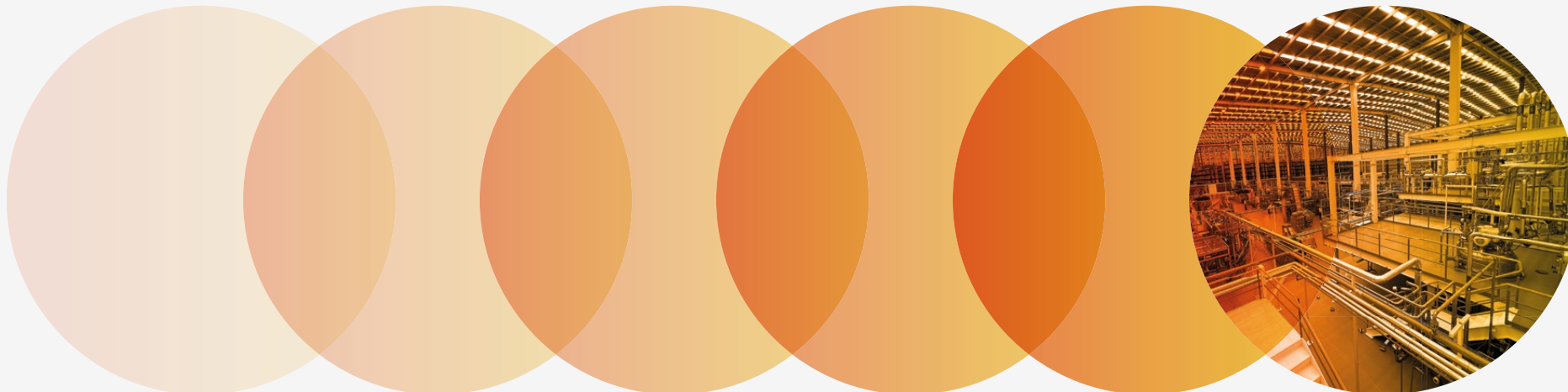
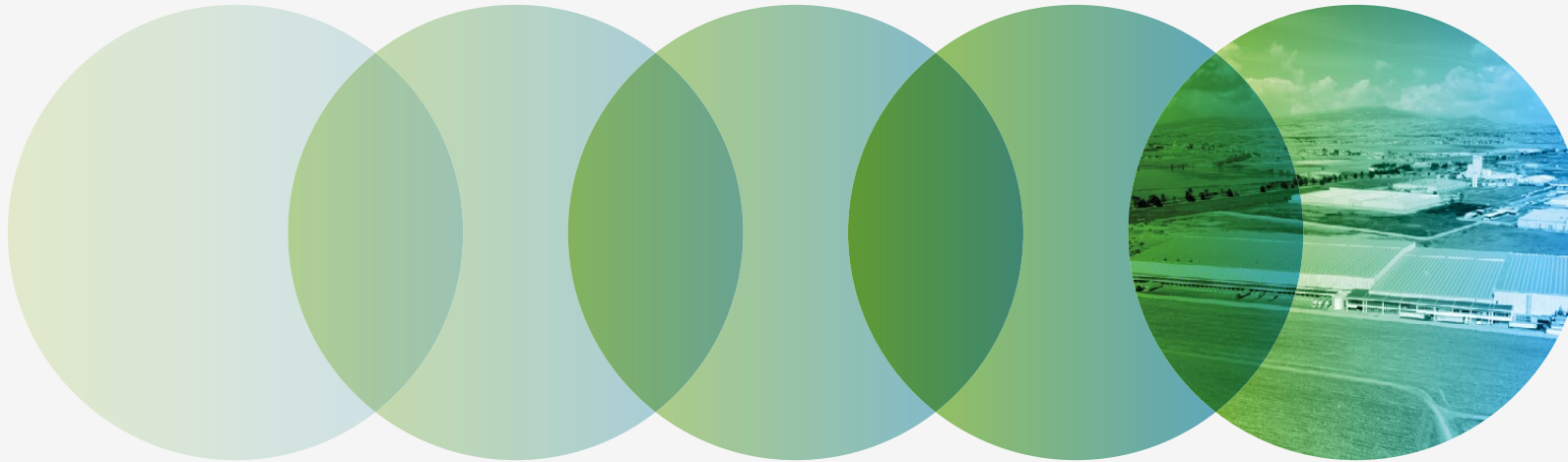
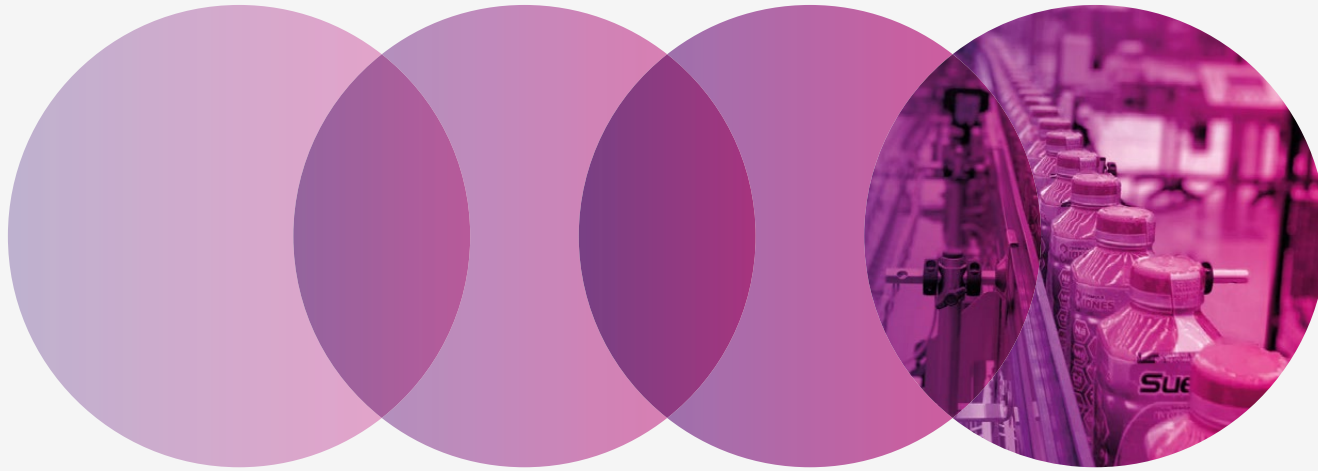
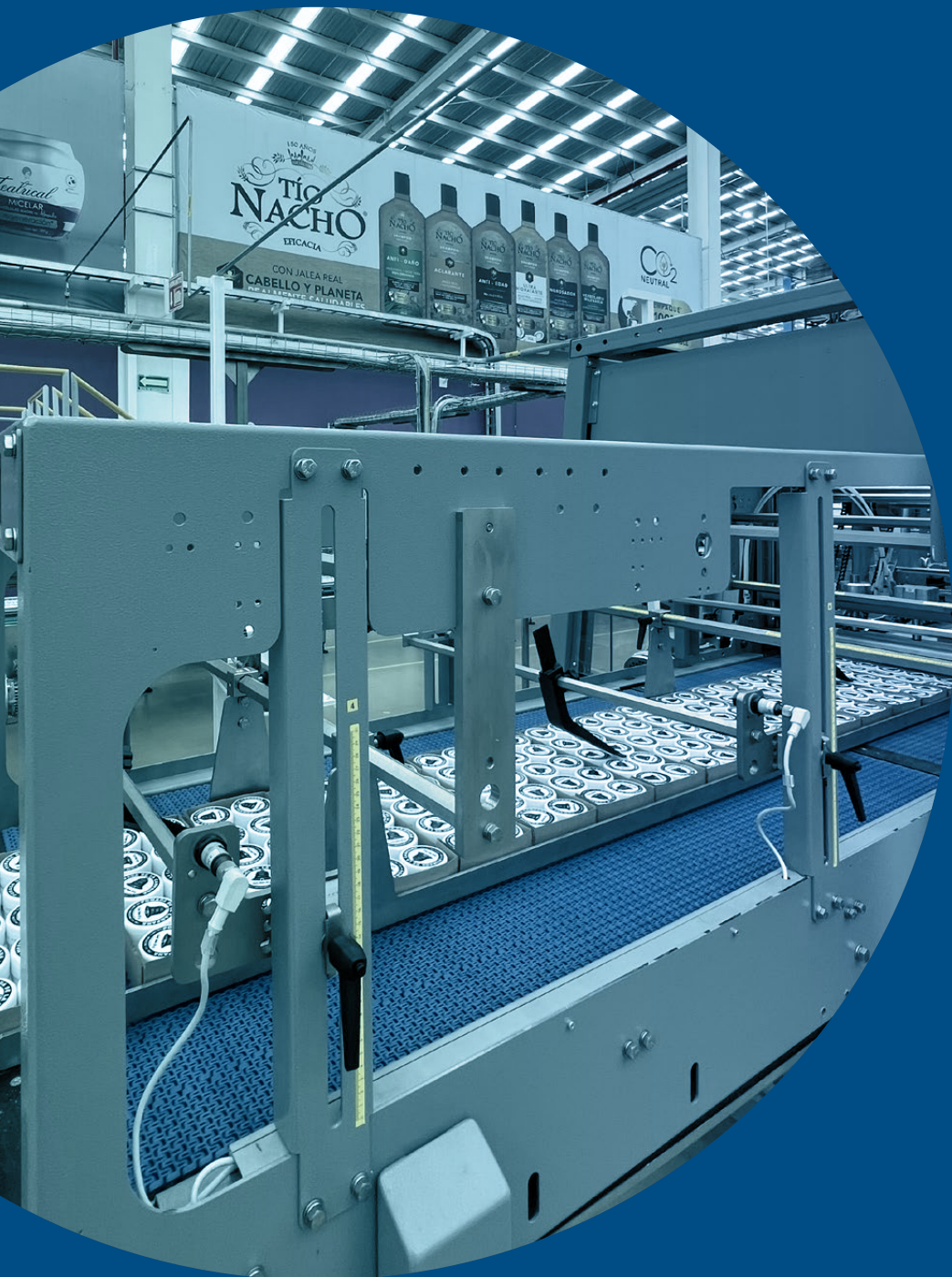


