

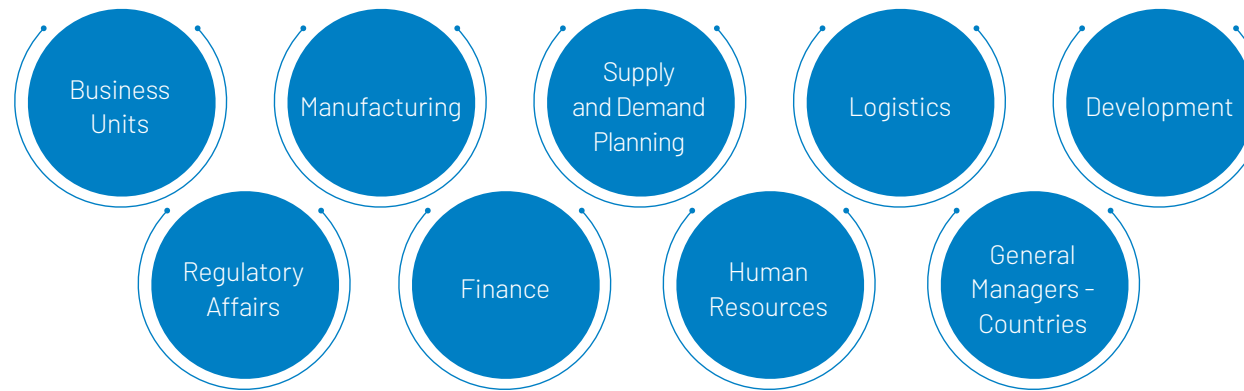


Genomma Lab.®
Internacional

S U S T A I N A B I L I T Y S T R A T E G Y 2 0 2 5
OUR 2023 PROGRESS

For **Genomma Lab Internacional**, sustainability is a tool that allows us to generate **shared value** to our stakeholders and at the same time manage risks in the value chain.

Being consistent with our corporate purpose, **“Iconic solutions for your health and well-being”**, in 2020, we consolidated the Sustainability Sub-Committee, which is chaired by the Chairman of the Board of Directors, a member of the Board of Directors, and the CEO, and is made up of executives from the following areas:



This Committee drew up an action plan to address the Company’s and our stakeholders’ priority material issues in terms of sustainability in the short, medium and long term: our **“2025 Sustainability Strategy”**. This is a roadmap that defines our environmental and social goals, considering **10 areas of action** that have been prioritized according to our business model and aligned to contribute to the fulfillment of the United Nations’ Sustainable Development Goals (SDGs).

Our targets fall into three categories:



UPDATING OUR MATERIALITY 2023

As part of our commitment to sustainability and continuous improvement, in 2023 we updated the materiality analysis, maintaining our “Double Materiality” approach. This entails determining which issues are relevant and should be prioritized based on how they affect our stakeholders. It also entails evaluating the opportunities and risks related to the Company’s financial factors.

As a result of the analysis, a list of 27 potentially relevant topics was obtained, classified into four categories: business model, social and human capital, governance, ethics and compliance, and environment.

Lastly, we determined which topics had double materiality, meaning they mattered for the company both financially and impact-wise. For this purpose, we created a matrix based on the material topics grouped as follows:

FINANCIAL MATERIALITY TOPICS

- 19 Relationship with Authorities
- 7 Responsible Marketing and Labeling
- 12 Talent Attraction and Development
- 26 Managing Environmental Impacts in the Value Chain

