



## CODE OF BUSINESS CONDUCT AND ETHICS

### INTRODUCTION

This Code of Business Conduct and Ethics (the “Code”) is designed to deter wrongdoing and to promote:

- Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
- Full, fair, accurate, timely and understandable disclosure in reports and documents we file with or submit to regulatory or other agencies, including the U.S. Securities and Exchange Commission, and in our other public communications.
- Compliance with applicable laws, rules and regulations;
- The prompt internal reporting of violations of this Code; and
- Accountability for adherence to this Code.

This Code applies to all directors, officers and employees of Establishment Labs Holdings Inc. (“**Establishment Labs**”) and its subsidiaries, who, unless otherwise specified, will be referred to jointly as employees. Agents, distributors, contractors and anyone acting on behalf of Establishment Labs are also expected to read, understand and abide by this Code.

This Code should help guide your conduct in the course of our business. However, many of the principles described in this Code are general in nature, and this Code does not cover every situation that may arise. Use common sense and good judgment in applying this Code. **If you have any questions about applying the Code, it is your responsibility to seek guidance.**

This Code is not the exclusive source of guidance and information regarding the conduct of our business. You should consult applicable policies and procedures in specific areas as they apply. This Code is intended to supplement, not replace, the employee handbook and the other policies and procedures of Establishment Labs.

We are committed to continuously reviewing and updating our policies and procedures. Establishment Labs therefore reserves the right to amend, alter or terminate this Code at any time and for any reason, subject to applicable law.

## YOUR RESPONSIBILITIES

- You are expected to read and understand this Code of Business Conduct and Ethics.
- You must uphold these standards in day-to-day activities and comply with all applicable policies and procedures in this Code.
- Part of your job and ethical responsibility is to help enforce this Code. You should be alert to possible violations and promptly report violations or suspected violations of this Code. Please refer to “Procedural Matters—Reporting Violations” for more information.
- You must cooperate with investigations into possible Code violations and be truthful and forthcoming in the course of these investigations.
- Reprisals, threats, retribution or retaliation against any person who has in good faith reported a violation or a suspected violation of law, this Code or other company policies, or against any person who is assisting in good faith in any investigation or process with respect to such a violation, is prohibited.
- In trying to determine whether any given action is appropriate, keep these steps in mind:
  - Obtain all relevant facts.
  - Assess the responsibilities and roles of those involved.
  - Using your judgment and common sense, evaluate whether the action seems unethical or improper.
  - Seek guidance.

If you are unsure about any situation or any provision of this Code or any other related policy, discuss the matter with your manager or the personnel of the Legal and/or Compliance Departments.

## GENERAL STANDARDS OF CONDUCT

### Overview

Honest and ethical conduct is critical to our business. All employees, agents, distributors, and contractors have a duty to comply with applicable law and to act in an honest and ethical manner.

### Compliance with law

You are responsible for complying with all laws, rules, regulations and regulatory orders applicable to the conduct of our business. Even if you are located or engaging in business outside of the United States, you must comply with laws, rules, regulations and regulatory orders of the United States, including the



U.S. Foreign Corrupt Practices Act, U.S. export rules and regulations, as well as U.S. trade sanctions laws, rules and regulations, as applicable, in addition to the applicable laws of other jurisdictions. If compliance with the Code should ever conflict with applicable law, you must comply with all applicable laws.

You should take steps to acquire knowledge of the legal requirements relating to your duties sufficient to enable you to recognize potential dangers and to know when to seek advice from managers or other appropriate personnel. In some instances, this may include knowing and understanding legal requirements related to antitrust, privacy and data breach, government contracting, export controls, trade sanctions, and/or immigration compliance.

Violations of laws, rules, regulations and orders may subject you to individual criminal or civil liability, in addition to discipline by Establishment Labs. Violations may also subject Establishment Labs to civil or criminal liability or the loss of business.

### **No discrimination or harassment**

Establishment Labs is committed to providing a work environment that is free of discrimination and harassment. Establishment Labs is an equal opportunity employer and makes employment decisions based on merit and business needs. In addition, Establishment Labs strictly prohibits harassment of any kind, including harassment on the basis of race, color, veteran status, religion, gender, sex, sexual orientation, age, mental or physical disability, medical condition, national origin, marital status or any other characteristics protected under applicable law.

### **Health and safety**

You are responsible for using good judgment to help ensure a safe and healthy workplace for all employees.

## **AVOIDING CONFLICTS OF INTERESTS**

### **Overview**

Your decisions and actions in the course of your employment, partnership or engagement with Establishment Labs should be based on the best interests of Establishment Labs, and not based on personal relationships or benefits. You should seek to avoid situations where your personal activities and relationships conflict, or appear to conflict, with the interests of Establishment Labs, except under guidelines approved by the Board of Directors. This includes situations where you may have or appear to have an indirect conflict through, for example, a significant other or a relative or other persons or entities with which you have a business, social, familial, personal or other relationship. A conflict may also arise when you take actions or have interests that make it difficult for you to perform your work for Establishment Labs objectively and effectively. You must disclose to your manager any interest that you have that may, or may appear to, conflict with the interests of Establishment Labs.



