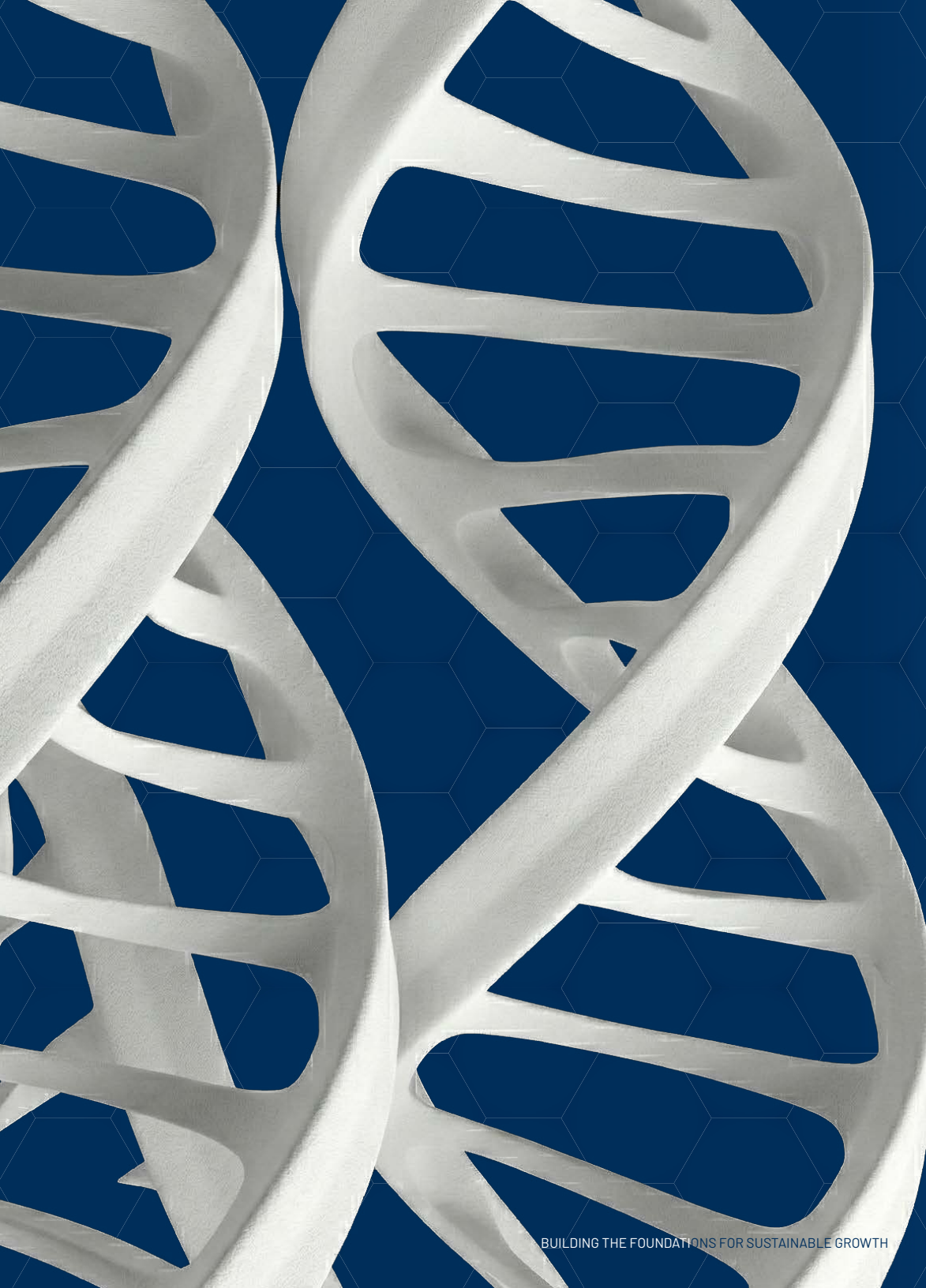


BUILDING THE FOUNDATIONS FOR SUSTAINABLE GROWTH

2025 ANNUAL REPORT



Genomma Lab.®
Internacional



Genomma Lab.®
Internacional

OUR PURPOSE

“
ICONIC SOLUTIONS
FOR YOUR HEALTH
AND WELL-BEING
”



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MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS AND THE CEO

GRI 2-22



To all our stakeholders

2025 was a year of challenges and learning, in which our ability to adapt, our operational discipline and our timely decision-making made all the difference. At **Genomma Lab Internacional**, we maintained a clear focus on executing our strategy by prioritizing financial strength, operational efficiency, and creating sustainable long-term value.

Throughout the year, the Company continued to strengthen its position in the markets where it operates, driven by a diversified portfolio, sales management focused on the point of sale, and decision-making based on financial and strategic criteria. At the end of 2025, we reported consolidated revenues of **Bn. 17.54 MXN** EBITDA of **Bn. 4.10 MXN**, and net income of **Bn. 1.61 MXN**, reflecting a resilient and profit-driven operation.

For Genomma, it was a year of transformative achievements. One of the most significant milestones was the performance of Nikzon® Colombia, which established itself as a resounding success story by achieving sales of \$78 million Mexican pesos and doubling the size of the market category.

This result confirms both the strength of our value proposition and our ability to deliver exceptional performance in strategic markets.

Similarly, we took a key step forward in our innovation agenda in Central America with the launch of Medicasp® sachets. This initiative drove a 23% increase in sales compared to 2024. This progress reflects our commitment to accessibility, consumer engagement, and sustainable regional growth.

Despite topline pressure, *Genomma Lab* delivered a resilient year-end 23.4% EBITDA margin and maintained a healthy 107-day cash-conversion cycle, underscoring the strength of our business fundamentals, disciplined execution and cost containment across the organization.

We responded decisively by unlocking MXN 1.1 billion in productivity savings to reinvest in our growth initiatives. Throughout 2025, we strategically focused our resources on strengthening our brands, optimizing and scaling our operational capabilities, and rigorously evaluating growth opportunities that would complement and enhance our long-term business model.



In partnership with Fundación Genomma Lab, we took a decisive step forward in our commitment to social welfare by reinforcing a comprehensive agenda that encompasses prevention, human development, and a spirit of solidarity. By launching the GEN Talks, we actively promoted the health, well-being, and professional development of our community, expanding our network of strategic partners, and strengthening our capacity to respond to natural disasters.

Sustainability remained an integral part of the Company's strategy as an enabler for risk management, capitalizing on market opportunities, operational efficiency, and business continuity.

We have strengthened our commitment to the environment by achieving measurable results and implementing world-class processes. Our Environmental and Social Management System is validated annually by the Inter-American Development Bank and the International Finance Corporation. We are making progress in transitioning to more efficient, circular operations. We have offset 4,715 tons of CO₂ and used over 122,000 tons of recycled and renewable packaging materials.

Rodrigo Herrera
Presidente del Consejo de Administración

Marco Sparvieri
Director General

At the same time, the Board of Directors and its committees supported strategic oversight and strengthened corporate governance practices to promote informed decision-making.

Looking ahead, we remain committed to achieving profitable and responsible growth, with a long-term vision aimed at creating sustainable value for our shareholders and other stakeholders.





We are a proudly Mexican Company committed to the development, marketing, and distributing health products, personal care products, beverages, and infant nutrition products. Throughout our history, we have built a business model focused on operational efficiency, scalability, and long-term value creation through our products, supported by a portfolio of brands with a strong presence across multiple markets and continents.



ABOUT US

GRI 2-6



“As of the end of 2025, we operated in 18 countries, with a portfolio of more than 60 brands across nine categories. We serve diverse markets through a regional platform that enables us to tailor our offerings to local needs while maintaining consistent standards of quality, regulatory compliance, and commercial execution.”

Our strategy is based on disciplined business management, incorporating financial, operational, and sustainability criteria into our decision-making. This approach has enabled us to respond effectively to evolving market conditions, strengthen our competitive position, and solidify an operational platform focused on profitable and responsible growth.

Our purpose is to offer iconic solutions that contribute to people’s health and well-being. Through our portfolio of brands, we aim to create value for consumers, nurture the growth of our team, and deliver lasting value for our —all while leaving a positive impact on the communities and the world around us.



MISSION

Develop, market, and distribute innovative products that contribute to health and well-being, operating with efficiency, discipline, and responsibility. We base our decisions on long-term financial and strategic criteria, strengthening our business model, profitability, and commitment to ethical and responsible management.



VISION

To establish ourselves as a leading company in our sectors, recognized for the strength of our business model, our execution capabilities, and an organizational culture based on integrity, responsibility, and the creation of long-term sustainable value.





VALUES AND PRINCIPLES

Our values and principles define how we operate, make decisions, and engage with our stakeholders. They form the foundation of our organizational culture and guide the behavior of all of us at Genomma Lab, ensuring ethical, responsible, and aligned action with

the Company's strategic objectives. These principles, as outlined in our GenBook¹, are lived out daily, strengthening our performance and long-term value creation.



ETHICS, TRUST AND TRANSPARENCY

We are reliable

We always do the right thing, honestly, respectfully and responsibly.

We are transparent

We always tell the truth openly and honestly.

We are humble

We recognize our vulnerabilities and learn from our mistakes.

We are inclusive

We value diversity and accept our differences.

We believe in meritocracy

We constantly recognize the talent and dedication of our team.

We care about you

We listen to you, respect you, and acknowledge you.

We are transformational leaders

We lead by example and empower our team to grow.

We always collaborate

We work as a team with a unified mindset.

We have fun

We strive to create a healthy and positive environment.

We are passionate about what we do

We approach our work with enthusiasm.

We innovate

We create iconic solutions and challenge the *status quo*.

We focus on

We prioritize the most relevant factors to achieve our objectives.

We learn quickly

We identify opportunities, decipher them, and seize them.



PEOPLE, INCLUSION AND LEADERSHIP



COLLABORATION AND WORK ENVIRONMENT



EXECUTION, FOCUS AND INNOVATION

¹ For more information, please visit the website: [GenBook link](#)



KEY MILESTONES OVER TIME

Throughout our history, we have continuously evolved, adapting to changing market conditions and strengthening our business model. The following key milestones reflect the strategic decisions, operational progress, and pivotal moments that have shaped our journey and contributed to establishing Genomma Lab as a company with a regional presence, a robust brand portfolio, and a clear focus on profitable and responsible growth.



Genomma Lab Foundation

We began operations with the founding of Genomma Lab, laying the groundwork for a business model focused on developing and marketing mass-market consumer products.

1996

2018

Industrial capacity development

We secured financing from the IFC (World Bank) and IDB Invest (Inter-American Development Bank) to build our first industrial complex in the State of Mexico.

Development and commercialization of our own products

We evolved towards developing and commercializing our own products in the over-the-counter (OTC) and personal care categories, strengthening our brand portfolio.

1999

2020

Recognition in sustainability indices

We were included in the Dow Jones Sustainability MILA Pacific Alliance index by S&P Global, a testament to the strengthening of our sustainability practices.



Listing on the Mexican Stock Exchange

We began trading on the Mexican Stock Exchange, strengthening our institutional profile, access to capital markets, and standards of transparency and corporate governance.



2008

2022

Change in General Management

Marco Sparvieri was appointed General Manager, succeeding Jorge Brake.

International expansion in Latin America

We began our international expansion, solidifying our presence in Latin American markets and strengthening our regional platform.

2010

2023

Regional consolidation

We closed the year with sales of 16 billion pesos and expanded our reach across 18 countries in the Americas.

Strengthening our business model

We enhanced our business model by focusing on geographic diversification and strengthening key brands across our portfolio.

2015

2025

Business Model Evolution

In 2025, we increased sales across Latin America—excluding Mexico and Argentina—by 2%.



BUSINESS UNITS

SASB CG-HP-000.A

Our business units reflect the Company's portfolio structure and management, as well as each category's contribution to revenue generation. The sales breakdown below identifies the key drivers of financial performance and the importance of each unit within the value creation model.

OVER-THE-COUNTER (OTC) MEDICATIONS AND INFANT NUTRITION

53%
SALES SHARE



Gastroenterology, Pain Relievers, Cough and Cold, Dermatology OTC, Infant Nutrition

PERSONAL CARE AND ISOTONIC BEVERAGES

47%
SALES SHARE



Skin care, Hair care, Razors, Isotonic drinks



PRESENCE AND MARKETS

We operate in **18 countries**, primarily in Latin America and the United States. This gives us the flexibility to tailor our operations to the unique needs of each market, under a regional operating model. Our business strategy focuses on the point of sale, supported by a distribution network that ensures our products are always available and visible, all while maintaining prices affordable for consumers.

Our regional operations are supported by standardized processes and local capabilities, enabling efficient execution and strengthening our competitive position and proximity to the markets we serve.



4
KEY PRODUCT CATEGORIES

SALES SHARE

U.S.A.
9%

LATAM
44%

+650,000
POINTS OF SALE

MEXICO
47%

1,609
EMPLOYEES
55%
45%



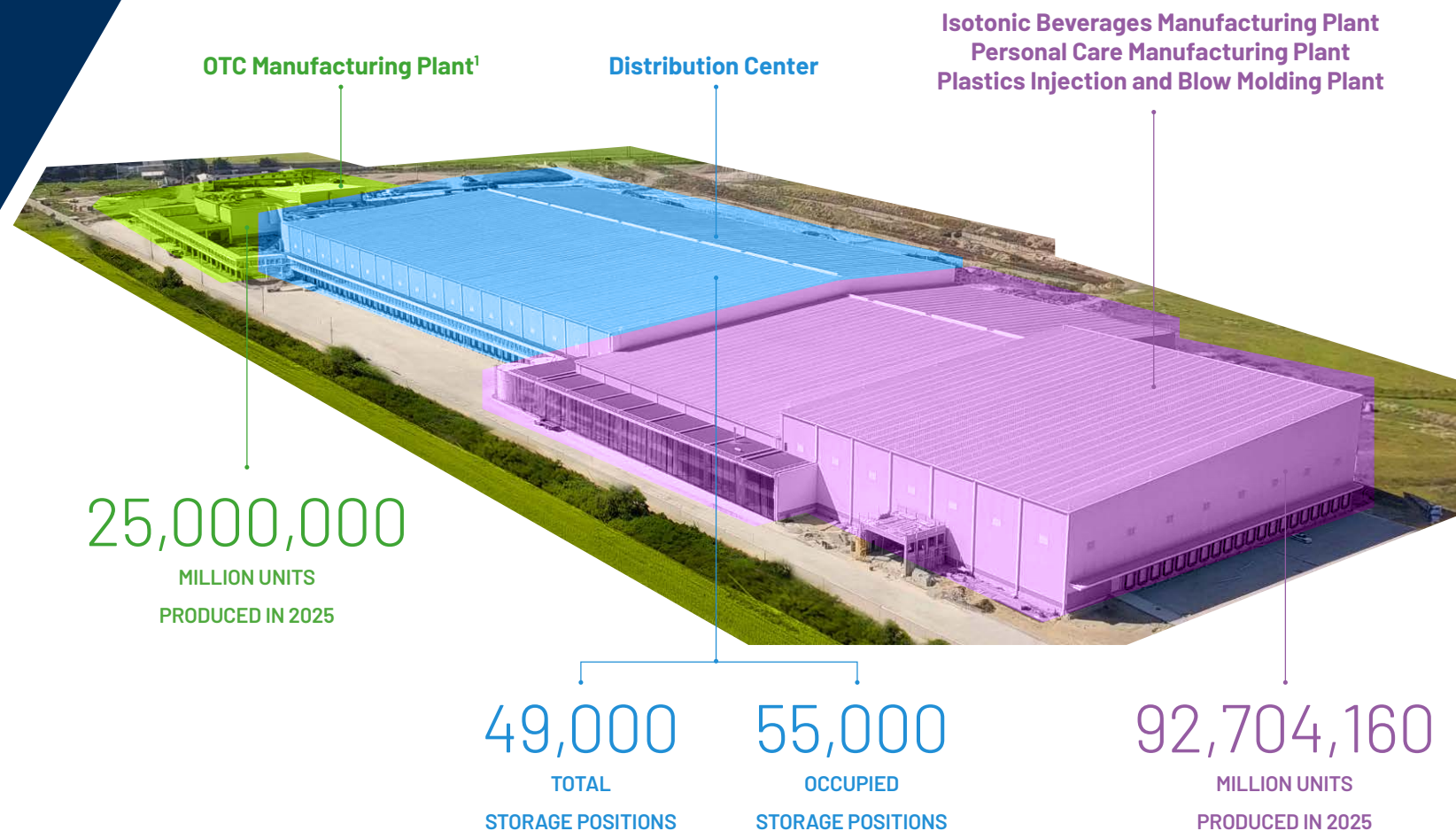
OUR INDUSTRIAL COMPLEX

SASB CG-HP-000.B

Our industrial complex is a strategic component of the Company’s value creation model, centralizing key manufacturing, logistics and operational control capabilities. Located in San Cayetano, State of Mexico, this complex was designed to operate with efficiency, quality, and sustainability in mind, strengthening the integration of the production chain.

The facilities include specialized manufacturing plants for each business category, as well as a distribution center supporting regional operations. This setup optimizes processes, ensures regulatory compliance, and strengthens operational continuity, all while contributing to more efficient resource management.

The complex is EDGE (Excellence in Design for Greater Efficiencies) certified, reflecting its design for efficient use of energy, water, and materials. This approach is part of the Company’s strategy to reduce operating costs, optimize resources, and move forward with the implementation of more efficient processes.





VALUE CREATION MODEL

Our value creation model is based on a comprehensive growth strategy aimed at strengthening financial performance and ensuring long-term business sustainability.

This model articulates six strategic pillars that operate in a systemic and interconnected manner, enabling us to respond to market dynamics, optimize operations, and generate value for our stakeholders.

Through these pillars, we align portfolio innovation, commercial execution, operational efficiency, consumer communication, geographic expansion, and ESG management, solidifying a platform for profitable and responsible growth.



This value creation model aligns with our growth strategy, strengthens our financial performance, and consistently moves us toward a more efficient, responsible, and sustainable operation over the long term.

² Such as MSCI ESG Ratings and the Dow Jones Sustainability Index MILA.



We present our key 2025 financial results, the performance of our OTC, Personal Care, and Isotonic Beverages business units, as well as the evolution of our share value and the Company's tax approach in a dynamic market environment with significant challenges.

FINANCIAL PERFORMANCE

GRI 3-3 Economic performance





ECONOMIC PERFORMANCE

GRI 201-1

GLOBAL FINANCIAL RESULTS (MILLIONS OF MXN)²

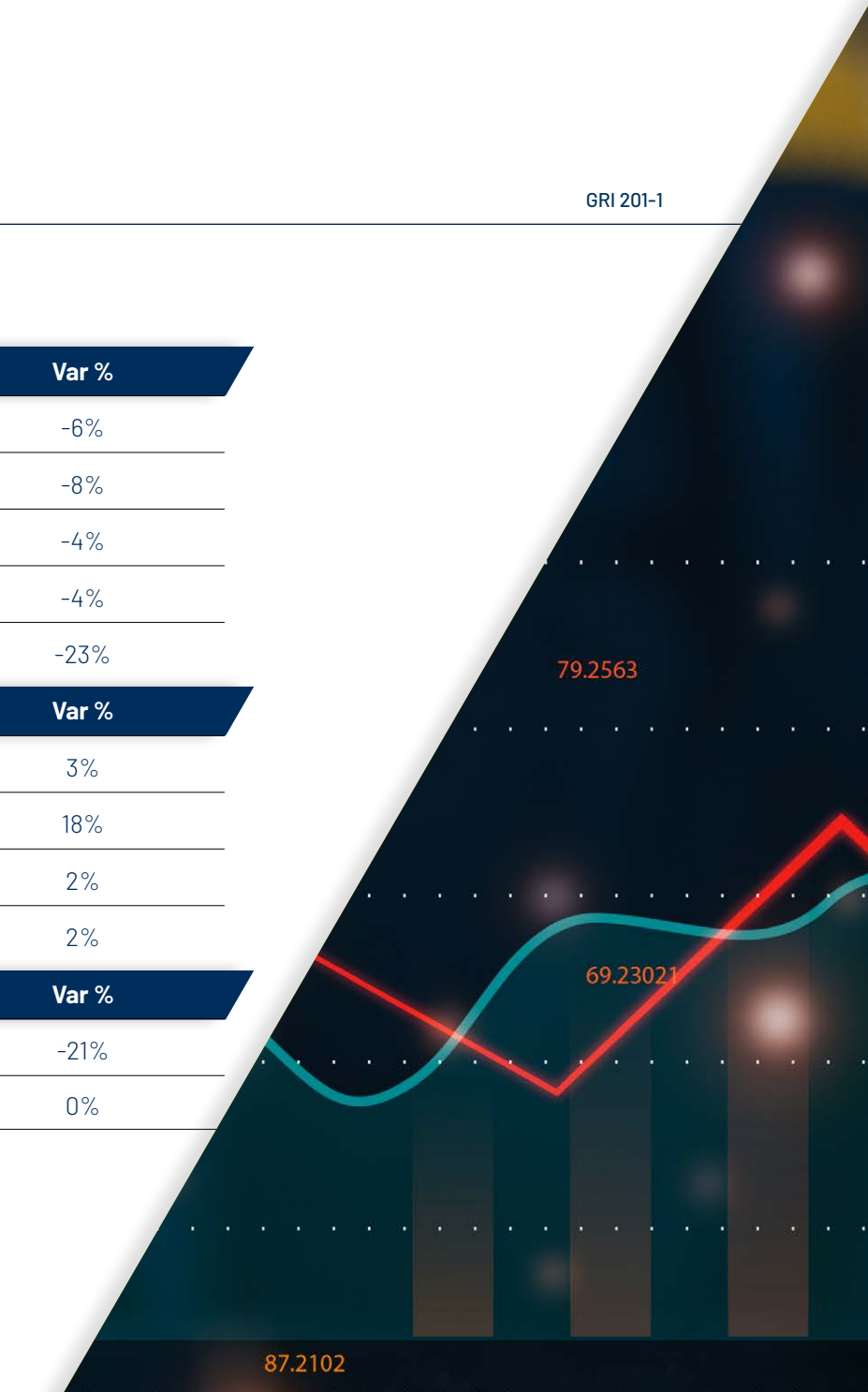
RESULTADOS	2023	2024	2025	Var %
Net sales	16,467	18,607	17,541	-6%
Gross profit	10,083	11,931	11,022	-8%
Operating income	3,201	3,922	3,760	-4%
EBITDA ³	3,386	4,270	4,101	-4%
Net income from continuing operations	1,085	2,091	1,614	-23%

BALANCE	2023	2024	2025	Var %
Total assets	20,697	23,018	23,690	3%
Total debt	6,192	6,430	7,569	18%
Stockholders' equity	9,383	10,885	11,118	2%
Cash conversion cycle	85	109	107	2%

STOCK MARKET DATA	2023	2024	2025	Var %
Earnings per share	1.1	2.1	1.6	-21%
Outstanding shares	1,020	1,000	1,000	0%

² Figures in millions of nominal pesos and under IFRS standards, except for cash conversion cycle, share, and number of units.

³ Adjusted EBITDA excludes the effects of the discontinued non-controlling subsidiary.






OTC OPERATING RESULTS


In 2025, the over-the-counter (OTC) medicines business unit faced a demanding and challenging environment, particularly in Mexico, a market that accounts for 47% of sales.

This is due to a slowdown in consumption, lower demand during the winter season, and a more restrictive economic environment. However, this did not hinder the Company's growth, as it succeeded in gaining market share in key categories.

On the other hand, the other countries where we operate (excluding Argentina), which account for 32% of sales, posted a 2% year-over-year increase, with the following countries standing out:

 **Colombia:**
+17% vs. previous year

 **Brazil:**
+13% vs. previous year

 **Peru:**
+20% vs. previous year

In 2025, the launch of Nikzon® in Colombia drove strong sales up sharply, doubling the size of the category.

At the category level, performance was mainly under pressure from Mexico, where all categories saw a decline. However, significant positive results were observed when analyzing performance by country:

Antifungals and Gastrointestinals:
+23% in L4L sales (excluding Mexico), driven by the launch of Nikzon® in Colombia

Flu and Cough:
+32% vs. previous year (including Argentina)

Gastrointestinals:
+12% vs. previous year (including Argentina)

In 2025, the OTC Development division set an all-time record by launching 17 products across its four categories.

In terms of global market share, the following areas show notable progress:

Gastrointestinal drugs:

+0.2 pts

Flu and cough:

+0.3 pts





INNOVATION AND MARKETING

We continue to strengthen our innovation strategy by optimizing existing formulations, expanding our product portfolio, and developing new product formats, with the aim of improving the consumer experience and meeting specific needs by channel and region.

These initiatives were implemented across multiple categories, boosting both the competitiveness of our portfolio and cost efficiencies, which enabled us to close 2025 with three major milestones:

COLOMBIA

The launch of Nikzon® was a resounding success, achieving a 61% share of the hemorrhoids segment by the end of the year.

In addition, XRay® remained the #3 brand in over-the-counter pain relievers in pharmacies, with a 10.3% market share and an 11% increase in sales.

ARGENTINA

We accelerated growth through two key initiatives: TukoI® AC, which drove the brand forward with 35% growth compared to the previous year, and the launch of TREG Doble Acción (Omeprazole + Bicarbonate), which boosted sales by 66%.

CENTROAMÉRICA

The launch of Medicasp® in sachet form drove a 23% increase in sales for the brand.

2.36% of OTC sales in 2025 were driven by innovation projects

It is worth noting that, over the course of the year, we made progress in implementing cost-optimization initiatives, including negotiations with contract manufacturers and improvements to packaging costs. These actions have laid the foundation for achieving significant efficiencies and savings next year.



