

Code of Ethics and Conduct



Table of Contents

1. Introduction	●
2. Conflicts of Interest	●
2.1 Disclosure and Conflict Prevention	●
2.2 Outside Business Activities/Other Employment	●
2.3 Gifts and Entertainment	●
3. Financial and Corporate Integrity	●
3.1 Compliance with Laws, Rules and Regulations	●
3.2 Anti-Money Laundering	●
3.3 Fraud	●
3.4 Insider Information Usage	●
3.5 Fighting Corruption and Bribery	●
3.6 Financial Integrity	●
3.7 Bids - Sale to Government Entities	●
3.8 Third Party Contracts	●
3.9 Relationships with Government Authorities	●
3.10 Political Activities	●
3.11 Prevention, Use and Asset Management	●
3.12 Corporate Opportunities	●
3.13 Fair Dealing	●
4. Confidentiality and Disclosure	●
4.1 Confidentiality	●
4.2 Social Media	●
5. Harassment/Diversity	●
5.1 Harassment & Discrimination	●
5.2 Diversity and Inclusion	●
6. Reports and Administration	●
6.1 Disclosure	●
6.2 Compliance	●
6.3 Business Continuity	●
6.4 Resignation.	●
6.5 Lack of Constitution of Rights	●
7. Effective Date	●

1. Introduction to the Code of Ethics and Business Conduct



This Code applies, without exception, to all Knight directors, officers, consultants and employees (references to “employee” in this Code should be read to include directors, consultants and officers). It is each employee’s responsibility to observe the standards outlined in the Code to build on the foundation of Knight’s goodwill. These standards are intended to serve as a guide to making the right choice when faced with a complicated situation that we can adopt a higher standard of behavior than simply following what is “nice”. The President and Chief Operating Officer will report to the Company’s board of directors (the “Board”) on compliance with this Code.

This is not a complete Code of Conduct. No statement can offer a complete guide to cover every possible situation that may be encountered. There are, however, some areas that, due to their importance, deserve special attention and are presented in this document. In addition to knowing and becoming familiar with the information in this document, whenever you are faced with an ethical issue that is difficult to resolve, ask yourself the following questions:

- a) Is the attitude I am taking legal and ethical?
- b) Does it comply with the Knight Code, policy and values?
- c) Will I feel comfortable and truthful in explaining my choice to my friends or relatives?
- d) Will I be satisfied if my actions are published in a newspaper, on television or on the Internet?

Protecting the Company and its employees from unethical conduct is a responsibility of all of us. As employees, you play a central role in observing compliance with this Code and cooperating to ensure high ethical standards:

- e) Act honestly and with integrity, observe the law and Knight policy, and protect the Company’s reputation and image.
- f) Strictly adhere to Knight rules, laws and procedures when acting on behalf of the Company.
- g) Act respectfully towards your colleagues, customers, business partners and competitors.

- h) Don't hesitate to ask: if you have any questions about correct decision-making, laws, Knight policy, ethics or any other matter related to conduct, check the Code or procedures, ask your immediate manager, human resources department or the person responsible for compliance at Knight.
- i) Promptly report any suspected violations or violations of laws, the Code or Knight policy, and if anyone asks or pressures you to act in a way that could constitute a violation. You can report this fact to your immediate manager, human resources department or the person responsible for compliance, or you can report the violation anonymously through the Ethics Hotline.
- j) Cooperate with any investigation of a Code violation and provide the necessary information reliably, accurately and completely.

2. Conflicts of Interest

2.1. Disclosure and Conflict Prevention



Each Knight employee must avoid any conflict or perceived conflict between their personal interests and Knight's interests. A conflict situation can occur when an employee performs acts or has interests that make it difficult or even appear to make it difficult to carry out their work objectively and effectively.

A personal conflict of interest occurs when a personal relationship or activity can influence a person's judgment and ability to perform their job objectively and fulfill all of their duties to an employer. Even the appearance or perception of a conflict of interest can put our Company at risk. As employees, we must never allow partiality or personal gain or benefit to prevent us from doing what is in the best interests of Knight and the patients and consumers we serve.

An organizational conflict of interest can arise when Knight has conflicting relationships with entities such as governments, health care providers, healthcare providers or individuals related to those entities. It will not always be clear whether an activity is a conflict of interest or not.