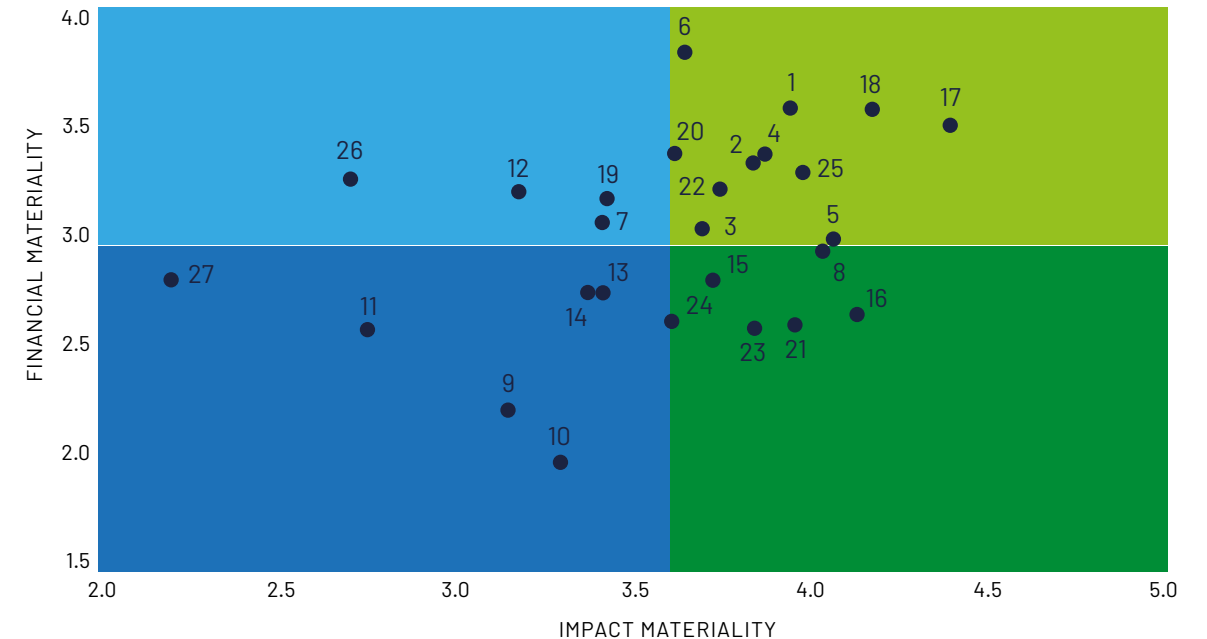
MATERIAL IMPACT TOPICS

- 8 Product Innovation and Research
- 16 Corporate Governance
- 21 Emissions Management
- 15 Ethics and Corruption
- 23 Energy Management

POTENTIALLY MATERIAL TOPICS

- 24 Biodiversity and Deforestation
- 13 Employee Health and Safety
- 14 Social Inclusion
- 10 Diversity and Inclusion
- 9 Cybersecurity
- 11 Protection of Human Rights
- 27 Waste Management

Double materiality matrix



DOUBLE MATERIALITY TOPICS

- 17 Economic Performance
- 18 Investor Relations
- 1 Circular Solutions
- 25 Physical Impacts and Risks of Climate Change
- 4 Consumer Health and Well-being
- 2 Product Safety and Quality
- 22 Water Management
- 3 Traceability
- 6 Responsible Management of the Value Chain
- 5 Accessibility and Affordability
- 20 Responsible Business

The materiality analysis was performed by a advisory with expertise in the process. The material topics were reviewed and approved by the Board of Directors. In addition, the Board delegated authority to the Global Sustainability Committee to address social, economic, and environmental topics.

Below, we share the progress of our 2025 Sustainability Strategy as of the end of 2023:



OUR PRODUCTS

We are committed to reducing the environmental impact of our products. To achieve this, we implement circular economy and sustainable design principles when creating our packaging and products.



Secondary packaging with cardboard from certified forests

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

Our secondary packaging is made of materials sourced from certified forests, demonstrating our commitment to natural resource sustainability.



2023 Progress:



Colombia: The boxes or folding cartons of about 80% of our OTC portfolio, which includes brands like Tukol®, Tukhelix®, Shot B®, X-Ray®, Lomecan®, Next®, and Genoprazol®, are made of alternative packaging materials like sugarcane bagasse.



Argentina: Around 50% of the boxes in our PC and OTC portfolio are sourced from certified forests.



México: Approximately 50% of the boxes or folding cartons for the OTC portfolio are sourced from certified forests. And more than 90% of the boxes from our PC portfolio are certified.



Tertiary packaging made from recycled material

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

2023 Progress: Percentage of tertiary packaging recycled by country



Plans for the comprehensive management of our waste

Target 2021: We will contribute to the development of integrated waste management strategies for our containers and packaging after use, thereby encouraging the circular economy.

We participate in programs and comply with legislation aimed at regulating extended producer responsibility for waste.

2023 Progress:



We were able to collect and use **450.13 TONS** of post-consumer waste, thanks to our alliance with **GEECI**



1.34 TON of expired medicines were recovered thanks to our alliance with **SINGREM**



Compliance with the Recycling and Extended Producer Responsibility Law (REP Law) through our strategic alliance with the ReSimple initiative (Gran Sistema Colectivo de Gestión).



Pharmaceutical industry initiative to manage the Post-consumption Program for Expired Medicines.



Recyclability of our products

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

Most of our products' containers or packaging are recyclable; however, we cannot guarantee that they are actually recycled; the recycling rate is related to the location's or country's infrastructure development. Nevertheless, we implement a number of actions to promote their recovery and, in this way, extend their useful life cycle.