OPERATING RESULTS FOR PC AND ISOTONIC BEVERAGES

SASB CG-HP-250a.1

In 2025, our Personal Care and Isotonic Beverages business units operated in a challenging environment on three fronts: strategic positioning, technical agility, and the macroeconomic environment. Despite this context, significant progress was made in terms of innovation, operational efficiency, and the strengthening of strategic brands.



PERSONAL CARE

The Personal Care unit recorded a -4.9% variation in net sales compared to the previous year. This performance was influenced by sustained competitive pressure and an unfavorable mix in key markets.

The division's performance is primarily reflected in the skin care category, which accounted for 60.5% of the portfolio and saw a decline of -4.6% compared to the previous year, while hair care, representing 39.5% of the portfolio, declined by -5.3% and shaving products saw a decline of 4.6%.

Despite this context, the unit made significant progress in innovation, brand strengthening, and operational efficiency.

- **13% of sales driven by innovation**, through product launches such as Tío Nacho Henna®, Cicatricure Neuro-Zen®, Groomen 500®, and Teatrical Piel Coreana®.
- **Cicatricure®** strengthened its position by launching the Neuro-Zen line.
- **Asepxia®** began a significant recovery thanks to the launch of Cuidado Diario Dermatológico, increasing consumption opportunities without impacting its core business.



Tío Nacho® remained the leading brand, further strengthening its market position with the launches of Tío Nacho® Keratina and Anticaspa.

Geographically, Argentina stood out with growth of 38.6% compared to the previous year, driven by portfolio optimization and inventory improvements. Brazil and the Andean region continued to perform well, while Mexico and the United States faced greater challenges due to competitive pressures and macroeconomic conditions.

In 2025, local manufacturing operations were established in Peru, strengthening the supply and optimizing regional logistics efficiency, resulting in a 2 percentage point reduction in COGS.



ISOTONIC BEVERAGES

In 2025, the Suerox® Isotonic Beverages unit experienced moderate growth in a highly concentrated Mexican market, which accounts for 46% of the business. This market contracted during the period, amplifying its impact on the consolidated result.

Despite this context, performance showed a positive trend in several markets. Growth of 54% was recorded (excluding Mexico). In this regard, Brazil stands out as the main driver of growth, both in the short term and structurally, followed by Chile, which made a significant contribution to annual growth.

Chile led the way in terms of annual growth, contributing 22% of the total increase.

In terms of market share, there was a slight decline globally, mainly driven by performance in Mexico and Chile, although some markets made significant gains.

Throughout the year, we drove our innovation strategy forward by launching new flavors and formats aimed at expanding consumption opportunities and strengthening our value proposition:



28% of the business grew above expectations, although 54% is concentrated in few markets. On the other hand, some markets gained market share, driven mainly by Argentina and Central America.

Looking ahead to 2026, the focus will be on consolidating the recovery of sell-out performance, strengthening growth in specialized segments, and driving new product launches.

In addition, efforts will be made to institutionalize the most effective practices by reinforcing execution during key seasons and maintaining a consistent innovation pipeline, while also replicating learnings across markets to improve operational consistency.

At the same time, we will be launching global campaigns to strengthen our mega brands and will continue to improve operational efficiency and productivity in manufacturing and packaging. This will help us maintain our competitiveness and offer consumers more affordable value propositions without compromising on quality.





TAX APPROACH

GRI 207-1, 207-2, 207-3, 207-4

The Tax team is responsible for identifying, analyzing, and managing the most significant tax reforms, with the aim of ensuring proper compliance with tax obligations across all Genomma Lab Internacional entities. Meanwhile, the Finance and Comptroller team is responsible for ensuring compliance with the Company's tax strategy.

We assess the tax implications of transactions across various areas, anticipating risks and avoiding rework. We also analyze each company's specific obligations based on its tax regime and registered activities. This approach is complemented by regular checks to verify compliance in a timely manner.

In 2025, we strengthened our tax management by automating administrative processes. This improvement aimed to enhance operational efficiency and facilitate the timely identification of tax risks, helping to prevent contingencies.

Our tax strategy is based on three key pillars:

- **Tax expenditure optimization:** Ongoing review of subsidiary expenditures to avoid non-deductible expenses.
- **Automation and control:** Implementing processes that strengthen compliance and the timely detection of risks.
- **Management of credit balances:** Active management to ensure timely recovery.

As part of our financial risk mitigation controls, we conduct regular reconciliations with the Mexican Tax Administration Service (Servicio de Administración Tributaria, SAT) and with tax authorities in the countries where we operate, and we also prepare internal monitoring reports. In the event of any discrepancies, we maintain direct communication with the authorities to ensure the correct interpretation of the regulations and to prevent potential issues.

Additionally, expenses are substantiated through the internal supplier portal, where evidence of the received goods and services is uploaded in accordance with the criteria outlined in the evidence manual.





The Company operates under clear tax guidelines, ensuring compliance with local regulations.

Corporate income tax is determined based on the profits generated in each country, in line with our commitment to pay taxes fairly and in the jurisdictions where value is created.

We also comply with the regulations on transfer pricing between subsidiaries, ensuring that transactions are conducted under market conditions and in accordance with the arm's length principle. The Board of Directors oversees the review of revenues and taxes paid, based on the opinion of the Audit and Corporate Practices Committee.

TAXES DECLARED (MILLIONS OF MXN)

	2023	2024	2025
Taxes declared	\$635.7	\$800.0	\$819.8
Taxes paid in cash	\$981.1	\$808.8	\$917.8

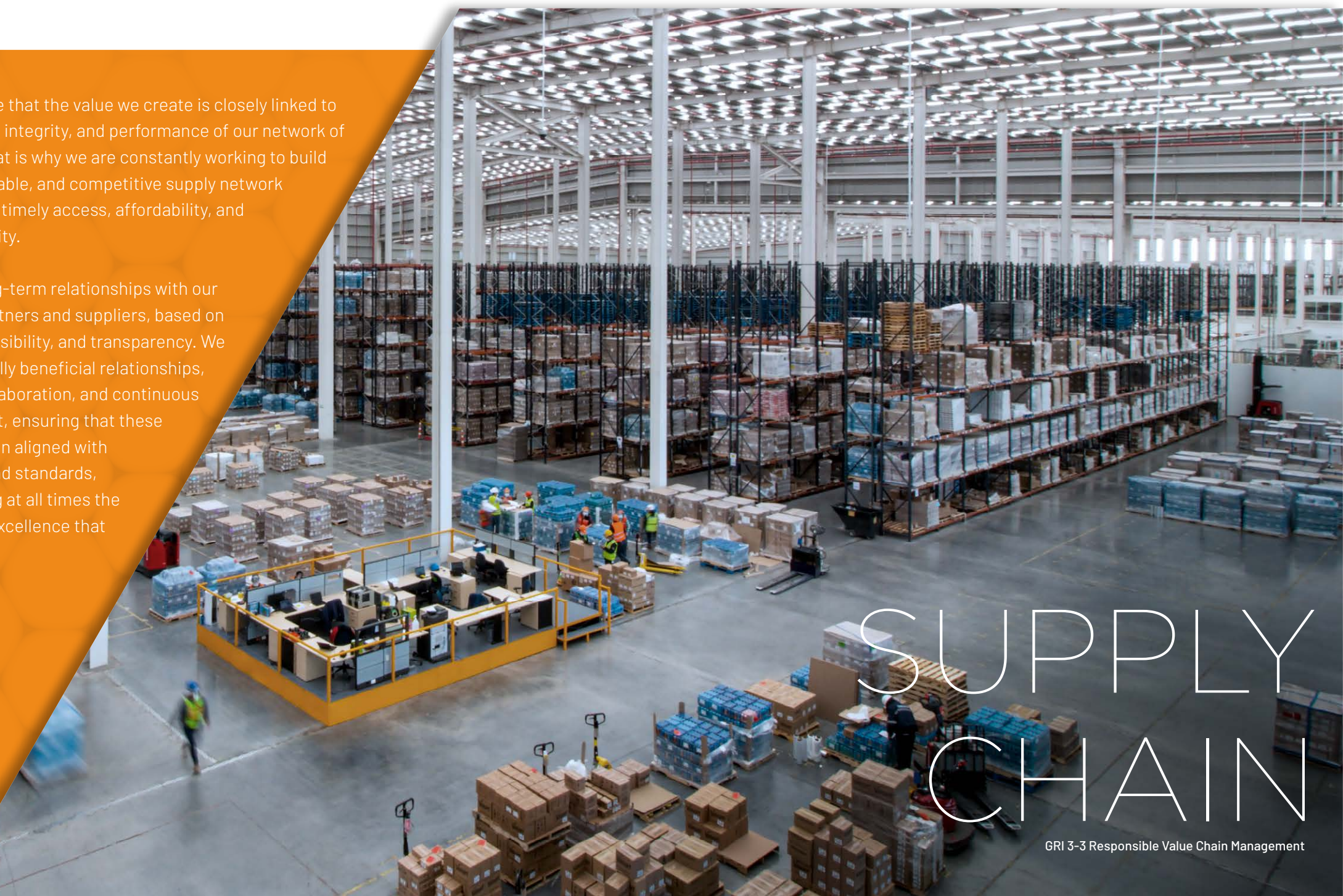
In each of these years, cash payments exceeded 95% of the amounts declared.

Finally, as part of our strategy leading up to 2026, we will continue to strengthen our operational processes. Our goals are to reduce tax risks and consolidate our progress in automation and control to enhance tax management across all operations.



We recognize that the value we create is closely linked to the strength, integrity, and performance of our network of partners. That is why we are constantly working to build a strong, reliable, and competitive supply network that ensures timely access, affordability, and product quality.

We build long-term relationships with our business partners and suppliers, based on trust, responsibility, and transparency. We foster mutually beneficial relationships, promote collaboration, and continuous improvement, ensuring that these efforts remain aligned with our values and standards, guaranteeing at all times the quality and excellence that set us apart.



SUPPLY CHAIN

GRI 3-3 Responsible Value Chain Management



OUR VALUE CHAIN

GRI 2-6

Our value chain spans research and development, raw material sourcing, distribution, and marketing.

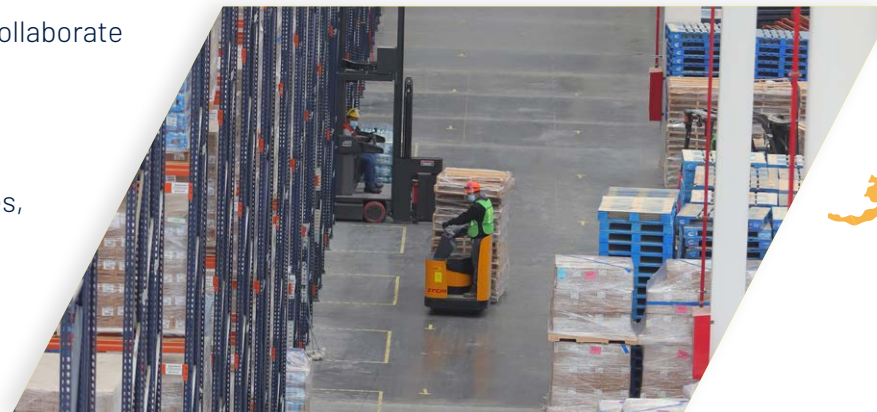


KEY SUPPLIER MANAGEMENT

GRI 204-1

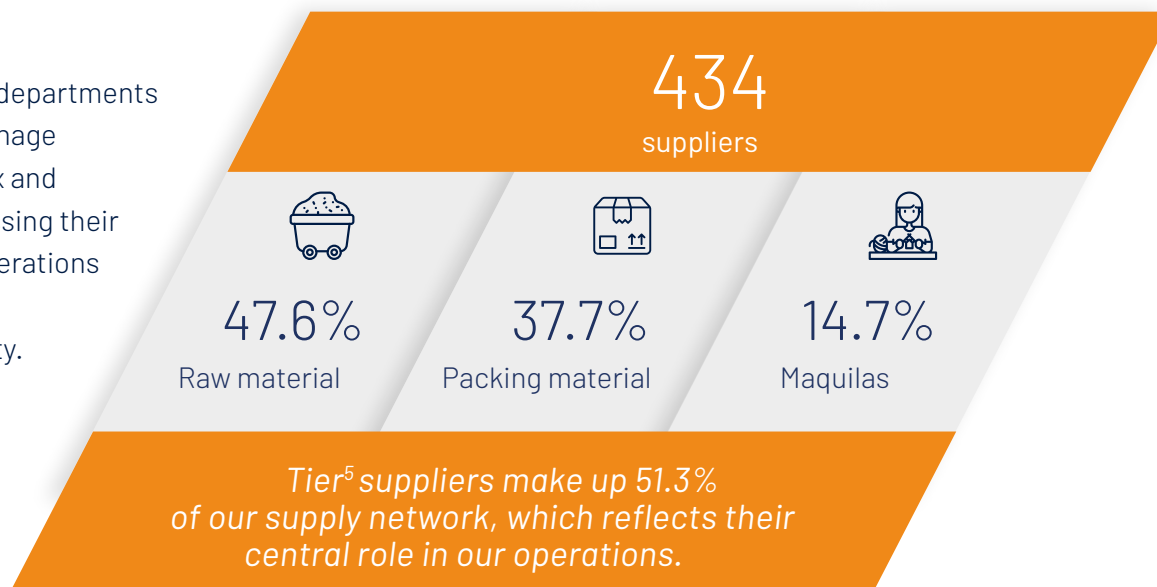
We work with over **434 suppliers** across our value chain and collaborate with them to meet our quality and performance standards.

Our most important inputs are raw materials and packaging materials, which account for 47.6% and 37.7% of our purchases, respectively. Given the strategic importance of these inputs for our operations, we have put in place mechanisms to ensure continuity of supply. We maintain relationships with alternative suppliers and strengthen ties with key partners, enabling us to ensure timely deliveries and minimize the risk of disruptions, with support from our Supply Planning team.

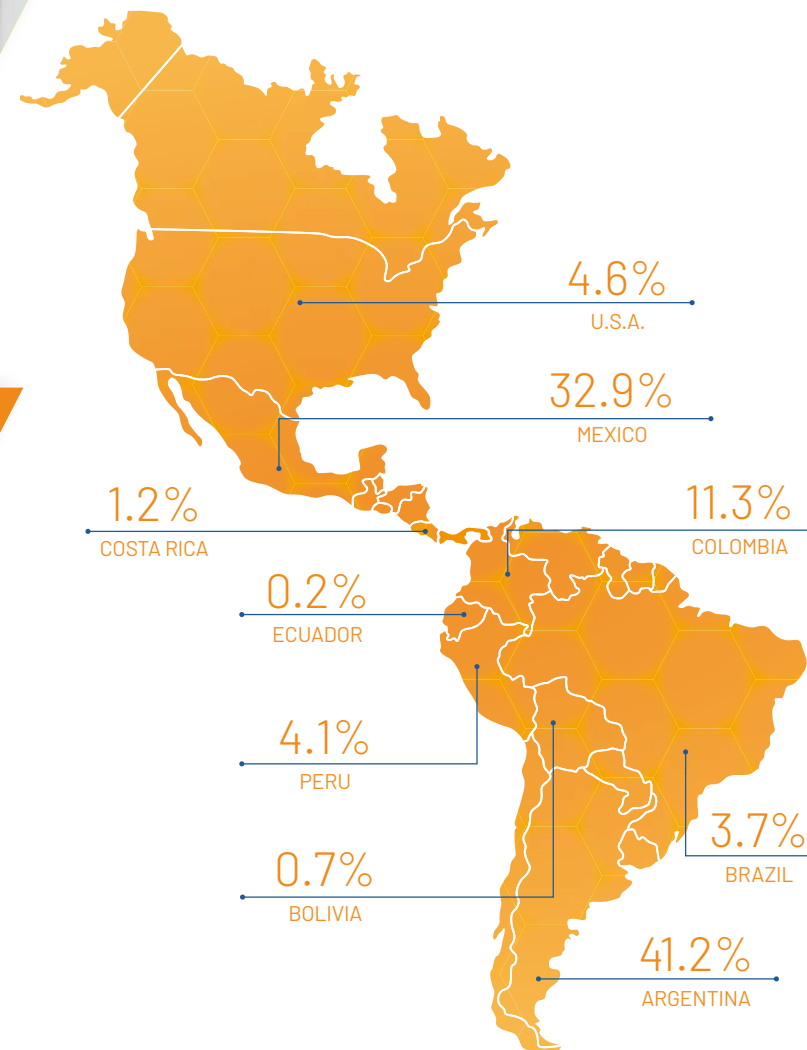


2025 supplier categories in the supply chain⁴.

In addition, we collaborate across departments with interdisciplinary teams to manage transfers to our Industrial Complex and implement innovations, first assessing their impact on the supply chain and operations to avoid disruptions to material availability or operational continuity.



Suppliers by country during 2025⁶



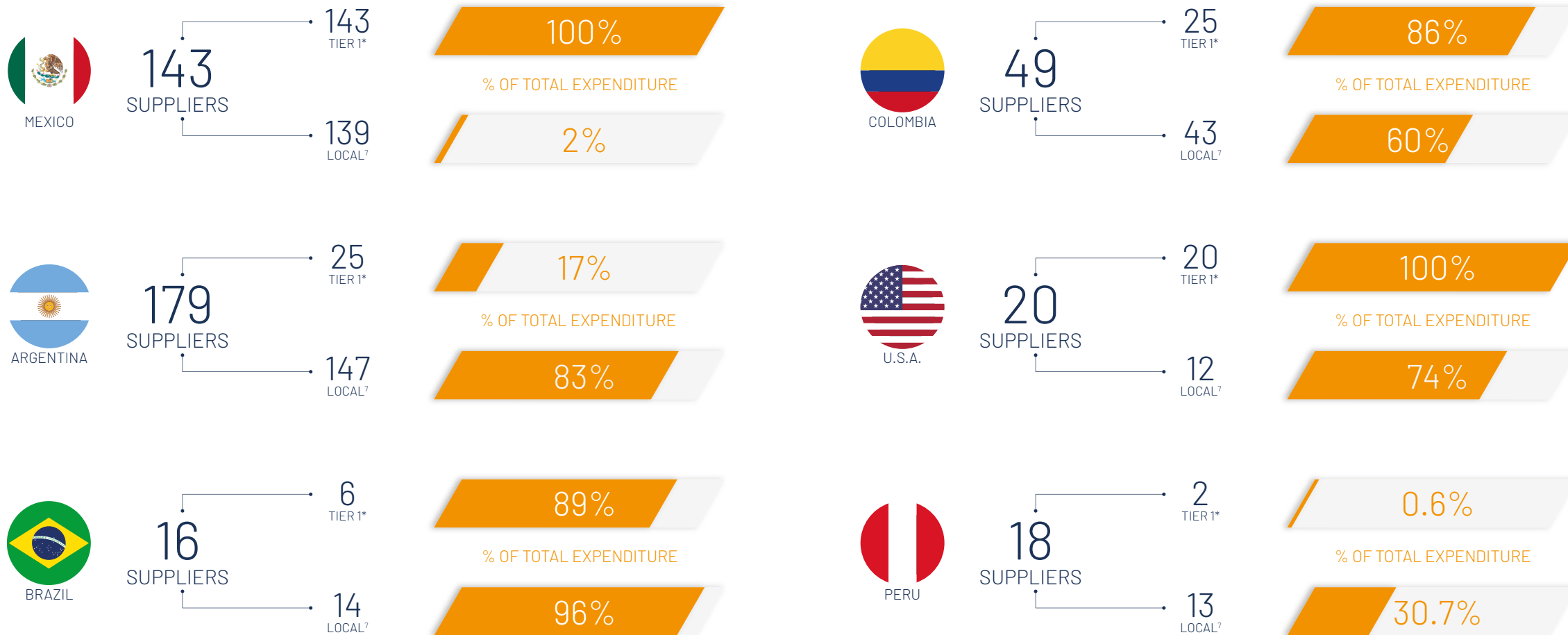
⁴ We consider suppliers in countries with significant operations, such as Argentina, Brazil, Colombia, Mexico, the United States, and Peru. We include suppliers of raw materials, packaging materials, finished products (maquila), transportation and distribution (logistics). For transportation providers, only those with a presence in Mexico are included.

⁵ We consider Tier 1 or critical suppliers to be those who provide essential inputs for product manufacturing, such as active ingredients, excipients, packaging, and more.

⁶ We consider suppliers in countries with significant operations, such as Argentina, Brazil, Colombia, Mexico, the United States, and Peru.



2025 supplier categories



In 2025, we allocated 70% of our budget to local suppliers.

We do not have detailed Tier 1 supplier information for Bolivia, Costa Rica, and Ecuador. However, all suppliers in these countries are local: Bolivia has 3 suppliers, Costa Rica has 5, and Ecuador has 1.





⁷ We refer to suppliers located in the countries where we operate as local.



SUPPLIER QUALITY

Ensuring the quality of the inputs we use is a key factor in the strength and resilience of our supply chain. That is why we have implemented a range of measures to ensure that each supplier, and the raw materials they provide, meet the highest quality, legal, and technical standards.

Through our Supplier Quality Assurance Procedure, we verify compliance with the established requirements through a comprehensive assessment that includes⁸:

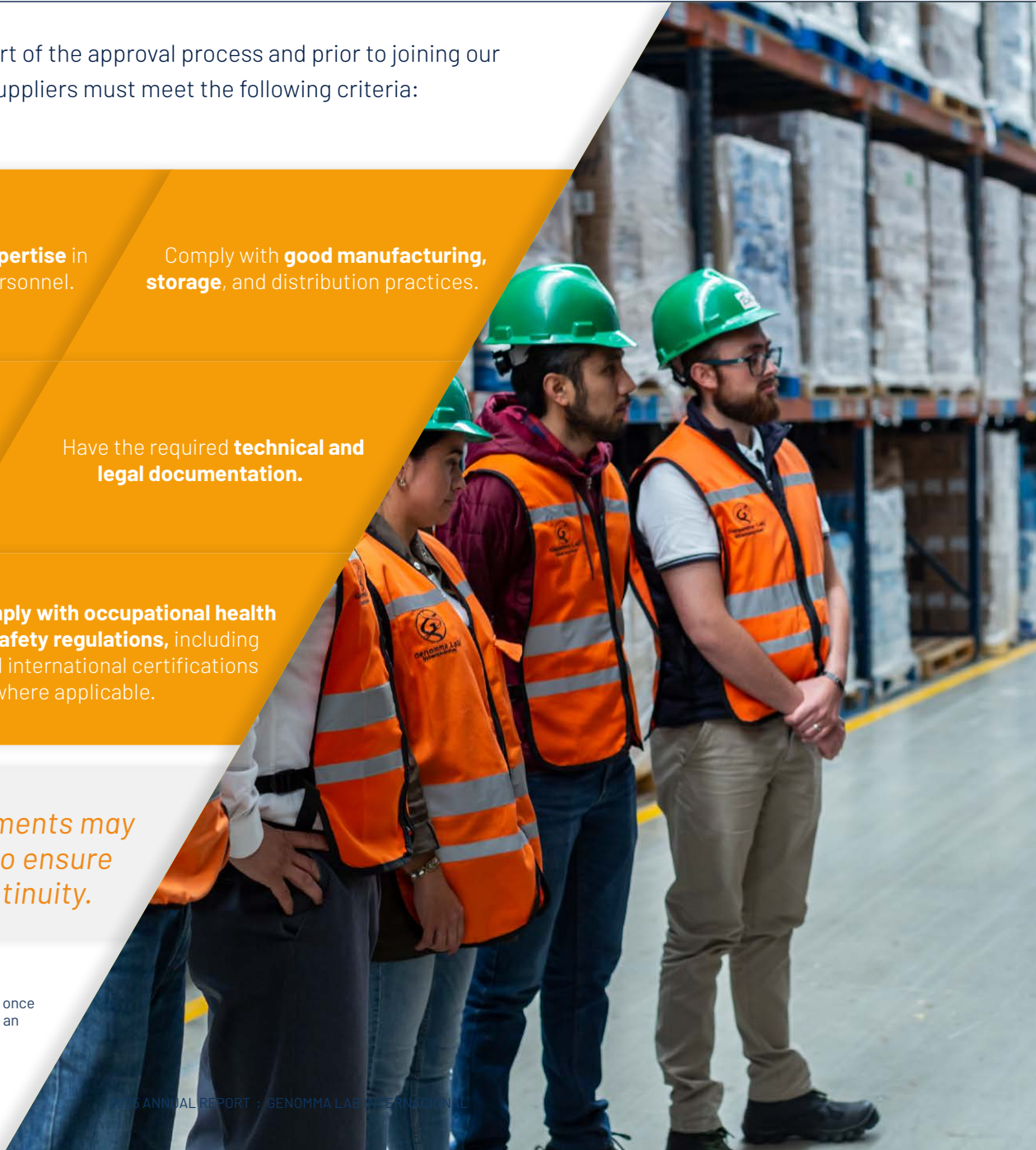
-  Survey on the quality management system.
-  Collection and validation of legal and technical information.
-  Audits of facilities and processes.⁹
-  Analyses performed by authorized third parties.

In addition, as part of the approval process and prior to joining our supply network, suppliers must meet the following criteria:



Failure to meet the established requirements may result in the supplier's termination, in order to ensure regulatory compliance and business continuity.

⁸ For alternative manufacturers, an additional feasibility assessment of the input is performed.
⁹ The frequency of supplier audits is defined by a risk analysis that determines their criticality level. Critical suppliers are evaluated for their performance at least once a year and may be audited on-site based on their impact on the product. Based on this classification, audits are scheduled to take place every 2 to 5 years, unless an additional risk is identified that requires an earlier review.