There are a variety of situations in which a conflict of interest may arise. While it would be impractical to attempt to list all possible situations, some common types of conflicts are discussed below.

### **Outside employment and directorships**

Unless you are a non-employee, or a non-employee director of Establishment Labs, you may not perform services as a director, employee, agent or contractor for a customer, a supplier or any other entity that has a business relationship with Establishment Labs without express written approval from the Chief Executive Officer. Non-employee directors of Establishment Labs must promptly inform Establishment Labs of any such service. You may not perform services as a director, employee, agent or contractor for any competitor of Establishment Labs.

In addition, if you are an executive officer of Establishment Labs and subject to the Section 16 reporting requirements of the Securities Exchange Act of 1934, as amended, you must obtain prior approval from the Board of Directors prior to serving on the board of directors or the advisory board or committee of any for-profit entity. If approved, such service shall be limited to service on not more than one (1) board of directors of a for-profit entity and service on not more than one (1) advisory board or committee of a for-profit entity (provided, however, that the Board of Directors may make exceptions to any such limitations).

### **Financial interests in other companies**

You should not have a financial interest—including an indirect interest through, for example, a relative or significant other—in any organization if that interest would give you, or would appear to give you, a conflict of interest with Establishment Labs. You should be particularly sensitive to financial interests in competitors, suppliers, customers, distributors and strategic partners.

### **Transactions with Establishment Labs**

If you have a significant financial interest in a transaction involving Establishment Labs—including an indirect interest through, for example, a relative or significant other or a business entity—you must disclose that interest, and that interest must be approved by Establishment Labs. We encourage you to seek guidance if you have any questions as to whether an interest in a transaction is significant. If it is determined that the transaction is required to be reported under U.S. Securities and Exchange Commission rules, the transaction will be subject to review and approval by the Audit Committee of the Board of Directors. Any dealings with a related party must be conducted in such a way that no preferential treatment is given to that person or entity.

### **Corporate opportunities**

You may not directly or indirectly exploit for personal gain any opportunities that are discovered through the use of corporate property, information or position unless the opportunity is disclosed fully in writing to the Board of Directors or its designated committee and the Board of Directors or its designated committee declines to pursue the opportunity.



### **Loans by Establishment Labs**

Loans from Establishment Labs to directors and executive officers are prohibited. Loans from Establishment Labs to other officers and employees must be approved in advance by the Board of Directors or its designated committee.

### **Improper benefits**

You may not receive any improper benefit as a result of your position with Establishment Labs.

### **Election or appointment to public office**

You may serve in an elected or appointed public office provided that the position does not create or appear to create a conflict of interest.

### **Guidance and approvals**

Evaluating whether a conflict of interest exists, or may appear to exist, requires the consideration of many factors. We encourage you to seek guidance and approval in any case where you have any questions or doubts. Establishment Labs may at any time rescind prior approvals to avoid a conflict of interest, or the appearance of a conflict of interest, for any reason deemed to be in the best interest of Establishment Labs.

## **PUBLIC COMMUNICATIONS**

### **Public communications and filings**

Establishment Labs files reports and other documents with regulatory authorities, including the U.S. Securities and Exchange Commission and the NASDAQ. In addition, from time to time Establishment Labs makes other public communications, such as issuing press releases.

Depending upon your position with Establishment Labs, you may be called upon to provide information to help assure that Establishment Labs' public reports and communications are complete, fair, accurate and understandable. You are expected to use all reasonable efforts to provide complete, accurate, objective, relevant, timely and understandable answers to inquiries related to Establishment Labs' public disclosures.

Individuals involved in the preparation of public reports and communications must use all reasonable efforts to comply with our disclosure controls and procedures, which are designed to ensure full, fair, accurate, timely and understandable disclosure in our public reports and communications.

If you believe that any disclosure is materially misleading or if you become aware of any material information that you believe should be disclosed to the public, it is your responsibility to bring this information to the attention of the Legal and/or Compliance Departments and the Chief Financial Officer.



If you believe that questionable accounting or auditing conduct or practices have occurred or are occurring, you should notify the Audit Committee of the Board of Directors.

### **Communication procedures**

You may not communicate externally on behalf of Establishment Labs unless you are authorized to do so. Establishment Labs has established specific policies regarding who may communicate information to the public, the press, market professionals (such as securities analysts, institutional investors, investment advisors, brokers and dealers) and security holders on behalf of Establishment Labs:

- Our Chief Executive Officer, Chief Financial Officer and investor relations personnel, and their authorized designees, are our official spokespeople for financial matters.
- Our Chief Executive Officer, Executive Chairman, and our corporate communications personnel, and their authorized designees, are our official spokespeople for public comment, press, marketing, technical and other such information.