Some examples of conflicts of interest might include:

- a) hiring by a competitor or potential competitor, regardless of the nature of employment, while employed by the Company;
- b) Acceptance of gifts, payment or services from those seeking to do business with Knight;
- c) the transfer of confidential information to competitors;
- d) investment activities that use privileged information;
- e) possession or substantial interest in a partnership that is a competitor or supplier to the Company; or
- f) Acting as a consultant for a client or supplier of the Company.

Employees must fully and promptly disclose all circumstances that could be interpreted or perceived as a conflict of interest in accordance with Section 2.1 of this Code. Full disclosure of the conflict creates an opportunity to resolve situations that are unclear and rule out conflicting interests before any difficulties arise. When an employee is in doubt about the existence or not of a conflict of interest, ask their immediate manager, human resources department or the person responsible for compliance at the Company.

For more information, see Knight's Conflicts of Interest Policy.

2.2. Outside Business Activities/Other Employment

The Company should not be harmed by the lack of better efforts of an employee at work to the detriment of their external demands due to spending time, energy or attention with them. In certain cases, when allowed by the employment contract, an employee may, upon prior notice from their manager, (i) start your own business or (ii) take on extra part-time work at companies that are not competitors, suppliers or customers. This does not constitute a conflict of interest in and of itself. It is the responsibility of each contributor to ensure that this second assignment does not conflict with Knight's interests. This means, for example, ensuring that the two activities are strictly separated. This can be done by ensuring that:

- a) The work of the other company is not carried out on Knight's time .
- b) Customers and people from other work and/or own business do not contact a Knight employee.
- c) Knight equipment and supplies or the time of any corporate personnel are not used for outside work;
- d) the products or services of your own business or extra work are not promoted during your working hours at Knight; are not promoted to other corporate employees during working hours; and
- e) The products or services of your own business or extra work are not sold to Knight.

2.3. Gifts and Entertainment

No employee shall use their position for personal gain or assume obligations to people with whom the Company does business. Employees must not accept, directly or indirectly, gifts of value, including payments, services, fees, special privileges, leisure travel, accommodation and loans from any person, organization or group doing business or seeking to do business with the Company .

When an employee is in doubt as to whether or not to accept a gift or benefit, he/she should ask, ask his/her immediate manager, human resources department or person responsible for compliance in the Company.

3. Financial and Corporate Integrity

3.1. Compliance with Laws, Rules and Regulations

The local laws where the Company operates cover various aspects related to the Company's business. Knight is committed to operating within the framework of these laws and regulations. Therefore, to ensure compliance with all applicable laws, all employees must familiarize themselves with the laws or regulations that relate to their work to ensure that their conduct reflects what is required by law. Ignorance of the law does not constitute a defense to the employee.

As they strive to achieve goals and objectives, all employees must comply with the law and not encourage other fellow employees, contractors or suppliers to engage in activities that violate the law or engage in unethical business dealings.

Knight will proactively promote compliance with laws, rules and regulations, including but not limited to all Canadian, US and foreign laws that prohibit money laundering, bribery of government officials and improper payments and use of inside information.

3.2. Anti-Money Laundering



The use of money or assets that result from criminal activities or that support illegal activities by using resources of illegitimate origin is considered money laundering. Knight DOES NOT tolerate any act of its companies, employees or third parties that could constitute money laundering or terrorist financing.

In order to prevent activities that constitute money laundering or terrorist financing, Knight and its employees:

- a) Must understand and enforce the policies and procedures established by the Company to prevent money laundering and terrorist financing.
- b) They must not receive financial or personal benefits arising from illegal activities.
- c) They must make sure that employees, individuals and legal entities with whom the Company has a relationship are not included in restrictive lists related to money laundering and terrorist financing. The due diligence process must be conducted before the beginning of the relationship, in addition to the company identification analysis (which may include copies of the bylaws, operating licenses, confirmation of the tax identification number, country of location, etc.) and background checks.
- d) Should report suspicious activity (as applicable under local laws) and cooperate with authorities and internal responsible for money laundering and terrorist financing investigations.