CRITICAL SUPPLIERS

We identify our critical suppliers and conduct regular assessments to evaluate their performance and regulatory compliance. As part of this process, we verify the information provided through audits¹⁰ conducted at their facilities.

The evaluation covers criteria related to operations and compliance with our quality standards, such as:

-  Warehouse humidity and temperature monitorings
-  Updating master documents
-  Ongoing staff training
-  References to outdated regulations
-  Best documentation practices
-  Process controls and risk management
-  Handling of reports and complaints

It should be noted that, for manufacturers of active pharmaceutical ingredients with facilities located outside the country, the audit framework takes into account the above provisions and is supplemented by the following additional procedures:

- Audit conducted by the distributor on the supplier of the input material.
- Request for a Certificate of Good Manufacturing Practices (GMP) issued or recognized by the Mexican Federal Commission for Protection against Sanitary Risks (*Comisión Federal para la Protección contra Riesgos Sanitarios, COFEPRIS*) or the corresponding equivalent authority.
- Procurement department audit report.

¹⁰ The assessment of maquila suppliers was conducted through on-site audits in accordance with Mexican Official Standard NOM-059-SSA1-2015.



SUPPLIER SUSTAINABILITY PROGRAMS

GRI 3-3 Responsible Value Chain Management, Management of Environmental Impacts in the Value Chain, 205-2, 308-2, 414-2.

To integrate sustainability into our procurement function, we have implemented **a Supplier Sustainability Program** that incorporates ESG criteria into our supply chain management. In this way, we are expanding beyond the traditional focus on price, quality, and timeliness to include environmental, social, and governance factors in our decision-making.

This program applies to suppliers of raw materials, packaging materials, maquilas (finished product), and transportation (logistics), and includes the following lines of action.

In addition, to ensure that sustainability matters are properly understood and integrated into the procurement function, the team undergoes training in Ethics and Sustainability Management every two years, strengthening their skills for responsible decision-making.

ENGAGEMENT

We have a **Supplier Code of Conduct and Ethics**, which sets out the expectations and principles they must meet in order to operate in a socially and environmentally responsible manner. This document addresses key issues such as anti-corruption, quality, human rights, safety, and environmental protection, promoting ethical and sustainable management throughout our supply chain.

In addition, in **Colombia**, all suppliers undergo a due **diligence process** to prevent and mitigate potential negative social and environmental impacts.

ASSESSMENT

Every **two years**, we conduct a **self-assessment**¹¹ to review our suppliers' environmental, social and governance. This assessment is overseen by the **Sustainability Sub-Committee, which reports to the Executive Committee.**

It takes into account each supplier's specific characteristics, such as the sector they belong to, and assigns different weights to the applicable criteria and questions accordingly. In addition, we provide support throughout the process to strengthen their capabilities and promote continuous improvement.



TRAINING

We aim to actively contribute to **the development and capacity building of our suppliers.** That is why we encourage them to participate in the 2025 **Sustainable Mentorship Program** (*Programa de Acompañamiento Sostenible, PAS*), a training program run by the **Mexican Stock Exchange** (Bolsa Mexicana de Valores¹², BMV), to expand their knowledge of sustainability and promote responsible practices within our supply chain.

100% of our suppliers are fully aware of our Code of Conduct and Ethics, as well as our Integrity Policies.

¹¹ This assessment covers environmental aspects such as emissions, energy, water, waste, pollution, and biodiversity; social aspects such as human and labor rights, health and safety, and communities; and governance aspects such as corruption, bribery, conflicts of interest, and anti-competitive practices.

¹² The program's invitation extended to suppliers from Mexico, Argentina, Colombia, Peru, and Chile.



SUPPLIER SELF-ASSESSMENT RESULTS¹³

GRI 308-1, 414-1

INDICATOR	MEXICO	ARGENTINA	BRAZIL	COLOMBIA	UNITED STATES	PERU
Tier 1 suppliers assessed (document-based or on-site assessment)	40	10	6	11	18	3
Tier 1 critical suppliers assessed	25	8	6	11	18	2
Assessed suppliers with potential/current significant negative impacts	0	0	0	0	0	0
Suppliers with potential/current significant negative impacts that have a Corrective Action Plan	0	0	0	0	0	0
Suppliers with potential/current significant negative impacts with whom the business relationship was terminated	0	1	0	0	0	0

100% of new suppliers were screened using environmental and social criteria.

In 2025, we renewed the Good Manufacturing Practices (GMP) certification of maquilas in the OTC and Personal Care lines.

¹³ The assessment includes only Tier 1 suppliers. We report information up to 2023. To date, we have not identified any suppliers that have significant or potential negative impacts on sustainability. Nor have we terminated any business relationship with suppliers due to significant or potential negative impacts on sustainability.



Innovation is key to drive value creation through our products. It guides us and enables us to strengthen our portfolio, respond quickly to consumer needs, and maintain a competitive position in the categories we participate in.

At the same time, we understand that innovation comes with responsibility. Every new development, reformulation, or launch must meet strict quality, safety, and regulatory compliance criteria, from conception through the post-marketing phase.

INNOVATION AND RESPONSIBLE MANAGEMENT OF OUR PORTFOLIO



GRI 3-3 Product Innovation and Research; SASB HC-BP-210a.1.



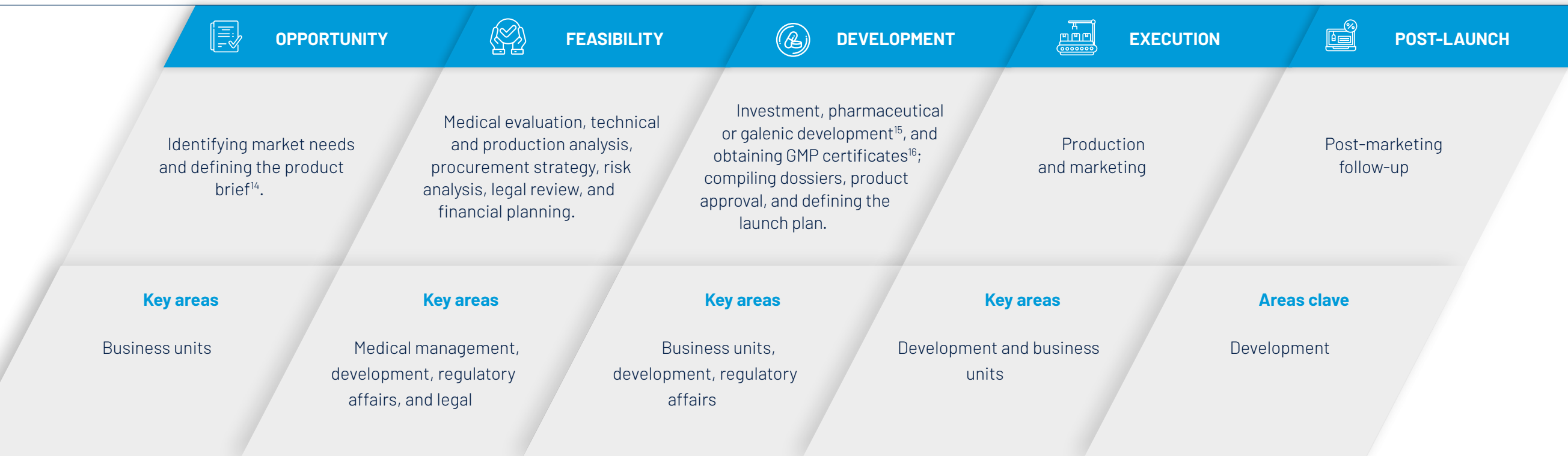
INNOVATION MODEL

Product development, particularly within the over-the-counter (OTC) division, is managed through a structured model that involves technical, medical, regulatory, legal, and business departments.

The process is divided into five stages:

“This model allows us to assess identified risks in advance and make informed decisions before moving on to the next stage.”

OTC INNOVATION PROCESS



¹⁴ A document that summarizes the key information needed to develop a project, outlining its scope, objectives, and technical and regulatory requirements.

¹⁵ The process by which an active ingredient is transformed into an administrable drug, ensuring stability, efficacy, and safety through the selection of the pharmaceutical form and its components.

¹⁶ Standards governing manufacturing processes to ensure product quality and safety. In Mexico, compliance is monitored by COFEPRIS.



We work under three main innovation frameworks¹⁷:



Technology transfer

to replicate processes at our production plant.



Assessment of alternative manufacturers

to optimize costs and strengthen the supply chain.



Development or acquisition of dossiers

with validated technical support.

As part of our commitment to continuous improvement, in 2025 we maintained our *Development Dashboard*, a digital tool that allows us to track project progress in real time. The Dashboard facilitates timely decision-making, improves visibility across departments, and enhances operational efficiency at every stage of the innovation process.

¹⁷ The Company primarily markets OTC drugs and products containing previously approved active ingredients; therefore, concepts such as disruptive innovations (“technological breakthroughs”), products with novel mechanisms of action (“first-in-class”), or accelerated review processes such as FDA Priority Review or EMA Accelerated Assessment do not apply to its business model.



OVER-THE-COUNTER MEDICINE INNOVATION

SASB HC-BP-000.B



In 2025, the OTC Development division solidified its role as the portfolio’s growth engine. We managed and **launched 17 products** across four strategic categories, including **Nasalub Max Baby**®, **Maev Medic**®, **Tukol Forte**, **Balsamo Bengue jar**®, **Lomecan**® intimate soaps (reformulation), **Next FWD**®, **Alliviax** throat, **Genobiotics**, **Silka**® spray defense, **Silka**® powder defense (relaunch and reformulation) **Lomecan** foam shampoo, and **Lomecan Duo**®, among others, strengthening our presence in key segments and expanding our value proposition for consumers.

At the same time, we obtained the **Good Manufacturing Practices (GMP) certification**, which allowed us to accelerate the transfer of priority products to this facility. As part of this process, the transfer plan for 14 formats was implemented, and 15 additional SKUs were left in the final stage for successful closure.

The division also submitted 21 regulatory dossiers, strengthening the portfolio’s capacity for international expansion and market authorization. This progress confirms the technical and regulatory soundness of the development model.

In addition, we implemented cost optimization initiatives for our line products, focusing on improvements to casings, corrugated packaging, and valves, which resulted in annual savings of over 10 million Mexican pesos without compromising quality standards.




“We see innovation as a comprehensive product improvement.”

As part of our portfolio’s evolution, we diversified key categories, improved existing formulations, and expanded our product offerings, while strengthening our presence in international markets. The strategy focused on the consumer experience and on tailoring the product offering to the specific characteristics of each channel and region.



Similarly, all categories implemented optimization projects aimed at improving product performance and achieving cost efficiencies, while maintaining quality standards and consistency.

Below are a few examples:

 <h3>ANALGESICS</h3> <p>We expanded our product portfolio to include naproxen in a 6-capsule pack and a topical analgesic with a dual-action warming effect, providing more convenient and affordable options for pain management.</p>	 <h3>FLU AND COUGH</h3> <p>We updated our product formats for flu-related symptoms and added a nasal solution for children and a mucolytic for Ecuador, thereby enhancing our coverage in the respiratory category.</p>	 <h3>GASTROINTESTINAL</h3> <p>Strong performance in Mexico enabled the company to expand its portfolio into other Latin American markets, thereby strengthening its regional position.</p>	 <h3>DERMATOLOGICAL</h3> <p>We launched a hair growth solution and a dandruff shampoo in sachet form for CARICAM, thereby expanding our reach and accessibility in this category.</p>
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We launched a nasal hygiene solution within the childcare category. These developments address both market trends and identified consumer needs.

Our main challenge this year was to maintain the pace of development without sacrificing operational discipline. This meant sustaining the momentum of launches in OTC, isotonic beverages, and personal care; making progress on new dosage forms and formats for some products (such as sachets, gummies, and single servings); completing transfers to the Plant; and achieving efficiencies without compromising quality.

Looking ahead to 2026, the focus is on building on this momentum. **We aim to ensure adherence to the launch schedule,** strengthen our access to international market access by developing and updating regulatory dossiers, and maintain a steady stream of projects aligned with our three-year strategic plan.

Our priority will continue to be the development of relevant and differentiated solutions that combine technical innovation with tangible value for the consumer.





PERCENTAGE OF REVENUE GENERATED BY OTC PRODUCT INNOVATIONS

	2023	2024	2025
Innovative products launched in the past five years	9%	13%	12%
Optimized products launched in the past five years	32%	34%	38%
Unchanged or minimally modified products or services	59%	53%	50%

DETAIL OF OTC INNOVATION STAGES

	2023	2024	2025
Products undergoing bioequivalence studies ¹⁸	0	5	4
Submitted dossiers (year)	98	126	75
Launched products	38	68	17
% sales/innovation	ND	13%	12%

¹⁸ The Company's innovation activities focus primarily on OTC products, reformulations, and products containing previously approved active ingredients; therefore, these projects do not require Phase I, II, or III clinical trials. Depending on the product and applicable regulations, some projects may require bioequivalence studies or other technical evaluations in accordance with NOM-177-SSA1-2013.

RESPONSIBLE MANAGEMENT OF OUR PORTFOLIO

Our commitment does not end upon launch. We manage each product under a comprehensive approach that includes:

- Quality Management System
- Regulatory audits
- Compliance with Good Manufacturing Practices (GMP)
- Traceability
- Pharmacovigilance and technovigilance

We obtained COFEPRIS GMP certification in 2025 with zero critical observations, guaranteeing business continuity and portfolio security.

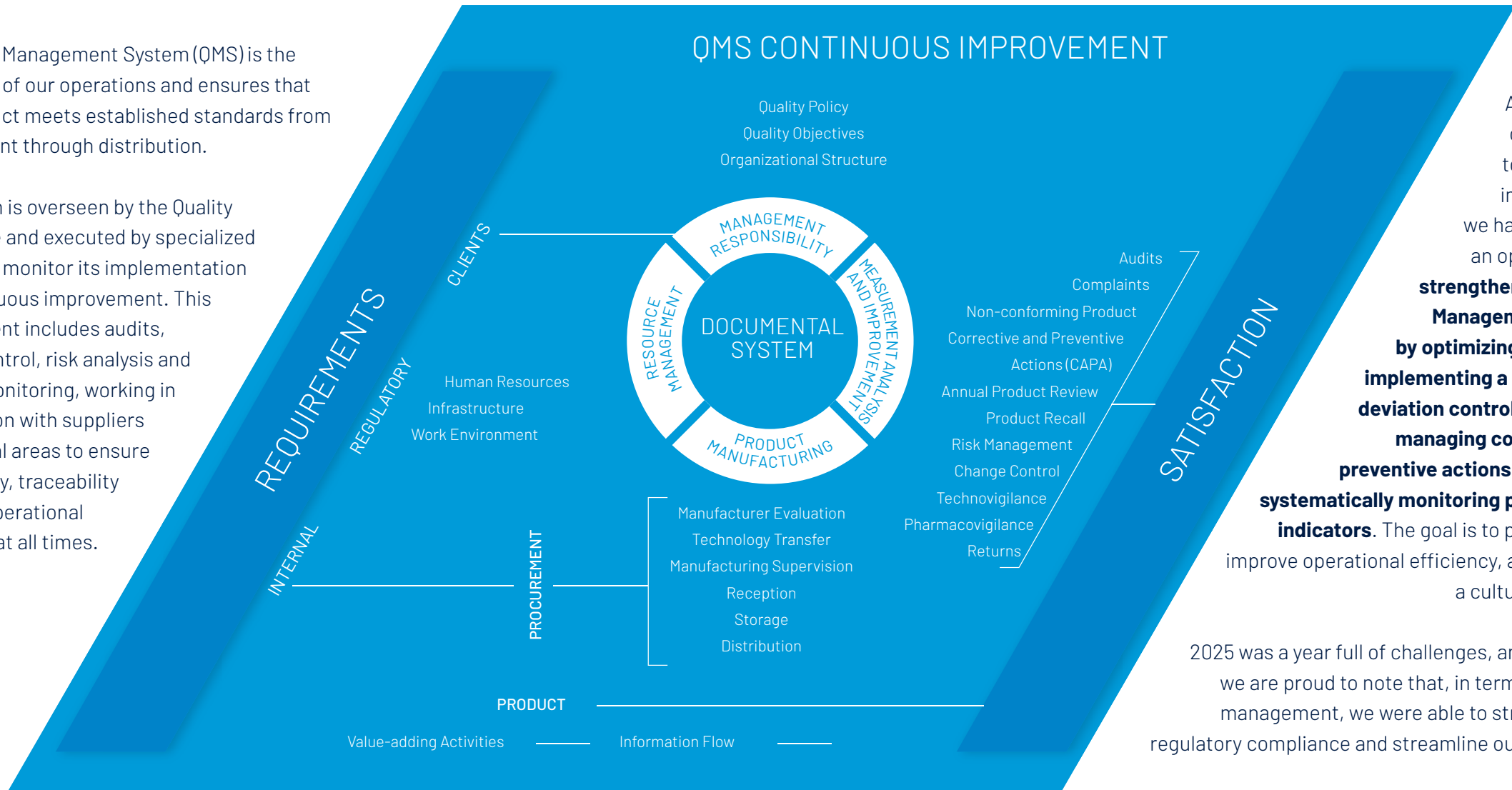


QUALITY MANAGEMENT SYSTEM

GRI 3-3 Consumer Health and Well-being.

Our Quality Management System (QMS) is the foundation of our operations and ensures that each product meets established standards from development through distribution.

The system is overseen by the Quality Committee and executed by specialized teams that monitor its implementation and continuous improvement. This management includes audits, change control, risk analysis and product monitoring, working in coordination with suppliers and internal areas to ensure consistency, traceability and high operational standards at all times.



As part of our commitment to continuous improvement, we have identified an opportunity **to strengthen our Quality Management System by optimizing processes, implementing a more robust deviation control, effectively managing corrective and preventive actions (CAPA), and systematically monitoring performance indicators.** The goal is to prevent risks, improve operational efficiency, and establish a culture of quality.

2025 was a year full of challenges, and as a team, we are proud to note that, in terms of product management, we were able to strengthen our regulatory compliance and streamline our processes.



SAFETY AND EFFICACY

GRI 3-3 Product Safety and Quality, 416-1, SASB CG-HP-250a.3, HC-BP-250a.1



In the Medical Management department, we are responsible for ensuring that every product that reaches the market meets the highest standards of safety, quality, and efficacy. Before being placed on the market, all formulations undergo clinical studies, cosmetic efficacy tests, and safety analyses to verify their functionality and performance.

Our approach covers the entire product lifecycle. Through the Pharmacovigilance, Technovigilance and Cosmetovigilance macroprocess, we manage three key stages:

Objective: Building and supporting the safety profile.

Pre-authorization

- Routine activities: Monitoring, clinical trials at all phases, cosmetic efficacy and safety studies, and MD development and design.
- Clinical trial report
- AE report
- RMP preparation and presentation

Registration and renewal

- Support for regulatory requirements, global or local regulations Compliance

Post-marketing surveillance

- Routine activities: RMP implementation, PSUR, PVR, TVR, ICSR monitoring and reporting, reporting system, customer service, alert generation, training program, reports, and literature search.
- Additional activities: Monitoring development and implementation

“Patient safety, reporting to the authority and regulatory compliance are integrated throughout the product lifecycle.”

AE: Adverse Event, RMP: Risk Management Plan, PSUR: Periodic Safety Update Report, PVR: Pharmacovigilance Report, TVR: Technovigilance Report, ICSR: Individual Case Safety Report, MD: Medical Device



PHARMACOVIGILANCE

We have a comprehensive pharmacovigilance system in place. Before reaching the market, 100% of the products marketed by the Company undergo a rigorous safety and regulatory compliance assessment process.

This process includes:



1. RAW MATERIAL EVALUATION:

Technical review of suppliers in accordance with defined standards by product category and analysis of certificates (COAs) confirming the absence restricted or hazardous substances.

2. REGULATORY COMPLIANCE ANALYSIS

Systematic verification of the limits and restrictions established by applicable local and international regulations.

3. LABORATORY TESTING:

Where applicable, testing is performed in accredited laboratories to detect prohibited or potentially hazardous substances.

4. TOXICOLOGICAL RISK ASSESSMENT:

Analysis of exposure and potential effects on human health, based on a review of toxicological data and predictive models.

5. INTERNAL AND EXTERNAL AUDITS:

Verification of compliance with quality and safety protocols.

6. MANUFACTURING PROCESS CONTROL:

Implementation of measures to prevent cross-contamination, with regular inspections and random sampling.

This preventive approach helps minimize potential risks and maintain an extremely low probability of adverse impacts on consumers.

Once our products are on the market, we maintain an active monitoring system that enables us to:

- Receive and review reports of adverse events or safety-related complaints.
- Prepare regular reports in accordance with the requirements of the health authorities.
- Implement immediate corrective or recall protocols if an incident is detected that warrants such action.





This system strengthens our ability to respond and to improve continuously.

Throughout 2025, we handled various regulatory oversight processes in the countries where we operate:



United States

FDA inspection in June 2025 at the Houston headquarters, focusing on quality and documentation related to Suerox® production in San Cayetano. The review concluded without fines or a warning letter.



Mexico

COFEPRIS inspection related to the product NOVAMIL RICE, requesting full traceability of a batch. The information was submitted and the case was successfully closed.



Peru

INDECOPI request for information on claims for cosmetic products in the Teatrical® and Tío Nacho® lines, addressed as part of a general market investigation.



Chile

Annual routine audits on cosmetic registrations and quality certificates were conducted using the Public Health Institute of Chile's (*Instituto de Salud Pública de Chile, ISP*) GICONA platform with no critical findings.

These processes reflect a demanding regulatory environment and our ongoing willingness to collaborate with authorities, upholding standards aligned to international and local frameworks.

100% of the products we market undergo a rigorous safety and regulatory compliance assessment process



TRACEABILITY

GRI 3-3 Traceability; SASB HC-BP-260a.1, HC-BP-260a.2

Traceability is an essential part of our safety and quality strategy. It allows us to ensure product authenticity, prevent counterfeiting risks, and maintain control over every stage of the supply chain.

We have a system that integrates:

CODING

DOCUMENTARY RECORD

OPERATIONAL MONITORING FROM MANUFACTURING TO POINT OF SALE

In addition, each product has a barcode and batch number that **enable its identification and traceability**. We also maintain a management system that documents each batch production, including the raw materials used, manufacturing processes, and logistics movements.

The process begins with the issuance of the production order, at which point a unique batch number is assigned **to the product** that will accompany the product throughout its life cycle. This information is stored in our systems and enables traceability from the point of origin through to final distribution.

In manufacturing, we keep records of production batches and the raw materials used. In distribution, we monitor the movement of products from the plant to the points of sale. In retail, scanning barcodes and QR codes enhances product identification and authenticity.

This enhancement not only increased compliance but also created a critical database that facilitates the transition to new regulatory standards for digital monitoring and authentication.

We also strengthened our collaboration with suppliers, ensuring that **100%** of them meet the technical requirements for tracking and monitoring set out by the applicable regulations.

To learn more about how we manage our suppliers, [click here](#).



At the center of our operations are our customers and consumers, whom we strive to provide with accessible, timely, and reliable health and wellness solutions.

Through a comprehensive strategy that combines efficient distribution channels, clear communication, and active listening, we work to strengthen relationships with our diverse audiences and continuously improve their experience.

This approach allows us not only to expand the reach of our portfolio but also to respond to evolving market needs, ensuring product availability and the relevance of our brands at every touchpoint

OUR CUSTOMERS AND CONSUMERS



GRI 2-6



DISTRIBUTION CHANNELS

To ensure the availability of our products and make them accessible to a wide range of people, we have a distribution strategy that incorporates different sales channels and allows us to meet the needs of each market. Through this network, we aim to ensure that our health and wellness solutions are available at a broad range of points of sale, making it easier for consumers to access our product portfolio.

Our business operations are primarily structured around two distribution channels:

TRADITIONAL CHANNEL

It enables us to reach communities with limited access to formal retail services through a network of distributors, independent pharmacies, grocery stores, and small businesses.

This channel is essential for expanding our geographic reach and ensuring product availability in areas where access to healthcare solutions may be limited.



45%

MODERN CHANNEL

It consists of supermarkets, department stores, pharmacy chains, and convenience stores.

This channel is characterized by its diverse customer base, direct distribution channels, and specialized logistics, all of which enhance product availability at points of sale.