You should refer all calls or other inquiries from the press, market professionals or security holders to the Chief Financial Officer for handling.

All communications made to public audiences on behalf of Establishment Labs including formal communications and presentations made to investors, customers or the press, require prior approval of the Executive Chairman and the Legal and/or Compliance Departments, who will determine who else shall review these materials.

## **FINANCIAL REPORTING**

### **Overview**

As a public company in the United States, we are subject to reporting requirements imposed by the U.S. Securities Exchange Act of 1934, as amended, and NASDAQ regulations. As a result, we are required to follow strict accounting principles and standards, to report financial information accurately and completely in accordance with these principles and standards, and to have appropriate internal controls and procedures to ensure that our accounting and financial reporting complies with law. The integrity of our financial transactions and records is critical to the operation of our business and is a key factor in maintaining the confidence and trust of our employees, security holders and other stakeholders.

### **Compliance with rules, controls and procedures**

It is important that all transactions are properly recorded, classified and summarized in our financial statements, books and records in accordance with our policies, controls and procedures, as well as all generally accepted accounting principles, standards, laws, rules and regulations for accounting and

financial reporting. As a British Virgin Islands company, Establishment Labs must keep sufficient records and underlying documentation of the company in such form as are sufficient to show and explain the Company's transactions, and will, at any time, enable the financial position of the Company to be determined with reasonable accuracy. If you have responsibility for or any involvement in financial reporting or accounting, you should have an appropriate understanding of, and you should seek in good faith to adhere to, relevant accounting and financial reporting principles, standards, laws, rules and regulations and Establishment Labs' financial and accounting policies, controls and procedures. This includes ensuring that all bookkeeping and records comply with the U.S. Foreign Corrupt Practices Act where applicable, as explained in greater detail in Establishment Labs' Global Anti-Corruption Compliance Policy. If you are a director level employee or higher, you should seek to ensure that the internal controls and procedures in your business area are in place, understood and followed.

### **Accuracy of records and reports**

It is important that those who rely on records and reports—managers and other decision makers, creditors, customers and auditors—have complete, accurate and timely information. False, misleading or incomplete information undermines Establishment Labs' ability to make good decisions about resources, employees and programs and may, in some cases, result in violations of law. Anyone involved in preparing financial or accounting records or reports, including financial statements and schedules, must be diligent in assuring that those records and reports are complete, accurate and timely. Anyone representing or certifying as to the accuracy of such records and reports should make an inquiry or review adequate to establish a good faith belief in their accuracy.

Even if you are not directly involved in financial reporting or accounting, you are likely involved with financial records or reports of some kind—a voucher, time sheet, invoice or expense report. In addition, most employees have involvement with product, marketing or administrative activities, or performance evaluations, which can affect our reported financial condition or results. Therefore, Establishment Labs expects you, regardless of whether you are otherwise required to be familiar with finance or accounting matters, to use all reasonable efforts to ensure that every business record or report with which you deal is accurate, complete and reliable.

### **Intentional misconduct**

You may not intentionally misrepresent Establishment Labs' financial performance or otherwise intentionally compromise the integrity of Establishment Labs' reports, records, policies and procedures. For example, you may not:

- Report information or enter information in Establishment Labs' books, records or reports that fraudulently or intentionally hides, misrepresents or disguises the true nature of any financial or non-financial transaction or result;
- Establish any undisclosed or unrecorded fund, account, asset or liability for any improper purpose;

- Enter into any transaction or agreement that accelerates, postpones or otherwise manipulates the accurate and timely recording of revenues or expenses;
- Intentionally misclassify transactions as to accounts, business units or accounting periods; or
- Knowingly assist others in any of the above.

### **Dealing with auditors**

Our auditors have a duty to review our records in a fair and accurate manner. You are expected to cooperate with independent and internal auditors in good faith and in accordance with law. In addition, you must not fraudulently induce or influence, coerce, manipulate or mislead our independent or internal auditors regarding financial records, processes, controls or procedures or other matters relevant to their engagement. You may not engage, directly or indirectly, any outside auditors to perform any audit, audit-related, tax or other services, including consulting, without written approval from the Chief Financial Officer and the Board of Directors.

### **Obligation to investigate and report potential violations**

You should make appropriate inquiries in the event you may see, for example:

- financial results that seem inconsistent with underlying business performance;
- inaccurate financial records, including travel and expense reports, time sheets or invoices;
- the circumventing of mandated review and approval procedures;
- transactions that appear inconsistent with good business economics;
- the absence or weakness of processes or controls; or
- persons within Establishment Labs seeking to improperly influence the work of our financial or accounting personnel, or our external or internal auditors.

Dishonest or inaccurate reporting can lead to civil or even criminal liability for you and Establishment Labs and can lead to a loss of public faith in Establishment Labs. You are required to promptly report any case of suspected financial or operational misrepresentation or impropriety.