SUSTAINABILITY STRATEGY 2025

# OUR 2022 PROGRESS



**Genomma Lab.®**  
Internacional



For Genomma Lab Internacional, sustainability is a tool that allows us to generate shared value for all our stakeholders and at the same time manage our risks along our value chain, while being congruent with our corporate purpose - **"Iconic solutions for your health and well-being"**.

During 2020, we consolidated the Global Sustainability Committee, which is led by the Chairman and Vice Chairman of the Board of Directors, as well as the Chief Executive Officer, and is comprised of key leaders from strategic areas. Following the creation of this Committee, an action plan was drawn up to address the priority material issues for the Company and our stakeholders in terms of sustainability in the short, medium and long term, called **"Our 2022 Progress"**.

This is a roadmap that defines our environmental and social goals, considering 10 action areas based on our business model and aimed at contributing to the fulfillment of the United Nations Sustainable Development Goals (SDGs), such as goal number three - Health and Well-being and goal number 12 - Responsible Production and Consumption.

Our goals are grouped into three categories:

Developing products with lower environmental impact.

Focusing on sustainability across the entire value chain.

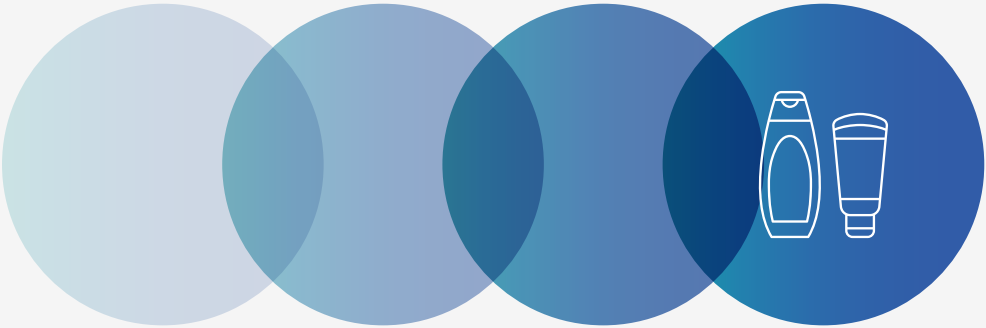
Promoting our employee's well-being and health, as well as in the communities in which we have presence.