53%

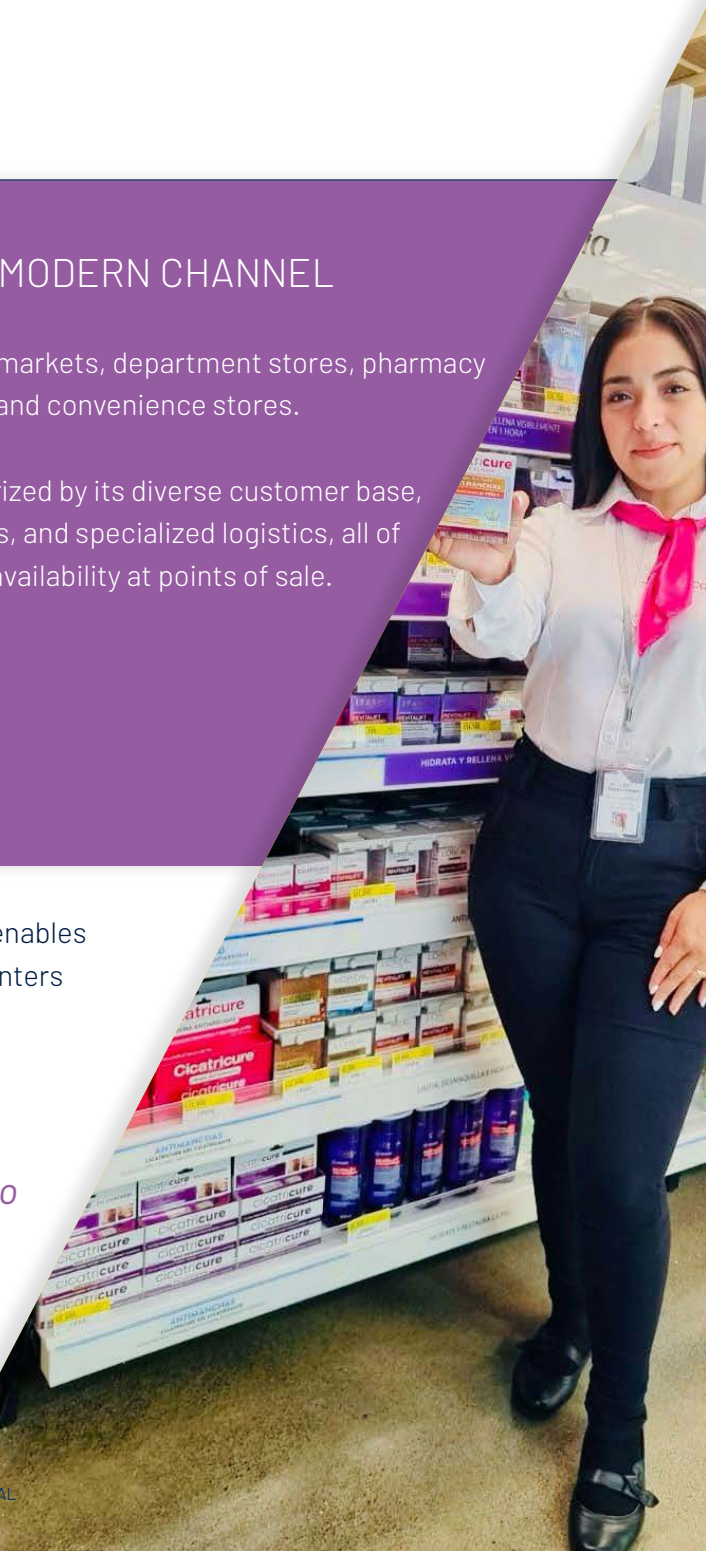
Together, these channels make it possible to serve different customer profiles—both direct and indirect—and ensure broad market coverage. Throughout the year, our commercial portfolio included 496 SKUs, which were marketed through this distribution network.

As part of our logistics strategy, **we implement initiatives aimed at optimizing operational efficiency** reducing distribution costs and minimizing our environmental footprint. One of the main highlights is the continued operation of the **Tren Oxxo** distribution model, run in

¹⁹ On average, a truck emits 90 tons of CO₂.

partnership with a logistics provider, which enables us to ship goods to our clients' distribution centers throughout Mexico.

Thanks to this model, we achieved a reduction in distribution costs equivalent to 3.8 million pesos, as well as a reduction in CO₂ emissions equivalent to those of 382 trucks¹⁹.





In addition, a **Minimum Purchase Amount Policy** for shipments was implemented, with the aim of optimizing logistics planning, standardizing dispatch processes, and reducing the unnecessary use of transportation units.

This measure generated additional savings of 58.9 million pesos, while also helping to reduce the use of transportation units, thereby preventing emissions equivalent to those of 250 trucks.

These actions are part of a comprehensive approach to enhance the efficiency of our logistics chain and ensure timely deliveries to our customers' distribution centers.

We also continue to reinforce freight transport security measures, aimed at protecting our operations and ensuring the continuity of supply.

In 2025, we implemented a security system for our transportation units using specialized equipment, including smart locks, external cameras, and GPS-based engine monitoring systems.

As a result of these preventive measures, we have successfully kept freight theft rates below the national average, thereby enhancing the reliability of our logistics network.

In this way, our distribution channels and our logistics strategy work together to ensure that our products reach points of sale safely, efficiently, and on time, helping to improve the experience for our customers and consumers.





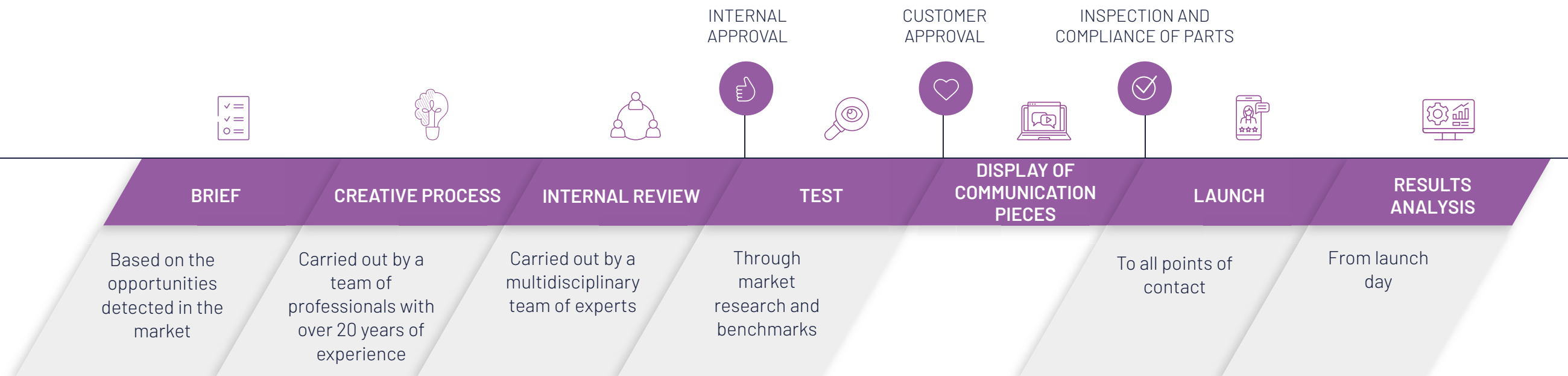
COMPREHENSIVE COMMUNICATION AND MARKETING

GRI 417-1

Our communications and marketing model is designed to strengthen our connection with consumers, position our brands, and ensure the credibility of our messaging across all touchpoints. To do this, we develop comprehensive strategies based on market trends, customer behavior, and ongoing campaign performance evaluations.

The process begins by identifying opportunities through market research, benchmarking analysis and trend tracking in each of the countries where we operate. Based on this input, multidisciplinary teams develop creative concepts and narratives that align with consumer needs and our brands' value propositions.

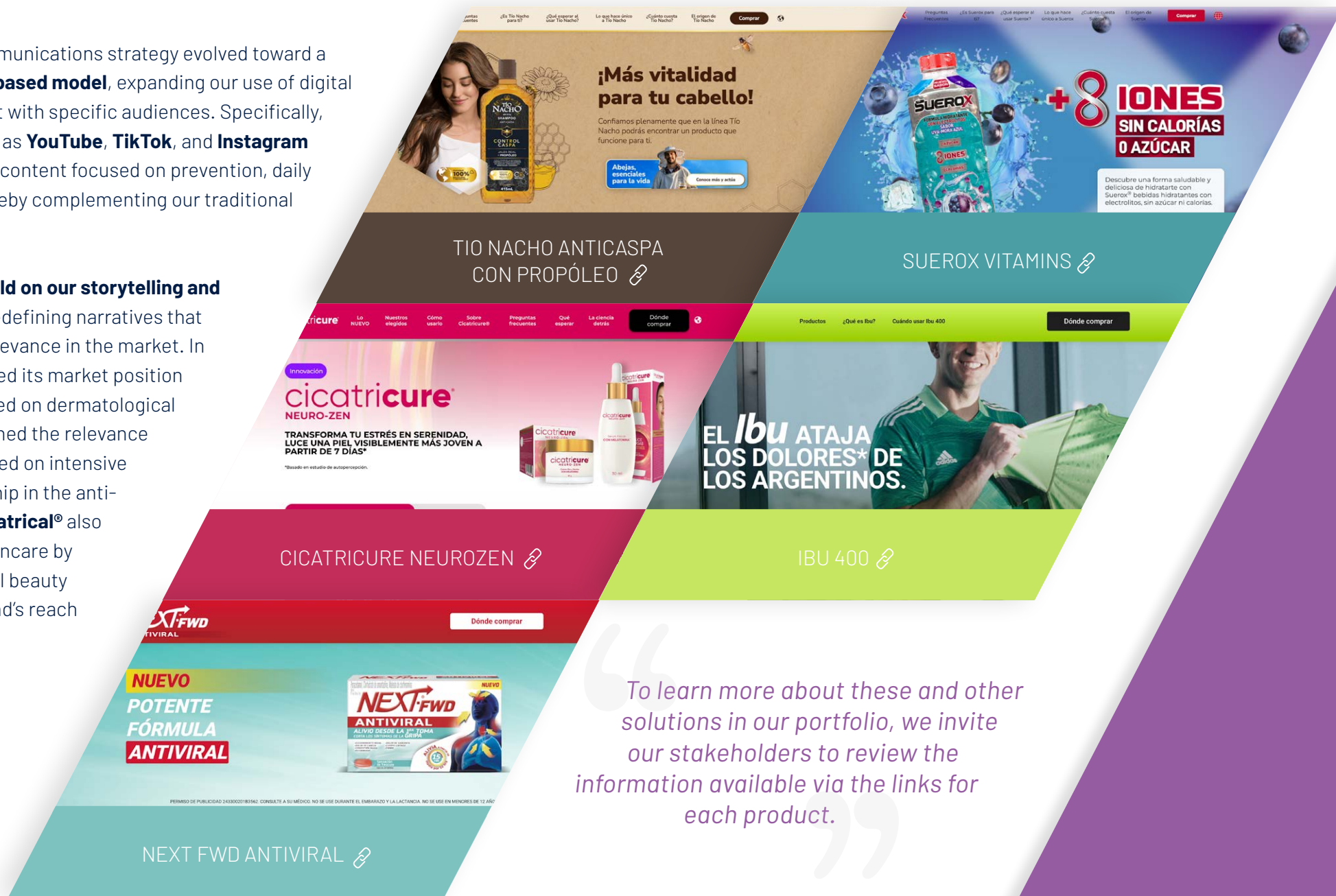
The creative assets are then subjected to internal review and technical validation processes to ensure compliance with our quality standards and applicable regulations. At the same time, we conducted targeted consumer testing to assess the acceptance and impact of the messages prior to their launch.





Over the course of the year, our communications strategy evolved toward a **more digital, precision-marketing-based model**, expanding our use of digital platforms to strengthen engagement with specific audiences. Specifically, we have incorporated channels such as **YouTube, TikTok, and Instagram** to reach younger audiences through content focused on prevention, daily self-care, and health education, thereby complementing our traditional mass communication models.

At the same time, we continue **to build on our storytelling and strengthen our brands' authority**, redefining narratives that reinforce their differentiation and relevance in the market. In this regard, **Cicatricure**® strengthened its market position through a scientific narrative centered on dermatological credibility, while **Tío Nacho**® maintained the relevance of its communication platform focused on intensive hair repair, consolidating its leadership in the anti-hair loss segment in key markets. **Teatrical**® also capitalized on emerging trends in skincare by launching products inspired by global beauty routines, thereby expanding the brand's reach among new consumers.



“To learn more about these and other solutions in our portfolio, we invite our stakeholders to review the information available via the links for each product.”



VISIBILITY AT THE POINT OF SALE



We are constantly working to strengthen our brands' presence at retail locations, with the goal of enhancing the shopping experience and making it easier for consumers to access our products.

These initiatives are being implemented through two main lines of action.

PRODUCT AVAILABILITY

We optimized our distribution and inventory management processes to ensure that our product portfolio remains available across all sales channels. This allows us to respond to market demand in a timely manner and to maintain an affordable product offering for our customers.

To learn more about our distribution strategy [click here](#)

POINT-OF-SALE COMMUNICATION INITIATIVES (IN-STORE MEDIA)

Development and installation of promotional materials and special displays that enhance the visibility of our brands within stores. These actions aim to improve the in-store experience for consumers by making it easier for them to identify products and by highlighting the key features of our solutions

Through these strategies, we help strengthen our brands' presence on store shelves and, in this way, support our customers' purchasing decisions.



CUSTOMER SERVICE

GRI 418-1

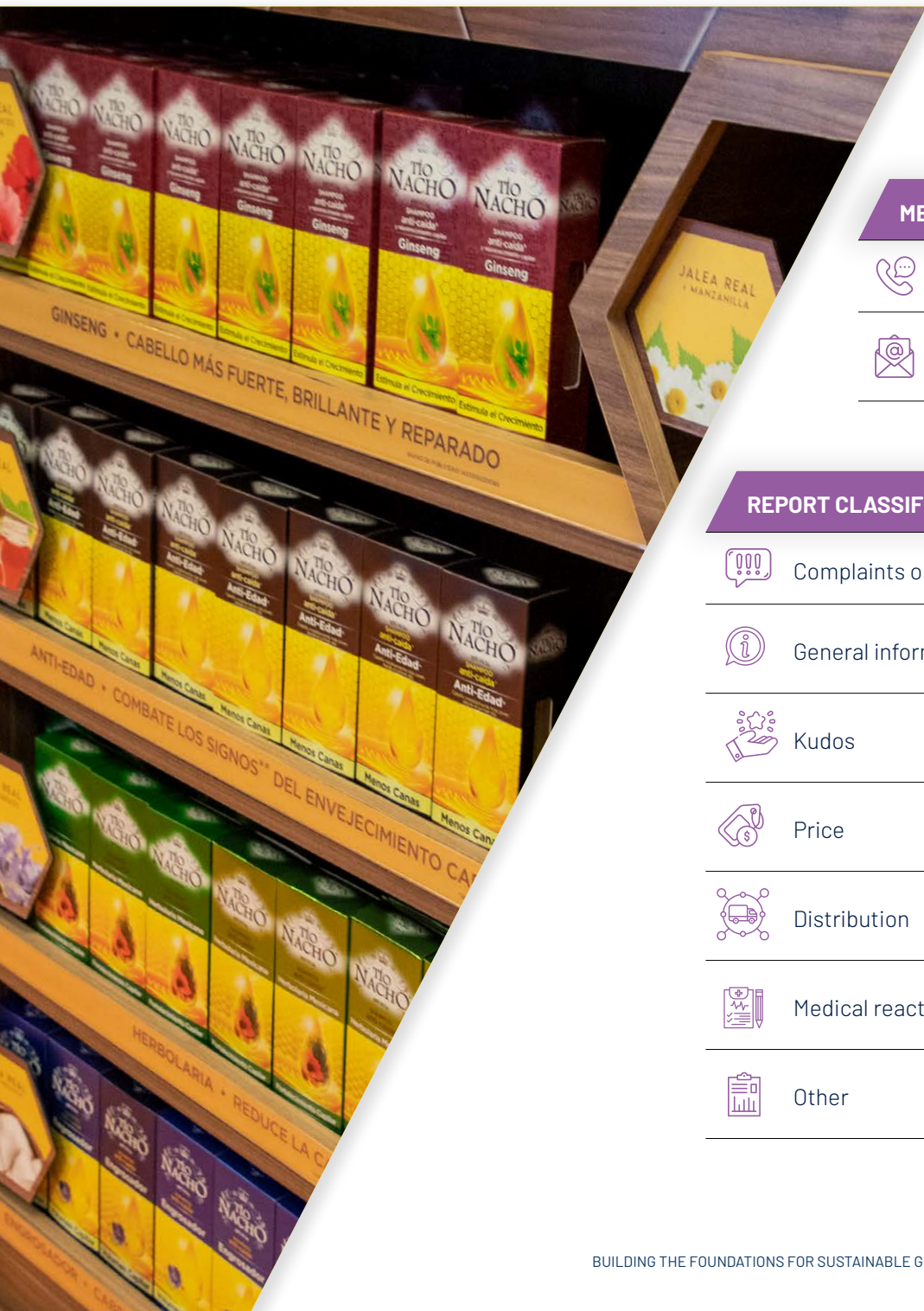
Listening to and addressing our consumers' concerns is a key element of continuously improving our products and services. That is why we offer a variety of communication channels that are available 24/7, allowing us to receive feedback, answer questions, and follow up on any reports related to our products.

Our customers can contact us by phone, email, and social media, available in every country where we are present. These channels allow us to provide timely support and gather relevant information about the user experience with our products.

COUNTRY	CONTACT	COUNTRY	CONTACT
Argentina	0 8004443666	Dominican Republic	18887600140
Brazil	0 8007700566	Chile	800835977
Bolivia	800101149	Colombia	18009520777
Costa Rica	0 800 0521647	Ecuador	1800000426
Guatemala	18008350438	Mexico	800 7171 305
Nicaragua	00 18002260509	Paraguay	0800-11-7767
Honduras	80027919096	Peru	80000791
El Salvador	8006605	Uruguay	000 4054571
Panama	00 8000521458	U.S.A.	18779943666

atencion@genommalab.com





In 2025, our customer service team received 14,308 calls and 24,533 emails, as shown below:

MEANS FOR RECEIVING REPORTS	2024	2025
Total phone calls received	9,467	14,308
Total emails received	19,735	24,533

REPORT CLASSIFICATION	2024	2025
Complaints or claims	7.9%	2.7%
General information	58.5%	15.9%
Kudos	0.4%	0.1%
Price	2.0%	0.6%
Distribution	1.4%	0.8%
Medical reactions	3.3%	0.0%
Other	26.6%	80.0%

At Genomma Lab Internacional, we recognize the importance of meeting the expectations of all our customers. With this in mind, we continue to work on improving the speed and quality of the reports we handle.

In 2025, we did not receive any substantiated complaints regarding customer privacy breaches or data loss.



Both our purpose and our business model consist in ensuring that our products are accessible to our consumers while also strengthening local capacities.

We work to make our products available at more points of sale, and we aim to create an exceptional experience. Accessibility and affordability are integral to our business model, thereby supporting our sustainable growth.

At Genomma Lab Internacional, we have a multichannel strategy that allows us to expand our reach and adapt to consumer trends.



PRODUCT ACCESSIBILITY AND AFFORDABILITY



GRI 3-3 Accessibility and affordability



MODERN CHANNEL

We strengthened our presence through key launches, such as Asepxia Cuidado Diario®, which enabled us to enter the bar soap category and reverse the brand’s downward trend, closing the year with double-digit growth.

In addition, for four consecutive years, we increased our market share in the Flu category during the winter season.

In the face of an economic slowdown and inventory policy adjustments by supermarkets, we intensified our point-of-sale promotional activities and optimized our processes to minimize stock-outs, ensuring business continuity and portfolio recovery.

In 2026, our focus will be on boosting execution during key seasons, improving display materials, and ensuring that pricing strategies are correctly implemented across all formats.

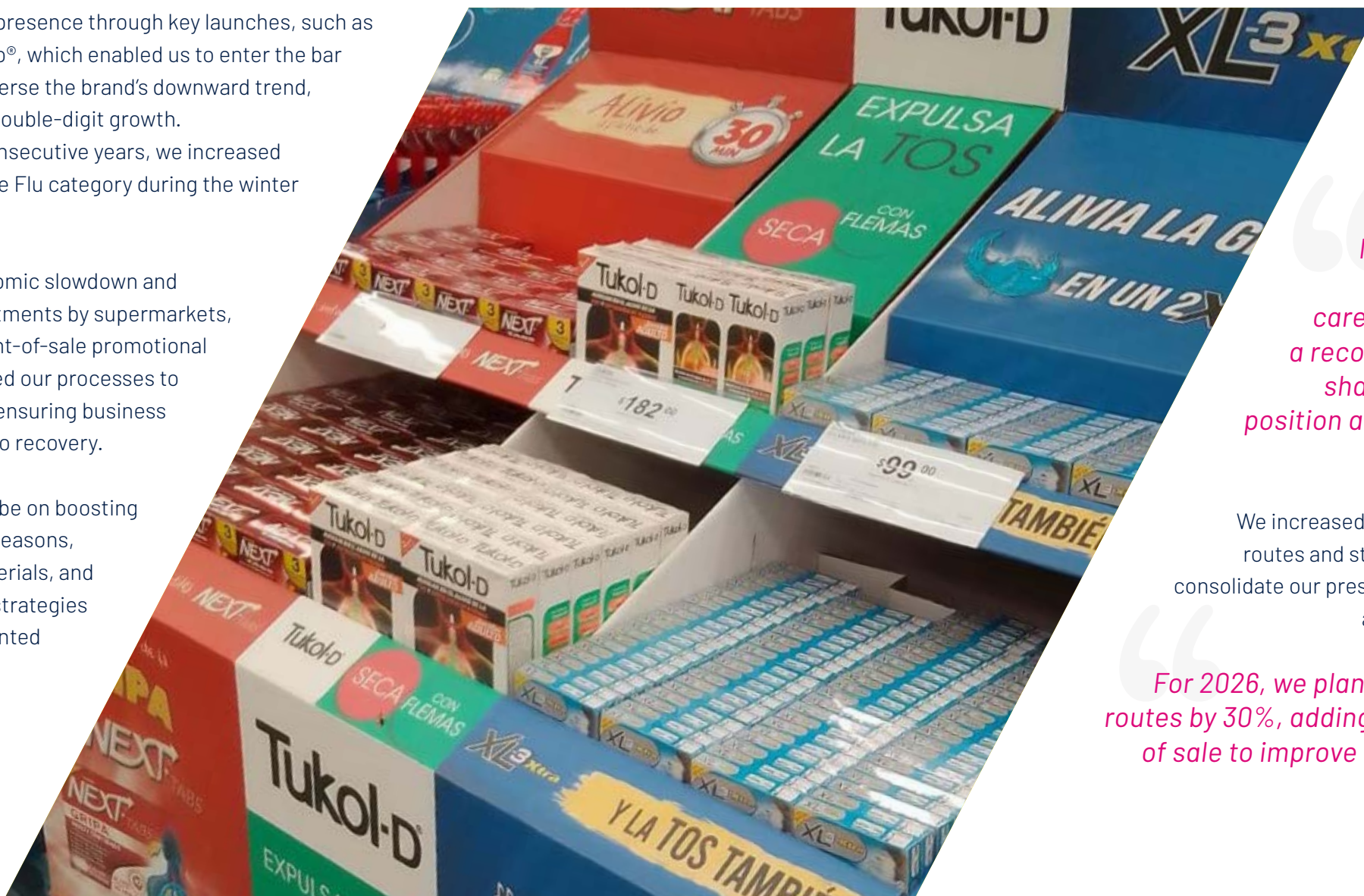
TRADITIONAL CHANNEL

The traditional channel remains strategic for bringing products to communities and small businesses.

In 2025, we continued to grow our personal care brands and achieved a record year in OTC market share, strengthening our position as the leader in the Flu category.

We increased our coverage by expanding routes and strengthening distribution to consolidate our presence and ensure sustained availability at points of sale.

For 2026, we plan to increase our sales routes by 30%, adding 150,000 more points of sale to improve access in local areas.

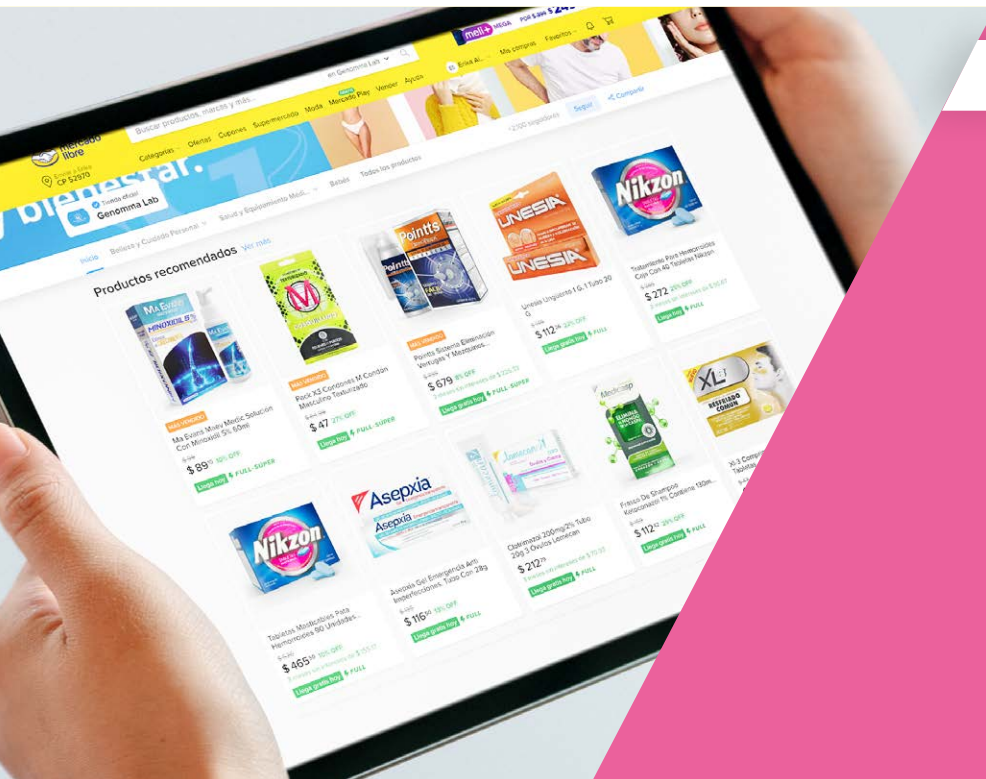




DIGITAL/E-COMMERCE CHANNEL

The digital channel continued to grow rapidly in 2025. We implemented tailored strategies on platforms such as Mercado Libre, achieving a 75% increase in sell-out.

While the channel's promotional dynamics pose a challenge due to price sensitivity, we are moving toward differentiated portfolios and greater strategic investment to maximize the use of digital tools and boost our brands' visibility.



SALES PRICES

SASB HC-BP-240b.2, HC-BP-240b.3

We aim to maintain competitive prices that allow us to expand access to our solutions without compromising on quality standards. Our strategy combines operational efficiency, supply chain optimization, and ongoing monitoring of the competitive environment.