### **Keeping the Audit Committee informed**

The Audit Committee plays an important role in ensuring the integrity of our public reports. If you believe that questionable accounting or auditing conduct or practices have occurred or are occurring, you should notify the Audit Committee of the Board of Directors. In particular, the Chief Executive Officer and senior financial officers such as the Chief Financial Officer should promptly bring to the





attention of the Audit Committee any information of which he or she may become aware concerning, for example:

- the accuracy of material disclosures made by Establishment Labs in its public filings;
- material weaknesses or significant deficiencies in internal control over financial reporting;
- any evidence of fraud that involves an employee who has a significant role in Establishment Labs' financial reporting, disclosures or internal controls or procedures; or
- any evidence of a material violation of the policies in this Code regarding financial reporting.

## **SAFEGUARDING COMPANY ASSETS**

### **Overview**

All employees, agents, distributors and contractors are responsible for the proper use of company assets. This responsibility applies to all of Establishment Labs' assets, including your time, work and work product; cash and accounts; physical assets such as inventory, equipment, vehicles, computers, systems, facilities and supplies; intellectual property, such as patents, copyrights, trademarks, inventions, technology and trade secrets; and other proprietary or nonpublic information.

- You should use all reasonable efforts to safeguard company assets against loss, damage, misuse or theft.
- You should be alert to situations that could lead to loss, damage, misuse or theft of company assets, and should report any loss, damage, misuse or theft as soon as it comes to your attention.
- You should not use, transfer, misappropriate, loan, sell or donate company assets without appropriate authorization.
- You must take reasonable steps to ensure that Establishment Labs receives good value for company funds spent.
- You may not use company assets in a manner that would result in or facilitate the violation of law.
- You should use and safeguard assets entrusted to Establishment Labs' custody by customers, suppliers and others in the same manner as company assets.



## **Protecting Establishment Labs' information**

In the course of your involvement with Establishment Labs, you may come into possession of information that has not been disclosed or made available to the general public. This non-public information may include, among other things:

- financial data and projections including but not limited to sales bookings and pipelines;
- proprietary and technical information, such as trade secrets, patents, inventions, product plans and customer lists;
- information regarding corporate developments, such as business strategies, plans for acquisitions or other business combinations, divestitures, major contracts, expansion plans, financing transactions and management changes;
- personal information about employees; and
- nonpublic information of customers, suppliers and others.

If you have any questions as to what constitutes non-public information, please consult the Executive Chairman and/or the Legal or Compliance Departments.

All nonpublic information must only be used for company business purposes. You have an obligation to use all reasonable efforts to safeguard Establishment Labs' nonpublic information. You may not disclose nonpublic information to anyone outside of Establishment Labs, except when disclosure is required by law or when disclosure is required for business purposes and appropriate steps have been taken to prevent misuse of that information. This responsibility includes not disclosing nonpublic information in internet discussion groups, chat rooms, bulletin boards or other electronic media. In cases where disclosing nonpublic information is required or necessary, you should coordinate with the Legal and/or Compliance Departments. The misuse of nonpublic information is contrary to company policy and may also be a violation of law.

Each employee is required to sign an Employment Agreement; a Confidential Information, and Invention Assignment Agreement; or equivalent agreements that address the use and disclosure of confidential information of Establishment Labs.

## **Prohibition on insider trading**

You may not directly or indirectly—through, for example, significant others, family members or controlled entities—buy or sell securities of Establishment Labs or any other company based on nonpublic information obtained from your work at Establishment Labs. In addition, you may not “tip” others by providing them nonpublic information under circumstances that suggest that you were trying to help them make an investment decision. These obligations are in addition to your obligations with respect to nonpublic information generally, as discussed above.



Under U.S. securities laws, it is unlawful for any person who has “material” nonpublic information about a company to trade in the securities of that company or to disclose such information to others who may trade. Material nonpublic information is information about a company that is not known to the general public and that a typical investor would consider important in making a decision to buy, sell or hold securities. Violations of U.S. securities laws may result in civil and criminal penalties, including disgorgement of profits, civil judgments, fines and jail sentences.

You should be aware that stock market surveillance techniques are becoming increasingly sophisticated, and the probability that U.S. federal or other regulatory authorities will detect and prosecute even small-level trading is significant. Insider trading rules are strictly enforced, even in instances when the financial transactions seem small.

You may not make an unauthorized disclosure of any nonpublic information acquired in the course of your service with Establishment Labs or misuse material nonpublic information in securities trading. Any such actions will be deemed violations of Establishment Labs’ Insider Trading Policy. All employees should be familiar with Establishment Labs’ policy regarding Insider Trading. If you have any questions at all regarding trading in Establishment Labs’ securities, contact the Chief Financial Officer for guidance.

