

CODE OF ETHICS



VIRIXENE

Message from the Vice Chair

We are pleased to introduce the updated version of VIRIXENE's Code of Ethics, a document that consolidates the values that define our identity and serve as a guide for our actions.

This Code reflects our commitment to integrity, transparency, and responsibility in connection with our interactions, both internal and external.

At VIRIXENE, we believe that results are important, but what is even more is the path we choose to achieve them. Therefore, this Code is a key tool in building a sustainable future together, based on respect, trust, and commitment.

We invite everyone to implement and promote these principles, which drive our mission and convey the purpose-driven culture of the organization we aspire to be.



Ivanna Mandolesi
Vice Chair

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Ethical Commitment





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Ethical Principles





Our Philosophy

VIRIXENE as an international group composed of the pharmaceutical companies SAVANT and VIVUNT, arose from its founders’ vision, focused on attaining companies’ globalization based on 30 years of experience, aiming at accomplishing the desired sustainable growth.

Mission

Provide healthier, better lives through the prevention, relief and cure of illnesses.?

Corporate Values



Passion

We are committed to overcoming new challenges by giving the best of ourselves.



Growth

We choose to evolve sustainably on our path to excellence.



Innovation

We search for new ways to achieve exceptional results.



Performance

We tirelessly pursue excellence for the benefit of all interested parties.

Commitment to Human Rights

At VIRIXENE, we are committed to respecting and promoting human rights, ensuring dignified and equitable treatment in all our interactions.

- Guarantee fair, safe, and respectful working conditions.
- Prevent any form of discrimination based on age, race, gender, religion, disability or sexual orientation.
- Promote diversity, inclusion, and equal opportunities in the workplace.



Ethical Principles

The principles that should guide the decisions and actions of all personnel are:

Integrity:

Acting honestly in all interactions.

Respect:

Treating everyone with dignity and without discrimination.

Responsibility:

Taking accountability for one's actions.

Equity:

Ensuring fair and equal treatment.



Menu



Relationship with Stakeholders

- Human Capital >
- Clients, Patients and Consumers >
- Suppliers >
- Community >





Relationship with Our Human Capital

VIRIXENE

Corporate
Philosophy

Relationships with
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Ethics
Commitment



Relationship with Our Human Capital

- Talent is valued, fostering a safe, inclusive, and equitable work environment.
- Equal opportunities are guaranteed, along with support for professional development.
- Harassment, discrimination and abuse of power are strictly prohibited.
- Open communication and collaboration within a respectful environment are encouraged.
- Fair working conditions and competitive salaries are ensured.❓





Relationship with Clients, Patients, and Consumers

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Relationship with Clients, Patients, and Consumers

- Commitment to providing high-quality, safe and effective products.
- Transparent communication ensures clear and truthful information.
- Maintaining ethical relationships with clients, avoiding unfair or misleading practices.
- Customer needs are addressed with professionalism and responsibility.
- Compliance with all applicable pharmaceutical industry regulations is upheld.



Relationship with Suppliers



Relationship with Suppliers

- Suppliers are selected on the basis of an objective criteria, ensuring fairness and transparency.
- Compliance with legal regulations and ethical standards is required.
- Fair and sustainable business relationships, free from conflicts of interest, are promoted.
- Integrity and responsibility are the fundamental values expected from suppliers.
- Contractual terms are respected, guaranteeing fair negotiations.





Relationship with the Community

VIRIXENE

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Relationship with the Community

- Social sustainability in development is promoted through impactful programs.
- Support is provided for health, education, and wellness initiatives aligned with our corporate vision.
- Employee participation in community-related activities is encouraged.
- Responsible and respectful engagement within the communities where we operate with is prioritized.





Business Ethics

Business Ethics

- Compliance with anti-corruption regulations and financial integrity standards is ensured.
- Conflicts of interest and misuse of resources are actively banned.
- Protection of confidential information and maintenance of data privacy are guaranteed.
- Acceptance and offering gifts that may influence business decisions is strictly prohibited.

Acceptable gifts



Promotional items
(pens, notebooks, mugs, magnets).



Holiday gift baskets, wines.



Thank-you cards or messages.



Symbolic, low-cost gifts
(birthdays, weddings, graduations).

Unacceptable gifts



Money, checks, gift cards.