Below is the sales performance by channel.

CHANEL	% OF NET SALES	UNIVERSE	GENOMMA LAB SCOPE
Independent pharmacies, small retailers, grocery distributors, and pharmacy chains (through wholesalers)	39.1%	>700,000	42%
Supermarkets and department stores	31.9%	10,271	87%
Pharmacy chains	23.2%	10,246	100%
Convenience stores and others	5.8%	35,725	73%
Total	100%	>756,242	45%



STRENGTHENING LOCAL CAPACITIES AND PROMOTING HEALTH

In addition to expanding physical and economic access, we support initiatives that strengthen capacities within the health ecosystem.

GEN EXPERTOS PROGRAM

We continue to strengthen our Gen Expertos program, which focuses on supporting independent pharmacies through sales training and point-of-sale consultancy. The program helps improve the availability, display, and responsible recommendation of our products.

Some of our accomplishments

We expanded the Silka® portfolio by +1 SKU for customers in the program

We created educational brochures to support key brands like Tukul® and Silka®

150 participating customers

TRAINING FOR INFANT NUTRITION PROFESSIONALS

Through Novamil®, we have strengthened our position as a partner in continuing medical education on infant nutrition.

In 2025, we promoted training programs for pediatricians, general practitioners, and nutritionists, focusing on the latest scientific information on gastrointestinal disorders, food allergies, acute diarrhea, and the proper use of specialized infant formulas reaching more than 350 healthcare professionals.

We also enhanced our sales team training to ensure ethical, evidence-based communication that is compliant with legislation. One of the key challenges identified is standing out scientifically in a competitive environment and adapting medical content to shorter digital formats without sacrificing technical rigor.

For 2026, the goal is to develop more measurable programs, increase the participation of opinion leaders, and establish metrics for educational impact.



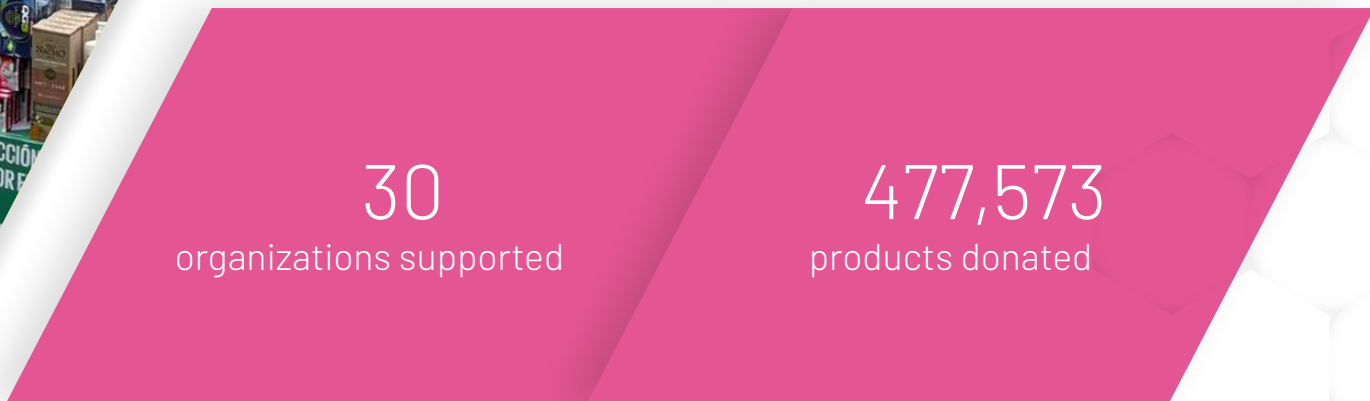


MEDICATION DONATIONS

Through our “Alianzas por el Bienestar program”, promoted by Fundación Genomma Lab, we run donation programs for medications and personal care products aimed at vulnerable populations and social organizations.

These actions aim to address priority health needs, particularly in emergencies or where access to medical services is limited.

The donation strategy is implemented in accordance with traceability and regulatory compliance criteria and in coordination with partner institutions, ensuring that the products delivered meet quality and safety standards.





Our team is the cornerstone of Genomma Lab Internacional's progress. That is why we want our employees to work in an environment that combines development, well-being and conditions that enable each person to give their best.

Our talent management approach is based on a comprehensive vision: attracting talent, creating development opportunities, recognizing performance, and fostering a work culture that aligns with our business dynamics.



OUR PEOPLE





WORKFORCE PROFILE

GRI 2-7

As of the end of 2025, our workforce consisted of **1,609 employees**, spread across the countries where we operate.

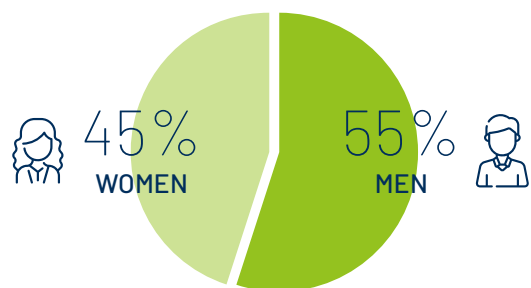
This composition reflects the Company's regional reach and the diversity of the people who make up our operations.

Mexico continued to have the highest number of employees, followed by other key Latin American markets and the United States.



Our workforce structure is aligned with the operational needs of each market and enables us to consistently execute our commercial, manufacturing, and regional growth strategies.

In terms of gender, the workforce was made up of





HIRING AND TERMINATIONS

GRI 3-3 Atracción y retención de talento, 401-1; SASB HC-BP-330a.1

Managing new hires and departures is part of our talent planning approach. Through the Human Resources department and in coordination with the business teams, we aim to ensure that each new hire meets the operation's priority needs and contributes to strengthening key capabilities for the Company.

In 2025, we added 365 people to our team, which represents a hiring rate of 22.7%. This process was carried out taking into account criteria related to alignment with the job profile, strategic business needs, and diversity in team composition.

At the same time, we continued to promote internal mobility as a tool to enhance professional development within the organization. In this regard, 20.5% of the workforce was promoted during the year, making it possible to fill vacancies and create growth opportunities for internal talent.

Regarding departures, 965 employees left the company during the period, resulting in a voluntary turnover rate of 36.4% and a total turnover rate of 59.9%.

These metrics allow us to monitor workforce stability and strengthen retention efforts

For more details on hires and departures in 2025, please see the [ESG Appendix](#).

RECRUITING AND RETAINING SCIENTIFIC TALENT

Our ability to attract, develop, and retain talent with expertise in science-related fields is a key factor in sustaining the innovation, quality, and competitiveness of our business. Therefore, we promote a comprehensive strategy aimed at strengthening our employees' engagement, their professional development, and their retention within the Company.

This approach combines talent attraction processes that align to business needs with mechanisms that promote team retention, such as ongoing training programs, internal growth opportunities, and performance reviews that help identify high-potential profiles.

Based on these reviews, we encourage career development paths and, when appropriate, provide performance-based recognition to boost motivation. Management of scientific talent is therefore part of a broader strategy to secure key technical capabilities and support the company's growth.





COMPENSATION

GRI 2-19, 2-20

Our compensation strategy aims to provide competitive compensation packages that reflect the responsibilities of each position and the labor market conditions in the countries where we operate.

Human Resources establishes compensation policies, which are then reviewed by the relevant authorities. The aim is to set clear guidelines for compensating Company employees. To this end, we take into account external salary benchmarks, market information, and internal data on performance and career development.

This analysis enables us to maintain a structured approach to compensation that is aligned with business needs and internal equity criteria.



BENEFITS

GRI 401-2, 401-3

In addition to the statutory benefits applicable in each country, we offer additional benefits²⁰ designed to enhance the well-being of our employees and their families. We recognize that physical, mental, and emotional health are essential for job satisfaction and professional growth.

That is why we are committed to creating a safe, healthy, and balanced work environment where self-care is encouraged and healthy lifestyles are promoted.

Some of the programs we offer include:

Flexible work arrangements

Support for mothers and fathers

Performance-based bonuses

To learn more about how we handle wage compensation, [click here](#)

²⁰ The availability of benefits may depend on the employee's country and job category.



These benefits are part of our strategy to promote work-life balance and to recognize our team's efforts and achievements.

We firmly believe that investing in the well-being of our employees not only benefits them individually, but also contributes to a positive work environment, increased productivity, and helps us attract and retain the best talent in our organization.

For flexible work arrangements, we offer options that allow work hours to be adjusted based on

operational and personal needs, including, in certain cases, hybrid models and special leave.

In addition, our employees have access to parental leave in accordance with current legislation and, in some countries, to additional benefits that provide further support. For example, we offer a lactation room and have agreements with childcare providers at special rates, thereby promoting work-life balance.

Similarly, through our performance review system, we award non-salary bonuses as a way of recognizing achievements throughout the year.

This benefit may be awarded to employees who, in addition to meeting the established performance criteria, have been with Genomma Lab Internacional.

In 2025, 29 people took parental leave, of whom 65% were women and 34.5% were men.





WORKERS WHO ARE NOT EMPLOYEES

GRI 2-8

In addition to our direct staff, we rely on the support of individuals who participate in our operations through outsourced service arrangements. These roles support various business activities and enable the company to respond to specific operational needs.

In 2025, this group consisted of individuals who were primarily involved in sales and promotion, administrative and accounting support, logistics, marketing and graphic design, cleaning, consulting, and other support roles.

These services are hired based on criteria that ensure operational continuity and meet the business's needs in each market.

In 2025, 400 people were part of this group.

FREEDOM OF COLLECTIVE ASSOCIATION

GRI 2-30

We respect our employees' right to freedom of association and collective bargaining, in accordance with our **Human Rights Policy**  and the applicable laws in the countries where we operate. This commitment is part of our approach to promoting fair, transparent, and respectful labor relations.

At workplaces where there is union representation, we maintain dialogue mechanisms that enable us to address relevant labor issues and follow up on agreements related to working conditions. Throughout the year, we continued to make progress on initiatives aimed at strengthening cooperation with unionized employees, including job and salary standardization processes.

By the end of 2025, 30.1% of our workforce was covered by a collective bargaining agreement, reflecting the reach of these arrangements within our operations.





TEAM DEVELOPMENT

Our employees development is paramount to our talent management approach. We want each employee to have the tools they need to strengthen their skills, receive timely feedback, and see opportunities for growth within the Company. To achieve this, we promote processes and programs that enable us to monitor performance, identify training needs, and align individual goals with business priorities.

TALENTGEN PERFORMANCE REVIEW

GRI 3-3 Attracting and retaining talent, 404-3

Reviewing our team’s performance allows us to identify opportunities for development, build skills, and track progress toward our goals. To do this, we use TalentGEN, a tool that centralizes information about our employees and makes it easy to track their experience, training, certifications, and performance evaluations.

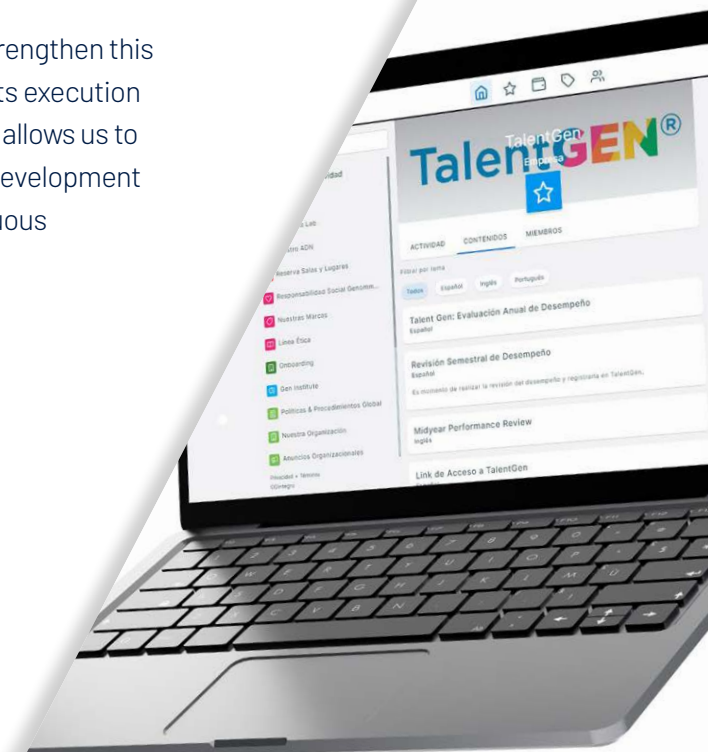
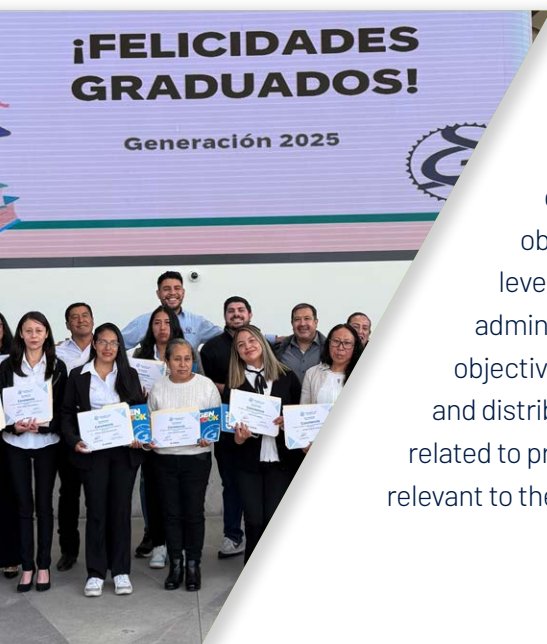
Through this technology platform, we align individual objectives with leaders’ goals and the business’s strategic priorities, creating a clearer foundation for development-related feedback and decision-making.

The evaluation process takes into account the specific characteristics of each role, so that the criteria and objectives are tailored to the type of responsibilities, job level, and expected contribution of each employee. For administrative staff, the evaluation is based on individual objectives; for operational staff at the Industrial Complex and distribution centers, it incorporates indicators related to productivity, service, quality, and other criteria relevant to their performance.

This allows the evaluation to more accurately reflect the reality of each area and provides more useful feedback for professional development. Generally, evaluations are conducted on a semi-annual and annual basis and take into account performance observed throughout each period.

Throughout 2025, we continued to strengthen this process by using tools that streamline its execution and improve the quality of feedback. This allows us to better track performance, support career development conversations, and foster a culture of continuous improvement throughout the organization.

During this period, 846 employees participated in the performance review process.





TRAINING AND DEVELOPMENT

GRI 404-1, 404-2

Training is one of our main tools for building capabilities, supporting the team’s development, and responding to business needs in a changing environment. Our approach combines technical training, leadership development, academic growth, and integrity, with the goal of ensuring that individuals have the knowledge and skills they need to perform their roles and prepare for new challenges.

In 2025, we strengthened our training strategy by offering a more structured program aligned with three priorities: leadership, development, and ethics. This allowed us to establish a more accessible training program focused on topics that are relevant to the Company’s operations and development. In terms of leadership, we implemented a structured program for 403 leaders across different countries and locations within the organization, focused on strengthening management, decision-making, and impact leadership skills.

This initiative was developed in partnership with Harvard Business School, incorporating internationally relevant content and an approach aligned with business needs.

We also continued to provide training on **Ethics and Code of Conduct** as a cross-cutting component of our training program. Over 90% of the workforce participated in this program, which helped strengthen a culture of integrity, responsible

In terms of academic development, we continued our **High School Diploma Program**, for the third year in a row. This program provides our employees with the opportunity to complete their high school education and enhance their prospects for growth within the organization.

decision-making, and proper use of whistleblowing channels.

In addition to these initiatives, we offer specialization programs and ongoing training through our learning platforms, which enable us to expand access to content, track each participant’s progress, and foster a culture of continuous learning.

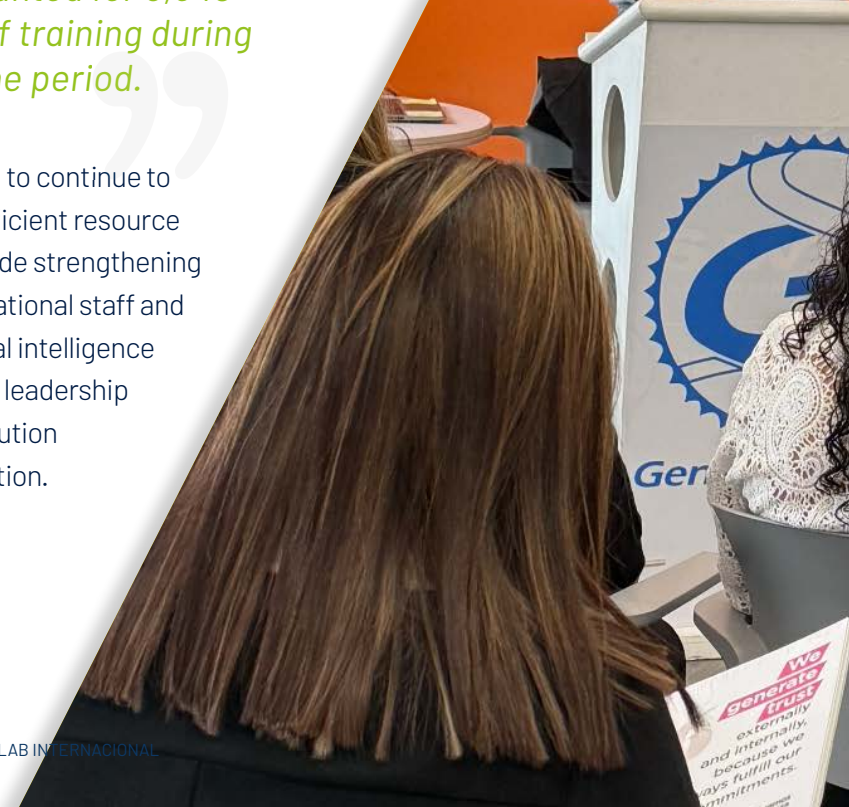
During 2025, the most relevant training initiatives focused on three main areas:

1. Leadership Development Program
2. Consolidation of the High School Education Program
3. Strengthening Ethics and Code of Conduct Training

Over the course of the year, 20 employees successfully completed this program.

Overall, the priority training programs accounted for 9,540 hours of training during the period.

For 2026, training is expected to continue to focus on more strategic and efficient resource management. Our priorities include strengthening critical competencies among operational staff and middle managers, promoting artificial intelligence skills development, and continuing the leadership program with a focus on enhancing execution capabilities and organizational transformation.



We generate trust externally and internally, because we always fulfill our commitments.



DIVERSITY AND INCLUSION

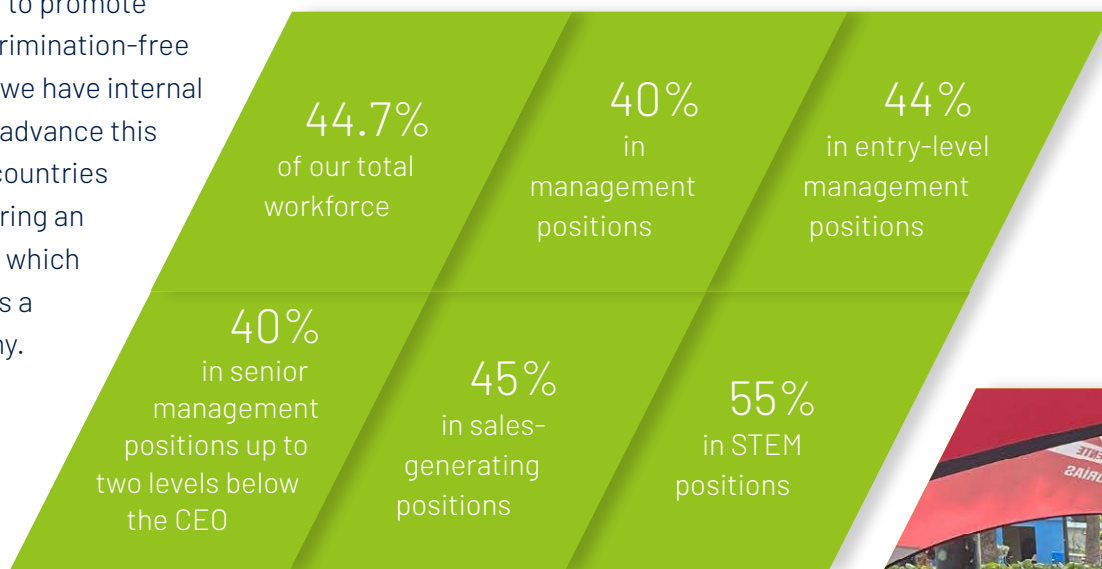
Having diverse and inclusive teams strengthens our ability to innovate, make better decisions, and meet the needs of a business with a regional presence. That is why we promote a work environment where everyone has access to opportunities for growth, in an atmosphere of respect, equity, and inclusion.

This commitment is supported by our **Diversity, Inclusion, and Gender Equality Policy**, 


which guides our efforts to promote more equitable and discrimination-free workplaces. In addition, we have internal mechanisms in place to advance this agenda in the different countries where we operate, fostering an organizational culture in which diversity is recognized as a strength for the Company.

Throughout 2025, we continued to strengthen our diversity and inclusion awareness and training initiatives, with the aim of further building a more respectful and inclusive culture at all levels of the organization. In addition, we launched the “Más allá de la diversidad e inclusión” (“Beyond Diversity and Inclusion”) course, which enabled us to strengthen our efforts in this area and continue learning how to create more inclusive spaces.

At the end of the year, women accounted for



These developments reflect the importance we place on building more diverse teams and expanding development opportunities for women within the Company.

For further information, please refer to the [Appendix of Key ESG Indicators](#). 

PAY EQUITY

Pay equity is part of our approach to building a fairer work environment and, at the same time, recognizing talent based on objective criteria. We want compensation to be based on each person’s performance, job responsibilities, and skills.

To achieve this, we use compensation and performance evaluation guidelines to ensure consistent allocation of compensation in line with our talent strategy and the inclusion and equity principles we promote within the Company.

This approach helps foster a culture of performance recognition and continues to drive progress toward more equitable working conditions for everyone on our team.





OCCUPATIONAL WELL-BEING

Occupational well-being is a key part of our team's experience and of how we foster engagement within the organization. That is why we promote spaces for listening, open communication, and initiatives that support the physical, mental, and emotional well-being of our employees.

This approach is based on two main pillars: first, maintaining channels of dialogue that allow us to understand the team's perspectives, and second, promoting programs that support their well-being needs at different stages of their working lives.

As part of these efforts, we organize internal communication sessions where we share the Company's progress, priorities, and key projects, with the aim of keeping employees informed and connected to the business's development.

Gauging our team's perceptions is a key tool for identifying strengths, areas for improvement, and management priorities in the workplace. For this reason, we conduct an organizational climate and engagement survey to gain a structured understanding of our employees' experiences, track their level of engagement, and gather information that enables us to define improvement initiatives within the Company.

Specialized support is available throughout the process to ensure greater objectivity in the analysis of the results and enable a clearer interpretation of the findings.

The assessment covers a range of dimensions related to the employee experience, including line leadership, strategic focus, trust, commitment, diversity, innovation, development, empowerment, and total compensation. This exercise helps us identify priorities for action and monitor changes in the organizational climate.



ORGANIZATIONAL CLIMATE AND ENGAGEMENT SURVEYS

WELL-BEING PROGRAMS

GRI 403-6

As part of our commitment to our team's quality of life, we promote initiatives focused on physical, mental, and emotional well-being. These initiatives aim to support our employees beyond their day-to-day duties by promoting a healthier, more balanced work environment.

These initiatives include support for emotional health, as well as additional benefits focused on overall well-being. In addition, we encourage activities that strengthen community spirit and teamwork, while also promoting healthy habits within the organization.

Through this approach, we aim to ensure that workplace well-being translates into a more positive experience for our team and an environment that fosters their retention, motivation, and development.

Learn more about our [wellness programs here](#):



HEALTH AND SAFETY

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10



Providing a safe work environment is essential to the success of our operations and the well-being of everyone in our value chain. Therefore, we maintain a preventive approach to occupational health and safety, aimed at protecting the integrity of our employees, strengthening risk management and promoting a culture of safety across all our workplaces.

This approach is underpinned by our **Health and Safety Policy** and our **Industrial Safety, Occupational Health, and Environmental Management System (Sistema de Gestión de Seguridad Industrial, Salud Ocupacional y Medio Ambiente, SSMA)**, through which we establish guidelines to prevent incidents, control risks, and monitor working conditions across all areas of our operations. This system covers **100% of our workforce and contractor personnel**, in compliance with the applicable regulations in the countries where we operate.

We manage occupational risks through formal processes that allow us to identify, assess, and monitor risks. These processes enable us to analyze the likelihood, severity, and exposure associated with each team's activities. These analyses are updated periodically to ensure they remain current and to respond to changes in operations or to newly identified risks.

As part of this model, we offer an **ongoing training program** tailored to the specific activities carried out by each team. Some of the main training sessions provided include:

- Courses for emergency response team members (first aid, evacuation, search and rescue)
- Industrial safety and environmental training
- SSMA system training
- Emergency equipment maintenance
- Warehouse safety and risk prevention
- Waste management
- Material handling and storage

These actions aim to strengthen preventive capabilities and ensure that everyone is aware of the risks associated with their role and knows how to respond to them appropriately.

At the same time, we have a process in place for preventing, recording, and monitoring incidents in the workplace. This mechanism allows us to document incidents, investigate their causes, identify opportunities for improvement, and implement corrective and preventive measures aimed at reducing the recurrence of occupational accidents and illnesses.



The involvement of our employees is key to maintaining safe and healthy working conditions. That is why we promote a culture of prevention in which everyone can identify, report, and address potential risks in a timely manner.

