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SUSTAINABLE DEVELOPMENT STRATEGY AND CODE OF CONDUCT

Preamble

This code of conduct (hereinafter: “Code of Conduct”) has been developed by FroggaBio Inc., in support for our sustainable development objectives.

Goals

By this Code of Conduct, FroggaBio Inc. aims to communicate our expectations regarding social, economic and environmental liability, within the framework of our business relationships with customers, suppliers and subcontractors. This involves positive contributions and risk management for the sustainable development of communities and ecosystems along the supply chain, all with the goal of continuous improvement.

Scope

This Code of Conduct applies to FroggaBio Inc. Its content and goals will also be communicated to customers, suppliers and subcontractors. FroggaBio Inc. strives to collaborate closely with our customers, suppliers and subcontractors with the aim of respecting the goals of this Code of Conduct. Furthermore, FroggaBio Inc. will not limit itself to the basic principles and expectations expressed in this Code of Conduct, these representing a minimum threshold of commitment that FroggaBio Inc. can, and must, achieve.

Mandate

FroggaBio Inc. grants a great importance to transparency and continuous improvement. We require that our suppliers and subcontractors take the necessary measures (environmental management systems, third party certifications, policies, strategies, etc.) to comply with this Code of Conduct. All parties are encouraged to deploy efforts to improve the social, economic and environmental impact of their activities, of their products, their services and their supply chain.

1. Transparency and commercial ethics

FroggaBio Inc. commits to act transparently and honestly in all of our business relationships, including those with our customers, suppliers and subcontractors. The following principles apply:

1.1 Regulatory compliance

FroggaBio Inc. will, at a minimum, comply with the regulatory obligations which apply to all of our activities whenever or wherever these take place, in Canada and abroad. This includes demonstrating



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integrity and transparency in our commercial practices, in particular in respecting all laws and regulations, and local, regional, national and international codes.

1.2 Ethical principles

FroggaBio Inc. will not offer, give directly or indirectly, any benefits for the purpose of influencing the behavior of a customer's employee in a manner that contravenes a customer's policies. This includes, but is not limited to the provision of gifts, privileges, accommodation, travel and entertainment as well as all others similar benefits, without regard to the person to whom they are given or offered.

1.3 Healthy competition

FroggaBio Inc. welcomes healthy competition among other suppliers. FroggaBio Inc. will conduct business in such a way as to avoid collusion and avoid harming or restricting competition.

1.4 Intellectual property rights and confidentiality

As part of our activities FroggaBio Inc. will not use exclusive information, patented technologies, software, documents, or other copyrighted material without the authorization of their owner. FroggaBio Inc. will protect confidential information and will implement effective and enforceable surveillance measures applied rigorously, so that all our contractual obligations are respected.

2. Social principles

FroggaBio Inc. aims to respect the rights of the person and labor law as defined by Ontario and Canadian legislation, and relevant international organizations. FroggaBio Inc. expects that their suppliers and their subcontractors do so as well, at all stages of the supply chain. The content of the following conventions and declarations will be respected:

2.1 Human rights and rights of indigenous peoples

Respect for the principles established in the Universal Declaration of Human Rights (UDHR) and in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), including:

- a) The right to an equitable salary, making it possible to cover the fundamental needs of a family (Art. 25 of the UDHR);
- b) The rights of indigenous people, without discrimination, to improve their economic and social situation (Art.21 of UNDRIP).



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2.2 Labor law

FroggaBio Inc. respect the fundamental principles and rights at work and respect for the fundamental instruments of the International Labor Organization (ILO):

- (a) freedom of association and the effective recognition of the right to collective bargaining;
- (b) the elimination of all forms of forced or compulsory labour;
- (c) the effective abolition of child labour;
- (d) the elimination of discrimination in respect of employment and occupation; and
- (e) a safe and healthy working environment.

2.3 Equity, diversity and inclusion

FroggaBio Inc. is engaged in matters of equity, diversity and inclusion in all of our activities. We encourage our suppliers and subcontractors to adhere to the same principles in their human resource management, including the recruitment and promotion of staff and managers. Moreover, our customers, suppliers and subcontractors expect FroggaBio Inc. to make real efforts to include minority groups.

3. Environmental principles

The capacity of the biosphere to support the activity human is limited. Faced with this observation, FroggaBio Inc. seeks to limit our natural resource and energy consumption, and favor suppliers and subcontractors respectful of the environment and the principles below.

3.1 Environmental management and life cycle

FroggaBio Inc. strives to reduce the negative environmental impacts of our activities, of our products and our services – as well as those of our supply chain – from start to end of the life cycle. In terms of managing energy, water and materials flows, FroggaBio Inc. takes our decisions in light of the sequential 5 R pollution prevention hierarchy (Reduce, Reuse, Recycle, Recover, Residuals Management).

3.2 Mitigation and adaptation to climate change

FroggaBio Inc. strives to quantify, manage and reduce, to the extent possible, carbon emissions and greenhouse gases that come from our operations, our products and our services, on their entire life cycles. FroggaBio Inc. commits to promoting options that reduce the impact on the climate and which support the carbon neutrality objectives of our customers.



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3.3 Biodiversity

FroggaBio Inc. strives to quantify, manage and reduce our negative impacts on biodiversity, throughout our chain supply. Where possible, FroggaBio Inc. will undertake regenerative activities which aim to restore or improve the state of ecosystems and biodiversity.

4. Animal welfare

Any of our suppliers having use of animals in the exercising of their activities or their supply chain must adhere to best practices in animal welfare and carry out their activities respecting the five freedoms of animals, recognized throughout the world:

- (a) Freedom from hunger and
- (b) Freedom from discomfort
- (c) Freedom from pain, injury, or disease
- (d) Freedom to express normal
- (e) Freedom from fear and distress

When local animal welfare laws and regulations differ from the five freedoms aforementioned, the strictest terms take precedence and must be respected.