Luxury items, electronics or high-cost gifts.



Tickets for exclusive or sold-out events
(museums, sports, theaters).



Shared Responsibility

Asset Protection



Confidential and Privileged Information



Responsible Use of Social Networks





Asset Protection

The proper use and protection of assets are fundamental to achieve our mission and vision.
VIRIXENE's assets include both tangible and intangible resources.

Assets must be used exclusively for work-related purposes. Any further uses require for authorization granted by the immediate leader.

Every individual is responsible for protecting the assets under their control.

Using assets beyond work-related purposes, including equipment and facilities, requires for prior authorization thereof.



Confidential and Privileged Information

- We handle non-public information securely, and in compliance with statutory laws.
- Disclosure of confidential information without authorization is prohibited.
- We comply with Data Protection Laws, ensuring the treatment of personal information is responsible.
- Databases of employees, clients and suppliers are managed according to expressly granted consents only, taking appropriate security measures.

Examples of Confidential Information

Finance: : Financial statements, budgets, and business strategies.

Operations: Procedures, methodologies, and internal plans.

Commercial: Marketing strategies, pricing, and market analysis.

Intellectual Property: Patents, designs, and source codes.

Human Resources: Salaries and assessments.

Corporate Relations: Contracts, negotiations, and liaisons

Clients: Databases and sensitive information.



Responsible Use of Social Media

Social media enables sharing content and experiences, but its use must align with the principles of transparency, respect and safeguarding of corporate information.

Responsible Use

Publish authorized and necessary information only.

Be granted permission before sharing content related to VIRIXENE, SAVANT, or VIVUNT.

Direct external inquiries addressed to the Corporate Communications department.

Behave in truthful, accurate and respectful manner in all interactions



Ethics Management and Disciplinary Procedures

Ethics Committee



Reporting Process



Anonymous Reporting Line



Sanctions



Ethics Committee

The Code of Ethics applies to the entire organization, and it is our responsibility to comply and enforce it. To this end, the Ethics Committee receives and investigates all good faith reports of circumstances that might interfere with its implementation.

Committee Members

- Ivanna Mandolesi - Vice Chair
- Valeria Güizzo – Human Capital Manager
- Mario Galliano - CEO Cono Sur
- Hernán Giovanini - CEO VIVUNT OTC Medicines
- Federico Svriz - CEO VIVUNT Oncology



Reporting Procedure

- 1.Report.** Anyone can report violations to the Code of Ethics through the anonymous hotline, such reports remaining confidential, to guarantee they are free from retaliation.
- 2.Registration.** The reports are kept within an anonymous system that safeguards the identity of the whistleblower.
- 3.Evaluation.** The Committee reviews the report to check for validity and seriousness.
- 4.Investigation.** Evidence is gathered and interviews are conducted to determine the facts, following legal and ethical standards.
- 5.Resolution.** EThe Committee issues a report within a maximum of 7 business days, determining what are the conclusions of fact and enforcing corrective or disciplinary measures, if applicable.
- 6. Follow-up.** . Implementation of actions for the prevention of future incidents is monitored.



Anonymous Reports Line



0800-999-4636 / 0-800-122-7274



+54 11 5365-8978



ethics.virixene@resguarda.com

Web Form

E-Chat



Menú



Sanctions

Failure to comply with the Code of Ethics may result in sanctions proportional to the seriousness of offenses. These include:

Mandatory Training. Reinforcement of values and ethical principles through additional training.

Verbal or Written Warnings. For minor violations

Temporary Suspension. Without pay, for the most serious cases of misconduct.

Reduction of Benefits. Suspension of incentives, bonuses or other benefits.

Reassignment of Duties. Change of role or responsibilities in case of loss of trust.

Dismissal. . For serious wrongs that may compromise the ethics or reputation of the organization.

Legal Actions. Judicial or administrative proceedings brought on the basis of incurring in statutory infringements or that of internal or external regulations.



Ethical Commitment

Complying with our Code of Ethics strengthens trust, promotes a respectful environment, and offers benefits at the personal, group and community levels.

The company promotes ethical commitment by recognizing exemplary cases and fostering values reinforcing ethical leadership.

Leaders have the responsibility to lead by example, apply the Code fairly, acknowledge their team's achievements, and ensure that everyone upholds the ethical values and principles we are defined by.