Next, we share the progress of our 2025 Sustainability Strategy, as of the end of 2022.



# OUR PRODUCTS

One of our most relevant commitments is to ensure that our products have a lower environmental impact. We seek to implement the best circular economy practices and sustainable design in our products and packaging, by incorporating recycled materials, reducing the use of materials in our packaging and containers, ensuring their recyclability and contributing to integrated waste management practices, in order to prevent them from ending up in the soil or oceans.



## SECONDARY PACKAGING WITH CARDBOARD FROM CERTIFIED FORESTS

**2021 Target:** Our secondary packaging will be made of cardboard from certified forests.

Our secondary packaging is made with materials from certified forests, thereby showing our commitment to the natural resources sustainable management.

### 2022 Progress: Certified brands



Tío Nacho®, Silka®, XL3®, Lomecan V®, Fermodyl®, Shot B®, Vita C®.



Cicatricure®, Tío Nacho®, Asepxia®, Diabet TX®, Goicoechea®, La Kesia®, Pointts®, Lomecan® y Nina®.



100% of secondary packaging is now FSC® certified.

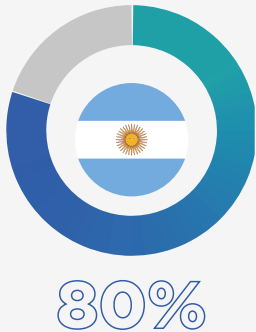
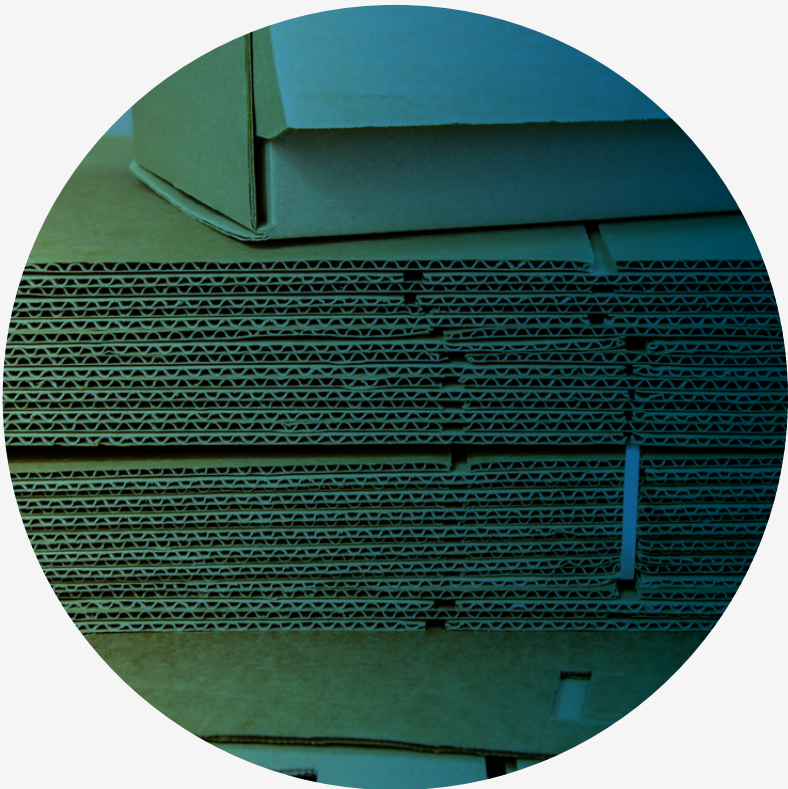


# TERTIARY PACKAGING MADE FROM RECYCLED MATERIAL

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

Part of the cardboard used in our corrugated or tertiary packaging is already made from recycled material.

**2022 Progress:** Recycled tertiary packaging



# PLANS FOR THE INTEGRATED MANAGEMENT OF OUR WASTE

We are part of programs and comply with legislation aimed at regulating extended producer responsibility regarding waste.

**2023 Target:** We will contribute to the implementation of comprehensive, post-use waste management plans for our containers and packaging, promoting a circular economy.

## 2022 Progress: Waste management

			
<p><b>130.86</b> tons of our waste were collected as a result of our partnership with GEECI.</p> 	<p>Compliance with the Recycling and Extended Producer Responsibility Law (<i>Ley de Reciclaje y Responsabilidad Extendida del Productor, REP Law</i>) through our strategic alliance with the ReSimple initiative (Large Collective Management System, <i>Gran Sistema Colectivo de Gestión</i>).</p> 	<p>Strategic alliance with the Specialized Entity for Plastics and the Environment (<i>Entidad Especializada en Plásticos y Medio Ambiente, ECOPLAS</i>) and the CABA Circular Economy Network (<i>Red de Economía Circular CABA</i>). As a result of this alliance, we have certified several containers as recyclable plastics.</p> 	<p>Pharmaceutical industry initiative to manage the Expired Medications Post-consumption Program.</p> 
			



# RECYCLED MATERIAL IN OUR PACKAGING AND PRODUCTS

**2023 Target:** We will integrate at least 20% post-consumer recycled resin in our packaging.

We innovate in order to reduce the use of virgin resin in our packaging, while at the same time we reduce our GHG emissions related to production and post-consumer waste, some examples of which are as follows:



## 2022 Progress:

464

tons of recycled PET (Polyethylene Terephthalate) Tío Nacho®.

285

tons of recycled HDPE (high-density polyethylene) Vanart® Cicatricure® Alert® Goicochea® Siluet® Sistema GB® Teatrical®

78

tons of recycled PP (Polypropylene) Groomen® Tío Nacho®

# RECYCLABILITY OF OUR PRODUCTS

**2025 Target:** All our containers and packaging will be 100% recyclable, reusable or compostable.

The packaging and secondary packaging of our Tío Nacho® Vanart®\* Suerox® Teatrical® Goicochea® products is

100% recyclable

\* During 2022, we conducted an innovation project to remove the pigment from the bottle of our Vanart brand in order to improve its recyclability.