3.3. Fraud

Fraud is the misuse or criminal use of Knight's assets or communication devices for the purpose of intentionally deceiving through material omissions, third parties or the Company for financial gain or other personal gain. Employees or third parties who do business with Knight and who engage in fraudulent activities will have their employment or business relationship with the Company terminated and will be subject to criminal and civil proceedings.

3.4. Use of Inside Information



The Company considers the use of inside information unethical and illegal and will deal with it decisively. A policy regarding trading in securities by "insider trading" (the "Insider Trading Policy"), imposing trading restrictions and blackout periods. Employees must know and comply with the Insider Information Use Policy. A copy of the Insider Trading Policy is available on the Company's internal intranet.

The Company's policy is to ensure full, fair, accurate, timely and understandable disclosure in reports and documents that Knight files or submits to securities regulatory authorities and in all other publications and communications made by the Company. However, the disclosure of information relating to the Company is the responsibility of the Company's disclosure committee (the "Disclosure Committee") and employees must not disclose corporate information, including material information relating to the Company's business and affairs. Employees who are not authorized spokespersons must not, under any circumstances, respond to inquiries from the investment community or the media, unless specifically requested to do so by an authorized spokesperson. All such questions must be immediately referred to a senior director of the Company. In addition, employees are prohibited from participating in Internet chat rooms or newsgroup discussions on matters relating to the Company's activities or its securities. Employees who encounter a discussion belonging to the Company must inform a senior Company executive immediately so that the discussion can be monitored.

The activities of all employees must be subject to close scrutiny. If in doubt, employees should discuss the matter with their immediate manager, human resources department or the person responsible for compliance at the Company.

For more information, see Knight's Insider Trading Policy.

3.5. Fighting Corruption and Bribery

Any corruption and bribery activity is prohibited. Knight is opposed to corruption and bribery and does NOT tolerate practices that seek to obtain business by improper means. No Knight employee is authorized to offer, receive or accept any benefit for themselves or for third parties that could compromise, or appear to compromise, their ability to make objective business decisions. Employees must know and comply with the Anti-Corruption and Bribery Policy.

Knight employees, directly or through intermediaries, must never offer or promise a personal or financial favor to obtain a business or advantage from a third party. Employees must not accept such advantage in exchange for preferential treatment from third parties. Employees must not engage in any activity or conduct that may generate the impression or suspicion of attempting this type of misconduct. Improper favoring may include illegal discounts, kickbacks, commissions, improper payments and any other illegal material or immaterial benefits. The Company must comply with all applicable anti-corruption laws and regulations in the countries in which it operates, including the Foreign Public Officials Corruption Act (Canada), the Anti-Bribery Act (UK) and the Foreign Corrupt Practices Act (USA).

For more information, see Knight's Anti-Corruption and Bribery Policy.

3.6. Financial Integrity



To ensure our integrity in financial matters, compliance with applicable regulations and transparency with our shareholders, we must always maintain complete and accurate financial records that accurately and truthfully reflect the Company's financial condition and earnings. It is also essential to protect the Company's assets and confidential information.

Why integrity is important Helps us maintain the trust of our shareholders, government, patients, healthcare professionals, business partners, suppliers and other third parties with whom we interact or may interact. We are a publicly traded company and have commercial activities in many countries. We must always maintain accurate books and records that adequately reflect our financial condition and that can be used as a basis for making good business decisions. The law requires us to be honest and accurate in our financial records. The negative effects of inaccurate financial statements could lead to loss of confidence by our shareholders, negative impact on our reputation and possible fines and penalties.

Due to the great importance of financial integrity and protection of our assets, we design and implement a number of internal controls and procedures to ensure that Company records are maintained, stored and destroyed in accordance with Company requirements and applicable law. Regardless of their position, each employee is responsible for complying with the policies and procedures that affect the Company's financial resources and assets. Some examples of these processes and controls to protect our financial integrity are:

- a) We sell and buy products and services based on quality and fair market price and we never allow ourselves to be influenced or intend to influence with payments, gifts, invitations, favors or advantages of any kind.
- b) We record the sales, income and payments of our companies during the corresponding accounting period in accordance with generally accepted accounting principles (internationally, IFRS).
- c) We prohibit the use of Company resources, assets or information for any illegal purpose, including bribes.
- d) We maintain accurate Company books and records and do not make false entries under any circumstances.

