

SUSTAINABILITY STRATEGY 2025

A commitment to the future

OUR PROGRESS 2021

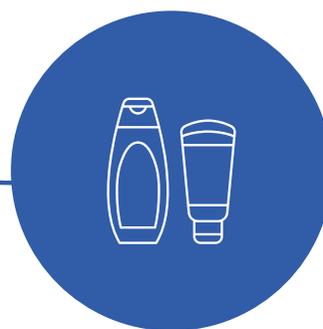


Genomma Lab.®
Internacional

OUR PRODUCTS

We are committed to integrating circular economy principles and elements of sustainable design into our products.

We seek to promote the incorporation of recycled materials, reduce the use of materials in our packages and containers, ensure their recyclability and contribute to the implementation of comprehensive waste management plans, preventing them from ending up in the soil or in the oceans.



SECONDARY PACKAGING WITH CARDBOARD FROM CERTIFIED FORESTS

Our secondary packaging of the brands **Tío Nacho**®, **Shot Vita C**®, **Sistema GB**®, **Cicatricure**® and **Lomecan**®, which are made in Mexico, use cardboard from certified forests, with which we are committed to the sustainable management of natural resources.

GOAL 2021: Our secondary packaging will be made of certified forests paperboard.



TERTIARY PACKAGING MADE WITH RECYCLED MATERIAL

The cardboard used in our corrugated board is 100% recycled.

GOAL 2021: Our tertiary packaging will be 100% recycled and recyclable.



RECYCLED MATERIAL IN OUR PACKAGING

Vanart®, Siluet®, Alert®, Cicatricure®, Goicoechea®, Sistema GB®, Teatrical® and Tío Nacho® brand polyethylene containers, made in Mexico, contain 30% post-consumer recycled material “I’m Green Recycled”, developed by Braskem Idesa and supplied by our supplier Citrusa in Mexico. In this way we avoided the use of 407 tons of virgin plastic in 2021.



GOAL 2023: We will integrate at least 20% of recycled postconsumption resin within our packaging.



Our disposable **Groomen®** razors features sustainable design elements in the Groomen 200 and Groomen 300 models, with 65% and 57% recycled material in their handles, respectively.



The **Tío Nacho®** PET container is made with 100% recycled material, which will prevent the use of 650 tons of virgin plastic material in one year.



RECYCLABILITY IN OUR PACKAGING

The secondary packaging for our product **Tío Nacho®** is 100% recyclable.



GOAL 2025: All our packaging will be 100% recyclable, reusable or compostable.

MEMBERS OF THE CANIPEC CIRCULAR ECONOMY BUSINESS GROUP (GEECI) IN MEXICO

Program whose objective is to implement and execute the Circular Economy and Waste Management Plan for containers and packaging in this industry, through the development of strategies and actions within a specialized management plan, thereby reducing the generation of waste from containers and packaging of the sector. **In 2021, 220 tons of plastic waste were collected.**



Grupo Empresarial en Economía Circular

GOAL 2021: We will contribute to integrated waste management plans for our packages after its use, promoting circular economy.



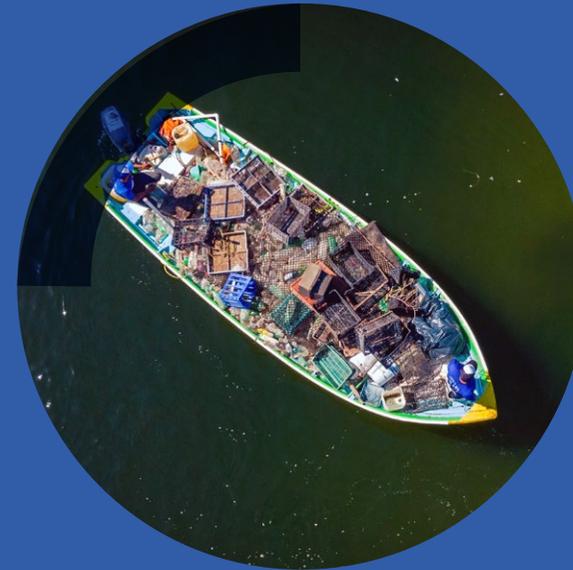
RECYCLING CAMPAIGN "PLASTIANGUIS GUADALAJARA 2021"