# MICROPLASTIC-FREE PRODUCTS

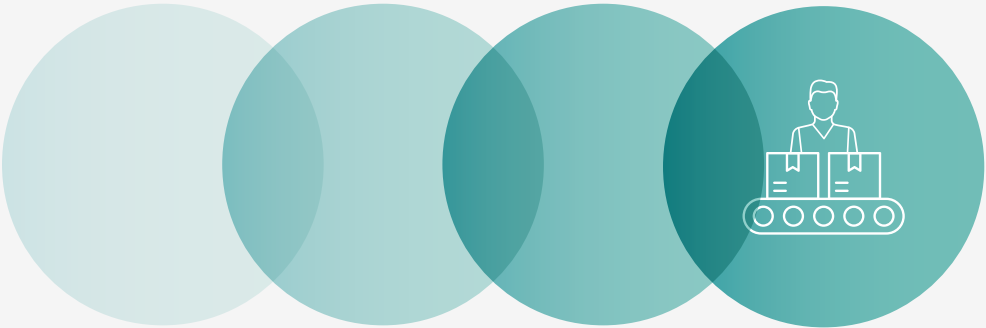
**2021 Target:** We will promote the non-use of plastic ingredients in the formulation of leave-on cosmetic products.

Since 2021, we have eliminated microplastics from our rinsable products globally, to avoid contributing to marine pollution.



# OUR SUPPLY CHAIN

We promote good environmental, social and ethical practices in our value chain. Since 2021, through our Supplier Sustainability Program, we have ensured that the members of our supply chain are aligned with the Company's sustainability standards.



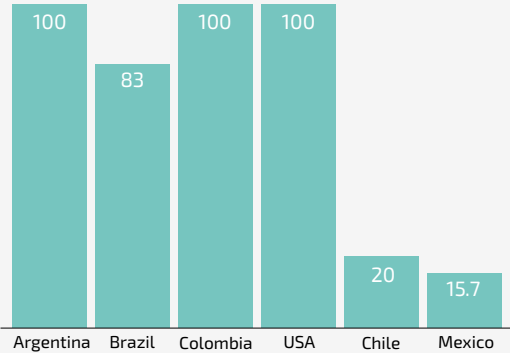
## SUPPLIER SUSTAINABILITY ASSESSMENT

2021 Target: 100% of our global supply chain vendors will be aware of and aligned with our Supplier Code of Conduct and Ethics as part of our Supplier Sustainability Program.

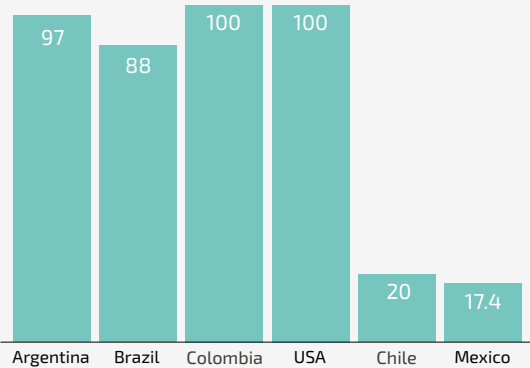
2022 Target: 100% of our global supply chain vendors will be assessed for sustainability as part of our Supplier Sustainability Program.

### 2022 Progress:

PERCENTAGE OF SUPPLIERS THAT WERE EVALUATED ON SUSTAINABILITY MATTERS



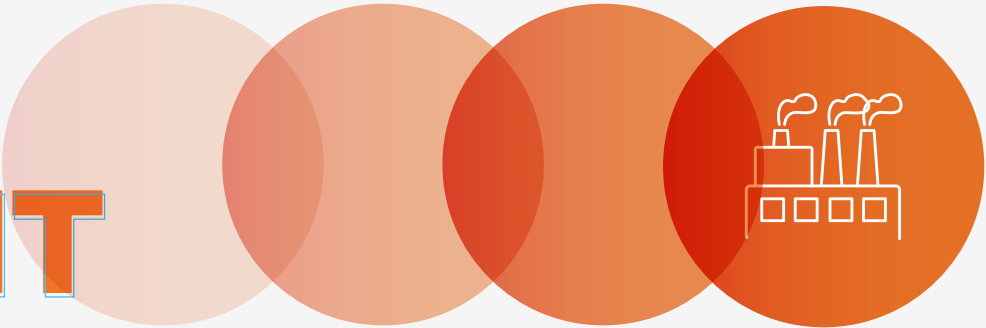
PERCENTAGE OF SUPPLIERS THAT HAVE SIGNED THE SUPPLIER CODE OF CONDUCT AND ETHICS



As part of our Sustainability Program for Suppliers, in 2022, we conducted a workshop on “Corporate Sustainability”, which aimed to make our business partners aware of the basics of sustainability and to identify the ESG criteria integrated into the Company and the program.



# OUR PRODUCTION PLANT



We have adopted sustainable infrastructure and technology models from the design stage of our manufacturing site in Mexico, which allow us to have cleaner, safer and more environmentally friendly industrial processes.

Some of the environmentally friendly infrastructure actions are as follows:

- Installation of a co-generation plant
- LED lighting fixtures
- Harnessing natural daylight
- Water saving technology for washrooms

## EDGE CERTIFICATION

**2021 Target: We will have the first medicine manufacturing site\* in Latin America with EDGE (Excellence in Design for Greater Efficiencies) certification from the World Bank’s International Finance Corporation (IFC).**

### 2022 Progress:

In 2022 we became the first pharmaceutical company in the Americas to meet the standards required for EDGE certification. Our Industrial Site in Mexico was awarded the EDGE (Excellence in Design for Greater Efficiencies) certification, granted to industries that design and integrate solutions to mitigate negative impacts on the environment, specifically on water and energy.