As part of this approach, we have a Safety Committee responsible for conducting quarterly preventive walkthroughs of the plant to identify unsafe actions and conditions, as well as follow up on preventive and corrective actions. This committee consists of operational and administrative staff, union members, and representatives from maintenance, safety, health, and environmental departments. This allows for a more comprehensive view of the risks present in the operation.

In addition, we have registration and entry procedures in place for our contractors to ensure proper oversight and compliance with safety regulations within our facilities. We also implement identification programs and provide specific training to ensure they are aware of the necessary safety measures to carry out their activities.

In 2025, we recorded 0 occupational illnesses, with 0 deaths related to workplace accidents or occupational illnesses.

Our occupational health management complements this preventive approach. Our medical team conducts regular campaigns, clinical screenings, and ongoing training initiatives to prevent occupational illnesses and promote employee health and wellness.

In Mexico, we have well-equipped medical offices that are available at all times to handle health issues and emergencies. There is also an external ambulance service available for transfers to hospitals when necessary.

In addition, we promote healthy habits through initiatives such as psychological and nutritional support, vaccination campaigns in coordination with health authorities and awareness-raising talks on disease prevention.

On average, each employee receives 288 hours of occupational safety training.





We are genuinely committed to environmental stewardship. That is why we responsibly manage our resources, operations, and products. This chapter outlines the key initiatives we have implemented to minimize our environmental impact and encourage the efficient, circular management of our materials and processes.



ENVIRONMENTAL PERFORMANCE





OUR ENVIRONMENTAL MANAGEMENT

GRI 2-27

Our Environmental and Social Management System (ESMS) includes over 50 operational procedures designed to improve our environmental and social performance as well as prevent, reduce and mitigate the main impacts of our operations.

The main elements of our Environmental and Social Management System are summarized below:

ASPECT	DESCRIPTION
Management system	ESMS comprised of more than 50 operational procedures.
Funding institutions	Inter-American Development Bank (IDB) and International Finance Corporation (IFC).
External supervision	Annual system validation and audit by the IDB and IFC ²¹ .
Internal management	Audits and continuous improvement programs led by the Health, Safety, and Environment department ²² .

Regulatory compliance

- We comply with applicable environmental legislation in all countries where we operate.
- In Mexico, our operations at the San Cayetano Industrial Complex (State of Mexico) are subject to additional environmental regulations.

In 2025, there were no significant fines and/or penalties related to environmental management.



²¹ We consider these audits to be a verification by an independent third party.

²² We consider these audits to be internal, conducted with the support of our specialized team.



ENERGY EFFICIENCY AND EMISSIONS²³

GRI 3-3 Energy management, Emissions management, 302-1, 305-1, 305-2, 305-3

In line with our commitment to responsible environmental management, we have implemented different measures to reduce and/or minimize the impact of our activities on the environment.

- Awareness and education:** In 2025, we successfully trained our staff on energy efficiency and best practices, fostering an organizational culture focused on responsible energy use.
- Ongoing consumption monitoring:** We continuously monitor our energy consumption, including electricity and fuels, to identify opportunities for efficiency and optimization.
- Sustainability Awards:** We recognize our employees who drive innovative initiatives in energy efficiency and fuel management.
- Clean energy (cogeneration project):** We have a cogeneration project at our San Cayetano Industrial Complex. In 2025, this project made significant progress, including chiller maintenance and engine repairs, which will enable it to begin operations.
- Carbon footprint calculation:** We conducted a GHG emissions inventory. For Scopes 1 and 2, we used the GHG Protocol corporate standard. For Scope 3, we applied the value chain standard and updated (2024) emission factors from international sources, such as the UK Department for Energy Security and Net Zero and the Environmental Protection Agency.
- Emissions offsetting:** In 2025, we offset approximately **4,715 tCO₂e** through Verified Carbon Units (VCUs) from the Oaxaca II Wind Energy Project (Verra). These VCUs correspond to Scope 3 emissions in Mexico and the United States associated with the Tío Nacho® line.



“Our goal is to reduce energy consumption per site by 5%.”

²³ The scope of information related to energy consumption covers only operations in Mexico, including the San Cayetano Industrial Complex, corporate offices, and the Playa Langosta production site in Mexico City.

²⁴ Energy sources considered: electricity, natural gas, diesel, and gasoline.

²⁵ tCO₂e / Tonelada producida



EFFICIENT AND ENVIRONMENTALLY RESPONSIBLE TRANSPORTATION



We are constantly working to optimize our distribution and logistics processes to maintain service quality and improve route efficiency. At the same time, we seek to reduce the environmental impact of our operations.

Through the Tren Oxxo initiative, in partnership with Solística, we achieved a reduction in CO₂ emissions equivalent to taking 382 trucks off the road. By implementing centralized deliveries and optimizing the use of transportation units, we achieved an additional reduction equivalent to more than 250 trucks off the road.

For 2026, we are committed to ensuring that 100% of our deliveries to customers are made using transportation certified by SEMARNAT's²⁶ Transporte Limpio (Clean Transportation) program. Furthermore, our logistics operations in Colombia continue to move toward more sustainable models. In 2025, we continued to use alternative energy sources in transportation, incorporating electric vehicles and natural gas vehicles (NGVs).

By using more sustainable vehicles, we were able to avoid approximately 2.38 tCO₂.

Finalmente, cabe destacar que en Argentina, la totalidad de las empresas con las que colaboramos participan en el programa "Transporte Inteligente" del Ministerio de Economía.

²⁶ Ministry of Environment and Natural Resources (Secretaría de Medio Ambiente y Recursos Naturales, SEMARNAT) in Mexico.

SUSTAINABLE BUILDINGS


The EDGE standard requires at least a 20% reduction in energy and water use, as well as in the embodied carbon of materials, compared to a standard building.





WATER

GRI 3-3 Water management, 303-1, 303-2 SASB CG-HP-140a.2

Our **Water Management Policy**  sets forth guidelines for responsible water use. These guidelines cover water withdrawal and discharge management, impact identification, control measure implementation, and stakeholder engagement.

We have implemented several measures to improve water management in our operations. Among these initiatives, we conduct water audits to assess water consumption efficiency and identify opportunities to reduce water use within the Company.

Additionally, we manage wastewater treatment through an authorized third party and use the CRETIB study to conduct wastewater quality assessments, ensuring that discharges comply with the maximum permissible limits established in NOM-002-SEMARNAT-1996.

We also have an Industrial Water Treatment Plant to ensure that the water used in our production, consumption and operations meets the required standards.

In 2024, the Wastewater Treatment Plant was in a stabilization phase following maintenance work, as noted in the report from that period. In 2025, the plant operated continuously and in compliance with applicable regulations. Every quarter, the relevant reports are submitted to CONAGUA, in compliance with the provisions of the Discharge Permit. ARVA is the supplier responsible for taking samples and preparing the declarations.

We also developed a project to separate the drainage of the SUEROX® Plant and treat it independently, as it accounts for the largest volume and the lowest pollutant load. The project has been completed and is currently in the staff training and treated wastewater validation phase.



“We conducted three awareness campaigns on responsible water use.”

Looking ahead to 2026, our goals are to improve the efficiency of the SUEROX® beverage line treatment process at the WWTP, enhance water treatment at the WWTP without SUEROX® load, and optimize water consumption for general services.





WASTE

GRI 306-1, 306-2

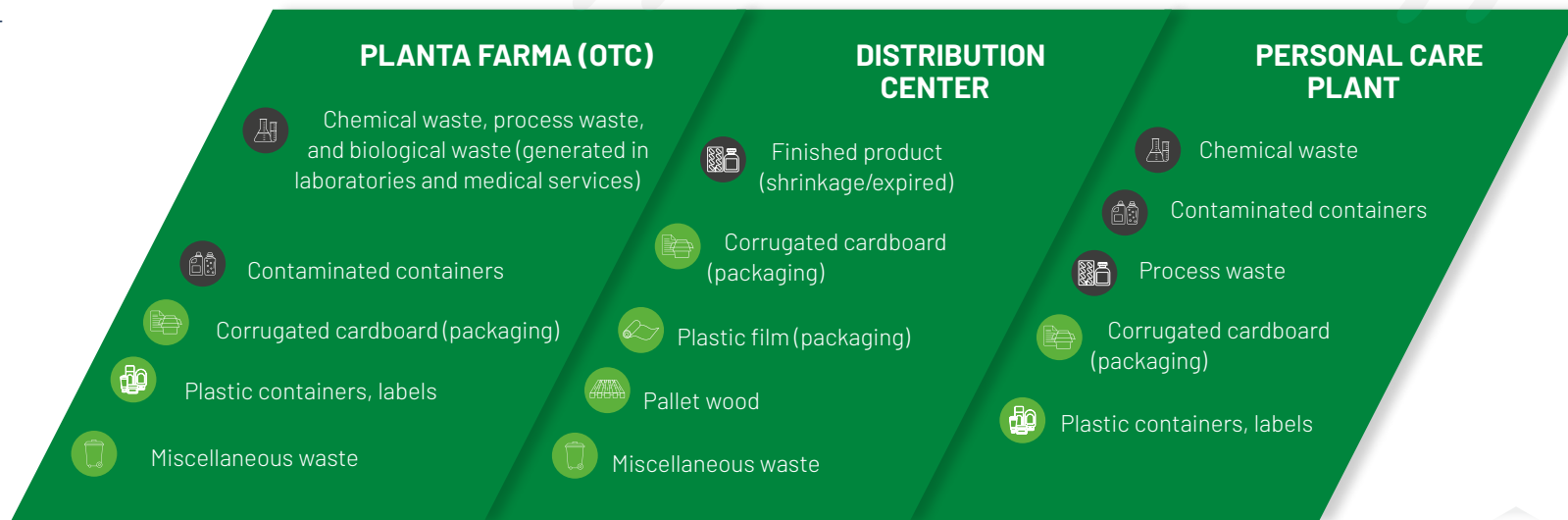
Our Environmental and Social Management System (ESMS) ensures the proper management of both hazardous and non-hazardous waste. This commitment is reflected in our **Environmental Policy**, which establishes guidelines for responsible waste management, prioritizing reduction, recycling, and reuse. At our San Cayetano Industrial Complex and distribution centers, we turn to alternative treatment methods provided by authorized third parties when recovery is not feasible. These methods include incineration (with or without energy recovery) and co-processing for non-recoverable waste. In addition, we raise awareness among our employees through training on waste reduction and responsible waste management.

We are continuously working to reduce the percentage of waste sent to landfills, with a target of 3% by 2026.

Also, in 2025, we resumed the *Cero residuos a relleno sanitario* (Zero waste to landfill) program, which began in 2023. As part of this initiative, we conducted internal audits to ensure proper sorting of waste and to pinpoint areas for improvement in order to minimize waste generation and enhance waste management.

46.5% of the non-hazardous waste generated was recovered through recycling or reuse.

99.9% of the hazardous waste generated was recovered through incineration, with or without energy recovery.



See Appendix 5: Key ESG Indicators for details.

● Non-hazardous waste ● Hazardous waste

In 2025, we continued to strengthen our strategic partnership with CHEP®, whose pooling system promotes the sharing and reuse of pallets within the supply chain. This model extends their useful life and prevents waste by using them more than once, contributing to the circular management of materials.





BIODIVERSITY

We recognize that our operations depend, to varying degrees, on natural resources and ecosystem services. Therefore, we aim to identify and effectively manage these dependencies, reinforcing our commitment through our

Biodiversity and No-Deforestation Policy. 

To move forward with this process, we have adopted the LEAP (Locate, Evaluate, Analyze, and Prepare) analysis approach, in line with the international TNFD standard. This approach allows us to identify our interactions with nature, evaluate dependencies and impacts, analyze the associated risks and opportunities, and prepare to manage and disclose them appropriately.



Locate

Localizar las interfaces con la naturaleza.

Evaluate

Evaluate dependencies on nature and the impacts on it.

Analyze

Analyze risks and opportunities related to nature.

Prepare

Prepare to identify and report on material topics related to nature, in line with the TNFD.





OUR ENVIRONMENTAL RESPONSIBILITY

We continue to make progress in developing more environmentally responsible products through initiatives aimed at minimizing the impact of our packaging, promoting its circularity, and encouraging the recovery of post-consumer materials.

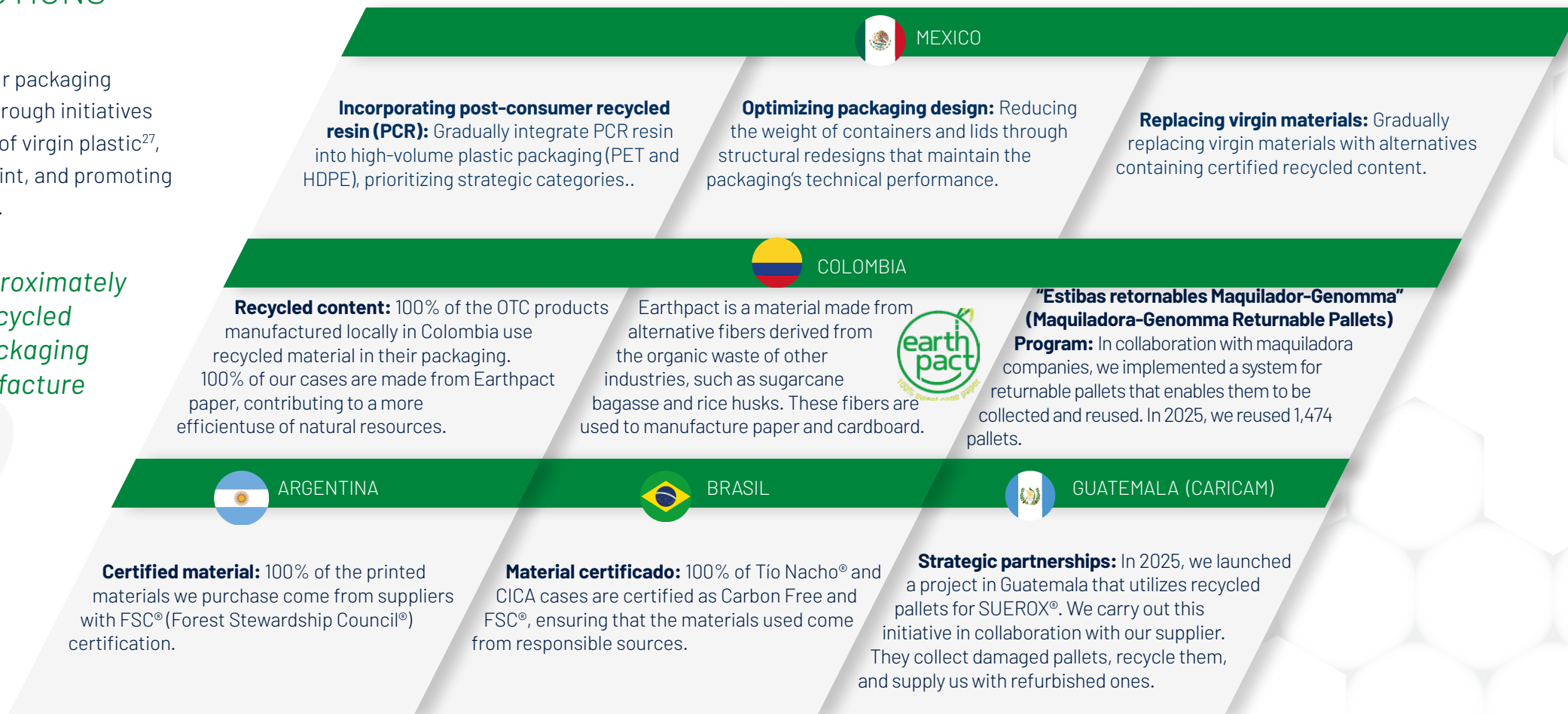
CIRCULAR SOLUTIONS

GRI 3-3 Circular solutions

We are working to make our packaging increasingly sustainable through initiatives aimed at reducing the use of virgin plastic²⁷, lowering our carbon footprint, and promoting the circularity of materials.

In 2025, we used approximately 122,647.55 tons of recycled and/or renewable packaging material in the manufacture of our products.²⁸

In 2025, the Company continued to make progress on this commitment through a variety of initiatives, including the following:



In 2026, we will evaluate the feasibility of using recycled materials for SUEROX® bottles to transition to more sustainable packaging.

27 Nos estaremos adhiriendo a las normativas de cada país.

28 México, Brasil, Colombia.



SUCCESS STORIES

We are proud of the progress we have made to make our Tío Nacho® product more sustainable. **This product's carbon-neutral packaging policy strengthens its competitiveness while minimizing its environmental impact.**

It is worth noting that the bottle, cap, and packaging are made from 100% recycled and recyclable materials, while the cardboard boxes are certified for responsible forest management, ensuring the traceability of the raw material.

Finally, the label is made from 90% recycled material and features wash-off technology, making the bottle easier and more efficient to recycle.





INITIATIVES FOR THE RECOVERY OF POST-CONSUMER PACKAGING

SASB CG-HP-410a.1, CG-HP-410a.2, HC-BP-250a.4

We participate in various initiatives aimed at facilitating the management and reuse of post-consumer waste. These initiatives help us recover and repurpose waste generated after our products have been used by consumers.



In 2025, we formed a partnership with ABIHPEC in **Brazil** through its Mãos Pro Futuro program. This initiative **promotes the recovery and recycling of post-consumer packaging** and helps reduce the amount of waste sent to landfills. In 2025, we recovered and recycled 491.63 tons of materials, including plastic, paper, aluminum, and more, which contributed to waste recovery efforts



Reciclando con Novamil: Through our partnership with Ecolana, Mexico's largest recycling network, we have encouraged our customers to properly dispose of their waste since 2024 by helping them find nearby recycling points more easily.



In partnership with SINGREM, a civil association supported by CANIFARMA, we promote the **responsible disposal of expired medications in Mexican households**. The program provides for their periodic collection and final disposal by authorized waste management companies, in compliance with SEMARNAT regulations. In 2025, we successfully managed approximately 12,307 medication units.





LIFE-CYCLE ASSESSMENT

We conducted a life cycle assessment (LCA) of the primary and secondary packaging for the Tío Nacho® product line. Our goal was to identify the main environmental impacts associated with the packaging’s life cycle and pinpoint opportunities for improvement.

ASPECT ASSESSED	DESCRIPTION
Standards used	ISO 14044:2006 (Life Cycle Assessment) and ISO 14067:2018 (Product carbon footprint).
Methodology	IPCC method with a 100-year horizon.
Evaluation type	Screening.
Unit of measurement	kg of CO ₂ equivalent.
Impact categories analyzed	Climate change potential from fossil sources, biogenic sources, and soil transformation.

“By 2027, we aim to expand the use of LCA in our products.”

Key findings

- The packaging manufacturing phase has the greatest impact within the product’s life cycle.
- The recyclability of the packaging was confirmed, having been assessed in accordance with the criteria set forth in the Association of Plastic Recyclers (APR) Guide



In 2025, Tío Nacho® products accounted for 45.8% of our total Personal Care sales.



At Genomma Lab Internacional, we foster teamwork and commitment in the countries where we operate through a variety of social programs,²⁹ such as volunteer work and donations.

OUR COMMUNITY IMPACT

29 Applicable only in Mexico.



UBEEES
 BEEES FOR SUSTAINABILITY
 de empoderamiento y liderazgo
 mujeres de la región con el objetivo
 de diversificar sus ingresos a través
 de la apicultura regenerativa

GRI 413-1



SOCIAL CONTRIBUTION

GRI 413-1, 413-2

In line with our sustainability model, we have developed social programs to help communities enhance their quality of life and promote environmental stewardship.

Our lines of action are:



DONATIONS

Alianzas por el Bienestar: We support organizations that work with communities in need.

Emergency and natural disaster response program: We provide support to those affected by natural disasters through product donations.



VOLUNTEERING

We carry out volunteer activities consistent with our sustainability model, involving our team members and their families in initiatives that promote social development and environmental stewardship.



GOOD NEIGHBOR COMMITMENT (SOCIAL INVESTMENT)

We maintain an ongoing dialogue with nearby communities to understand their needs and take action to support their well-being and overall development.



BIODIVERSITY PROTECTION EFFORTS

We support projects focused on species conservation and the restoration of natural areas.

In 2025 we achieved:

+8.7
MILLION INVESTED

184
VOLUNTEERS

30
ORGANIZATIONS BENEFITED





DONATIONS

5

organizations supported

\$2,790,332

investment



VOLUNTEERING

7

organizations supported

\$76,796

investment



GOOD NEIGHBOR COMMITMENT (SOCIAL INVESTMENT)

1

organizations supported

\$346,600

investment



BIODIVERSITY PROTECTION EFFORTS

1

organizations supported

\$1,294,779

investment



COMMUNITY IMPACT AND COUNTRY EFFORTS



- Alianzas por el Bienestar
- Volunteering
- Biodiversity protection efforts
- Good Neighbor Commitment (Social investment)
- Emergency and natural disaster response program

At *Fundación Genomma Lab*, we form partnerships with healthcare institutions, foundations, and civil associations that carry out initiatives focused on improving people’s health. In 2025, we launched GEN Talks to provide information on health, wellness, and professional development tools, we expanded our network of partners, and we strengthened our response to natural disasters.

In addition, in partnership with Direct Relief Mexico, Genomma Lab donated over 16,000 units of health and personal hygiene products to support the “*Caravanas de Salud*” and “*Puntos de Hidratación*” initiatives led by the Government of Baja California.

Gracias a esta acción, durante el mes de mayo se brindaron sAs a result of this initiative, during May, more than **8,000 people** in rural and hard-to-reach communities benefited from medical services, preventive care, and health promotion activities, thereby enhancing the state health system’s capacity to provide care.

Among the key actions planned for 2026, the following stand out:

- **Continue and strengthen donation programs** for health and personal care products, expanding their reach to vulnerable populations.
- **Continue to promote community health education** events focused on prevention, self-care, and the promotion of healthy habits.
- **Promote employee engagement** through corporate volunteering initiatives, thereby helping to implement community support activities.
- **Follow up on the measurement and communication of the social impact** of initiatives, strengthening the mechanisms for monitoring and reporting results.



GOOD NEIGHBOR COMMITMENT



We foster an ongoing, close dialogue that enables us to identify the needs and expectations of communities so that we can implement initiatives that promote their well-being and holistic development.

To strengthen communication, we offer communities access to the Gen-Te Escucha hotline as well as direct channels for contacting our Social Responsibility and Sustainability departments.



To learn more about our Gen-Te Escucha line, [click here](#).

As part of this commitment, we conduct environmental and social impact assessments³⁰. We also develop community programs based on local needs and have consultation and participation plans that allow us to actively engage our stakeholders, incorporating their voices into our decision-making processes.



³⁰ In 2025, no negative impacts were identified on communities near our operations.



ENVIRONMENTAL CONTRIBUTION AND BIODIVERSITY CONSERVATION

We support ecosystem restoration and regeneration initiatives to promote environmental awareness among our employees and the communities we serve.

In 2025, we held a reforestation event in Xonacatlán, Toluca, where we planted over 570 pine trees in partnership with Ecopil MX. We also installed informational signage to educate and raise awareness among the community and visitors about the importance of conserving local biodiversity.



UBEES ALLIANCE FOR BIODIVERSITY CONSERVATION

Through our Tío Nacho® shampoo brand, we partnered with UBEES to support **Colmenas de Oportunidades**. This project promotes sustainable development through regenerative beekeeping, generating a positive impact on both the natural environment and local communities.

In 2025, as part of this partnership, Central America's first Bee Lab was inaugurated in Costa Rica—a beekeeping laboratory designed to promote biodiversity conservation and create economic opportunities for small-scale local producers. This space also helps strengthen the empowerment of rural communities through regenerative beekeeping and the adoption of sustainable agricultural practices.

One of the project's goals is to generate a positive impact and increase productivity by up to 25% on 300 hectares of coffee and citrus plantations in the Naranjo area in the west of the country, where the initiative is being carried out.





We reaffirm our commitment to operating under the best business, ethical and corporate governance practices with the aim of creating value in a sustainable manner.

In addition, aware that the context in which we operate is dynamic and constantly evolving, we foster a culture of continuous improvement that enables us to responsibly manage our impacts, risks, and opportunities, promoting transparency, compliance, and integrity across all our operations.



RESPONSIBLE BUSINESS



GRI 3-3 Responsible business



CORPORATE GOVERNANCE

GRI 3-3 Corporate governance, 2-9, 2-10, 2-11, 2-17, 2-18, 2-19, 2-20

We adhere to the best practices of corporate governance, aligning with the recommendations of the Mexican Stock Exchange (Bolsa Mexicana de Valores, BMV) and the National Banking and Securities Commission (Comisión Nacional Bancaria y de Valores, CNBV).

ANNUAL GENERAL SHAREHOLDERS' MEETING

GRI 2-9

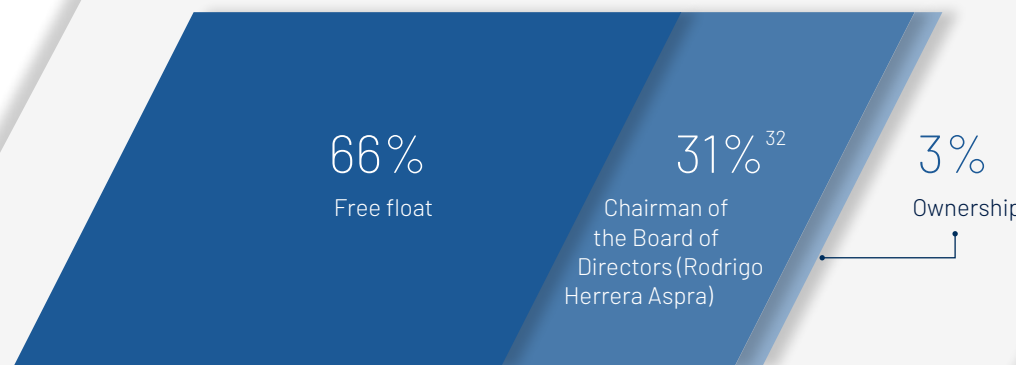
The governing body with the highest authority over the organization is the Annual General Shareholders' Meeting. Its main responsibilities include approving or ratifying the members of the Board of Directors, managing their compensation, and appointing the chairs of the governance committees.

