

OBJECTIVE

To establish specific standards, derived from the provisions of the Code of Conduct and Ethics of Genomma, to maintain the confidentiality of Genomma Lab Internacional S.A.B. de C.V. and its direct and indirect subsidiaries (collectively "Genomma" or the "Company"), ensuring that the use of the information is only in the interest of Genomma and safeguarding the confidentiality of the same.

SCOPE

This Policy applies to all directors, officers and employees of Genomma, regardless of where they reside or where they operate their business, and of its direct or indirect subsidiaries of Genomma, as well as to all agents, consultants, suppliers, customers, business partners and any other third party, who have access to Confidential Information (the "Covered Parties").

The above also applies to office computers, laptops, servers, printers, cell phones, mobile devices and other equipment, as well as programs, software in which Confidential Information is stored and/or through which it is handled, including internal users, employees, temporary collaborators and visitors.

1. DEFINITIONS

CONCEPT	DEFINITION
CONFIDENTIAL INFORMATION	Includes, but is not limited to, data, notes, analyses, compilations, documents, videos and any information owned or possessed by Genomma, regarding, but not limited to, research projects, industrial property projects, formulas, knowhow, industrial secrets, raw materials, technical know-how, marketing, commercial information, data regarding distribution, logistics, purchasing information, legal, financial, business information, supplier and customer information, price calculations, sales systems, partners or potential customers, strategic projects and new business information, commercial information, distribution data, logistics, purchasing information, legal, financial and business information, supplier and customer information, price calculations, sales systems, partners or potential customers, strategic projects and past, present and future new businesses in the Mexican Republic and abroad.
OBLIGATED PARTIES	It has the meaning ascribed to it in the first paragraph of section 2 of this Policy.

2. ROLES AND RESPONSABILITIES

2.1. Global Legal Department: Provide legal advice to Genomma and to the Covered Entities that require it in connection with Confidential Information matters under this Policy.

2.2. Covered Parties: Comply with (i) the obligations of confidentiality, safeguarding and handling of Confidential Information set forth in this Policy, (ii) the confidentiality obligations existing in the confidentiality agreements or contracts entered into by the Covered Parties and (iii) the other obligations regarding confidentiality, industrial secrets, privileged information, technical, commercial and manufacturing secrets, professional secrecy and other similar or analogous in the other applicable laws in the countries where Genomma has operations.

3. GENERAL ASPECTS

3.1. All Covered Entities must maintain and keep confidential all Confidential Information to which they have access verbally, visually, printed, recorded on magnetic media, microfilmed or provided in any other way, without the need to have been delivered and/or received with the label of Confidential Information. The Confidential Information delivered to the Covered Entities constitutes a valuable, special and unique asset of Genomma that represents or may represent for Genomma an advantage to compete in their respective markets and/or projects and/or businesses.

3.2. Without limiting, and in addition to the definition of Confidential Information set forth in section 2 of this Policy, information disclosed to employees in an effort to keep them informed or in connection with their work activities is also considered Confidential Information. Confidential Information also includes information collected, acquired or developed during the term of employment of Genomma employees, including information that is originated by employees acting alone or in conjunction with other Genomma personnel and/or third parties, such as trade secrets.

3.3. Any request for disclosure or disclosure of Confidential Information must be handled by authorized and trained persons and must be reported immediately to the Global Legal Department.

3.4. Any breach of this Policy by the Covered Entities may result in, among others, (i) the immediate and justified termination of the employment relationship between the Covered Entity and the Genomma entity that is the employer or employer of such Covered Entity, and (ii) the termination of the commercial and, if applicable, contractual relationship with the Covered Entity that is a supplier or customer of Genomma.

All of the foregoing, without prejudice to, and in addition to, the other civil, administrative and criminal actions or measures that Genomma may invoke for the compensation of damages caused to Genomma for the breach by the Covered Parties of this Policy or any of their obligations with respect to the Confidential Information.

Such confidentiality agreements or contracts must be reviewed and authorized by management or the head of Global Legal Leadership. Due to the confidentiality of Genomma's processes, when visits to any of Genomma's facilities (plants, distribution centers, etc.) are required, the regulations on plant visits in force must be complied with at all times.

In each and every one of the visits described above, the confidentiality of the information provided or to which visitors have access about raw materials and production processes must be kept confidential. Therefore, only elementary facilities and equipment may be shown, without explaining in detail the processes of a specific area.

It is strictly forbidden for any visitor to Genomma's facilities to introduce cameras, video cameras, tape recorders or other devices used to print images or record information, unless expressly authorized by the Global Legal Department.

4. COMPLIANCE

4.1. **Mandatory:** Compliance with this Policy is mandatory. All employees must sign the Acknowledgement of Receipt and Commitment of the Confidential Information Policy, which states that they know and understand the scope of this Policy (Annex 1).

4.2 **Non-Compliance:** Failure to comply with this Policy may result in training, disciplinary sanctions and/or legal action, depending on the nature and extent of the violation or non-compliance.

Any violations to this Policy should be reported immediately to Global Legal Management for an immediate assessment of the reported violations.



Marco Sparvieri
CEO
April, 2023

ACKNOWLEDGEMENT OF RECEIPT AND COMMITMENT CONFIDENTIAL INFORMATION POLICY

I confirm that I am fully aware of the Confidential Information Policy issued by Genomma Lab Internacional, S.A.B. de C.V., understanding all its contents and scope. In connection with the foregoing, I agree to comply with all the provisions of this policy and in case I require more information about it, I will contact the Human Resources Department.

NAME: _____

AREA AND POSITION: _____

COMPANY: _____

DATE: _____

PLACE: _____

SIGNATURE: _____

Prints and delivers to the Human Resources area previously filled out.