The following are some of the achievements in each of our business areas:

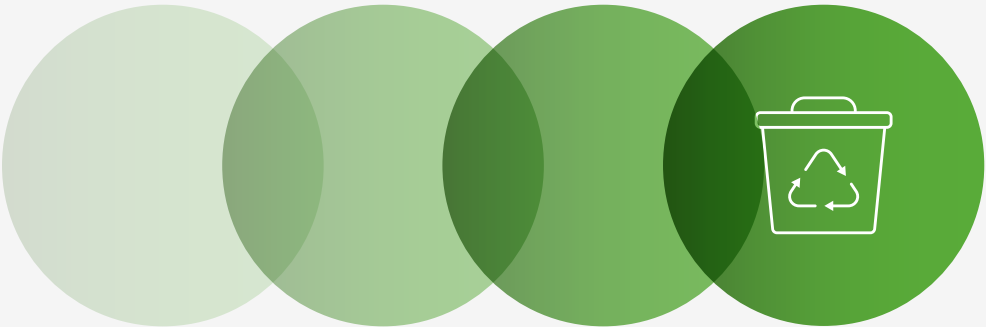
PERSONAL CARE PLANT	PHARMACEUTICAL PLANT	DISTRIBUTION CENTER
31% of energy saved	45% of energy saved	26% of energy saved
52% of water saved	37% of water saved	54% of water saved
41% less energy used in materials during construction	42% less energy used in materials during construction	38% less energy used in materials during construction
86.6% tons of CO <sub>2</sub> saved	33.1% tons of CO <sub>2</sub> saved	227.2% tons of CO <sub>2</sub> saved





# OUR WASTE MANAGEMENT

We are committed to reducing our waste generation through prevention, reduction, recycling and reuse. At the same time, we seek to contribute to the implementation of new circular economy models and to the prevention of resource loss.



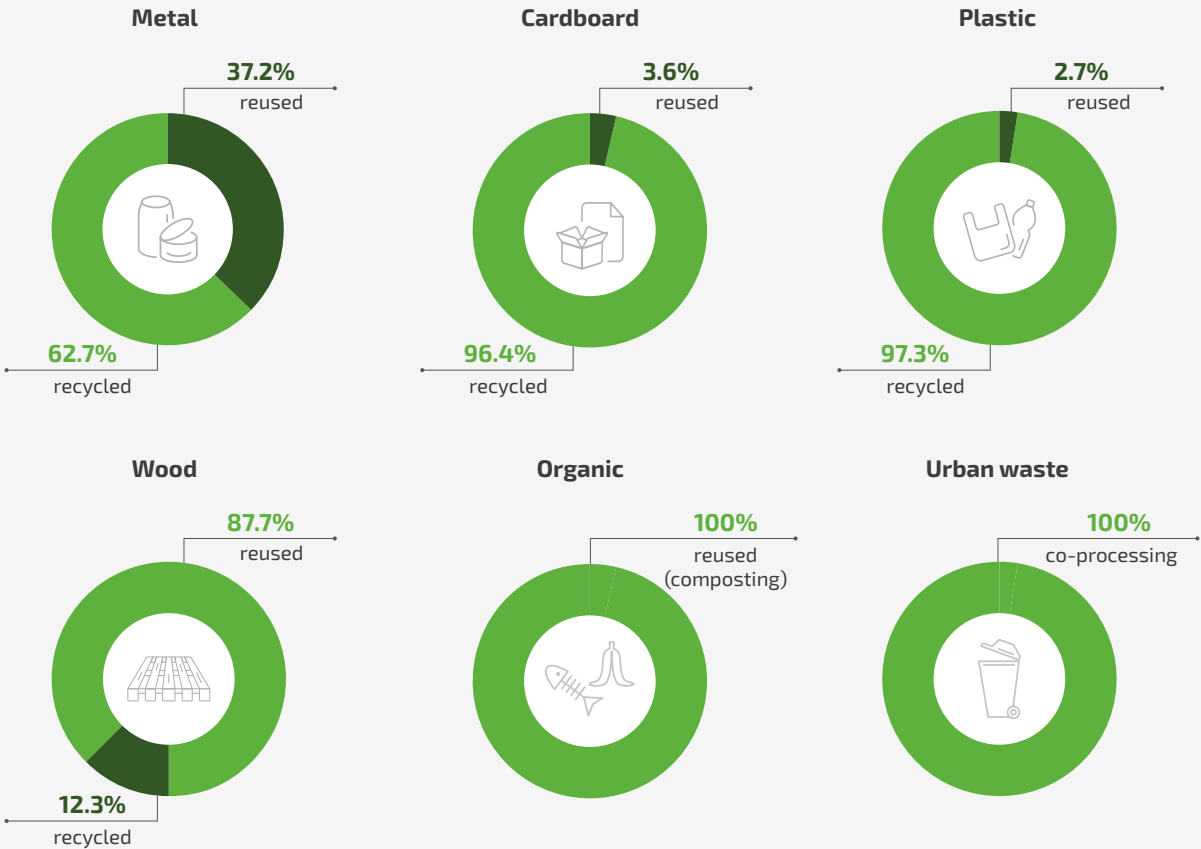
## OUR WASTE

**2022 Target:** We will prevent waste generated at our Distribution Center and Manufacturing Plant from reaching a landfill through recycling and reuse practices.

**2023 Target:** We will prevent waste generated in our outsourced distribution centers from reaching a landfill through recycling and reuse practices.

**2022 Progress:**

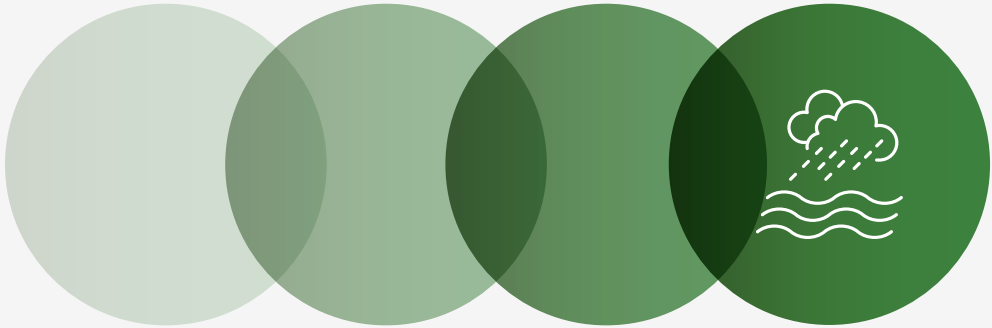
Our urban solid waste from the Industrial Complex in Mexico is reused through a co-processing process - 100% of our metal, cardboard, plastic, wood and organic waste is recycled and/or reused.





