

## QUICK GUIDE TO KEY RULES

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*What is this? This is a summary of the Key Rules of Compliance all Experts and Clients should abide by in each and every knowledge sharing consultation on the Expertwired marketplace.*

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The overview of Key Rules below outlines some key perspectives of our rigorous compliance framework. It is by no means exhaustive, but is meant to illustrate and remind Experts and Clients of the foremost rules. Please ensure to have read the full compliance framework and terms & conditions prior to any knowledge sharing consultation.

**1. Employees may not consult about their current employer.**

Regardless of whether the employer is publicly held or privately owned. This prohibition extends to the parent and subsidiaries of an Expert's employer. Employees includes officers and directors.

**2. Under no circumstances may an Expert ever disclose confidential information.**

Under no circumstances may an Expert ever disclose confidential information about a (former) employer or any other information that would violate a confidentiality agreement. Furthermore, if an Expert was previously employed in the finance or accounting department of a company, he/she may not discuss that company until four months after his/her employment has ended.

Employees of professional service providers and/or independent consultants ("consultants") may never disclose confidential information obtained in the course of providing their consulting services to their consulting clients. Consultants must be certain that any knowledge shared on or through Expertwired does not violate any confidentiality agreements entered into with their consulting clients.

**3. Experts may not consult for a direct competitor.**

Experts may not consult for a Client that is a direct competitor of their employer.

**4. Government employees are not allowed to (be) consult(ed) about their government.**

Experts must abide by the particular rules and regulations of the government entity and/or regulatory body/institution for which they work. In addition to any restrictions imposed by such rules, Experts does not allow government employees to consult about the Expert's government or regulatory agency, or a matter currently before the agency or known to be coming before the agency. Clients are prohibited from using Expertwired's services to try to lobby or otherwise influence government officials in any manner related to their office or official duties.

**5. An employee may – under specific conditions - consult about a company that is a customer or supplier of his/her employer.**

Generally, an employee may consult about a company that is a customer or supplier of his/her employer (e.g. about its competitive position, product portfolio), only in the absence of a confidentiality agreement or other obligation of confidentiality towards the customer or supplier. However, an Expert may not discuss his/her employer and confidential information concerning its relationship with the customer or supplier (e.g., his/her employer's purchases or (intention of) sales to the company).

**6. Healthcare sector employees and business owners of healthcare sector companies may never discuss non-public patient information or undisclosed clinical trial results.**

If not under a confidentiality agreement or otherwise restricted, Experts in the healthcare sector may generally discuss publicly available information, including in relation to clinical trials – e.g., hypotheses about a drug mechanism, design of a study (to the extent published), competitor drugs and developments in the market, a doctor's view of clinical demand, etc. Data Safety Monitoring Board and Clinical Trial Steering Committee members (or members of Boards and Committees with a similar purpose) may not discuss current clinical trials.

**7. Employees of publicly listed companies are not allowed Expert Consultations if the Client involved is either the target or bidder in a tender offer.**

An employee (including officers and directors) of a public company that is the target or bidder in a tender offer, or a private company that has filed for an initial public offering, is prohibited from consulting on any topic until the tender offer is resolved.

Please ensure to have read the full compliance framework and terms & conditions prior to any knowledge sharing consultation.

Together we keep knowledge sharing insightful and valuable.

Thank you.

The Expertwired team.



Please visit [www.expertwired.com/compliance](http://www.expertwired.com/compliance) for more information.