2023 Progress:

Our packaging and secondary containers for Tío Nacho®, Vanart®, Suerox®, Teatrical®, Goicochea®, and Novamil®

ARE RECYCLABLE

in the countries where we operate.



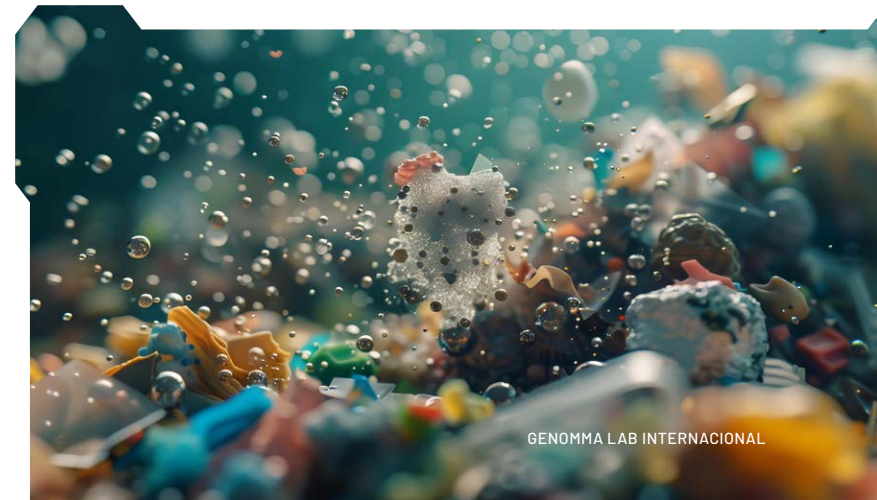
Microplastic-free products

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



2023 Progress:

Since 2021, we have been eliminating microplastics from our rinsable products globally, to avoid contributing to ecosystem pollution.



Recycled material in our packaging and products

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

We innovate to use less virgin resin in our packaging while reducing our production-related greenhouse gas emissions and post-consumer waste.

2023 Progress:

- We prevented the use of **15,865 tons** of virgin raw materials in Mexico.
- In Mexico, polyethylene containers of the Vanart®, Siluet®, Alert®, Cicatricure®, Goicoechea®, Sistema GB®, Teatrical®, Alert® and Groomen® brands contain approximately **30% post-consumer recycled material**.
- We kept sustainable design elements in the Groomen® disposable razors, adding more than **65% recycled material** to the handle for the Groomen 200® brand and **57%** recycled material for the Groomen 300® brand.

The Genomma Lab Argentina team was awarded certifications for some of its **"Recyclable Polyethylene"** and **"Recyclable Polyethylene Terephthalate"** packaging, granted by Ecoplas®, a non-profit organization specializing in plastics and the environment, in charge of promoting the sustainable development of plastics in a circular economy.

In 2023 we used more than **16,390 tons of recycled material** for our packaging in Argentina, Brazil, Colombia, and Mexico.



Specialized entity in plastics and the environment



Success Story

Tío Nacho® Sustentable

Our flagship brand Tío Nacho® uses **100% recycled and recyclable materials** for its bottle, cap, and packaging. Tío Nacho® boxes are made of **certified forest-sourced cardboard** and an additional layer of recycled material.

Furthermore, the label is made from **90% recycled material using wash-off technology**, which allows it to be removed without leaving adhesive or ink residues, maximizing the use of water, energy, and chemical resources.

Tío Nacho has established a strong presence in most of the countries where we operate and **successfully neutralizes CO₂e emissions during packaging production**.

Tío Nacho® has partnered with **UBEES®** to promote sustainable beekeeping practices globally, further demonstrating its commitment to the environment.

Tío Nacho® and UBEES® developed **two beekeeping laboratories to protect over 1,850,000 bees and pollinate 600 hectares**. They are located in Antioquia, Colombia, and Cape Canaveral, Florida.

These projects aim to **protect bees and empower farming communities in these regions**.



Watch video Cabo Cañaveral



Watch video Colombia



OUR VALUE CHAIN

Through our Supplier Sustainability Program, we promote good environmental, social and ethical practices throughout our value chain, allowing us to better align our suppliers with the Company's sustainability standards.



Sustainability assessment for suppliers

Target 2021: 100% of our suppliers throughout the global supply chain will know and align with our Supplier Code of Conduct and Ethics, as part of our Supplier Sustainability Program.

Target 2022: 100% of our suppliers across our global supply chain will be assessed in terms of sustainability as part of our Supplier Sustainability Program.