# OUR ACTIONS AGAINST CLIMATE CHANGE

We are committed to reducing our waste generation through prevention, reduction, recycling and reuse actions. At the same time, we seek to contribute to the implementation of new circular economy models and the prevention of resource loss.



## ACTIONS AGAINST CLIMATE CHANGE

**2021 Target:** 50% of the energy used in our manufacturing plant will come from co-generation.

### 2022 Progress:

*We installed a co-generation plant at our Industrial Complex in Mexico, which will provide us with the necessary energy to carry out our operations.*

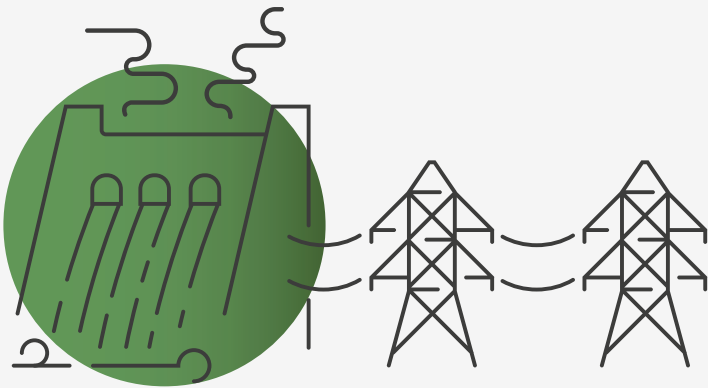
Implementation date  
**2023**



**1** Production of natural gas, as an energy source, and two turbines that generate steam and water.



**2** The steam generated from the flue gases of the gas turbine in the recovery boiler.



**3** The steam generated is used by customers in their production processes.



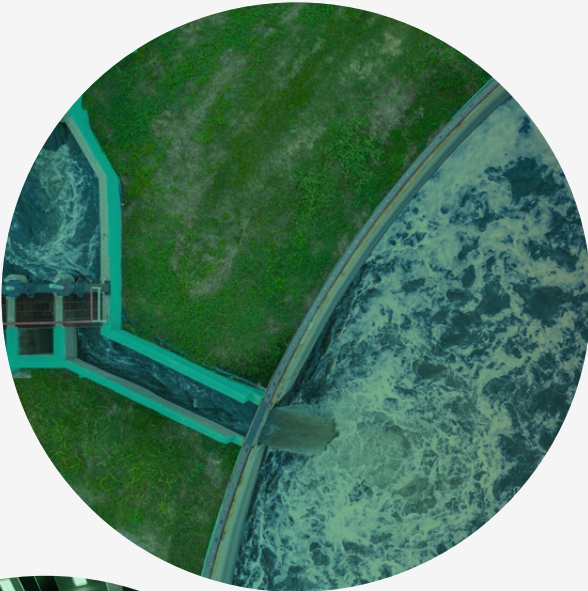
**4** The electricity produced by the generator is fed to the transformers and send to the grid for transmission.

**2023 Target:** We will set targets based on the Science Based Targets (SBTs) initiative in order to improve the efficiency of our manufacturing operation.

*We are in the process of developing and establishing our baseline to define our objectives aligned with the Science Based Targets methodology.*

Implementation date

2025



**2025 Target:** We will include 50% of renewable energy sources in the energy matrix of our manufacturing operation in Mexico.

*At least 50% of the energy consumed in our Industrial Complex will come from renewable sources or, if applicable, we will compensated with the acquisition of renewable energy certificates.*

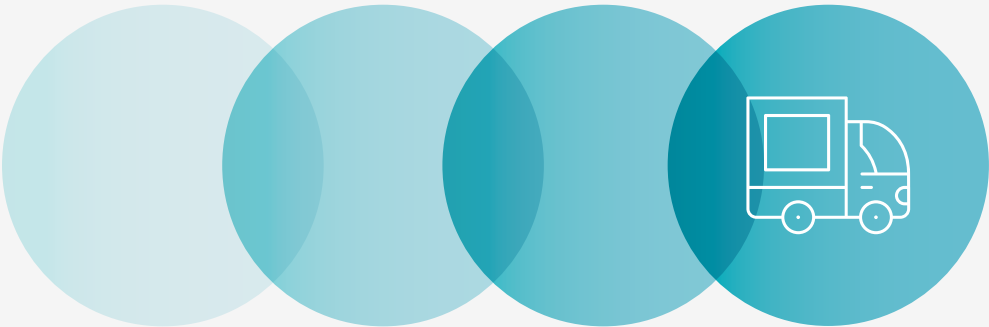
Implementation date

2025



# OUR LOGISTICS

For our business model, the transportation of products is a primary activity, which means that it is one of our greatest opportunities to reduce the environmental impact of our operation.



**2021 Target:** Our cargo transportation and that of our logistics suppliers will be adhere to global clean transportation programs.

**2022 Progress:**



**TRANSPORTE Limpio**



We have been granted the Excellent Environmental Performance Award (*Excelente Desempeño Ambiental*) by the Mexican Ministry of Environment and Natural Resources (*Secretaría Nacional de Medio Ambiente, SEMARNAT*).

**2023 Target:** We will decrease 20% of CO<sub>2</sub> emissions (Scope 1 and 3) related to our logistics operations in Mexico, compared to 2019.

*We will consider the results of developing our baseline, as well as aligning our objectives with the Science Based Targets initiative.*

Strategic alliance with Solistica

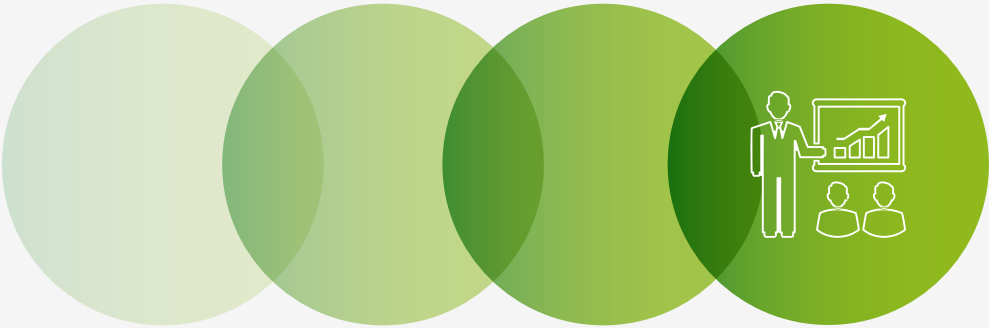


OUR 2022 PROGRESS: GENOMMA LAB INTERNACIONAL



# OUR INTEGRAL MANAGEMENT

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



## SUSTAINABILITY AWARDS

**2021 Target:** We will recognize our employees for implementing projects that reduce the environmental impact of our operations.