### **Maintaining and managing records**

Establishment Labs is required by local, foreign and other applicable laws, rules and regulations to retain certain records and to follow specific guidelines in managing its records. Under British Virgin Islands law, a company shall keep at the office of its registered agent or such other place as the Board of Directors determine, the records and underlying documents of the Company. Records and underlying documents must be retained for a period of at least five years from the date of completion of the transaction as to which the records and underlying documents relate. Records include paper documents, email, compact discs, computer hard drives (including USB drives), floppy disks, microfiche, microfilm and all other recorded information, regardless of medium or characteristics. Civil and criminal penalties for failure to comply with such guidelines can be severe for employees, agents, contractors and Establishment Labs.

You should consult with the Legal and/or Compliance Departments and inform the Vice President of Quality and Regulatory Affairs if appropriate, regarding the retention of records in the case of actual or threatened litigation or government investigation. The Legal Department will notify you if a legal hold is placed on records for which you are responsible. A legal hold suspends all document destruction procedures in order to preserve appropriate records under special circumstances, such as litigation or government investigations. The Legal Department determines and identifies what types of records or documents are required to be placed under a legal hold. If a legal hold is placed on records for which you are responsible, you must preserve and protect the necessary records in accordance with instructions from the Legal Department. **Records or supporting documents that are subject to a legal hold must not be destroyed, altered or modified under any circumstance.** A legal hold remains effective until it is officially released in writing by the Legal Department. If you are unsure whether a document has been placed under a legal hold, you should preserve and protect that document while you check with the Legal Department.



## **RESPONSIBILITIES TO OUR CUSTOMERS, SUPPLIERS AND COMPETITORS**

### **Overview**

You should respect the rights of, and deal fairly with, Establishment Labs' customers, suppliers, distributors, business partners and competitors in compliance with law. You should not take unfair advantage of anyone through deception, misrepresentation, manipulation, coercion, abuse of privileged information or any intentional unfair business practice.

### **Improper payments**

You should not authorize, offer, promise or give, or solicit or accept, money, gifts, entertainment, privileges, gratuities, benefits or other items of value intended to improperly influence, directly or indirectly, any business decision or that otherwise violate law or create the appearance of impropriety. The offering or acceptance of improper payments when dealing with foreign officials or commercial entities abroad can also result in violations of the U.S. Foreign Corrupt Practices Act, the United Kingdom Bribery Act of 2010, and other foreign laws and regulations prohibiting corruption and commercial bribery. Establishment Labs' Global Anti-Corruption Compliance Policy sets forth in greater detail Establishment Labs' policies and practices regarding these payments. You should contact the Legal and/or Compliance Departments or the Chief Financial Officer if you have any questions as to whether a payment is proper.

### **Business Interactions**

You may, from time to time, provide or accept business amenities to aid in building legitimate business relationships. Business amenities may include, meals, services, reimbursements, favors, or other items of no significant value.

Any business amenity should be consistent with customary business practice and should be reasonable and appropriate for the circumstance. Business amenities should not be lavish or excessive. Business amenities should not violate law or create an appearance of impropriety. You should avoid providing or accepting any cash payment, or other business amenity that can be construed as a bribe or payoff. All company funds expended for business amenities must be accurately recorded in Establishment Labs' books and records. For additional details on policies and practices relating to gifts and entertainment and the propriety of such gifts when dealing with foreign officials or foreign commercial entities, please see Establishment Labs' Global Anti-Corruption Compliance Policy. We encourage you to contact the Compliance Departments if you have any questions as to whether a business amenity is permissible.

In some business situations outside of the United States, it is customary and lawful for business executives to present gifts to representatives of their business partners. These gifts may be of more than a nominal value, and under the circumstances, returning the gifts or paying for them may be an affront to the giver. If you find yourself in such a situation, you must report the gift to the Legal and/or Compliance Departments or the Chief Financial Officer. In some cases, you may be required to turn the gift over to Establishment Labs.

Special restrictions apply when dealing with government employees. For more information, see the next section on "Working with Governments."



## **Selecting suppliers**

Establishment Labs' policy is to select suppliers based on the merits of their products, services and business practices and to purchase supplies based on need, quality, service, price and other terms and conditions of sale. You may not establish a business relationship with any supplier if you know or have reason to know that its business practices violate applicable laws.

## **Handling the nonpublic information of others**

You must handle the nonpublic information of others responsibly and in accordance with our agreements with them. Nonpublic information of others includes notes, reports, conclusions and other materials prepared by a company employee based on the nonpublic information of others.

You should not knowingly accept information offered by a third party, including a customer, supplier or business partner, that is represented as nonpublic, or that appears from the context or circumstances to be nonpublic, unless an appropriate nondisclosure agreement ("NDA") has been signed with the party offering the information. You should contact the Legal Department to coordinate the appropriate execution of NDAs on behalf of Establishment Labs.