Alliance with Braskem Idesa for the benefit and education of more than 1,000 people, **collecting over 18 tons of plastic waste.**



PLASTIC FISHING TOURNAMENT

2.7 tons of plastic waste collected in the framework of the Plastic Fishing Tournament in Sinaloa, Mexico, organized in partnership with our supplier Citrusla.



MICROPLASTIC-FREE RINSEABLE PRODUCTS

We eliminated microplastics from all of our rinseable products globally.



GOA 2021: We will promote the non-plastic use within leave on cosmetics formulations.

OUR SUPPLY CHAIN

Through our Sustainability Program for Suppliers, we seek to promote good environmental, social and ethical practices among the members of our value chain, ensuring that they are aligned with the standards that we have established as a Company and guaranteeing a reliable, honest, trustworthy working relationship with integrity, in which all parties find a benefit and continuous improvement is encouraged.



SUSTAINABILITY ASSESSMENT FOR SUPPLIERS

100% of our critical suppliers in Mexico completed an assessment on **environmental, social and ethical issues**.

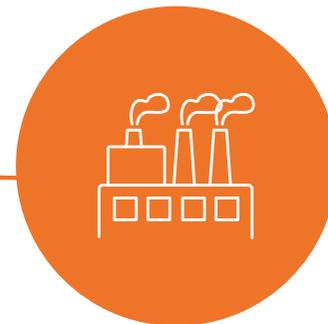
In 2022, our suppliers in Argentina, Brazil, Colombia, and the United States will also complete this evaluation.

GOAL 2022: 100% of our global supply chain suppliers will be reviewed in sustainability terms, as part of our Sustainability Program for Suppliers.



OUR PRODUCTION PLANT

Our new Production Plant in Mexico adopted, from its design and construction, infrastructure and sustainable technology that will allow cleaner, safer and more rational industrial processes for the environment.



INFRASTRUCTURE ACTIONS FRIENDLY TO THE ENVIRONMENT

- Installation of a **cogeneration plant**
- **LED lighting** and utilization of natural light
- **Wastewater Treatment** Plant
- **Water saving technology** for sanitary services



EDGE CERTIFICATION

Our goal is to have the first drug manufacturing plant in Latin America with the **EDGE (Excellence in Design for Greater Efficiencies) certification from the World Bank's International Finance Corporation (IFC)**. In the first quarter of 2022, we are in the last stage of the process to receive the EDGE certification in our Industrial Complex in Mexico.



OUR WASTE MANAGEMENT

We are committed to reducing our generation of waste through prevention, reduction, recycling and reuse activities; contributing to the circular economy and the prevention of resource loss.



WASTE DISPOSAL

In 2021, the disposal of waste from our operating sites in Mexico was classified as **68.70% to co-processing, 22.45% to valorization, 8.71% to landfill, and 0.14% to confinement.**

Our goal for 2022 is to prevent the waste generated in our Industrial Complex from reaching a landfill, through recycling and reuse practices.



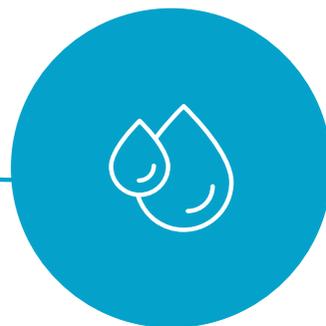
ZERO WASTE FOR LANDFILL

In the last quarter of 2021, our **Industrial Complex in Mexico** reached a rate of zero waste to landfill.



