment:** We strictly prohibit discrimination, bullying, or harassment of any kind based on gender, origin, religion, age, sexual orientation, or physical ability.
- **Inclusive Collaboration:** We expect open, constructive communication. Disagreements must be handled professionally and focused strictly on technical or operational facts.

3. Scientific & Data Integrity

As an R&D-driven company, the credibility of our data is our most valuable asset.

- **Honest Reporting:** We commit to absolute accuracy, transparency, and traceability in all research logs, grant reporting, and financial tracking. Fabricating, falsifying, or cherry-picking data is a violation of employment.
- **Intellectual Property (IP):** We strictly respect third-party IP and protect our company's proprietary technology and trade secrets through robust data security practices.
- **Responsible & Explainable AI Architecture:** We build our machine learning models on principles of reproducibility and transparency. We ensure that our training data sources are legally acquired, scientifically vetted, and properly documented to prevent bias in molecular generation or target identification.
- **In Silico Validation Standards:** Because our discovery pipeline relies on computational predictions rather than immediate wet-lab or clinical environments, we maintain rigorous internal benchmarking. We do not over-hype algorithmic

predictions, and we ensure clear separation between training, validation, and testing datasets to prevent data leakage and false positives.

4. Conflict of Interest & Swiss Compliance

We operate with total transparency to protect our reputation and our funding eligibility.

- **Conflicts of Interest:** Team members must immediately disclose any personal, financial, or academic relationships that could conflict—or appear to conflict—with the business interests or grant obligations of In Virtuo Laboratories SA.
- **Anti-Corruption:** We strictly follow Swiss anti-corruption laws. We do not accept or offer bribes, inappropriate gifts, or preferential treatments from suppliers, partners, or public officials.

5. Reporting & Speak-Up Culture

If a team member witnesses or experiences behavior that breaches this Code or our Gender Equality Policy, they are expected to report it immediately.

- **Direct Reporting:** Issues can be raised directly with executive management.
- **External Escalation:** For sensitive matters where internal escalation is difficult, team members can securely contact our designated external legal or advisory contact: *Evangelos Raptis, Red Tree Partnership*
- **Retaliation Protection:** No employee will suffer professional backlash or retaliation for reporting a concern in good faith.

6. Acknowledgement

By working with In Virtuo Laboratories SA, you commit to upholding these standards daily.

Signed:

Gianvito Grasso

President of the Board of Managers, CEO and Founder

In Virtuo Laboratories SA

Date: 20.10.2026