Even after a nondisclosure agreement is in place, you should accept only the information that is necessary or appropriate to accomplish the purpose of receiving it, such as a decision on whether to proceed to negotiate an agreement. If more detailed or extensive information is offered and it is not necessary or appropriate for your immediate purposes, it should be refused. If any such information is inadvertently received, it should be transferred to the Legal Department for appropriate disposition.

Once Establishment Labs has received nonpublic information, you should use all reasonable efforts to:

- Abide by the terms of the relevant nondisclosure agreement, including any obligations with respect to the return or destruction of the nonpublic information;
- Limit the use of the nonpublic information to the purpose for which it was disclosed; and
- Disseminate the nonpublic information only to those other company employees, agents or contractors with a need to know the information to perform their jobs for Establishment Labs, as may be set forth in the relevant NDA.

## **Improperly obtaining or using assets or information**

You may not unlawfully obtain or use the materials, products, intellectual property, proprietary or nonpublic information or other assets of anyone, including suppliers, customers, business partners and competitors. You must respect the copyrights of others and may not use software, services, or other copyrighted material, if doing so would violate the rights of a copyright holder or exceed the terms of a



license. You may not coerce or improperly induce past or present employees of other companies to disclose proprietary or nonpublic information of their former or other employers.

### **Free and fair competition**

It is our policy to lawfully compete in the marketplace. Our commitment to fairness includes respecting the rights of our competitors to compete lawfully in the marketplace and abiding by all applicable laws in the course of competing.

Most countries have well-developed bodies of law designed to encourage and protect free and fair competition. These laws are broad and far-reaching and regulate Establishment Labs' relationships with its distributors, resellers, suppliers and customers. Competition laws generally address the following areas: pricing practices (including predatory pricing, price fixing and price discrimination), discounting, terms of sale, credit terms, promotional allowances, secret rebates, exclusive dealerships or distributorships, product bundling, restrictions on carrying competing products, termination and many other practices.

Competition laws also govern, usually quite strictly, relationships between Establishment Labs and its competitors. Collusion among competitors is illegal, and the consequences of a violation are severe. You must not enter into an agreement or understanding, written or oral, express or implied, with any competitor concerning prices, discounts or other terms or conditions of sale; profits or profit margins; costs; allocation of product, customers, markets or territories; limitations on production or supply; boycotts of customers or suppliers; or bids or the intent to bid, or even discuss or exchange information on these subjects.

Establishment Labs is committed to obeying both the letter and spirit of these laws, which are often referred to as antitrust, consumer protection, competition or unfair competition laws. Although the spirit of these laws is straightforward, their application to particular situations can be quite complex. To ensure that Establishment Labs complies fully with these laws, you should have a basic knowledge of them and should promptly involve our Legal Department when questionable situations arise.

## **WORKING WITH GOVERNMENTS**

### **Overview**

Special rules govern our business and other dealings with governments. Employees, agents and contractors of Establishment Labs should use all reasonable efforts to comply with all applicable laws and regulations governing contact and dealings with governments, government employees and public officials. If you deal with governments, government employees or public officials, you should undertake to understand the special rules that apply. If you have any questions concerning government relations, you should contact the Compliance Department.



## **Government contracts**

You should use all reasonable efforts to comply with all relevant laws and regulations that apply to government contracting. You should refer any contract with any governmental entity to the Legal and/or Compliance Departments for review and approval.

## **Requests by regulatory authorities**

You must cooperate with appropriate government inquiries and investigations in accordance with law. It is important, however, to protect the legal rights of Establishment Labs with respect to its nonpublic information. All government requests for company information, documents or investigative interviews should be referred to the Legal and/or Compliance Departments. You should work with the Quality and Regulatory Department and the Legal and/or Compliance Departments in responding to requests by regulatory authorities to ensure appropriate responses and to avoid inappropriate disclosure of attorney-client privileged materials, trade secret information or other nonpublic information. This policy should not be construed to prevent an employee from disclosing information to a government or law enforcement agency where the employee has reasonable cause to believe that the information discloses a violation of, or noncompliance with, a state or federal statute or regulation.

## **Improper payments to government officials**

You may not offer any payment or business amenity to a public official or a government employee if doing so could reasonably be construed as having any connection with Establishment Labs' business, even if it has a nominal value or no value at all. You should be aware that what may be permissible in dealings with commercial businesses may be deemed illegal and possibly criminal in dealings with the government. You should contact the Legal and/or Compliance Departments for guidance.

Whether you are located in the United States or abroad, you are also responsible for fully complying with the U.S. Foreign Corrupt Practices Act. The U.S. Foreign Corrupt Practices Act makes it illegal to offer, pay, promise to pay or authorize to pay any money, gift or other item of value to any foreign official, political party or candidate to assist Establishment Labs or any other third party to obtain or retain business. The U.S. Foreign Corrupt Practices Act forbids doing indirectly, such as through an agent, reseller, or consultant, what it would be illegal to do directly. All managers and supervisory personnel are expected to monitor continued compliance with this law. If you have questions or concerns about the U.S. Foreign Corrupt Practices Act, please refer to Establishment Labs' Global Anti-Corruption Compliance Policy, or contact the Legal and/or Compliance Departments.