In addition, the Shareholders' Meeting is responsible for reviewing and approving the activity reports submitted by the Board of Directors and the other governance committees. It is worth noting that the Shareholders' Meeting is also responsible for reviewing the report on tax compliance and for approving the payment of dividends to shareholders. Depending on the situation, it considers the possibility of either canceling or repurchasing shares.

COMPANY'S SHAREHOLDING STRUCTURE

According to the most recent annual report filed with the Mexican Stock Exchange, the founding family holds, directly or indirectly, more than 5% of the share capital.

Shareholding³¹



³¹ The Company is not owned or controlled, directly or indirectly, by any government entity, and no government entity holds more than 5% of the Company's voting rights.

³² Information as of April 30, 2025, which is the annual reporting date to the Mexican Stock Exchange (BMV).



BOARD OF DIRECTORS

GRI 2-9, 2-10, 2-17, 2-18

ELECTION OF THE BOARD OF DIRECTORS AND INDEPENDENCE

GRI 2-10

Mainly responsible for defining and overseeing the Company's strategy, managing corporate risks, and appointing and evaluating members of the Management Team, including the CEO.

The Board is made up of 12 members, 9 of whom are independent, ensuring that the Board acts in the best interests of its stakeholders. In accordance with the law and to avoid any potential conflict of interest, we ensure compliance with the requirements set forth in Article 26 of the Mexican Securities Market Law and request that independent directors submit a declaration of independence.³³

The Annual General Shareholders' Meeting is responsible for electing Directors, a process that is conducted on an **individual** basis, in accordance with the principles set forth in the Company's Bylaws. To this end, factors such as their specialized knowledge, professional experience, and risk management skills are taken into account, as well as the alignment of their values with the Company's principles and objectives, ensuring consistency in decision-making and strategic direction. It is worth noting **that the term of office is one year, with the possibility of reappointment.**

69%
of the board members are
independent

8.8 años
years is the average length of
service



³³ In the event of any sign of conflict, the involved members of the Board of Directors shall refrain from participating in related discussions and votes. When a conflict arises, the administrative bodies conduct a thorough analysis and take the necessary measures.



BOARD DIVERSITY AND CORPORATE GOVERNANCE BEST PRACTICES

We aim to ensure the competence and diversity of our Board of Directors, which is why we consider criteria such as professional experience, alignment with corporate values, and gender and nationality diversity. We recognize that diversity adds value to the board, enriching decision-making through the different perspectives it can bring. In this regard, we have a **Diversity and Inclusion Policy for the Board of Directors.** [🔗](#)

23% of the members of the Board of Directors are women. In 2025, the General Shareholders' Meeting ratified the members of the Board of Directors and the Audit and Corporate Practices Committee.

In line with best corporate governance practices, the Board of Directors holds regular meetings at least once a quarter. To ensure the sessions' legal validity, **a minimum attendance of 51% of the members** is required. In 2025, the Board met five times, with a 90% attendance rate recorded.



EVALUATION OF THE BOARD OF DIRECTORS

GRI 2-18

Board members conduct an **annual self-assessment** using the International Institute for Management Development's (IMD) Four Pillars of Effectiveness.

In addition, **each year**, the General Shareholders' Meeting evaluates the effectiveness of the Board of Directors, taking into account the overall performance of the business, including economic, social, and environmental aspects.

We commit to incorporating ESG criteria into the performance evaluations of all senior Company executives within two years.



TRAINING FOR THE BOARD OF DIRECTORS

















GRI 2-17

Our Legal Department, supported by the Sustainability Subcommittee, is responsible for keeping the Board of Directors informed about regulatory changes and compliance issues, ensuring that they receive timely updates and make appropriate decisions.

In addition, as part of the ongoing training programs available on the Gen Institute platform, Directors attend annual institutional courses on corporate sustainability, human rights management, diversity and inclusion, and corporate risk management. These courses improve their skills for performing their duties.

COMPOSITION OF THE BOARD OF DIRECTORS

GRI 2-9

NAME	SENIORITY (YEARS)	AUDIT AND CORPORATE PRACTICES	EXECUTIVE	ETHICS	EXPERIENCE IN THE CONSUMER GOODS/ PHARMACEUTICAL SECTOR	PARTICIPATION IN OTHER BOARDS OF DIRECTORS
 Rodrigo Herrera Aspra Chairman of the Board of Directors	17				Both	1 ³⁴
 Juan Alonso	15					
 Sabrina Herrera Aspra	14					2 ³⁵
 Jorge Gutiérrez Muñoz	11	 Chairman				5 ³⁶
 Javier Vale Castilla	9					
 Juan Carlos Gavito	8					1 ³⁷
 Carlos Vara Alonso	8				Consumer goods	3 ³⁸
 Ignacio González Rodríguez	8					1 ³⁹
 Marco Forastieri Muñoz	6					
 Jorge Blake Valderrama	3				Both	1 ⁴⁰
 Simona Visztova	2				Consumer goods	1 ⁴¹
 Joaquín Ley Pinto	2					
Renata Herrera Aspra⁴²	15					

 Independent Proprietary Director  Independent Equity Director  Related Proprietary Director

34 Grupo Financiero Multiva.

35 HEROE, S.A. de C.V., Outhinkers Fund, Inc.

36 Mexichem; Grupo Aeroportuario del Centro Norte; Grupo Pochteca; Arcos Dorados Bolsa Mexicana de Valores.

37 Airos Capital.

38 Grupo Gigante, Desarrollo de Hoteles Presidente y Fhipo.

39 Grupo Pavisa.

40 Alpura

41 Aleatica S.A.B.

42 Renata Herrera Aspra also participates in the Board as a related alternate director.



CORPORATE GOVERNANCE COMMITTEES

GRI 2-9

The Board of Directors draws on the strategic insights of various specialized committees and subcommittees. Below are the committees of the highest governing body and their main responsibilities.

AUDIT AND CORPORATE PRACTICES COMMITTEE

- Assess the External Auditor’s performance and thoroughly review their reports.
- Oversee financial statements, internal controls, and audits.
- Monitor compliance with internal regulations and policies.
- Analyze executive performance and evaluate exceptions in business opportunities.
- Seek advice from independent experts when necessary.
- Investigate potential breaches to ensure transparency and accountability in the Company’s management.

EXECUTIVE COMMITTEE⁴³

- Manage financial and general planning matters.
- Appoint, remove, and compensate officers and employees.
- Approve the Company’s financing agreements.
- Convene General Shareholders’ Meetings.
- Attend to other matters delegated by the Board of Directors, provided that they are not the exclusive competence of other bodies.
- Report significant irregularities to the Board of Directors and suggest corrective measures.

Executive Committee Subcommittees

The Executive Committee is supported by the following subcommittees, which are appointed by the Board of Directors to strengthen governance and strategic decision-making.

- Financial Impacts Subcommittee
- Risk Management and Internal Audit Subcommittee
- Business Development Subcommittee
- Financing, Banking and Cash Flow Subcommittee
- Brand Strategy Subcommittee
- Institutional Relations and Communications Subcommittee
- Sustainability Subcommittee
- Innovation Subcommittee
- Media Subcommittee
- Supply Chain Subcommittee
- Organizational Transformation Subcommittee

⁴³ Composed of the Chief Executive Officer, a member of the Board of Directors, the Global Leader of Institutional Relations, Social Responsibility and Human Resources, the Global Leader of Finance and Administration, the Global Legal Leader and the Executive Vice President of Finance and Administration



ETHICS COMMITTEE⁴⁴

- Ensure adherence to the Code of Conduct and Ethics, Corporate Integrity Policies, and applicable regulations.
- Receive, investigate, and resolve cases of non-compliance reported by employees, suppliers, business partners, and nearby communities.
- Foster a culture of integrity and ethics within the Company.
- Propose programs and initiatives to improve the work environment and promote organizational development.



EXECUTIVE MANAGEMENT TEAM

The Company's management team is made up of professionals with extensive experience and a strong strategic vision, who lead the implementation of the corporate strategy and ensure that it is aligned with the Company's long-term objectives. Their role is essential in making key decisions and promoting efficient, responsible management focused on creating sustainable value.

COMPENSATIONS

GRI 2-19, 2-20

The Audit and Corporate Practices Committee is responsible for determining the compensation of the management team, including that of the CEO.

In addition, this framework incorporates key performance indicators focused on value creation, such as annual sales growth, annual EBITDA margin growth, increases in net income, and annual cash flow growth.

The Company has formal policies and procedures in place for determining variable compensation.

For the CEO, the variable compensation plan is structured around short- and long-term performance indicators, which are assessed using key financial metrics such as **Return on Equity (ROE)** and **Return on Invested Capital (ROIC)**.

For the rest of the management team, there is a variable annual bonus linked to the achievement of specific goals in their respective areas, based on pre-defined performance indicators. We have variable compensation policies tailored to the performance of each area, taking into account the impact of process optimization and continuous improvement initiatives.

⁴⁴ Composed of the Chief Executive Officer, a non-independent member of the Board of Directors, the Global Leader of Institutional Relations, Social Responsibility and Human Resources and the Global Legal Leader.



RISK MANAGEMENT

GRI 2-12

“We provide risk management training to all our employees.”

Our risk governance framework is designed to ensure that both the Board of Directors and the Executive Committee are not only aware of the Company’s risks but also actively involved in managing them.

While the Board of Directors is ultimately responsible for risk management, this process actively involves the various departments within the organization, which work together to identify, assess, mitigate, and monitor risks throughout the Company.

First, the **multidisciplinary team**, made up of the subcommittees of the Executive Committee, is responsible for identifying risks that could affect the Company’s operations and for assessing risk exposure. Once these risks are identified, the team develops the corresponding mitigation plans, in line with the Asset, Threat, Vulnerability, Probability, and Impact (ATVPI) analysis methodology.

Subsequently, the operational teams and managers of the Company’s various business units are responsible for managing risks in day-to-day operations, as well as for implementing and executing the defined controls and mitigation plans. For its part, the Board of Directors is responsible for oversight and continuous monitoring, while the Audit and Corporate Practices Committee is responsible for independently monitoring and overseeing compliance with risk management controls and processes, ensuring comprehensive, objective, systematic, and continuous risk management.





KEY RISKS IDENTIFIED

At Genomma Lab Internacional, we foster a strong and effective risk culture. To this end, we have implemented risk management strategies that strengthen our financial stability, our monitoring of the business environment, and our ability to adapt over the long term.

We conduct risk assessments that include an analysis of risk exposure. We carry out these reviews annually, ensuring continuous and timely monitoring of the main risks that could affect our operations. For risks related to climate change and human rights, exposure levels are assessed at least every two years.



KEY RISKS	DEFINITION
Risks or impacts of climate change	We face risks related to climate change, such as increases in the costs of raw materials, packaging materials, and production, as well as stricter health regulations and changes in environmental laws. For more information, click here
Human rights	We align our business objectives with respect for human rights and the prevention and remediation of potential human rights violations.
Adverse economic conditions in the countries where the Company operates	Our operations are subject to economic conditions in the countries where we operate, which can impact consumption patterns.
Changes to applicable regulations	We operate in 18 countries with a variety of regulations. Changes to laws or regulations can affect the operating environment and result in penalties.
Price volatility	Operating results are impacted by inflation, interest rates, exchange rates, oil prices, and social and economic instability.
Impact on the reputation of our brands	A brand's image can be affected by marketing initiatives, product quality, or events that impact its reputation.
Consumer expectations	If products fail to meet the expectations of customers and consumers, sales could decline.
Manufacturing risks	Expansions in production lines can lead to variations in quality, delays, and operational adjustment issues.
Value chain risks	We rely on manufacturers who meet quality standards, comply with regulations, and deliver on time at competitive prices.
Retaining and attracting talent	The departure of key personnel or senior executives can impact future operations.
Cybersecurity	We rely on information technology and automated systems to operate and to serve our customers.
Technology infrastructure	Our competitiveness depends on our ability to innovate and update our technology infrastructure in a timely manner.



CLIMATE RISKS

Effective risk management is essential for financial stability and long-term resilience. To achieve this goal, starting in 2023, we updated our analysis of climate change-related risks, incorporating physical and transition scenarios aligned with the TCFD⁴⁵. This enables us to anticipate and respond strategically to potential impacts on our operations.

The analysis took into account meteorological data, the regulatory environment, and trends in the pharmaceutical sector, using IPCC scenarios⁴⁶ for physical risks and IEA scenarios⁴⁷ for transition risks, with support from an independent, specialized third party.

Physical risks

The main physical risks identified were evaluated considering their level of exposure by location, as well as short- and medium-term time horizons.⁴⁸



Droughts and water stress



Precipitation and flooding



Heat waves



⁴⁵ Since October 2023, the TCFD's responsibilities have been transferred to the International Standard for Non-Financial Information (IFRS S2).
⁴⁶ Intergovernmental Panel on Climate Change.
⁴⁷ International Energy Agency.
⁴⁸ The scope of the climate risk analysis encompasses nine operational sites in Mexico, including the San Cayetano Industrial Complex, as well as outsourced operations and some general criteria for the supply chain.



Transition risks

Under the two climate scenarios analyzed, 44 short-, medium-, and long-term transition risks were identified. Of these, only the risks that are critical to the operation—classified as “Very High” or “High”—are presented.



Reputational risk
Integration of renewable energy into the energy grid



Reputational risk
Impacts to sustainability from the value chain



Reputational risk
Eco-labeling regulation



Reputational risk
Increased stakeholder sustainability expectations



Regulatory risk
Extended Producer Responsibility Regulation



Regulatory risk
Carbon tax imposition



Market risk
Regulation to promote clean or low-emission transportation





FINANCIAL IMPLICATIONS OF CLIMATE CHANGE

GRI 201-2

Based on the assessment conducted for the Carbon Disclosure Project (CDP) questionnaire in 2022, the following is a financial assessment of the risks and opportunities identified. It is worth noting that we conducted a financial assessment for priority physical and transition risks.

Assessment of identified risks

Assessment of identified opportunities

Physical risk

Heavy rainfall

\$2,958,400

Potential financial impact (MXN)

\$78,223,004⁴⁹

Response cost (MXN)

Transition risk

Changes in the regulation of existing products and services

\$32,000,000⁵⁰

Potential financial impact (MXN)

\$103,587,892⁵¹

Response cost (MXN)

Product and service opportunities

Development and growth of low-emission goods and services

\$2,000,000,000⁵²

Potential financial impact (MXN)

\$10,805,188⁵³

Response cost (MXN)

Opportunity for resource efficiency

Implementing more efficient logistics transport alternatives

\$33,858,106⁵⁴

Potential financial impact (MXN)

\$19,004,753⁵⁵

Response cost (MXN)

49 To invest in a cogeneration plant to diversify energy sources.

50 Due to packing materials regulations in the state of Oaxaca.

51 To comply with regulations, including the shift to recycled packaging materials.

52 Funding secured by the IFC and IDB Invest.

53 To increase production capacity and secure sustainable certifications.

54 Direct savings achieved through improved logistics.

55 In investments to improve supply chain and logistics



CLIMATE GOVERNANCE

GRI 2-13

ESG and sustainability issues are monitored at both the Board of Directors and the Executive Committee levels, ensuring they are properly integrated into the corporate strategy and decision-making processes in order to create long-term value.

In 2022, the **Global Sustainability Subcommittee** was established with the aim of monitoring risks and opportunities related to climate change, as well as defining and tracking short- and

long-term sustainability goals. This Subcommittee reports directly to the **Executive Committee**, which in turn reports to the **Board of Directors**.

The Global Sustainability Subcommittee is led by the Chairman of the Board of Directors and the Chief Executive Officer and is comprised of leaders from strategic areas such as Sustainability, Finance, Manufacturing, Business Units (BUs), Supply and Demand Planning, Regulatory Affairs, Manufacturing [SIC], Logistics, Development, Human

Resources, and the Country Managers of the countries where we operate.

In addition, we have the Institutional Relations, Media, and Social Responsibility department, which is responsible for overseeing the sustainability initiatives we implement.

Governance and responsibilities in climate risk management





RISKS RELATED TO HUMAN RIGHTS

GRI 407-1

We have a structured **human rights due diligence** process that enables us to proactively and systematically identify, prevent, and mitigate potential impacts, both in our own operations and throughout our supply chain.

Key human rights risks identified

We view our Human Rights Due Diligence System as an ongoing process aimed at identifying, preventing, mitigating, and managing the risks and impacts associated with our operations and those of our supply chain, taking into account the geographic, social, and industry context in which we operate.

To identify potential risks, we relied on specialized literature, the Company's internal flowcharts, and a comparative analysis using data from other companies in the pharmaceutical sector.


The identified risks were then prioritized through consultations with consumers, customers, suppliers,

and internal departments at Genomma Lab Internacional, with the aim of rating the level of risk exposure based on impact and probability.

In line with the recommendations of the Guiding Principles on Business and Human Rights, our methodology included an analysis of the operating context (country risk) and the sector of activity (sector risk).

The process covered all 18 countries where we operate, as well as a representative sample of our key suppliers and customers. To enhance the robustness and reliability of the process, we were supported by a specialized independent third party, who led the effort.

As a result, **29 human rights risks were identified**, grouped into four categories: risks related to direct operations; risks associated with community engagement; risks related to the supply chain; and sector-specific risks.

Below is a list of the priority risks,⁵⁶ along with their respective categories and the potentially impacted stakeholder groups. Additionally, the full **due diligence analysis**  document details the prevention, mitigation, and remediation measures identified for each risk.

Key human rights risks identified



⁵⁶ We consider priority risks to be those that were rated as "Very High" or "High" based on impact and probability assessments.



CYBERSECURITY

GRI 418-1

As our reliance on digital information grows, we recognize that adopting best practices in information security has become critical to preventing cyber threats, data breaches, and other vulnerabilities that could impact our operations, both internally and externally.

At Genomma Lab, we have reinforced our commitment to information security through our **Cybersecurity Policy** and our **Confidential Information Policy**. These policies set out our principles and commitments regarding data integrity, information protection, and ongoing investment in our technology infrastructure, among other areas.

INFORMATION SECURITY GOVERNANCE

The Company has an **Information Security Subcommittee**, which is responsible for coordinating the implementation of the digital protection strategy, under the leadership of the Senior Management team.

This body consists of representatives from the Internal Audit, Human Resources, Finance, Legal, and Information Technology (IT) departments. Specialized external auditors and evaluators also participate, ensuring a cross-functional approach to cyber risk management and the adoption of best practices.

The Subcommittee operates under the leadership of the **Global Director of Information Technology (IT)**, who reports directly to the **Global Director of Finance and Administration**, ensuring appropriate oversight at the executive level.

Its main functions include:

- Strengthen information security controls.
- Facilitate cross-departmental coordination for risk identification and assessment.
- Monitor action plans and continuous improvement initiatives.
- Promote an organizational culture of cybersecurity prevention.
- Follow up on information security incidents.
- Allocate resources (human, technological, and financial).
- Periodically review the cybersecurity policy.

In addition, the Subcommittee receives ongoing advice on regulatory matters from the **Global Legal Leader**.





CYBERSECURITY MANAGEMENT SYSTEM

In 2025, there were no incidents involving data breaches or unauthorized access to confidential or sensitive information.

Given the importance of protecting our systems and critical information, and to strengthen our ability to respond to information security threats, we have implemented a **Cybersecurity Management System**. Among other things, this system includes business continuity plans, regular vulnerability testing, and ongoing cybersecurity training programs for our employees.

Elements of our management system:

- Disaster Recovery Plan (DRP)
- Penetration Tests
- Attack simulations: Conducted annually and by an independent third party (Red Team)
- GIS Posture Analysis⁵⁷
- Whistle-blowing Channel
- Information Security Training

We provide our employees with the following email addresses for reporting incidents, vulnerabilities, or suspicious activity related to information security.

911@genommalab.com mesadeayuda@genommalab.com

⁵⁷ The Center for Internet Security (CIS) standards are a set of globally recognized and agreed-upon best practices designed to help security professionals effectively implement and manage cybersecurity solutions.

INFORMATION SECURITY/ CYBERSECURITY TRAINING PROGRAMS

As part of our efforts to prevent risks and strengthen our information security culture, we provide **annual** cybersecurity training to our employees, covering the main threats and the corresponding response protocols.

This training is provided by Gen Institute, and through it, we are promoting a culture of prevention throughout the organization.

100% of employees participated in the Cybersecurity course



ETHICS, INTEGRITY AND CULTURE OF LEGALITY

GRI 3-3 Ethics and Corruption

We are guided by the principles of ethics and responsible business conduct. We promote transparency, integrity, and accountability in all our operations, building relationships of trust with our stakeholders.

We also promote a culture of regulatory compliance and legality. We recognize the importance of maintaining an ethical and responsible relationship between the Company and society. This enables us to continue contributing to the development of people, the planet, and society.

GOVERNANCE AND RESPONSIBILITIES

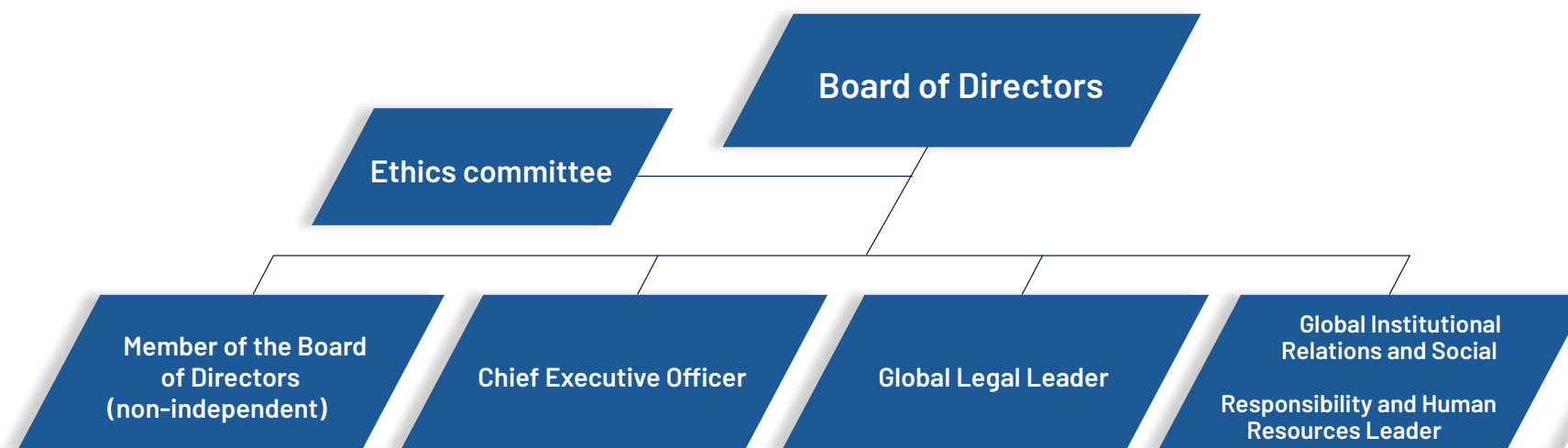
GRI 2-14

At Genomma Lab Internacional, we develop and implement internal controls aimed at preventing, detecting, and addressing potential violations related to organizational conduct and ethics.

To this end, we have an **Ethics Committee**, which is responsible for overseeing the implementation, dissemination, and enforcement of the Code of Ethics as well as all of our Corporate Integrity Policies.

The responsibilities of the Ethics Committee include:


- Propose programs and initiatives on ethics and integrity.
- Follow up on ethics-related reports submitted by employees.
- Promptly inform the Board of Directors of any potential cases of corruption, conflicts of interest, or other situations that could affect the Company's integrity.






CODE OF CONDUCT AND ETHICS

GRI 2-15, 2-23, 2-24

Our **Our Code of Conduct and Ethics**  sets out the values, principles, and guidelines that govern how we conduct our business and make decisions. This Code is applicable to all levels of the organization.

In addition, we have developed a set of **18 Corporate Integrity Policies**  that guide our actions and promote ethical, fair, and transparent conduct. These policies address key issues such as human rights, harassment prevention, anti-corruption, and conflicts of interest, among other fundamental aspects of responsible management.

All of our corporate policies are reviewed and approved by the CEO, which reinforces Senior Management’s commitment.

To ensure that our employees are aware of the Code of Conduct and Ethics and understand

“At Genomma Lab Internacional, we have a zero-tolerance policy toward sexual and non-sexual harassment in all its forms.”

what is expected of them, we have implemented the following measures:

- **Annual commitment:** Each year, we ask our employees to read and sign the Code of Conduct and Ethics, as well as the Conflict of Interest Disclosure Form, in order to reaffirm their understanding of and commitment to these principles.
- **Onboarding for new employees:** As part of the onboarding process, we provide introductory training that includes an overview of the Code of Conduct and Ethics.

- **Ongoing training:** Each year, we provide training to all employees to strengthen their understanding and application of the Code..

- **Internal dissemination:** The Code of Conduct and Ethics is permanently available on the organization’s intranet portal.

Furthermore, we promote a responsible value chain. As part of our Supplier Sustainability Program, we share our values and principles with our business partners through the **Supplier Code of Conduct and Ethics**, along with our other corporate policies.⁵⁸

⁵⁸ For more information, please refer to the Supply Chain chapter.