2023 Progress:

In 2023, we reached our goal of having **100% of our raw material**, packaging material, maquilas (finished product), and transportation (logistics) **suppliers understand and sign our Code of Conduct.**



Sustainability Assessment:



In 2023, we launched the program in the countries listed below, with the following participation:



We enrolled **more than 15 suppliers** from Mexico, Colombia, Chile and Argentina in the **Mexican Stock Exchange's Sustainable Accompaniment Program for Companies (SAP).**



OUR MANUFACTURING PLANT

Our manufacturing plant in Mexico was designed with sustainable infrastructure and technology models in consideration, allowing us to have cleaner, safer, and more environmentally friendly industrial processes.

Some of the environmentally friendly infrastructure initiatives include the following:

- Installation of a cogeneration plant
- LED luminaires
- Harnessing natural light
- Water-saving technology for toilets

EDGE Certification

Target 2021: The first pharmaceutical production facility in Latin America to get the Excellence in Design for Greater Efficiencies (EDGE) certification granted by the World Bank's International Finance Corporation (IFC).

2023 Progress:

We became the **first pharmaceutical company in the Americas** to meet the standards required for the **EDGE certification**. Our Industrial Complex in Mexico received the EDGE certification, awarded to **industries that design and incorporate solutions to mitigate negative impacts on the environment, specifically in terms of water and energy**.





OUR WASTE MANAGEMENT

Our main objective is to reduce as much hazardous and non-recyclable waste as possible. We follow procedures applicable to our pharmaceutical, personal care, and isotonic beverage plants as well as our distribution center. We trace the waste generated by our operations back to its point of origin.



Our Waste

Target 2022: We will recycle and repurpose waste generated at our Distribution Center and Manufacturing Plant to keep it out of landfills.

Target 2023: We will recycle and repurpose waste generated at our outsourced distribution centers to keep it out of landfills.

2023 Progress:

75% of non-hazardous waste and 98% of hazardous waste **were disposed of through energy recovery** at our Industrial Complex in Mexico.

In 2023, our Industrial Complex in Mexico recovered a total of **1,164.23 TON** of non-hazardous waste.

At our Industrial Complex in Mexico, **51%** of non-hazardous waste **was recovered** (recycled or reused).

In 2023, we continued and strengthened our strategic alliance with CHEP®. The company is a leader in implementing a circular economy model through its pooling services, **successfully cutting 1,560,925 kg of waste, equivalent to 1,199,448 people's daily waste.**



A Brambles Company





OUR ACTIONS IN THE FACE OF CLIMATE CHANGE

We are committed to significantly reducing energy use at our new manufacturing plant in Mexico through energy efficiency programs and the installation of low-carbon technologies.



Actions against climate change

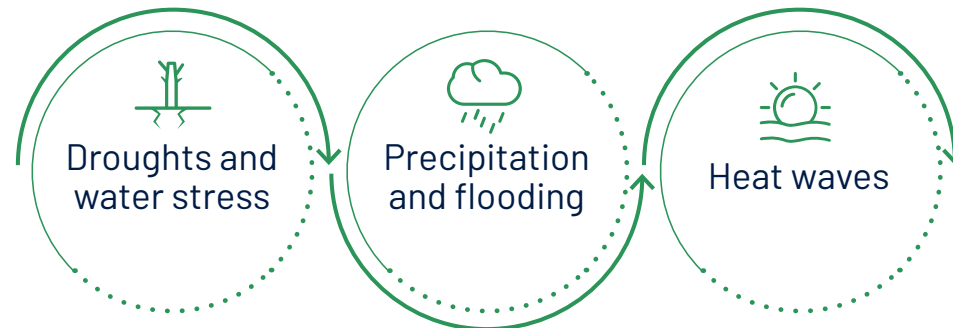
Target 2021: 50% of the energy used in our Manufacturing Plant will come from cogeneration.

Target 2023: We will set objectives based on the Science Based Targets (SBT's) initiative to increase the efficiency of our manufacturing operations.

2023 Progress:

• Strategic alliance with the **Centro de Tecnología en Iluminación, CTI**. We partnered with the Universidad Autónoma de Guadalajara to help us migrate to a more **sustainable business model**, focusing on **energy efficiency and environmental management**.

• In 2023, we **updated the analysis of climate change-related risks**, considering physical and transition climate scenarios. To assess climate change-related risks for Genomma Lab Internacional, **we consider the TCFD* recommendations based on the IPCC's* physical scenarios and the International Energy Agency's (IEA)* transition scenarios**. This study revealed the main physical risks for the Company's main locations (both owned and outsourced).




