

OBJECTIVE

We are aware of the importance of integrating sustainability in all our operations, because it is a tool that allows us to generate shared value with all our stakeholders, as well as to identify and manage risks in our business model. We recognize that our operations have an economic, social and environmental impact in the countries where we operate, so this policy aims to reinforce and permeate our commitment to sustainability to all our stakeholders considering our contribution to the Sustainable Development Goals (SDGs) of the United Nations as a reference.

The mechanism that allows us to implement sustainability principles throughout our value chain is the Global Sustainability Committee, which is the highest corporate governance team that allows us to manage our Sustainability Model, as well as our Sustainability Strategy.

REACH

This Policy is global and applies to each country in which Genomma Lab Internacional, S.A.B. de C.V., its affiliates, subsidiaries and stakeholders, in addition and complementary to the provisions of the laws applicable to each country. If any provision of this policy is in conflict with the provisions of the applicable laws for a particular country, the provisions of the laws of that country shall prevail.

In Genomma Lab Internacional we strive to maintain an open and transparent communication with all our stakeholders, taking into account their needs, concerns and expectations. We seek to foster a culture of participation, communication and commitment among them. For the purposes of this Policy, our stakeholders are grouped into the following categories :

- Employees
- Consumers
- Communities
- Customers
- Suppliers and business partners
- Investors
- Authorities
- NGOs and Academia
- Chambers and Sector Associations
- Multilateral organizations
- Environmnet

DEFINITIONS

CONCEPT	DEFINITION
SUSTAINABILITY	It ensures the needs of the present without compromising the needs of future generations.
STAKEHOLDERS	Groups that are directly or indirectly affected by the development of a Company's activities and, therefore, have the capacity to directly or indirectly affect the Company's development.
SHARED VALUE	Policies and/or operating practices that improve the company's profitability while contributing to social progress and the improvement of social conditions in the communities in which it operates.
CIRCULAR ECONOMY	A production and consumption model that involves sharing, renting, reusing, repairing, renewing and recycling existing materials and products as often as possible to create added value, in order to extend the life cycle of products.
INTEGRAL MANAGMENT	Tools that help to check and control compliance with the objectives set by the Company.
MATERIALITY	It ensures the needs of the present without compromising the needs of future generations.
SUSTAINABLE DEVELOPMENT GOALS	17 interconnected global goals designed to be a blueprint for achieving a better and more sustainable future for all. Established in 2015 by the United Nations General Assembly.

We recognize that our responsibility goes beyond financial profit and we strive to contribute to the sustainable development of the communities in which we operate and are committed to the following:

1. ENVIRONMENT

- Minimize the environmental impact of our operations and promote natural resource conservation practices.
- Reduce our greenhouse gas emissions and encourage the adoption of renewable and/or clean energy.
- Promote proper waste management and encourage the circular economy in our processes.
- Comply with current applicable environmental regulations, contributing to the care of the environment .
- Offering our consumers products that have a lower environmental impact is one of our short-term priorities.

2. SOCIETY

- Respect and promote human rights in all our operations and in our value chain, taking into account all our stakeholders. For more information on how we manage human rights compliance in our value chain, please refer to our Human Rights Policy.
 - To foster diversity, inclusion and equality within our team and with all our stakeholders, in order to promote a fair and respectful work environment.
 - To offer products that comply with the regulatory, quality and legal requirements applicable in each country where we are present, focused on ensuring the well-being of our consumers.
 - To promote the well-being of our team as an essential part of the Company, developing their talent, always respecting equal opportunities, diversity, inclusion and respect for human rights, within the framework of legality with a philosophy of zero tolerance in matters of discrimination, harassment and/or violence.
 - To contribute to the health and well-being of the communities in which we have a presence, ensuring that we comply with and enforce human rights. In addition to this, we promote social responsibility initiatives and corporate volunteering.

3. RESPONSIBLE BUSINESS

- To permeate a culture of legality and ethics throughout our value chain.
- To communicate in a transparent and open manner the impact of our operations with our stakeholders, including customers, employees, suppliers, shareholders and local communities.
- To value and take into account the opinions and priorities of our stakeholders, and consider their expectations when making corporate decisions.
- To establish effective mechanisms for participation and dialogue with our stakeholders to understand and respond to their concerns and needs.
- To guarantee the financial sustainability of the Company, within a framework of transparency and legality, ensuring the lasting success of the Company and the generation of profitability for our investors, shareholders and stakeholders, so that they continue to place their trust in us.

4. INTEGRAL MANAGEMENT

- Establish clear and measurable goals to improve our sustainability performance, in order to be able to evaluate our progress on a recurring basis.
- Learn from each other's experiences and share best practices, while seeking innovation in sustainability.
- To account for our sustainability achievements and challenges through our annual reports.
- Act and decide, always seeking the growth of the Company and the generation of value for all our stakeholders.
- Periodically review our Sustainability Model and materiality analysis in order to update, if necessary, the objectives and goals of the corporate Sustainability Strategy.



Marco Sparvieri
CEO
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