Some recommendations to protect our financial integrity include:

- a) Always comply with applicable legal regulations, as well as Knight's hiring and purchasing practices and policies.
- b) Observe the methods for approving payments to suppliers.
- c) If you are not sure what the policies are, check with your immediate manager.
- d) Ensure that all payments or use of Knight resources are reviewed and approved by the appropriate manager.
- e) Present your expenses properly and clearly, including receipts and reasons for the expenses (which must always relate to Knight business). Never request reimbursement for personal expenses or expenses not authorized by Knight.

3.7. Bids - Sale to Government Entities



Government authorities and agencies may be Knight customers. Public entities, such as public hospitals, certain health plans, as well as other institutional purchasers, are subject to strict local laws and regulations that govern the way in which these institutional purchasers and agencies purchase products and services. As a supplier of products, we are also required to comply with these laws and regulations. Knight employees who participate in bidding processes and who offer our products to any government authority or to the aforementioned buyers must understand and comply with the public bidding rules. These regulations can be complex, but they are of great importance to the Company's business.

3.8. Third Party Contracts

The Company must hire Third Parties only if all the following requirements are met:

- a) There is a legitimate need for the services or goods they provide
- b) The prices of services and goods are not higher than the market value
- c) There is a written contract or other written document with similar legal effect (e.g., Purchase Order)
- d) Hiring Third Parties – including healthcare professionals – must never be used to create an incentive or reward or secure any undue commercial advantage for the Company.
- e) Third Parties are regularly monitored for any issues of corruption, bribery, money laundering, terrorism or any other similar acts through the use of tools such as World-Check One.
- f) Third Parties report to the Company when there is any interaction with government authorities regarding Knight's products or activities to ensure that the Company keeps this information recorded in its controls.

All Contracts must be signed before the beginning of the provision of the service and must be based on the principles of good faith, experience in the area of operation, fair value, transparency, integrity and impartiality. Contracts can be signed electronically, unless local laws require signatures by hand, and must be stored electronically in accordance with each country's internal procedures.

For specific contracts with healthcare professionals, see the Operating Procedure for Interactions with Healthcare Professionals.

Please refer to the Internal Signature and Approval Matrix available on the intranet for confirmation of appropriate signing powers and approval levels.

3.9. Relationships with Government Authorities

Relations with government authorities must be established within a framework of transparency, both by the employee of the Company and by the government authority. Our market in which we operate frequently requires our interaction with authorities from different governments. Transactions with governments are subject to specific laws, different from dealings with individuals.

For more information, see Knight's Anti-Corruption and Bribery Policy.

3.10. Political activities



Knight is a firm believer in the democratic process, but we do not participate in political activities. Therefore:

- a) Will not contribute to political campaigns, support candidates or interfere in political matters.
- b) Knight employees may not pressure other employees on political issues.
- c) Knight's resources and facilities are not to be used for the operation of political action committees or programs or to provide administrative support to such committees.

3.11. Prevention, Use and Asset Management



All employees must protect the Company's tangible (buildings, equipment, etc.) and intangible (data, confidential information, know-how, intellectual property, etc.) assets and ensure their efficient use. All Knight assets must be used for legitimate business purposes. Equipment, materials, supplies and services, including Internet access, which are purchased by Knight are the property of Knight and must be used only in the interest of Knight and must be protected against theft, misuse or damage.

- a) Knight assets must be used solely to carry out commercial activities.
- b) You must not use Knight assets for outside business or for illegal or unethical activities.
- c) You must use Knight's information and communication tools properly and you will not access, for example, websites that contain obscene, offensive or illegal material.
- d) You must not take for yourself, or for others, an opportunity for financial gain of which you had prior knowledge because of your position at Knight or through the use of a Company asset or information.
- e) You must protect and safeguard the Company's assets by preventing their loss, theft, misuse and waste. Do not commit fraud or damage Company assets.
- f) You must make proper use of corporate email and access codes and use them only for Company purposes.
- g) The intellectual property created, developed or obtained by employees and related to their employment belongs to the Company.

3.12. Corporate Opportunities

Employees are prohibited from personally taking advantage of corporate opportunities through the use of Knight property, information or position; (b) use Company property, information or position for personal gain; and (c) compete with the Company. Employees have a duty to the Company to promote their legitimate interests when the opportunity to do so arises.