We seek to recognize employees or teams that propose initiatives that lead us to achieve our goal of being a company committed to sustainability.

**2022 Progress:**

*5 employees were granted the Sustainability Awards for the following projects:*



Achievement of EDGE certification for the Industrial Complex.



100% of suppliers evaluated on sustainability matters.



Achievement of Forest Stewardship Council® certification for all of our paperboard packaging.



# ADMINISTRATIVE AND OPERATIONS TRAINING

Since 2021, our operations and administrative teams have received training in sustainability, covering both theoretical and practical knowledge necessary to promote sustainable development, with an emphasis on climate change mitigation and adaptation.

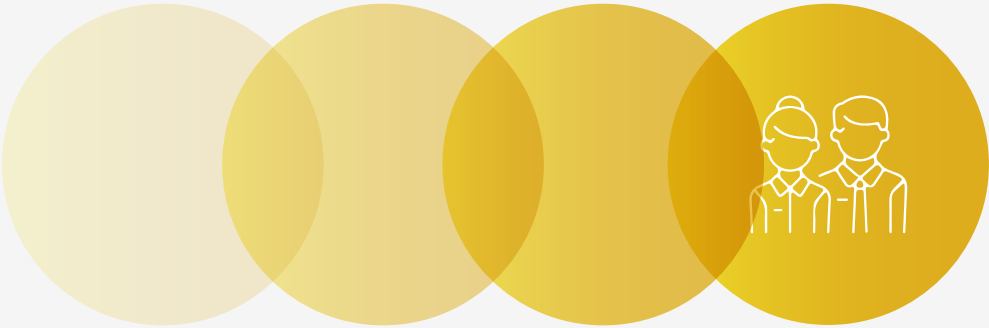
*By 2023, we will launch a corporate workshop for employees aimed at facilitating their approach, understanding and commitment to our sustainability strategy and ESG (Environmental, Social and Governance) issues.*



# OUR TEAM

We seek to provide our employees equal opportunities for development and growth in a safe, transparent and inclusive environment. We embrace a culture of meritocracy, respect and diversity through our development, recruitment, health and safety, and work-life balance policies.

## 2022 Progress:



### TRAINING

32 MIL  
training hours  
in 2021

50 MIL  
training hours  
in 2022

26.8  
average hours per  
person in 2021

28  
average hours per  
person in 2022

### PERFORMANCE REVIEW

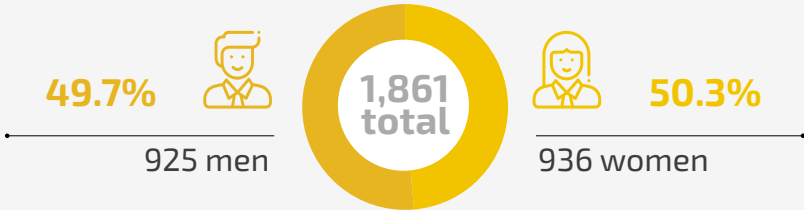
90%  
of employees evaluated for  
their performance.

70% evaluated through the  
TalentGEN Program

20% evaluated through weekly  
productivity evaluations

10% does not apply (less than  
6 months in the Company)

### DIVERSITY AND INCLUSION

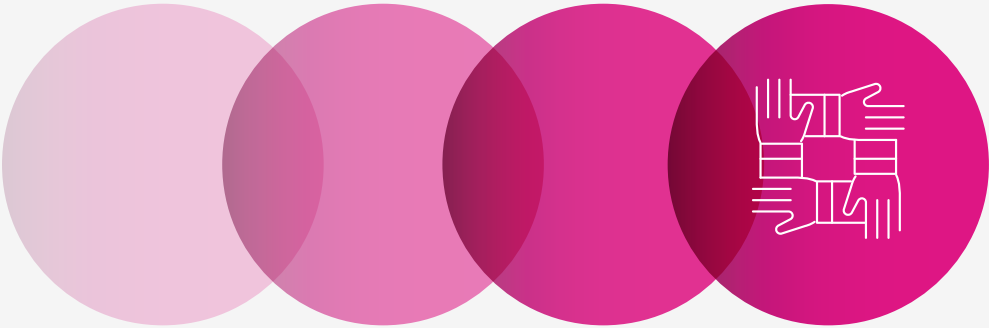


70%  
of the global team  
participated in the  
Diversity, Inclusion  
and Gender Equality  
Workshop.



# OUR CONTRIBUTION TO SOCIETY

We seek to make a positive and constant contribution through actions that promote comprehensive development in the communities we serve.

