

## OBJECTIVE

The purpose of this policy is to establish the guidelines that govern the promotion, defense and monitoring of human rights in the operations of Genomma Lab Internacional, S.A.B. de C.V. and its supply chain. These guidelines are aligned with international standards on the matter, including the Universal Declaration of Human Rights, the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work, and the Principles of the United Nations Global Compact, to which the Company adheres for the benefit of employees.

## SCOPE

This Policy is global and applies to each country in which Genomma Lab International, its affiliates, and subsidiaries operate. If any provision of this policy conflicts with the laws applicable to any particular country, the laws of that country shall prevail. We expect correspondence from all our business partners and suppliers regarding respect for human rights.

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## 1. DEFINITIONS

The following terms, used with an initial capitalization 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	DEFINITIONS
<b>Human Rights Due Diligence</b>	It is the proactive management of business risks related to negative impacts on human rights, including their identification, prevention, mitigation, and remediation.
<b>Discrimination</b>	It consists of giving unfavorable and unfair treatment to another person or group, generally because of their origin, identity or way of life.
<b>Human rights</b>	Prerogatives based on human dignity, the effective realization of which is indispensable for the integral development of the person.
<b>Global Compact</b>	Calling on companies to align their strategies and operations with the Ten Universal Principles on Human Rights, Labor Standards, Environment and Anti-Corruption, to take measures that promote the Sustainable Development Goals (SDGs).
<b>Forced labour</b>	Any work or service demanded of an individual under the threat of any penalty and for which said individual does not offer himself voluntarily.
<b>Child labour</b>	Any work that deprives children of their childhood, their potential and their dignity, and that is detrimental to their physical and psychological development.
<b>Diversity</b>	Presence of people with different physical, social, and personal characteristics in a group or organization.
<b>Inclusion</b>	Attitude, tendency or policy to integrate all people into society, with the aim that they can participate and contribute to it.

## 2. HUMAN RIGHTS DUE DILIGENCE

In compliance with due diligence, during 2024, Genomma Lab International carried out a process of identification and assessment of human rights risks of its operations and supply chain.

This exercise included consultations with customers, suppliers, employees, among other stakeholders. The responsible areas evaluated the risks to prioritize those with the greatest scale of probability and impact, for which an action plan was defined with prevention, mitigation, and remediation measures. In this sense, the update of the policy is the result of this process of risk identification and, therefore, the topics addressed include the prioritized issues.

## 3. GENOMMA LAB INTERNATIONAL'S COMMITMENT TO HUMAN RIGHTS

Genomma Lab International is committed to identifying, preventing, mitigating, and remediating potential adverse human rights impacts from its operations. Therefore, they are aligned with and follow the highest internationally recognized standards and frameworks in the field of human rights.

The Company takes a due diligence approach to prevent any adverse human rights impacts arising from its operations. To do this, it proactively identifies and evaluates the possible effects of its activities, both directly and throughout its supply chain, integrating these findings into its internal processes for the implementation of timely measures. It also promotes the adoption of this commitment among its stakeholders and collaborates closely with its suppliers to promote their alignment with international human rights frameworks, encouraging the implementation of due diligence actions throughout the value chain.

## 4. GUIDELINES FOR ACTION AGAINST STAKEHOLDERS

### 4.1. CUSTOMERS AND CONSUMERS

- To offer products that meet the applicable quality, regulatory and legal requirements.
- Provide clear and timely information on the benefits and adverse effects of the products marketed by the Company.
- Facilitate effective channels for the presentation of complaints or reports on alleged violations of consumer rights.
- Safeguard the information provided by customers and consumers to reduce the risk of improper use and/or theft of it.