3.13. Fair Dealing



Each employee should make every effort to deal fairly with Knight's shareholders, customers, suppliers, competitors and employees. No one should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing practice.

Knight believes in fair competition and does not use illegitimate means to gain control of the markets in which it operates, block competition from contacts with customers or suppliers, or adopt pricing measures that could harm its customers.

- a) Do not discuss or make agreements with existing or potential competitors regarding pricing policies, discounts and other conditions of sale, division of markets or customers and sale (or non-sale) of the Company's products or the products of competitors.
- b) Do not offer bribes and do not provide favors to customers or suppliers for the purpose of promoting our business or harming competition.
- c) Do not discuss and make agreements with distributors and wholesalers about retail prices.

- d) Be especially careful to avoid any acts or statements that could create the impression of unfair competition or misuse of our market position.
- e) Do not make jokes, inappropriate terms, or make negative statements about competitors.
- f) Always focus on our advantages and our products, not our competitors.

4. Confidentiality and Disclosure

4.1. Confidentiality



Employees will be required to maintain the confidentiality of information entrusted to them by the Company or its customers, as required by the Company's Corporate Disclosure Policy. Employees must know and comply with the Company's Corporate Disclosure Policy. Employees who do not have a copy of the Company's Corporate Disclosure Policy should request it from their immediate manager, human resources department or person responsible for compliance at the Company.

Any employee who has access to confidential information is prohibited from communicating such information to anyone else, except when necessary in the course of business. Efforts will be made to limit access to such confidential information only to those who need to know it, and such persons will be advised that the information must be kept confidential.

Except as required by law, all information relating to the Company's business must be considered confidential by all employees until it is publicly available. All non-public types of corporate data, corporate records, information about individuals, and information that may affect the Company's competitive position.

To avoid misuse or incorrect disclosure of relevant information, the procedures set out below must always be observed:

- a) Confidential matters should not be discussed in places where the discussion can be overheard, such as in elevators, hallways, restaurants, planes or taxis;
- b) Confidential documents must not be read in public places, left in unsupervised meeting rooms, left behind when a meeting ends, or be discarded where they can be retrieved by others. Likewise, employees must not leave confidential information in their homes, where it can be accessed by others;
- c) The transmission of documents by electronic means, such as by fax or directly from one computer to another, should only be done when it is reasonable to believe that the transmission can be made and received in a secure manner;
- d) Access to confidential electronic data must be restricted through the use of passwords
- e) Unnecessary copying of confidential documents must be avoided and extra copies of confidential documents must be shredded or otherwise destroyed;

- f) All proprietary information, including computer programs and other records, remains the property of the Company and may not be removed, disclosed, copied or otherwise used, except in the normal course of your work or with the prior permission of your immediate manager , human resources department, person responsible for compliance or senior director of the Company;
- g) Documents and files containing confidential information must be kept in secure places, accessible only to restricted individuals.

Confidential information must not be destroyed or removed from the premises without the express consent of management or as required by the terms of your employment contract. In cases where an employee is working at home, the employee must be as careful with Confidential Information as they would at the office.

Upon leaving employment with the Company, the employee must return all confidential information in any form and all copies that are or may have been in their possession. Employees are also expected not to disclose confidential information that they have become aware of during their employment relationship.

If an employee has any concerns about the confidentiality of specific information or if you suspect the theft or unauthorized disclosure of Confidential Information, you should discuss or notify your direct supervisor, human resources department or the Company's compliance officer.

4.2. Social media



“Social media” includes any digital media that allows you to create and share content, post comments and interact with different people or groups. As Knight employees, we must comply with all Knight policies when using online media. Our policies apply to both communications related to job responsibilities and personal communications that may affect the Company. In our personal social media activities, Knight employees must always be informed, respectful and remember that our behavior can affect our personal reputation and the reputation of Knight. We must always remember that the internet is a public place and that the content we create and publish comes from our domain.