## **Political contributions**

Establishment Labs reserves the right to communicate its position on important issues to elected representatives and other government officials. It is Establishment Labs' policy to comply fully with all local, state, federal, foreign and other applicable laws, rules and regulations regarding political contributions. Establishment Labs' assets—including company funds, employees' work time and company premises and equipment—must not be used for, or be contributed to, political campaigns or political



activities under any circumstances without prior written approval of the Chief Executive Officer and the Chief Financial Officer.

### **Lobbying**

You must obtain approval from the Chief Executive Officer for any work activity that requires lobbying communication with any member or employee of a legislative body or with any government official or employee in the formulation of legislation. Work activity covered by this policy includes meetings with legislators or members of their staffs or with senior executive branch officials on behalf of Establishment Labs. Preparation, research and other background activities that are done in support of such lobbying communication are also covered by this policy even if the communication ultimately is not made.

### **Trade sanctions and restrictions**

A number of countries maintain controls on the destinations or recipients to which products, software and services may be exported. Specifically, the United States Department of Treasury's Office of Foreign Assets Control ("OFAC"), the United Nations, and other country governments and regulatory agencies regularly impose trade and economic sanctions or restrictions on a country, certain officials within a country, various organizations, financial institutions, or certain parties and entities in a country or industry in order to impact or change identified offensive conduct, including terrorism, weapons and nuclear proliferation, human rights abuses, narcotics trafficking, anti-democratic actions, and other national security concerns. You must seek guidance from the Compliance Department to determine if a proposed sale or transaction in any way references or involves a sanctioned country or a designated or sanctioned party. The Compliance Department will make the determination on whether it is permissible to engage in sales of our medical devices in a sanctioned country under certain strict conditions.

In addition, the U.S. government and other country governments also control the exports of certain goods, equipment, software, and technology from the U.S. (or another country) to a restricted or sanctioned country and end-destination, as well as for restricted end-uses, particularly if the restricted country has been targeted for terrorism, weapons proliferation, or for other national security reasons. In the United States, items that are not controlled and do not require an export license for shipping to a lawful end-destination or country (or for a lawful end-use) are designated or classified as "EAR 99." If an item is classified as EAR 99 (and, as a result, is not controlled for export), then it is lawful to ship the item or product to a lawful end-destination for a lawful end-use. Establishment Labs' breast implants are EAR 99. As a result, you may progress an international transaction for our breast implants with third parties or through our distributors to ensure so long as you first take reasonable, risk-based due diligence steps to confirm (1) the end-destination of the product is lawful; (2) the end-user of the product is lawful and not on any OFAC SDN List or prohibited parties list; (3) the intended end-use of the product is lawful; and (4) no sanctioned country is involved in the transaction. The Legal Department can provide additional guidance on these and other requirements.

### **Immigration laws**

The United States and other countries impose restrictions on non-citizens visiting or working in the country. In many instances visas or work permits must be obtained from the government. You are





responsible for complying with all applicable immigration laws. If you have any uncertainty concerning the requirements of the law, you should consult with the Legal and HR Departments before working in, or travelling to, a country of which that person is not a citizen or authorizing any person to do so.

## **PROCEDURAL MATTERS**

### **Distribution**

All employees will receive a copy of this Code at the time they join Establishment Labs and will receive periodic updates. Agents, distributors and contractors should also be provided with a copy of the Code.

### **Acknowledgment**

All new employees, agents, distributors and contractors must sign an acknowledgment form confirming that they have read the Code and that they understand and agree to comply with its provisions; an electronic signature will be sufficient in this regard. Signed acknowledgment forms will be kept in your personnel file. Failure to read the Code or to sign an acknowledgement form does not excuse any person from the terms of the Code.

### **Approvals and waivers**

Except as otherwise provided in the Code, the Board of Directors or its designated committee must review and approve any matters requiring special permission under the Code for a member of the Board of Directors or an executive officer. Except as otherwise provided in the Code, the Legal and/or Compliance Departments must review and the Chief Executive Officer shall approve any matters requiring special permission under the Code for any other employee, agent or contractor.

Any waiver of any provision of this Code for a member of the Board of Directors or an executive officer must be approved in writing by the Board of Directors or its designated committee and promptly disclosed, along with the reasons for the waiver, to the extent required by law or regulation. Any waiver of any provision of this Code with respect to any other employee, agent or contractor must be approved in writing by the Chief Executive Officer.

Copies of approvals and waivers will be retained by Establishment Labs.