OUR WATER MANAGEMENT

In order to provide a sustainable future for the extraction of water resources, we are committed to undertaking an adequate treatment of all the wastewater derived from our operation, to implementing technologies that facilitate its recycling and reuse, and to ensuring the sustainability of the extraction of water resources.



WATER RECYCLING

In 2020, through an outsourced water recycling program, **we treated 95% of the water used in our Distribution Center.**

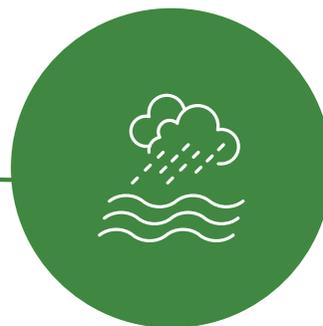


GOAL 2022: We will treat 100% of the wastewater generated at our manufacturing operations* and we will implement new technologies o facilitate the recycling and reuse of water.



OUR ACTIONS AGAINST CLIMATE CHANGE

We are committed to significantly reducing energy use through energy efficiency programs and the implementation of technologies with less environmental impact at our new Production Plant in Mexico.



GOAL 2021: 50% of the energy used in our Manufacturing Plant will be derived from cogeneration.

COGENERATION POWER PLANT

We have installed a cogeneration plant that will efficiently provide the energy used in the operations of our **Industrial Complex in Mexico**.



OUR LOGISTICS

Since transportation of products is a primary activity in our business model, it is also one of our greatest opportunities to reduce our environmental impact.



CLEAN TRANSPORTATION PROGRAM

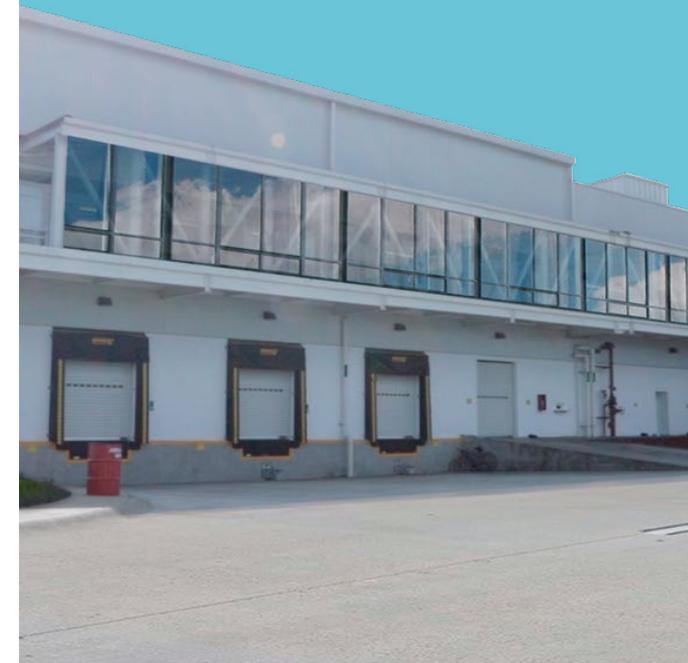
In Mexico, the transportation of our logistics providers and ours is in compliance with the **Clean Transportation Program of the SEMARNAT.**



GOAL 2021: Our freight transport and the one owned by our logistics suppliers will be adhered to global clean transportation programs.

INTERNATIONAL LOGISTICS

Our logistics providers in Colombia and the United States are adhered to national clean transportation programs.



OUR INTEGRAL MANAGEMENT

We promote critical thinking regarding sustainability at all levels of our operation as part of our organizational culture.



SUSTAINABILITY AWARDS

Through our Sustainability Awards initiative, we recognize our collaborators for the implementation of projects that reduce the environmental impact of our operation.

GOAL 2021: We will reward our collaborators for implementing projects that reduce the environmental impact of our operation.