## 5. EMPLOYEES

- Guarantee decent working conditions, as well as reasonable working hours and fair compensation, monitoring compliance with labor regulations at all times.
- To provide and maintain a safe and healthy workspace for all the people who are part of the team in compliance with the health and safety procedures established in our Environmental and Social Management System (ESMS), as well as the applicable regulations in each country where we operate.
- Respect and consider diversity and inclusion at all times, offering equal opportunities to develop their skills and abilities.
- Comply with applicable laws on non-discrimination and labor inclusion, for the processes of recruitment, hiring, promotion, dismissal, retirement, labor transfers, permits, compensation, and training.
- Maintain a zero-tolerance approach to any speech or conduct that is intended or has the effect of abusing or harassing any employee because of their race, color, age, sex, sexual orientation, gender, religion, disability, ethnicity, and/or marital status.
- Guarantee the protection of employees who report violations of their human rights through the "Gen-Te Escucha" Ethics Hotline and avoid reprisals.
- Respect the rights to freedom of association and collective bargaining of our employees.
- Consider and take into account all necessary measures to prevent forced labor in our operations.
- Monitor and maintain our commitment to the prohibition of hiring persons under 18 years of age, considering at all times the regulations relating to this issue.

### 5.1. COMMUNITIES

- Conduct our business objectives, in all places we operate, in an ethical manner to contribute to the fulfillment of the Sustainable Development Goals.
- Promote the engagement of our stakeholders, particularly from neighboring communities, in the projects and initiatives we develop to ensure that we listen, learn and take into account their points of view in our operation.
- Guarantee the mechanisms to address any petition, complaint or claim related to the impact on the human rights of the communities, as well as to communicate in a timely and transparent manner the impacts of our operations or the activities of our business partners and/or suppliers.

## 5.2. ENVIRONMENT

- Take care of natural resources and minimize the environmental impact in all our operations, complying with current applicable regulations, preventing contamination of soil, water and the atmosphere.
- Contribute to collective efforts to mitigate the effects of climate change.
- To carry out our activities in a sustainable and responsible manner.

## 5.3. SUPPLIERS

- Follow up on the commitments of suppliers and contractors in terms of human rights, set forth in the Code of Conduct and Ethics for Suppliers.
- Promote and monitor that our business partners and suppliers are aligned with our commitment against forced and child labor.
- Sensitize suppliers to adopt human rights policies and guidelines in accordance with their activities.
- Periodically evaluate suppliers in relation to their compliance with legislation and the adoption of good governance, social and environmental management practices, to reduce the risks of human rights violations in their activities.
- Promote the Voluntary Principles on Security and Human Rights with public and private security providers and contractors. Likewise, to demand the proportional and appropriate use of force, if required.

## 6. IMPLEMENTATION AND MONITORING

All areas of the Company are responsible for the implementation of this policy and the action plans derived from the human rights due diligence process. The Social Responsibility and Sustainability Management is responsible for monitoring and following up on the implementation of this policy and suggests adjustments if necessary.

## 7. QUERIES AND COMPLAINTS

Any act contrary to the action guidelines established in this Policy may be reported by any interest group, anonymously or not, through the "[Gen-Te Escucha](#)" Ethics Hotline.

## 8. DISCLOSURE

Genomma Lab International is committed to disseminating the updates of the Human Rights Policy with its stakeholders through specific strategies for each of them, which seeks to ensure knowledge and adherence to the guidelines of action described in this document.

The concrete progress and lessons learned from this Policy will be communicated to stakeholders through the Sustainability Report, or those means or resources established for this purpose.

## 9. REFERENCES

### 9.1. INTERNAL

- Code of Conduct and Ethics for Suppliers.
- Environmental Policy.
- Anti-Corruption Policy.
- Water Policy.
- Biodiversity and Non-Deforestation Policy.
- Cybersecurity Policy.
- Human Rights Policy.
- Diversity, Inclusion and Equality Policy.
- Comprehensive Management Policy.
- Stakeholder Policy.
- Health and Safety Policy.
- Sustainability Policy.
- Diversity Policy on the Board of Directors.
- Global Advertising and Communication Policy.
- Policy for Prevention, Analysis, and Identification.

### 9.2. EXTERNAL

- United Nations Universal Declaration of Human Rights.
- Declaration of the International Labour Organization on Fundamental Principles and Rights at Work.
- United Nations Global Compact.
- United Nations Guiding Principles on Business and Human Rights.
- UN Sustainable Development Goals.
- Women's Empowerment Principles (WEP's).
- Voluntary Principles on Security and Human Rights.



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April, 2025