By participating in Internet chat rooms, blogs, bulletin boards, newsgroups, social networking sites, etc. (“Online Posts”), (as well as in any other forums), unless specifically authorized by the Company, contributors must make clear that the opinions they express are strictly those of the contributor and do not reflect the opinions of Knight. Contributors are prohibited from giving the impression that they are speaking on behalf of Knight or expressing Knight’s perspective in any forum. The obligation of confidentiality of employees extends beyond working hours and outside the workplace. In this regard, an employee has the right to express himself in an online publication or other forum but is subject to his obligation of confidentiality and duty of loyalty to the Company.

Consequently, it is strictly prohibited for employees to discuss in any Online Posts or other forum any confidential, non-public, exclusive or personal information, trade secrets or other information about the Company, its businesses, executives, management, employees, customers, suppliers, partners, affiliates or competitors, including, but not limited to, comments about their services, products, operating performance, financial results or stock performance. Contributors are also prohibited from i) making misleading statements about Knight or the relationship between the contributors and Knight and ii) using Knight's trademarks (owned or licensed by Knight) or copyrighted material in any Online Posts or on any other forum. Employees are prohibited from posting or posting material in any Online Posts or in any other forum that damages or negatively affects or detracts from the Company's reputation or image, its policies, operations, executives, management, services, products, customers, suppliers, partners, affiliates, competitors or any of their collaborators.

5. Harassment and Diversity

5.1. Harassment and Discrimination



Knight is committed to fair and equal treatment for all employees. We do not tolerate any form of discrimination or harassment in the workplace. Any employee whose actions are not in line with these principles will be punished and may be dismissed.

It does not accept employees who engage in offensive, abusive or other unwanted behavior in the workplace that violates personal dignity or creates an intimidating, hostile or humiliating environment (for example, physical, sexual, psychological, verbal or any other form of harassment). It is our policy to ensure that the behavior of our employees does not discriminate against anyone based on gender, age, ethnicity, national origin, religion, disability, sexual orientation, citizenship, their abilities or any other relevant characteristic protected under applicable law.

All Company employees are entitled to employment free of harassment. Every customer is entitled to harassment-free services. Each employee is responsible for ensuring that no employee or external contact is harassed.

Complaints will be treated seriously, sensitively and as discreetly and confidentially as possible. If any employee believes they are being harassed or sees or knows that a colleague or group of employees is being harassed, they should contact their immediate manager, human resources department, the person responsible for the Company's compliance to obtain advice and assistance or make an anonymous report through the Ethics Hotline. There will be no retaliation for reporting incidents of harassment.

5.2. Diversity and Inclusion



Knight values diversity and inclusion and is strongly committed to diversifying our workforce and promoting a work culture that provides a professional and rewarding work environment where all employees feel welcome and respected because of the unique qualities and characteristics they bring to the workplace. This includes continually working towards an environment in which the diverse thoughts, ideas and contributions of all employees are valued, encouraged and accepted.

Knight strives to create an inclusive environment that accepts differences and promotes inclusion.

Diversity is the variety of dimensions, qualities and unique characteristics that people have. These dimensions include, but are not limited to, ethnicity, nationality, culture, language, skills, gender, gender identity, sexual orientation, religion, age, immigration status, socioeconomic status, geographic region in which you live, and the endless relationship of other qualities that we all possess as human beings. In the workplace, these differences contribute to diversity in thinking and approach, which increases development, innovation, creative problem solving and results. By increasing the diversity of our workforce and creating an inclusive work environment where differences are respected, accepted and valued, all Knight employees are empowered to contribute to their fullest potential.

As part of its diversity policy, the Company aspires to a composition that includes a strong representation of women, indigenous people, black people, people with disabilities and people who are part of a minority.

6. Reports and Administration

6.1. Disclosure

If any employee has violated the Code or observed a violation of the Code by another employee, he/she has a responsibility to report that fact immediately. Employees should talk to managers, managers or other appropriate personnel when in doubt about the best course of action in a specific situation. Employees must report violations of laws, rules, regulations or the Code to their immediate manager or a senior executive of the Company as soon as they become aware of such violations through the following channels:

- a) In case of doubts or concerns related to the Code or Employment Contract, the employee must contact his/her immediate manager.
- b) For any concern regarding a Code violation, the employee should contact their immediate manager, human resources department or person responsible for Knight compliance or, if the employee believes the issue will not be addressed or has not been addressed, approached, he should contact the Ethics Hotline, as listed below:

c) Ethics Hotline:

- (i) Website: www.grupobiotoscana.com/compliance/report
- (ii) Email: compliance.report@knighttx.com
- (iii) List of free contact telephones:
 - (A) Argentina: 0800 345 4002
 - (B) Bolivia: 800 104049
 - (C) Brazil: 0800 033 3307
 - (D) Chile: 188 800 201392
 - (E) Colombia: 01 800 9547004
 - (F) Costa Rica: 0800 5425439
 - (G) Ecuador: 1 800 000932
 - (H) Mexico: 01 800 2832938
 - (I) Panama: 00800 0540001
 - (J) Paraguay: 009 800 542 0200
 - (K) Peru: 0800 56046
 - (L) Uruguay: 000 4054789
 - (M) Canada: 917-656-5586

Knight will protect from retaliation any employee who, in good faith, reports actual or perceived violations by another employee or issues with corporate policies, procedures or controls, and those who cooperate in an investigation or other proceeding related to the Code. We prohibit any threat to harm your position or promotion. This policy applies to reports made through the channels mentioned in the Code or in any other acceptable manner. The whistleblower's data is kept confidential and will only be disclosed to those who must be informed so that they can handle the case. In exceptional cases, we may be forced to reveal the whistleblower's identity to the authorities. In addition, it is sometimes difficult to hide the identity of the whistleblower, as the information included in the report may only be known to a few employees or related to a very specific area.

When making a report, include as much detail and copies of documents as possible to allow for a proper investigation of the reported situation or behavior. Vague or unspecific complaints are more difficult to investigate.

All reports, whether made by phone or online, will have a reference number. You can use this reference number to provide more information or check the status of an investigation over the phone or online at <https://bdolineaetica.com/grupobiotoscana> regardless of how you originally used the hotline. Please note that investigations take time and our ability to share information may be limited.

Where permitted by applicable law, you may use the Ethics Hotline to report concerns anonymously or ask questions. Some countries prohibit or discourage anonymous

reporting or restrict the types of information that can be reported. If you use the Ethics Hotline from one of these countries, you will be informed of any specific restrictions on reporting. Management will report to the Board on compliance with the Code.

Violations of the Code will be dealt with promptly and fairly. Any employee who violates this Code, Company policy or applicable law may be subject to disciplinary action, which may include termination. Misconduct, failing to report a known or potential issue, failing to cooperate with an investigation or intimidating, engaging in retaliation against an employee who reports a potential issue, or providing information during an investigation.

If a conflict of interest is fully disclosed in advance, the Board may allow the conflict in certain limited instances.

6.2. Compliance

New directors, officers, consultants and employees of the Company and its subsidiaries will be informed of this Code and its importance, and this Code will be made known to all employees annually. The Board will review and, as necessary, review and update this Code on an annual basis.

Any employee who violates this Code may face disciplinary action, including termination of their employment with the Company. Violation of this Code may also violate certain laws. If the company discovers that an employee has violated these laws, it can refer the matter to the appropriate legal authorities.

6.3. Business Continuity

We believe that business continuity management is critical for our patients, customers, employees and other stakeholders and is part of responsible management practice. In the event of an emergency or significant business disruption, we are committed to doing our best to ensure an uninterrupted supply of key products and services.

6.4. Waivers

Any waiver of this Code for Company directors or directors may be made only by the Board or a committee of the Board. Changes and waivers to this Code will be publicly disclosed in accordance with applicable laws.

6.5. Lack of Constitution of Rights

This Code is a statement of certain fundamental principles, policies and procedures that govern the Company's directors, officers, consultants and employees in conducting its business. It is not intended to create and does not create any rights for any employee, advisor, customer, consumer, supplier, competitor, shareholder or any other person or entity.

7. Effective Date

This Code is dated August 21, 2021 and will come into effect on that date. All policies must be reviewed every two years or as necessary due to changes in the Company's internal rules or changes in laws or regulations. The Company reserves the right to modify, reduce, extend or cancel this Policy, in whole or in part, at any time. Any modification will be communicated in writing to all directors, officers, consultants and employees of the Company.

All directors, officers, consultants and employees, regardless of their position, will be subject to disciplinary sanctions (which may lead to dismissal for misconduct) arising from non-compliance with any provisions set forth in this Code or in any Company policies.