ADMINISTRATIVE AND OPERATIONAL TRAINING

Our operational and administrative teams have received training in sustainability, considering the theoretical and practical knowledge necessary to **promote sustainable development, with an emphasis on climate change, mitigation and adaptation, according to our goal set for 2021.**

TRAINING IN SUSTAINABLE INNOVATION

In 2021, the teams responsible for product development at a global level were trained in sustainability, **seeking redesign and innovation with less environmental impact, according to our goal set for 2021.**



OUR TEAM

We seek to provide our employees with equal opportunities for development and growth, in a safe, transparent and inclusive environment.

COMPREHENSIVE WELLNESS FOR OUR TEAM

Our **Employee Assistance Program** provides psychological guidance, legal assistance, financial-accounting assistance, nutritional counseling and support for leaders.

GOAL 2021: We will implement integrated well-being programs for all our collaborators at a global level.



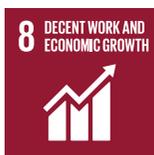
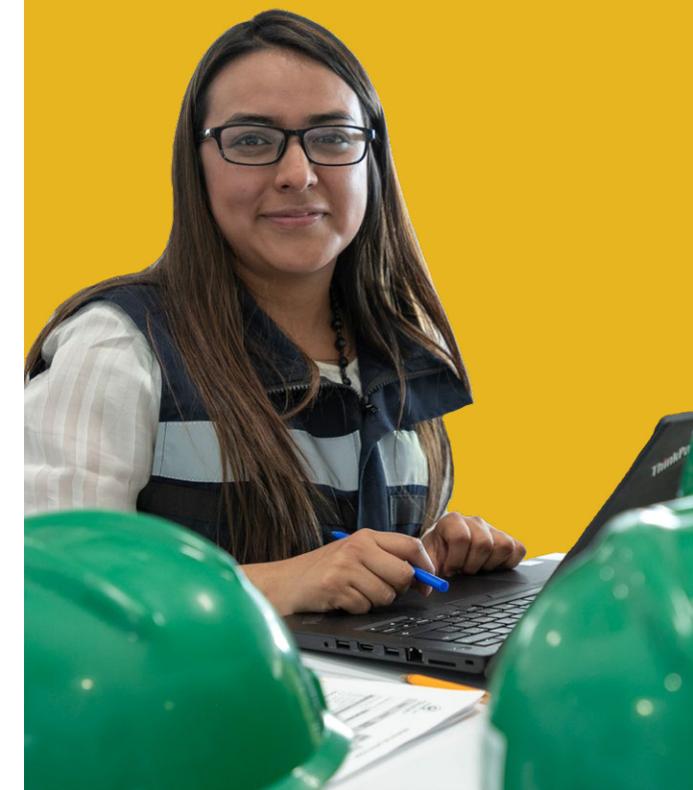
DEVELOPMENT AND TRAINING FOR OUR TEAM

Through **GEN Institute** we seek to develop training programs according to the identification of specific needs and responsibilities of our employees, according to our goal set for 2021.



WE CREATED THE GLOBAL COMMITTEE FOR DIVERSITY, INCLUSION AND GENDER EQUALITY

Considering the establishment of **policies and awareness initiatives to promote labor inclusion** considering gender, age, sexual orientation, physical disability, etc.



ADHERENCE TO THE UNITED NATIONS WOMEN'S EMPOWERMENT PRINCIPLES (WEPS)

These principles constitute a joint **initiative of UN Women and the Global Compact** to guide the private sector on measures to empower women in the workplace, markets and the community. It is a business platform that helps companies to examine the policies and practices that they apply on women's empowerment.