*The TCFD, or Task Force on Climate-related Financial Disclosures, is an initiative established by the Financial Stability Board (FSB) that aims to provide companies with a framework for reporting climate change-related risks and opportunities that may have an impact on their financial performance.

*The Intergovernmental Panel on Climate Change (IPCC) is the most recognized international authority for the scientific assessment of information related to climate change. It produces "physical scenarios" that describe possible climate futures based on different trajectories of greenhouse gas emissions and other human actions that affect the climate.

*The IEA works to improve energy efficiency globally through research, policy analysis, and recommendations.

On the other hand, we are also exposed to transition risks.



Incorporating renewable energies into the energy matrix

Failure to do so could raise questions about our environmental commitment and reduce our access to capital as it is considered a reputational risk.



Regulation to promote clean, low-emission transportation

Risk that in the event of a regulation of this kind, transportation service companies will raise their rates.



Extended Producer Responsibility Regulation

Confrontations with the authorities due to non-compliance with plastic recovery goals. Increase in indirect expenses associated with fine payment.



Ecolabeling regulation

Reputational risk if unsupported or unrecognized environmental labels are used.



Carbon tax imposition

Tax payment for greenhouse gas (GHG) emissions that exceed the limits established in the regulation. Investment loss.



Impacts on value chain sustainability

Risk of negative impact in terms of public image.



Increased stakeholder sustainability expectations

Questioning of the Company's environmental commitment due to lack of involvement in key sustainability issues (fuel substitution, circularity, emissions reduction).

To learn more about the findings of the updated Analysis of Risks Associated with Climate Change, please click on the following link

[View information](#)

Our **cogeneration plant** will allow us to supply up to **50% of our Industrial Complex's energy needs.**

Similarly, **we have committed to incorporating renewable energy sources** into Mexico's energy matrix by 2025.





OUR LOGISTICS

Product transportation is a critical activity in our business model, meaning it is one of our greatest opportunities to lessen the environmental impact of our operations.



Target 2021: Our freight transportation and that of our logistics providers will adhere to global clean transportation programs.

Target 2023: We will reduce CO2 emissions from our logistics operations in Mexico by 20% (Scopes 1 and 3) compared to 2019.

2023 Progress:



SEMARNAT has granted us the Excellent Environmental Performance Award.

100% of our logistics providers are part of the program.



TRANSPORTE Limpio



Logistics Providers Committed to **EPA's SmartWay Program** to Promote Supply Chain Sustainability



100% of our suppliers are enrolled in the Ministry of Economy's Intelligent Transportation Program (*Programa Transporte Inteligente, PTI*)



Strategic alliance with Solistica to support us in management and continuous improvement. This initiative has made it possible to **avoid the generation of 3.1 tons of CO₂** by implementing electric vehicles and transitioning to the use of natural gas vehicles (NGV).



We performed audits of the transportation system for **90% of our transportation partners**

We are aiming to **adopt science-based targets over the next three years**, which are globally aligned goals based on climate science, in accordance with the Paris Agreement and spearheaded by the Science-Based Targets® (SBTi) initiative.

Furthermore, our method for accounting, reporting, and managing our emissions is based on the **GHG Protocol's Corporate Accounting and Reporting Standard** (*Estándar Corporativo de Contabilidad y Reporte, ECCR*).

For more details, please click on the following link:

[View information](#)





OUR COMPREHENSIVE MANAGEMENT

As part of our corporate culture, we are committed to promoting critical thinking on sustainability at all levels of our operations.

We do so by providing ongoing training and recognizing employees or teams who come up with ideas that help us reach our objective of becoming a company committed to sustainability.



Sustainability awards and training

Target 2021: We will recognize our employees for implementing projects that reduce our operation's environmental impact.

Target 2021: 100% of the operations and administrative teams will be trained in sustainability, including the theoretical and practical knowledge necessary to promote sustainable development, with emphasis on climate change mitigation and adaptation.

2023 Progress:

3 employees received the "Sustainability Award"



Support in delivering the donation to the people affected by Hurricane OTIS



Management, logistics and delivery of in-kind donations



Compliance with the Sustainability Strategy and Ubees project in Antioquia

In 2023 we developed the **Corporate Sustainability course, reaching up to 80% of our operations and administrative employees, totaling more than 500 training hours on sustainability**, and covering the theoretical and practical knowledge necessary to promote sustainable development, with an emphasis on climate change mitigation and adaptation.