### **Reporting violations**

You should promptly report violations or suspected violations of this Code to the Compliance Department at <https://establishmentlabs.ethicspoint.com>, or in each case directly to Establishment Labs Holdings Inc., B25 Coyoil Free Zone, Garita, Alajuela 20113, Costa Rica, Attn: Ethics and Compliance. If you wish to remain anonymous, send an anonymous message at Whistleblower reporting site: <https://establishmentlabs.ethicspoint.com>. If your concerns relate to accounting, internal controls or auditing matters, or if the Chief Financial Officer is implicated in any violation or suspected violation, you may also contact the Audit Committee of the Board of Directors at B25 Coyoil Free Zone, Garita, Alajuela 20113, Costa Rica, Attn: Audit Committee of Establishment Labs Holdings Inc. If you wish to remain anonymous, send an anonymous letter addressed to B25 Coyoil Free Zone, Garita, Alajuela 20113, Costa



Rica, Attn: Audit Committee of Establishment Labs Holdings Inc. or make a submission by accessing the <https://establishmentlabs.ethicspoint.com>.

If you make an anonymous report, please provide as much detail as possible, including copies of any documents that you believe may be relevant to the issue.

When reports are not made anonymously, reasonable efforts will be made to keep your identity confidential. In certain circumstances, however, your identity may become apparent during an investigation or may need to be disclosed (e.g., in regulatory proceedings). Accordingly, it is not possible for Establishment Labs to give a blanket guarantee of confidentiality.

Reprisals, threats, retribution or retaliation against any person who has in good faith reported a violation or a suspected violation of law, this Code or other company policies, or against any person who is assisting in any investigation or process with respect to such a violation, is strictly prohibited.

### **Investigations**

The Board of Directors or its designated committee will be responsible for investigating violations and determining appropriate disciplinary action for matters involving members of the Board of Directors or executive officers. The Board of Directors or its designated committee may designate others to conduct or manage investigations on its behalf and recommend disciplinary action.

Subject to the general authority of the Board of Directors to administer this Code, the Healthcare Compliance Officer will be jointly responsible for investigating violations and determining appropriate disciplinary action for other employees, agents and contractors. The Board of Directors may designate others to conduct or manage investigations on their behalf and recommend disciplinary action. The Compliance Department will periodically report Code violations and the corrective actions taken to the Board of Directors or its designated committee. The Board of Directors reserves the right to investigate violations and determine appropriate disciplinary action on its own and to designate others to do so in place of, or in addition to, the Healthcare Compliance Officer.

Establishment Labs will promptly investigate any suspected violations. A person suspected of violating the Code may be suspended with or without pay while an investigation is conducted. Establishment Labs will follow local grievance procedures in jurisdictions where such procedures apply.

### **Disciplinary action**

Establishment Labs will take appropriate action against any employee, agent, distributor or contractor whose actions are found to violate the Code. Disciplinary actions may include, at Establishment Labs' sole discretion, oral or written reprimand, suspension or immediate termination of employment or business relationship, or any other disciplinary action or combination of disciplinary actions as deemed appropriate to the circumstances. A record of the disciplinary action will be retained in the employee's personnel file.

In determining what disciplinary action is appropriate in a particular case, Establishment Labs will take into account all relevant information, including the nature and severity of the violation, any history of warnings and violations, whether the violation appears to have been intentional or inadvertent and



whether the violator reported his or her own misconduct. Establishment Labs will strive to enforce the Code in a consistent manner while accounting for all relevant information.

Where Establishment Labs has suffered a loss, it may pursue its remedies against the individuals or entities responsible. Certain violations of this Code may also be subject to civil or criminal prosecution by governmental authorities and others. Where laws have been violated, Establishment Labs' remedial actions may include reporting violators to the appropriate authorities.

### **ADDITIONAL INFORMATION**

Nothing in this Code of Business Conduct and Ethics creates or implies an employment contract or term of employment. Employment at Establishment Labs is employment at-will. Employment at-will may be terminated with or without cause and with or without notice at any time by the employee or Establishment Labs. Nothing in this Code shall limit the right to terminate employment at-will. No employee of Establishment Labs has any authority to enter into any agreement for employment for a specified period of time or to make any agreement or representation contrary to Establishment Labs' policy of employment at will. Only the Chief Executive Officer of Establishment Labs has the authority to make any such agreement, which must be in writing.

The policies in this Code do not constitute a complete list of company policies or a complete list of the types of conduct that can result in discipline, up to and including discharge.



**Confirmation of Compliance with Establishment Labs Holdings Inc. Code of Business Conduct and Ethics (the “Code”)**

I have received and read a copy of this Code regarding compliance with laws and hereby certify that I have read and understood it, and am following this Code, including all particulars set forth therein. I have no knowledge of any questionable payment paid or received, or of any undisclosed funds, or any other prohibited conduct referred to in this Code.

To the best of my knowledge, the employees who report to me whose responsibilities are such that they could violate this Code are familiar with this Code and they have complied with it. I agree that, if in event I know or suspect a violation of this Code, I will report that violation in accordance with the procedures provided for in this Code.

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_