

OBJECTIVE

To provide a safe work environment that ensures the well-rounded development of our people, maintaining at all times a culture of safety and well-being throughout our entire operation, and driving a constant evolution toward proactive prevention processes that allow us to steadily advance toward the goal of zero incidents:

SCOPE

This is a global Policy that applies to each country in which Genomma Lab Internacional, S.A.B. de C.V., its affiliates, subsidiaries and related parties have operations. We are committed to all the environmental regulations dictated by the local authority where our operations have impact.

1. DEFINITIONS

CONCEPT	DEFINITION
SAFE WORK	The way of acting or proceeding at work, indicating each step to follow and the safety measures to be adopted. Suggestion: (a set of rules, guidelines, and practices designed to ensure that workers perform their tasks safely and efficiently, minimizing the risk of accidents and occupational illnesses).
RISK	The way of acting or proceeding at work, indicating each step to follow and the safety measures to be adopted. Suggestion: (a set of rules, guidelines, and practices designed to ensure that workers perform their tasks safely and efficiently, minimizing the risk of accidents and occupational illnesses).
PREVENTION	All measures taken or planned at the various stages of work activities aimed at preventing or reducing risks at work, seeking to progressively move toward the elimination of hazards as a priority over individual protective measures.

2. RISK MANAGEMENT

- To provide and maintain a safe and healthy workplace for our employees and contractors by mitigating risks, preventing incidents and occupational diseases.
- To comply with the health and safety procedures established in our Environmental and Social Management System, as well as the applicable regulations in each country where we operate, in addition to considering international standards to achieve continuous improvement.
- Identify, assess, and manage health and safety risks and opportunities, progressively adopting the hierarchy of controls (prioritizing elimination and substitution) and gradually integrating the management of ergonomic and psychosocial risks in the workplace.

3. PREVENTION CULTURE

- Develop a positive health and safety culture focused on risk prevention and human behavior. Raise awareness and provide health and safety training to employees, contractors, visitors, and other people related to the business's operations, in order to build a strong prevention culture.
- Provide and facilitate the resources and working conditions necessary to promote, train, and oversee health and safety management.
- Promote the use of existing communication channels to maintain an open and effective dialogue with our stakeholders.
- Continuously monitor and improve the management system by gradually integrating measurable indicators and strengthening our root-cause analysis processes to effectively prevent the recurrence of incidents. Prevent, reduce, and mitigate health and safety risks in order to continue protecting the well-being of our employees and contractors.

4. EMPLOYEES AND CONTRACTORS

Our employees and contractors are responsible for:

- Complying with the labor laws, regulations, and standards applicable in the country where they operate, in addition to the safety rules and procedures established by Genomma Lab.
- Stopping any unsafe work and reporting any unsafe act or condition, or potential risk to themselves or others.
- Participating in health and safety training plans.
- Correctly using personal protective equipment, in accordance with internal safety procedures.
- Safeguarding the safety of their co-workers, suppliers, and third parties related to our operation.
- Participating in health and safety consultations in order to provide good feedback and improve the company's preventive measures.

4. EMPLOYEES AND CONTRACTORS

Our employees and contractors are responsible for:

- To comply with applicable labor regulations in the country where they operate.
- To give advice of any potential personal or third party risk.
- To participate in health and safety training plans.
- To use personal protective equipment correctly, taking into account internal safety procedures.
- To safeguard the safety of their coworkers, suppliers and third parties related to our operation.
- To participate in safety and health consultations in order to have a good feedback and improve the company's preventive measures.

5. PERFORMANCE INDICATORS

- **Occupational accidents:** This indicator is calculated by dividing the number of occupational accidents that occurred in a given period (numerator) by the average annual number of dependent workers in the same period (denominator).
 - It will be measured monthly, semi-annually and annually.
- **Severity rate:** Represents the number of days missed due to accidents occurring during the workday, per thousand hours worked.
- **Incapacidad Laboral:** It's an indicator that refers both, absences from work due, to sick leave and non-return due to permanent incapacity for work.
 - It will be evaluate for occupational accidents and/or occupational diseases on a month, semester and anual period.

This declaration is aligned with our **Comprehensive Management Policy**, and it will be reviewed annually and communicated to all members of the organization, with the ultimate purpose of promoting responsible and proper behavior to safeguard the health and safety of every member of our team.



Marco Sparvieri
CEO
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