As part of our commitment to ensuring that our entire team is trained, **we organized four on-site workshops at the Industrial Complex** to educate our operations employees on the Company's sustainability initiatives and obligations as outlined in our 2025 Sustainability Strategy.





OUR TEAM

We strive to provide our team members with equal opportunity for development and growth in a safe, transparent, and inclusive environment. We promote a meritocratic, respectful, and diverse culture through our policies on development, recruitment, occupational health and safety, and work/life balance.

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

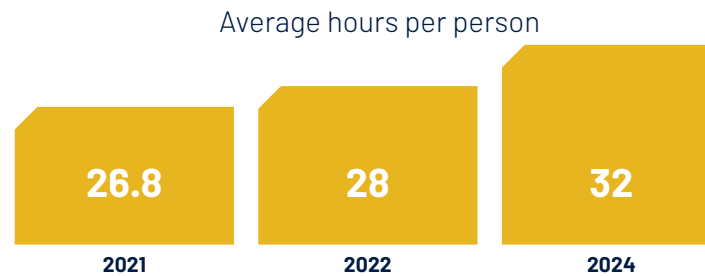
5 GENDER EQUALITY

Training

Target 2021: We will implement holistic wellness initiatives for all our employees globally.

Target 2021: 100% of our global team will be trained in ethics and anti-corruption. We will implement development and training programs based on our employees' specific needs and responsibilities.

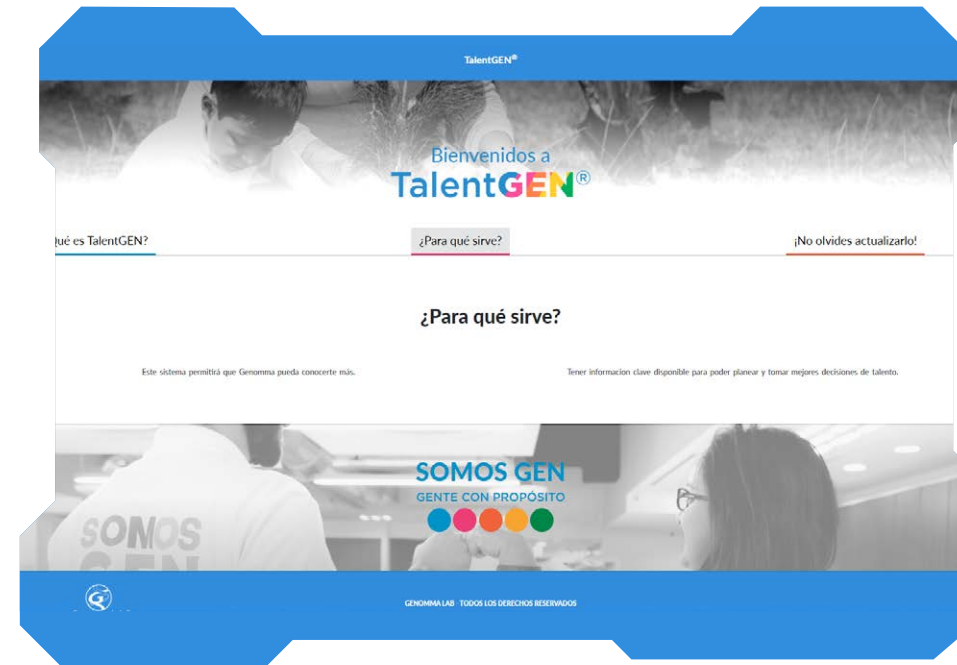
2023 Progress:



Performance Review

TalentGen is an essential tool that helps us keep our team's information up to date, including work experience, education, certifications and assessments.

In 2023, we conducted objective-based performance reviews for 100% of our team, from Country Managers to analysts (levels one, two and three). Employees performing operations duties at the Industrial Complex and distribution centers are evaluated in terms of productivity, service, and quality, among other indicators.



Diversity and Inclusion

Target 2022: Women will account for 50% of our global team.

Target 2023: 50% of our global leadership positions will be held by women.