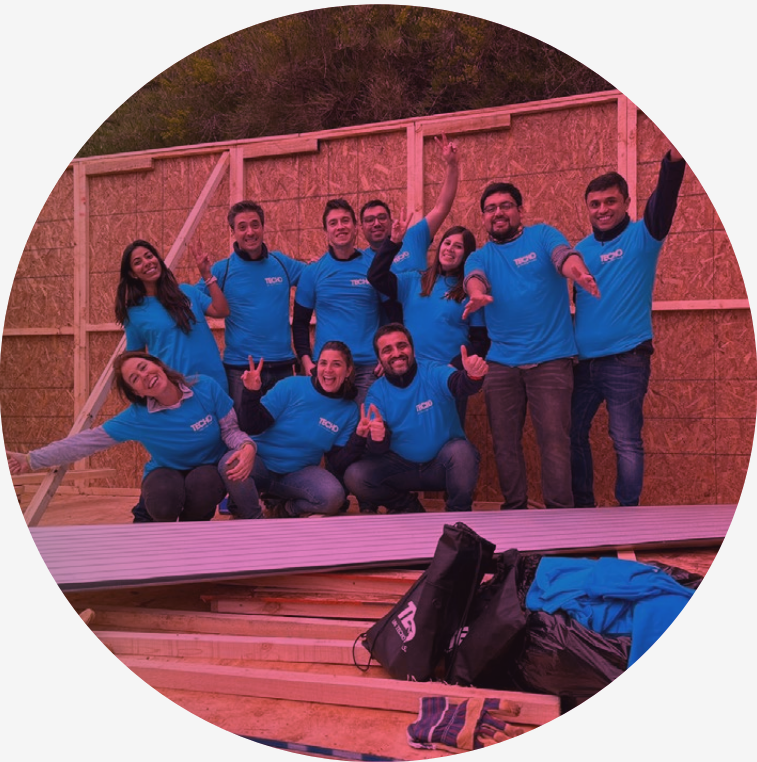
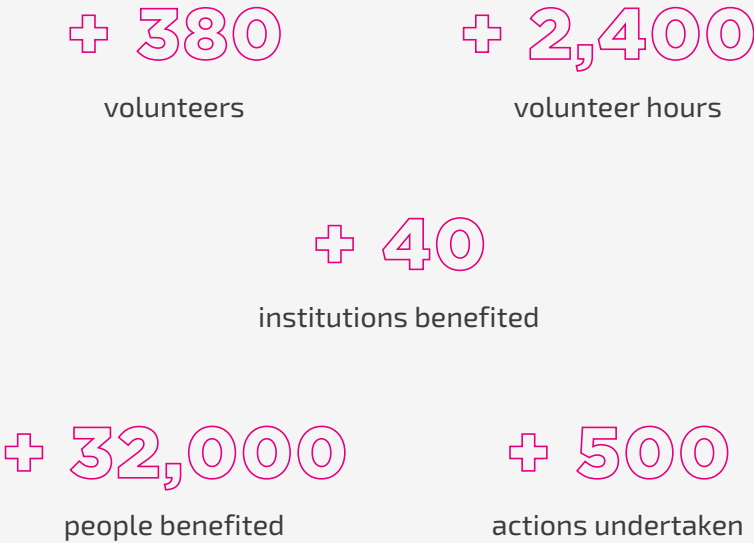


**2025 Target:** We will strengthen our partnerships to increase the reach of our social programs for the benefit of communities, with a special focus on health, education, and the empowerment of women and girls.

100,000  
people will benefit from our corporate volunteering.

## CORPORATE VOLUNTEERING

2022 Progress:



# WELL-BEING PARTNERSHIPS

**2025 Target:** We will strengthen our partnerships to increase the reach of our social programs for the benefit of communities, with a special focus on health, education, and the empowerment of women and girls.

*5 million pharmaceuticals and personal care products to be donated by Genomma Lab Internacional.*

*5 million people will directly benefit from Genomma Lab Internacional's donations.*

**2022 Progress:**

**+380,000**  
health and hygiene  
products donated

**+4.100**  
billion products  
donated since 2020



# 2021 SUSTAINABILITY INDICES, AWARDS AND RANKINGS

## INDEXES



Inclusion in the Dow Jones Sustainability MILA Pacific Alliance Index for the second consecutive year. 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 2023, for our environmental, social and corporate governance (ESG) practices.



Inclusion in the S&P/BMV Total Mexico ESG Index for the third consecutive year, which includes the 29 most sustainable companies in Mexico. Previously known as IPC Sustentable, in which we were included for 8 consecutive years.



Our MSCI ESG Rating position was upgraded from BB to BBB, making us a more attractive company for investors. This global ranking is designed to help investors identify ESG risks and opportunities within their portfolio.

## AWARDS



Distintivo Empresa Socialmente Responsable (Socially Responsible Company Award) for the 16th consecutive year. Awarded by CEMEFI (*Mexican Center for Philanthropy*), certifying us as a Company publicly committed to social responsibility.



HRC Equidad MX and ARG 2023 certification from the Human Rights Campaign Foundation. Global Workplace Equity Program (*Programa Global de Equidad Laboral*), for adopting anti-discrimination provisions, having a Diversity Committee / LGBTQ+ employee group and undertaking public activities, creating a more inclusive work environment for all employees.



# SUSTAINABILITY INITIATIVES



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



Adherence to the UN Women's Empowerment Principles (WEPs). The WEPs are a joint initiative of UN Women and the Global Compact to provide guidance to the private sector on measures to empower women in the workplace, markets and community.



Likewise, we have voluntarily participated for three consecutive years in the Global Environmental Disclosure System, to measure and manage environmental impacts, identifying risks and opportunities on climate change. We obtained a "B" grade, positioning us above the average of the Biotechnology and Pharmaceutical sector globally and in North America.



We are currently part of IFC's Mexican Companies X Equity (*Empresas Mexicanas X la Equidad*) initiative, a program that seeks to reduce gender gaps and promote diversity and inclusion in the Mexican labor market.

# RANKINGS IN MEXICO

EXPANSION

We are part of Merco Responsabilidad ESG's Sector Ranking of the Most Responsible Companies 2022 (*Ranking Sectorial de Empresas más Responsables 2022*), in the Pharmaceutical Sector, which examines social, environmental and ethical practices of companies.  
**Link:** <https://expansion.mx/empresas/2023/01/03/empresas-responsables-2022>

EXPANSION

We have joined Expansión's Ranking of Responsible Companies (*Ranking Empresas Responsables*), which recognizes the 100 companies with the best economic, social and environmental measures in Mexico.  
**Link:** <https://expansion.mx/empresas/2023/01/03/empresas-responsables-2022>

EXPANSION

We are part of ExpansionMx's 500 Companies against Corruption (*500 Empresas contra la Corrupción*) ranking. This list is made up of companies that have codes and statements in which they declare their genuine commitment to anti-corruption, based on transparency, publicity, accuracy and scope as part of a commitment against corruption.  
**Link:** <https://expansion.mx/empresas/2022/06/13/las-500-empresas-vs-la-corrupcion-2022>



Rodrigo Herrera Aspra, Chairman of the Board and Founder of Genomma Lab, was selected as the highest rated business leader in the *Índice Merco Líderes*.  
**Link:** <https://www.merco.info/mx/ranking-merco-lideres>



**Genomma Lab.®**  
*Internacional*

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