

DIVERSITY AND INCLUSION ON THE BOARD OF DIRECTORS

AIM

At Genomma Lab Internacional, SAB de CV (“Genomma Lab” or the “Company”), we recognize that diversity and inclusion on our Board of Directors and in the different work environments of the organization is essential to drive growth, innovation, as well as encourage effective decision making and promote a competitive corporate culture. This policy reflects our commitment to excellence and equal opportunities at all levels of leadership, promotes an inclusive culture and establishes behavioral models associated with guaranteeing equality and non-discrimination.

When nominating new directors, we prioritize experience and knowledge, ensuring that each member brings a unique and valuable perspective. For this reason, in the candidate selection process, criteria of race, gender, gender identity or expression, sexual orientation, ethnicity, religion, culture, nationality, disability, age, pregnancy, social or economic condition, identity or political affiliation, marital status, among others, considering as an international and national framework of reference the Declaration of the International Labor Organization of 1998 regarding fundamental principles and rights at work, the Sustainable Development Goals (SDGs) approved by the Organization of the United Nations (UN), as well as the Women's Empowerment Principles (WEP's) and applicable Mexican legislation.

SCOPE

This policy applies to the management of the Company's Board of Directors, its different support committees, as well as the management bodies of its direct or indirect subsidiaries.

1. DEFINITIONS

The following terms, used in this document, have the following meanings (all terms used in the singular form in this document will have the same meaning when used in the plural form and vice versa):

CONCEPT	DEFINITION
SDG	The United Nations Sustainable Development Goals are a planning and monitoring tool for countries, both at the national and local levels. Thanks to their long-term vision, they will provide support for each country on its path towards sustained, inclusive development in harmony with the environment, through public policies and planning, budgeting, monitoring and evaluation instruments.
ILO	The International Labor Organization is a specialized agency of the United Nations that deals with matters relating to labor and industrial relations.
WEP's	The Women's Empowerment Principles (WEPs) are a set of good business practices that promote equality between women and men in all areas of management.
Investors Assembly	Supreme body of the Company; that may agree and ratify all its acts and operations and its resolutions will be carried out by the person designated, or in the absence of designation, by the Administrator or the Board of Directors.

2. DIVERSITY AND INCLUSION ON THE BOARD OF DIRECTORS

Diversity and inclusion practices in the management of the Board of Directors are essential to improve the effective decision-making process. The process of appointing new directors by the Shareholders' Assembly; it will start from an analysis of the needs of the Board of Directors and the Company. The Board of Directors will promote candidates who have the skills and experience, without considering any reason or individual characteristic; such as race, gender, gender identity or expression, sexual orientation, ethnicity, religion,

culture, nationality, disability, age, pregnancy, social or economic condition, political identity or affiliation, marital status, among others.

The objective of the appropriate selection of candidates is a Board of Directors made up of directors with extensive experience in the sector, knowledge and independence in line with the strategic conditions of Genomma Lab and subsidiaries.

The Board of Directors assumes the commitment to promote and permeate a culture of diversity and inclusion through the Executive Committee throughout the Company's operation, with strict vigilance in compliance with human rights and with zero tolerance for discriminatory practices.

3. COMMITMENTS, IMPLEMENTATION

With the firm purpose of promoting a diverse and inclusive institutional culture, the Company's Board of Directors, on its own or through the Ethics Committee, undertakes to adopt the following actions:

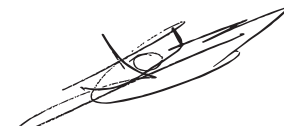
- Observe and monitor compliance with these policies.
- Periodically train counselors in diversity, inclusion and non-discrimination.
- Ensure that counselors cooperate to guarantee the effectiveness of this policy, promote equal opportunities and prevent discrimination.
 - Know the Company's Global Diversity, Inclusion and Gender Equality Policy and, where appropriate, propose modifications to it so that it does not contravene national and international regulations on diversity and inclusion.
 - Do not tolerate discrimination, harassment, workplace harassment, sexual harassment, and gender-based harassment and violence.
 - Prevent any form of discrimination based on one or more conditions, such as: stereotypes or prejudices, disability, language, age, race, nationality, ethnic origin, gender identity and expression, sexual orientation, political or religious beliefs, marital status, pregnancy, social, economic, health or any other analogous situation.
 - Monitor the management and conduct of the Company on issues of diversity and inclusion.
 - Know and follow up on the periodic reports of the Ethics Committee.
 - Determine the corresponding actions in order to correct the irregularities that are known to you in matters of diversity and inclusion and implement, through the Ethics Committee, the corresponding corrective measures.



Alejandro Bastón Patiño
Global Leader of Institutional Relations,
Human Resources and Social Responsibility
Marzo, 2024



Jorge Luis Brake Valderrama
Member of the Board of Directors and
President of the Ethics Committee
Marzo, 2024



Rodrigo Alonso Herrera Aspra
Administration Counsel President
Marzo, 2024