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

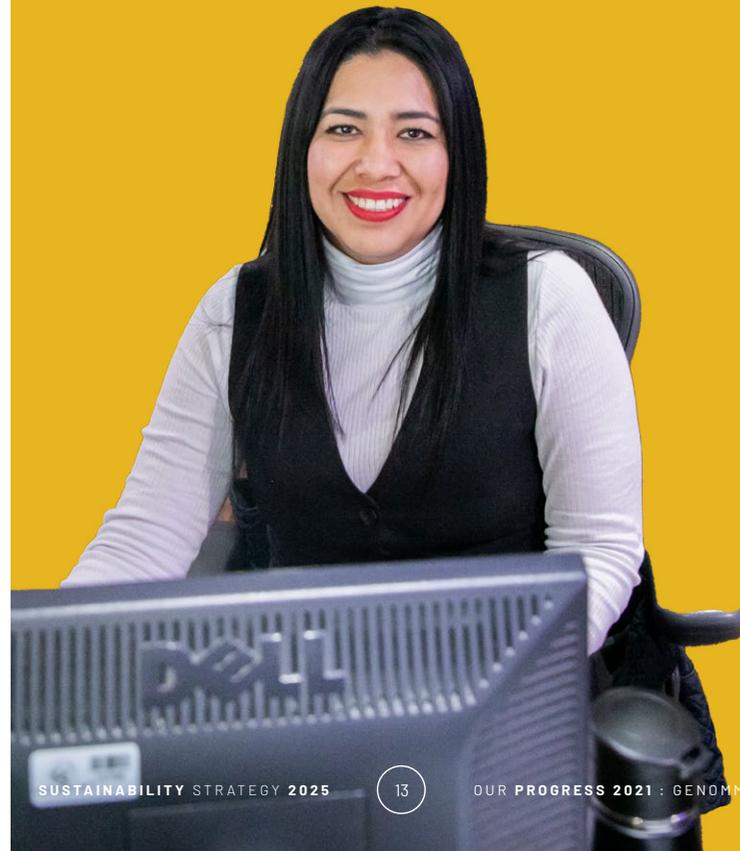
Established by UN Women and the UN Global Compact Office



GENDER EQUALITY

As of 2021, our global team was made up of **51% women**, reaching our goal of **gender parity** established for 2022.

As of 2021, **54% of our global leadership positions are held by women and 58% of our global management positions are held by women**, reaching the goal of gender parity in leadership positions set for 2023 ahead of time.



HRC EQUIDAD MX 2022 CERTIFICATION FROM THE HUMAN RIGHTS CAMPAIGN FOUNDATION

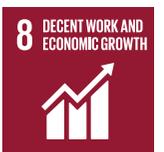
For adopting protections against discrimination, **having a Diversity Committee and LGBTQ+ employee group**, and developing public activities, creating a more inclusive work environment for all employees.



INCLUSION OF PEOPLE WITH DISABILITIES

Since 2021 we have been part of Éntrale, **"Alliance for the labor inclusion of people with disabilities"**, an initiative of the Mexican Business Council that was born with the purpose of linking wills, connecting opportunities and changing paradigms to favor the labor inclusion of people with disabilities in Mexico.

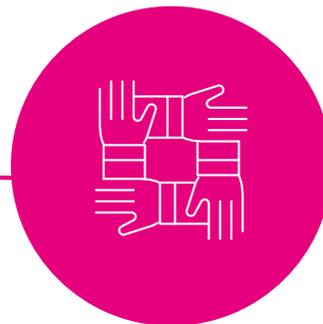
GOAL 2022: We will establish the necessary foundations and remove all barriers enabling people with disabilities to join our workforce.



OUR CONTRIBUTION TO SOCIETY

One of our priorities as a company is the well-being and health of communities in vulnerable situations, especially in the places where we operate, where we seek to contribute positively and constantly with actions that promote their comprehensive development, as part of our various social welfare programs.

GOAL 2025: 100,000 people will have benefited from our corporate volunteer programs.



GEN WITH YOU VOLUNTEER PROGRAM

Our Genomma Lab Volunteering contemplates activities aligned with our Sustainability Model, one of its objectives being to promote social well-being and access to health, participating in the development of the communities near our operation centers.

Through activities that consider community development, environmental conservation and health campaigns; our collaborators and their families put their time and skills at the service of others, living the purpose of the Company.