Target 2022: We will lay the groundwork and remove any barriers so that more people with disabilities can join our workforce

2023 Progress:

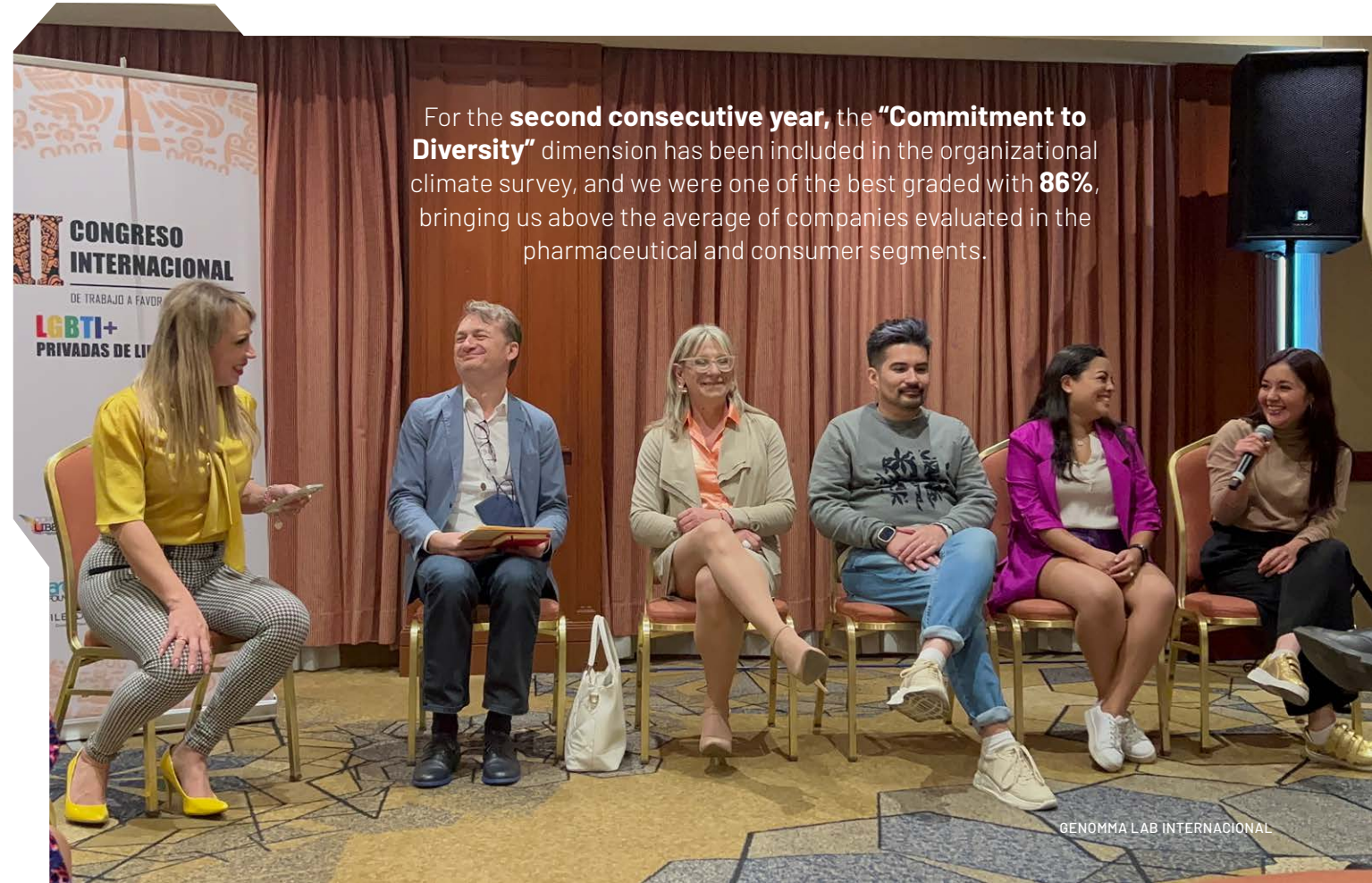
Global percentage of male and female employees at the end of 2023:



Globally, **37.5% of women hold senior management positions**, i.e., a maximum of two levels below the CEO.

70% of our global workforce has completed the “Diversity, Inclusion, and **Gender Equity**” corporate course

GLOBAL COMMITTEE ON DIVERSITY, INCLUSION AND GENDER EQUALITY



For the **second consecutive year**, the “**Commitment to Diversity**” dimension has been included in the organizational climate survey, and we were one of the best graded with **86%**, bringing us above the average of companies evaluated in the pharmaceutical and consumer segments.



OUR CONTRIBUTION TO SOCIETY

We strive to make a meaningful and consistent contribution by implementing initiatives that enhance the overall development of the communities in which we operate.

3 GOOD HEALTH AND WELL-BEING



Target 2025: We will deepen our relationships to broaden the impact of our community-benefiting social programs, with a particular emphasis on health, education, and empowerment for women and girls.



100,000 people will benefit from our corporate volunteering



500,000 people will benefit from business initiatives aligned to social or environmental causes



5 million pharmaceutical and personal care products will be donated by Genomma Lab Internacional



5 million people will be directly benefited by Genomma Lab Internacional's donations



*Which includes: Good Neighbor Program, donations granted in 2023, volunteer activities carried out, donations or financial support to foundations

2023 Progress:

GEN contigo 2023 Corporate volunteering

+488
Volunteers

+3,000
hours invested

+890,000
Mexican pesos
invested in
volunteering
activities

+24
institutions
benefited

+7,800
people
benefited



GENOMMA LAB INTERNACIONAL

Genomma Lab Foundation "Alianzas por el Bienestar" 2023



2023 Good Neighbor Program

\$1,037,478.81
Amount invested since 2021

+10,000
Health and wellness kits delivered

+3,000
People served in the health events

+15,000
Residents benefited from the rehabilitation of community public spaces

Beneficiaries:

We keep up our alliance with Fundación CRIANTIA in order to provide attention and assistance to the San Cayetano community's students through a variety of activities like; Awareness-raising talks for students, Visual and dental health days, Reforestation, Creation of a school garden, Change of signage in high school facilities, Restoration of planters, School exterior fencing.

2023 Emergency and natural disaster response program

We donated over-the-counter medicines and personal care items to help those impacted by the natural disasters that struck multiple countries.

- Fires in Chile
- Earthquakes in Turkey
- Hurricane in Guerrero, Mexico



2023 SUSTAINABILITY INDEX, AWARDS AND RANKINGS

Index



For the fourth consecutive year, we have been included in the Dow Jones Sustainability Index MILA, linked to S&P's Corporate Sustainability Assessment, making us one of the companies with the greatest commitment to environmental, social and corporate ethics in Latin America (Chile, Colombia, Peru and Mexico).



For the third consecutive year, we have been included in S&P Global CSA's "The Sustainability Yearbook 2024" in recognition of our Environmental, Social and Corporate Governance (ESG) practices.



For the third consecutive year, we have been included in the S&P/BMV Total Mexico ESG Index, comprising the 29 most sustainable companies in Mexico.



This global ranking is designed to help investors identify ESG risks and opportunities within their portfolio. Improved MSCI ESG Index rating, moving up from BBB to A.

Awards



For the 17th consecutive year, the Mexican Center for Philanthropy (*Centro Mexicano para la Filantropía, CEMEFI*) has awarded us the Socially Responsible Company Distinction (*Distintivo Empresa Socialmente Responsable*), recognizing our public commitment to social responsibility.



The World Bank granted us the EDGE certification, highlighting our commitment to sustainability and resource efficiency in our operations.



The Human Rights Campaign awarded us with the Best Places to Work LGBTQ+ for our inclusive practices towards the LGBTQ+ community. We have obtained this award for the third consecutive year in Mexico and for the second time in Argentina.

Sustainability Initiatives



Since 2008, we have adhered to the principles of the United Nations Global Compact in critical areas such as human rights, labor, the environment, and anticorruption.

WOMEN'S
EMPOWERMENT
PRINCIPLES



Sign the #WEPs today!
[weps.org](https://www.weps.org)

Since 2021, we have adhered to the Women's Empowerment Principles (WEPs), a UN Women and Global Compact project that guides the private sector in taking initiatives to increase women's roles in the workplace, markets, and community.



We participated in the Empresas Mexicanas por la Inclusión (EM-X) initiative, which was developed by the World Bank's IFC to share expertise and best practices on inclusion and gender in the company's operations.



For four consecutive years, we have voluntarily participated in the Global Environmental Disclosure Program (CDP), which is aimed at assessing and managing environmental consequences as well as identifying climate change risks and opportunities. We are pleased to have received a "B" rating, which places us above the global and North American averages for the Biotechnology and Pharmaceutical sectors.



We actively participated in the launch of Mexico's Sustainable Taxonomy and in training sessions sponsored by the Mexican Stock Exchange for the Genomma Lab Internacional's sustainability team.



The bottle, cap, and box of our emblematic brand, Tío Nacho®, are 100% recycled and recyclable. Tío Nacho® boxes are made of certified forest cardboard with an additional layer of recycled material. The label is made with 90% recycled material using wash-off technology, which allows it to be removed leaving no adhesive or ink residues, optimizing the use of water, energy, and chemical resources. In 2023, the Tío Nacho® Sustainable line succeeded in positioning itself in most of the countries where we operate. It also neutralized its CO2eq emissions related to the packaging manufacturing process.



Genomma Lab.®
Internacional

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