During 2021, actions were carried out remotely and in person, which included computer, nutrition, finance and physical activation classes, in addition to the design of posters, translation of documents, reforestation, rehabilitation of schools, and the donation of food, blankets and hygiene kits.

-  **+ 470** actions
-  **+ 38,000** people benefited
-  **+ 1,100** volunteer hours
-  **+ 350** volunteers from 10 countries
-  **34** allied institutions globally



GENOMMA LAB FOUNDATION

Since 2019, **+4.4 million personal care products** and over-the-counter medicines have been donated globally through the Alliances for Well-being and Emergency Care programs. In 2021 alone, **2,156,305 products were donated globally.**

46 health institutions, schools and NGOs benefited at a global level.



GOAL 2025: 5 million pharmaceutical and personal care products will be donated by Genomma Lab Internacional.



2021 SUSTAINABILITY INDEXES, RECOGNITIONS AND RANKINGS

INDEXES



Integration to the Dow Jones Sustainability MILA Pacific Alliance Index for the second consecutive year. The only company in the Pharmaceuticals, Biotechnology & Life Sciences category. Recognition of companies with the best corporate sustainability practices in Chile, Colombia, Peru and Mexico.



Members of the S&P Global Sustainability Yearbook 2022, for our environmental, social and corporate governance (ESG) practices.



Integration to the S&P/BMV Total Mexico ESG Index for the second consecutive year, which includes the 29 most sustainable companies in Mexico. Previously known as IPC Sustentable, which we integrated for 8 consecutive years.



Increase in the rating of Morgan Stanley Capital International (MSCI ESG Ratings), to BB vs B in 2020. It is an index evaluated by financial analysts who seek to measure the resilience of attractively sustainable companies in the face of Environmental, Social and Corporate Governance (ESG) risks.

RECOGNITIONS



Socially Responsible Company Distinction. for the 15th consecutive year. Awarded by CEMEFI (Mexican Center for Philanthropy), accrediting us as a Company publicly committed to social responsibility.



HRC Equidad MX 2022 Certification from the Human Rights Campaign Foundation. Global Labor Equity Program in Mexico, for adopting protections against discrimination, having a Diversity Committee/group of LGBTQ+ employees and developing public activities, creating a more inclusive work environment for all employees.

SUSTAINABILITY INITIATIVES



UNITED NATIONS GLOBAL COMPACT
Since 2008 Genomma Lab Internacional, S.A.B. of C.V. has been committed to the corporate responsibility initiative of the United Nations Global Compact and its principles in the areas of human rights, labor, the environment and anti-corruption.



Participation in the United Nations Sustainable Development Goals Accelerator Program-SDG Ambition (UN Global Compact) It is an initiative that aims to challenge and support the companies participating in the United Nations Global Compact to set ambitious corporate goals and accelerate the integration of the 17 Sustainable Development Goals (SDGs) into core business management.

In support of



Established by UN Women and the UN Global Compact Office

Adherence to the Women's Empowerment Principles (WEPIs) of the United Nations
These principles constitute a joint initiative of UN Women and the Global Compact to guide the private sector on measures to empower women in the workplace, markets and the community. It is a business platform that helps companies examine their policies and practices on women's empowerment.



CDP (Carbon Disclosure Project), disclosure of information on environmental impacts, risks and opportunities of climate change. B rating in the 2021 Climate Change assessment.

RANKINGS IN MEXICO



We are part of the Merco Responsibility ESG sectoral ranking of the most responsible companies 2021, Pharmaceutical Sector, which considers the analysis of the social, environmental and ethical practices of companies.



Integration into the Expansión Responsible Companies Ranking, which recognizes the 100 companies with the best economic, social and environmental measures in Mexico.



We are part of the "500 Companies Against Corruption" ranking of Expansión Magazine. This list is made up of companies that have codes and declarations in which they declare their genuine commitment to anti-corruption, based on their transparency, publicity, precision and scope as part of a commitment against corruption.



Genomma Lab.®
Internacional

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