We are committed to ensuring a safe, respectful, and inclusive work environment where every individual is treated with dignity. To reinforce this commitment, we have established the “Gen Te Escucha” reporting hotline, an accessible channel through which employees can report any conduct that violates the Code of Conduct and Ethics.

In addition, if employees have any concerns, they can reach out to their immediate supervisor, the Legal Department, the Ethics Committee, or Human Resources.

In 2025, 949 employees received training on conflicts of interest.

In 2025, 98% of employees were trained in the Code of Conduct and Ethics, totaling 2,442 hours of training.





ANTICORRUPTION AND BRIBERY

GRI 205-1, 205-2, 205-3, 3-3 Government Relations, 415-1; SASB HC-BP-510a.1

We maintain a **zero-tolerance** stance on bribery and corruption, as formalized in our **Anti-Corruption Policy**. 

In accordance with our policy, we do not make political contributions.

This policy covers our commitments and guidelines regarding the prevention of bribery and corruption, as well as guidelines on gifts, donations, and travel expenses, among other topics, and has been approved by senior management and the legal department.

In line with best ethical practices, we have implemented measures to prevent corruption and bribery, including the following:

- Our **“Gen te escucha”** Ethics Hotline for confidential reporting of any practices related to corruption or bribery.

- An **assessment of corruption-related risks** across our operations, enabling us to prioritize our risk management efforts.

“*In 2025, there were no reported incidents of corruption and no financial losses resulting from related legal proceedings.*”





“GEN TE ESCUCHA” WHISTLEBLOWING CHANNEL

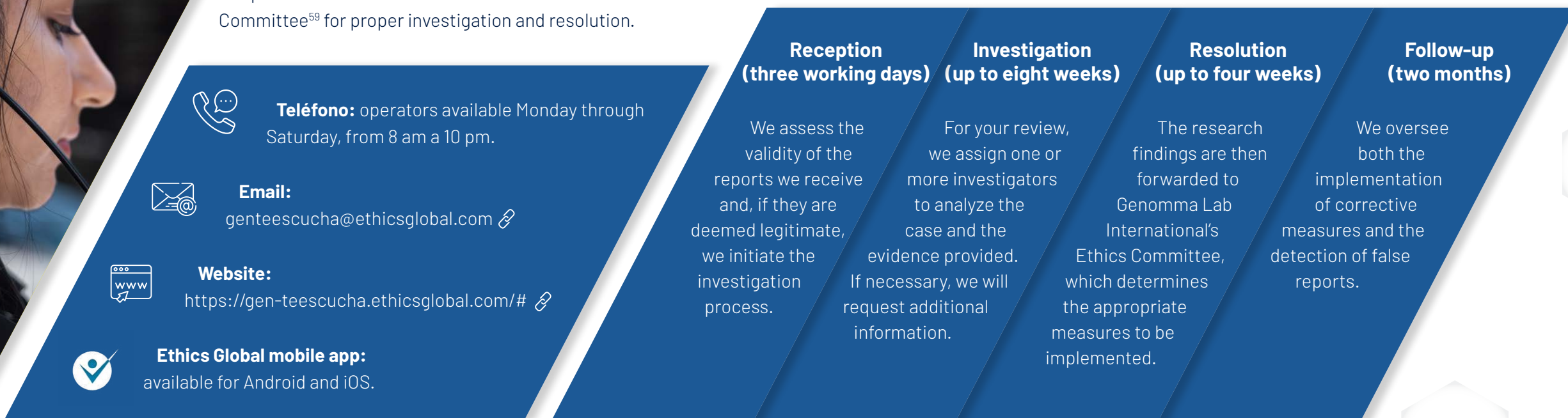
GRI 2-26

Our whistleblowing channel, “**Gen Te Escucha**” is available 24/7 for all our employees, customers, and suppliers who wish to raise any concerns or report any irregularities in our operations or business relationships.

This channel is managed by an independent third party, Ethics Global, which receives and reviews reports and then forwards them to the Ethics Committee⁵⁹ for proper investigation and resolution.

“In 2025, we received 27⁶⁰ reports through “Gen Te Escucha””

INVESTIGATION OF COMPLAINTS RECEIVED AND CONTINUOUS IMPROVEMENT



Teléfono: operators available Monday through Saturday, from 8 am a 10 pm.

Email: genteescucha@ethicsglobal.com

Website: <https://gen-teescucha.ethicsglobal.com/#>

Ethics Global mobile app: available for Android and iOS.

Our whistleblowing channel ensures confidentiality and non-retaliation. In addition, we offer the option to file complaints anonymously.

We are committed to the system’s effectiveness, so we measure user satisfaction through a dedicated section of our work climate survey. This allows us to identify areas for improvement to enhance the system’s performance.

⁵⁹ Anyone within the Company may contact the Human Resources (HRBP) team, the Sustainability team, the Legal department, or any member of the Ethics Committee to ask questions or report potential violations. For more information, please refer to the [Protocol for Handling Ethics Reports](#).
⁶⁰ See [Appendix Key ESG Indicators](#) for details on the types of concerns received and their follow-up and resolution status.



REGULATORY COMPLIANCE

GRI 2-27, 417-2, 417-3; SASB HC-BP-270a.1

Our regulatory compliance approach ensures that our processes are aligned with current regulations, enhances operational transparency, and fosters a proactive and constructive relationship with authorities and industry organizations.

RESPONSIBILITIES

The Regulatory Affairs team plays a critical role in the Company’s operations. Its key responsibilities include:

- Ensure that health records are obtained, maintained, and renewed.
- Oversee regulatory compliance in labeling and marketing.
- Manage audits and regulatory reviews.

REGULATORY RISK MANAGEMENT

As part of our compliance culture, we have implemented measures to quickly identify and manage regulatory risks, including the following:

- **Ongoing monitoring of regulatory changes** using a regulatory management technology tool to track procedures, registrations, alerts, and compliance indicators in real time.
- **Local regulatory autonomy** which allows for better adaptation to the requirements of each market.
- **Ongoing team training** to ensure the implementation of best practices and up-to-date regulations.
- **Clear protocols for audits and reviews**, helping to mitigate regulatory risks.

“Throughout 2025, we did not incur any significant penalties or fines for legal non-compliance.”⁶¹

⁶¹ It encompasses labor, environmental, advertising, labeling, and quality aspects.





PARTNERSHIPS WITH INDUSTRY AND INTERNATIONAL ORGANIZATIONS

GRI 2-28

As part of our **commitment to community participation** and strengthening the regulatory environment, during 2025 we formed various specialized committees and working groups at the national and international levels.

Through these partnerships, we collaborate on the analysis and development of regulations that directly impact public health, consumer safety, and product quality.

Our technical involvement aims not only to represent the interests of the sector, but also to help develop more effective regulatory frameworks that benefit society.

PERSON IN CHARGE	DEPARTMENT AT GENOMMA LAB	ORGANIZATION	DESCRIPTION OF THE PARTNERSHIP
Bradley Johnson		CHPA (Consumer Healthcare Products Association)	This committee monitors and represents the industry on federal and state regulatory issues related to over-the-counter (OTC) medications and dietary supplements. Top priorities include revising the OTC monograph, ensuring the safety and efficacy of active ingredients, and renewing authorization of the federal legislation applicable to dietary supplements.
Anabel Zárate / Oyuki Espinosa		AFAMELA (Asociación de Fabricantes de Medicamentos de Libre Acceso - Association of Over-the-Counter Drug Manufacturers) Regulatory Affairs Committee	The committee monitors opportunities for developing over-the-counter medicines in Mexico and promotes guidelines that encourage responsible self-care.
Anabel Zárate / Oyuki Espinosa		CANIFARMA (Cámara Nacional de la Industria Farmacéutica - National Chamber of the Pharmaceutical Industry) Regulatory Affairs Committee	This commission monitors key issues related to medicines in Mexico and helps streamline regulatory processes.
Francisco Jordana / Paloma Montserrat Romero Moya	Regulatory Affairs	PCPC (Personal Care Products Council) Safety and Regulatory Toxicology Committee	Monitoring and lobbying on federal and state regulations that impact cosmetics, including the implementation of the MoCRA law and ingredient safety.
Jennifer Josefina Pérez		CANIPEC (Cámara Nacional de la Industria de Productos Cosméticos - National Chamber of the Cosmetic Products Industry)	Review of key industry topics, including animal testing, regulation of parabens and aluminum, ALADI negotiations, and PROFECO quality studies.
Jennifer Josefina Pérez / Oscar Ricardo Rodríguez		CASIC (Consejo de Asociaciones de la Industria Cosmética Latinoamericana - Council of the Cosmetics, Personal Hygiene and Home Care Industry of Latin America) Regulatory Affairs Committee	Monitoring regulatory changes in Latin America, including updates in MERCOSUR and the Andean Community, to promote regulatory harmonization in the cosmetics sector.
Lorena Pastor Bautista		COPECOH (Comité Técnico del Sector Cosmético en Perú - Peruvian Committee for Cosmetics and Hygiene)	Active participation in Committee meetings to review and discuss regulatory updates, such as the new Technical Regulation on Cosmetic Labeling in the Andean Community (CAN).
Melina Symeoñidez		CAPC Regulatory Affairs Committee	Participation in the committee involves attending MERCOSUR plenary meetings and providing technical support to authorities in updating lists of cosmetic ingredients.
Fabio Gandra		ABIHPEC (Associação Brasileira da Indústria de Higiene Pessoal, Perfumaria e Cosméticos - Brazilian Association of the Personal Care, Perfumery, and Cosmetics Industry) Committees	Review of regulatory changes in the sector in Brazil.



COMMUNICATION, MARKETING AND LABELING

GRI 3-3 Responsible Marketing and Labeling, 417-1; SASB HC-BP-270a.2

Our customers’ satisfaction and their interests are fundamental to the Company’s success. Therefore, we recognize the importance of adhering to fair commercial, marketing and advertising practices, as well as ensuring the quality and reliability of the products we offer.

We are committed to providing accurate, verifiable, and clear information that is sufficient to enable consumers to make informed decisions.

We refrain from making any misrepresentations or omissions, and from engaging in any deceptive, fraudulent, or otherwise misleading practices that could influence consumers’ choices in a way that harms consumers or competitors.

This commitment is formalized through our **Global Advertising and Communication Policy**. We also voluntarily adhere to the codes of ethics of the industry chambers we participate in, reaffirming our commitment to communication that meets the highest industry standards.

CODE NAME	COUNTRY	AGENCY
Code of Self-Regulation and Advertising Ethics for Personal and Home Care Products (<i>Código de Autorregulación y Ética Publicitaria de Productos del Cuidado Personal y del Hogar</i>)	Mexico	National Chamber of the Cosmetic Products Industry in Mexico (<i>Cámara Nacional de la Industria de Productos Cosméticos en México, CANIPEC</i>)
Code of Advertising Ethics of the Association of Manufacturers of Over-the-Counter Medicines (<i>Código de Ética Publicitaria de la Asociación de Fabricantes de Medicamentos de Libre Acceso, A.C.</i>)	Mexico	Association of Manufacturers of Over-the-Counter Medicines (<i>Asociación de Fabricantes de Medicamentos de Libre Acceso, A.C.</i>)
Code of Integrity, Ethics and Transparency of CETIFARMA (<i>Código de Integridad, Ética y Transparencia de CETIFARMA</i>)	Mexico	Pharmaceutical Industry Ethics and Transparency Council (<i>Consejo de Ética y Transparencia de la Industria Farmacéutica, CETIFARMA</i>).
Code of Ethics and Transparency of ANDI (<i>Código de Ética y Transparencia de ANDI</i>)	Colombia	National Association of Entrepreneurs of Colombia (<i>Asociación Nacional de Empresarios de Colombia, ANDI</i>)
Advertising Practices for Nonprescription Medicines	United States	Consumer Healthcare Products Association (CHPA)
Consumer Commitment Code	United States	Personal Care Products Council (PCPC)
Code of Ethics of CASIC (<i>Código de Ética de CASIC</i>)	Latin America	Council of the Cosmetics, Personal Hygiene and Home Care Industry of Latin America (<i>Consejo de la Industria de Cosméticos, Aseo Personal y Cuidado del Hogar de Latinoamérica, CASIC</i>)
Code of Ethics and Advertising Self-Regulation of CASIC (<i>Código de Ética y Autorregulación Publicitaria de CASIC</i>)	Latin America	Council of the Cosmetics, Personal Hygiene and Home Care Industry of Latin America (<i>Consejo de la Industria de Cosméticos, Aseo Personal y Cuidado del Hogar de Latinoamérica, CASIC</i>)





RESPONSIBLE ADVERTISING

GRI 417-1

In line with fair and non-misleading advertising practices, our multidisciplinary team reviews and approves every claim used in our communications. This ensures that the claims are supported by safety and efficacy studies conducted during the development of each product.

In addition, in line with our Code of Conduct and Ethics, which establishes clear principles for responsible marketing, we have implemented the following control and compliance mechanisms. These measures are designed to prevent exaggeration, omission, or misleading information about the benefits of our products and ensure regulatory compliance in each country.



Promotional Materials Review Committee

Comprised of specialists in marketing, regulatory affairs, legal, and medical management, this team reviews and approves all content prior to its release.



Internal audits

Periodic reviews are conducted to assess compliance with the communications code of ethics and to identify any potential deviations in marketing campaigns.



Whistleblowing channels and disciplinary measures

We have a confidential channel for reporting non-compliance, and in the event of a violation, we will take appropriate disciplinary action.



Ongoing monitoring of regulatory changes

We ensure that our marketing and advertising strategies remain aligned with best practices and current regulations.

+90% of the objections received by advertising authorities were resolved favorably.





CLEAR LABELING

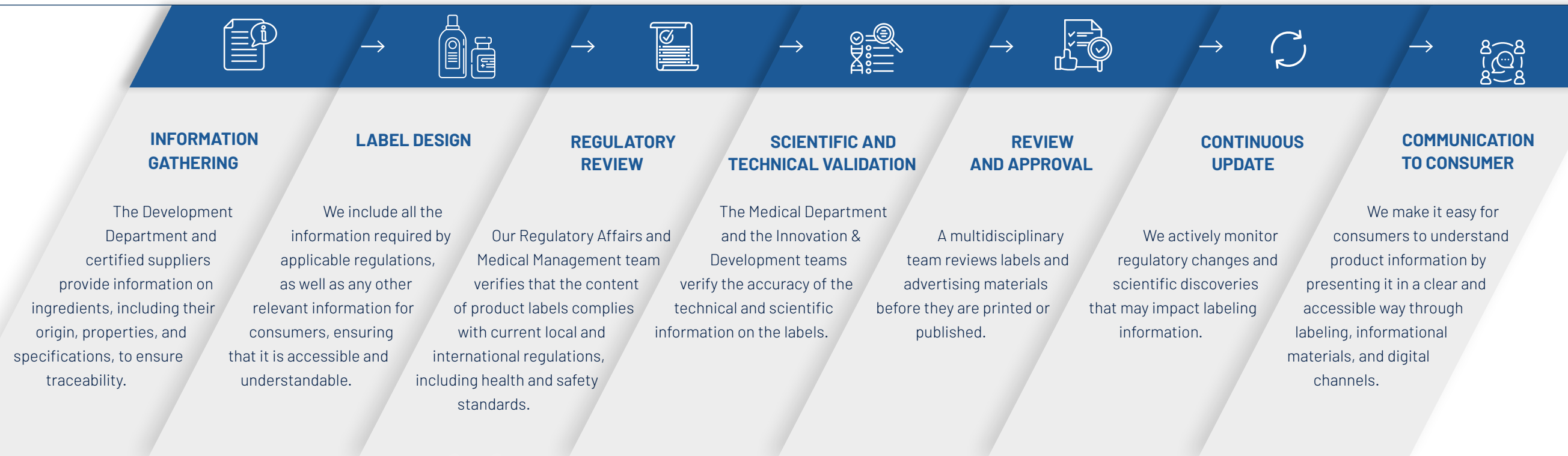
GRI: 417-1, 417-2, 417-3

We are committed to the health and safety of consumers, and we ensure compliance with applicable product safety standards and the provision of adequate and clear information.

We also comply with national and international regulations across all our product categories. We have a comprehensive labeling support, management, and review system that enables us to ensure regulatory compliance and

the traceability of the information on our packaging, thereby enhancing consumer protection and responsible communication.

Labelling process:



In 2025, we did not record any non-compliance incidents related to product labeling and marketing.



PROGRESS OF OUR BUSINESS UNITS IN 2025

Novamil BU

We strengthened our communication model by adopting an educational approach based on scientific evidence and collaboration with child nutrition specialists.

Isotonic beverages BU

Based on market research such as BHT and U&A studies, we developed success paths designed to meet consumer needs at each stage of the brand cycle.

Personal Care BU

We have evolved our communication and marketing model toward a more digital approach and audience segmentation. This change is aimed at maximizing return on investment (ROI) and strengthening our emotional connection with audiences.





ANALYSIS AND DISCUSSION OF RESULTS

Consolidated results for 2025

2025 NET SALES

Net sales in 2025 totaled \$17.541 billion Mexican pesos, compared to \$18.606 billion Mexican pesos in 2024. This change reflects a more moderate performance compared to the previous year, in a challenging environment for some of the Company's key product categories and markets.

Despite this decrease, our international operations continued to play a significant role in the business. As of the end of 2025, sales generated by foreign subsidiaries accounted for approximately 53% of consolidated net sales, compared to 52% in 2024 and 51% in 2023, confirming the importance of markets outside Mexico within the Company's business structure.

This trend indicates, on the one hand, that our international operations are contributing an increasing share of consolidated sales and, on the other hand, that we need to continue strengthening our commercial execution and optimize portfolio performance in the various markets where we operate.

It is important to note that our sales performance has been influenced by external factors beyond our operational control, particularly the macroeconomic environment in Argentina, a market operating under conditions of hyperinflation and significant currency depreciation.

Furthermore, Genomma's high international exposure, with more than 50% of its revenues generated abroad, significantly increases its sensitivity to exchange rate volatility, which directly impacts its consolidated results.

2025 GROSS PROFIT

Gross profit totaled \$11.022 billion Mexican pesos in 2025, compared to \$11.931 billion Mexican pesos in 2024. This change reflects a more challenging sales environment and lower operating leverage compared to the previous year.

Even with this decline, the Company maintained a disciplined focus on cost management and the implementation of productivity initiatives, aiming to protect the business's profitability and maintain an efficient operating structure.





2025 GENERAL, SELLING, AND ADMINISTRATIVE EXPENSES

Selling, general, and administrative expenses totaled \$6,951 billion Mexican pesos in 2025, compared to \$7,707 billion Mexican pesos in 2024. This decrease reflects greater discipline in expense management and more efficient execution in operational, commercial, and administrative areas.

The trend in this indicator shows the impact of the measures taken to optimize the cost structure and improve business efficiency.

Selling, general, and administrative expenses account for a significant portion of Genomma Lab's sales, totaling approximately 39.6% in 2025, 41.4% in 2024, and 38.7% in 2023. This reflects a high operating cost structure, consistent with the company's business model, which requires heavy investments in advertising, marketing, and brand positioning. However, a slight improvement is observed in 2025, when these expenses decrease as a percentage of sales, suggesting progress in operational efficiency.

Overall, although expenses remain high, their trend over the past year suggests some degree of control and optimization.

2025 EBITDA

In 2025, EBITDA fell slightly by 4.0%, which is consistent with the decrease in sales and operating profit in that year. However, from an operational perspective, the business continues to perform at a strong level.

EBITDA totaled \$4.101 billion Mexican pesos, for the Full Year 2025, reflecting the Company's ability to maintain its operating profitability in a more challenging sales environment. This result was driven by cost discipline, operational efficiencies, and productivity-focused management throughout the year.

COMPREHENSIVE FINANCING RESULT FOR 2025

The comprehensive financing result amounted to an expense of \$1.326 billion Mexican pesos in 2025, compared with \$1.031 billion Mexican pesos in 2024.

This increase despite lower net interest expense due to higher non-cash foreign exchange losses primarily related to a -42% depreciation of the Argentine peso.





2025 NET FINANCIAL DEBT

As of the end of 2025, net financial debt totaled \$4.495 billion Mexican pesos. This result is based on total debt of \$7.569 billion Mexican pesos and a balance of cash and cash equivalents of \$3.073 billion Mexican pesos.

The Company's debt position reflects a financing structure that remains at manageable levels in relation to its operating capacity to generate cash flow.

NET DEBT-TO-EBITDA RATIO

EBITDA for 2025 totaled \$4.101 billion Mexican pesos. As a result, the net debt-to-EBITDA ratio closed at 1.10x.

This level of leverage indicates a financial position that is consistent with the business's operating capacity and leaves room to manage financial obligations and capital priorities.

2025 FREE CASH FLOW FROM OPERATIONS

In 2025, net cash flow generated from operating activities totaled \$2.054 billion Mexican pesos. This result reflects the Company's ability to convert its operations into cash generation and to maintain a functional financial position to meet business needs.

Operating cash generation continued to be a key factor in supporting the Company's operations, debt management, and other capital allocation decisions.

KEY FINANCIAL RATIOS

At the end of 2025, the key available indicators stood at the following levels:

EPS (earnings per share from continuing operations):
\$1.61 pesos

ND/EBITDA:
1.10x

2025 ANALYST COVERAGE

As of end of December 31, 2025 "LABB" was covered by 8 sell-side analysts at the following brokerages: Actinver Casa de Bolsa, Banco Itaú BBA, BBVA Bancomer, BTG Pactual US Capital, GBM Grupo Bursátil Mexicano, Grupo Financiero Banorte, J.P. Morgan Securities and Monex Grupo Financiero.



CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEARS ENDED DECEMBER 31, 2025, 2024, AND 2023, AND INDEPENDENT AUDITORS' REPORT DATED APRIL 12, 2026.

To view the official audited information reported to the Mexican Stock Exchange (Bolsa Mexicana de Valores, BMV) in Exhibit N and in the issuer's section of the BMV's website, please click on the following link: [🔗](#)



Genomma Lab.[®]
Internacional



APPENDIX ESG








APPENDIX 1: STAKEHOLDERS

GRI 2-29






We believe that building strong, transparent, and long-term relationships enables us to identify relevant expectations, strengthen decision-making, and consistently advance our strategic objectives.

Through various dialogue and communication channels, we foster collaboration and continuous exchange with our stakeholders, recognizing their specific needs and priorities.

STAKEHOLDERS, VALUE PROPOSITION AND COMMUNICATION CHANNELS

STAKEHOLDERS	VALUE PROPOSITION	IDENTIFIED CONCERNS	COMMUNICATION CHANNELS
 <p>EMPLOYEES</p>	<p>Provide opportunities for personal and professional development, fostering an inclusive and respectful work environment aligned with the principles of equal opportunity, diversity, well-being, and respect for human rights.</p>	<ul style="list-style-type: none"> • Corporate culture • Organizational climate • Training • Programs and benefits for employees and their families • Physical and mental well-being 	<ul style="list-style-type: none"> • Internal communication • "GEN APP" social platform • Annual organizational climate survey • "GEN Te Escucha" ethics hotline • Global and country Town Hall sessions
 <p>INVESTORS</p>	<p>Generate economic value through sound and transparent financial management, identifying risks and opportunities, and clearly communicating the Company's financial and ESG performance.</p>	<ul style="list-style-type: none"> • Company's financial performance • Stock performance • Sustainability disclosure and performance • Risk and opportunity management 	<ul style="list-style-type: none"> • Direct communication with the Investor Relations area • Regular meetings • Earnings calls • Quarterly financial reports • Investor relations website • Annual Report • Disclosure of relevant events • Press releases
 <p>CUSTOMERS AND CONSUMERS</p>	<p>Contribute to health and well-being through accessible, safe, and quality products, strengthening business relationships based on trust and adherence to ethical and social standards.</p>	<ul style="list-style-type: none"> • Price and quality of products • Efficient deliveries • Compliance with ethical and social standards • Environmental responsibility • Adverse reactions or events associated with product use 	<ul style="list-style-type: none"> • Direct relationship with sales representatives • Customer service hotline • "GEN Te Escucha" ethics hotline • Website • Consumer hotline • Social media • Pharmacovigilance hotline • Technovigilance and cosmetovigilance



STAKEHOLDERS	VALUE PROPOSITION	IDENTIFIED CONCERNS	COMMUNICATION CHANNELS
 <p>SUPPLIERS AND BUSINESS PARTNERS</p>	<p>Develop collaborative relationships based on quality standards, regulatory compliance, and best practices, ensuring operational continuity and a responsible financial relationship.</p>	<ul style="list-style-type: none"> • Efficient and sustainable supply chain • Ethics and legal compliance • Quality products and services • Alignment with Company values and policies 	<ul style="list-style-type: none"> • Direct communication with purchasing representatives • Supplier website • “GEN Te Escucha” Ethics Hotline
 <p>COMMUNITIES</p>	<p>Generate a positive impact in the communities where we operate, through initiatives that promote access to health and well-being.</p>	<ul style="list-style-type: none"> • Open dialogue with communities surrounding our operations • Responsibility and commitment towards the environment 	<ul style="list-style-type: none"> • Direct communication with the social responsibility and sustainability area • “GEN Te Escucha” ethics hotline • Dialogue with surrounding communities • Social initiatives • Volunteering • Fundación Genomma Lab Internacional Programs
 <p>AUTHORITIES</p>	<p>Ensure regulatory compliance for our products and operations in the countries where we operate, strengthening an institutional relationship based on legality and transparency.</p>	<ul style="list-style-type: none"> • Ethics and legal compliance • Culture of legality • Employment practices • Environmental performance 	<ul style="list-style-type: none"> • Direct communication with the regulatory affairs area • Direct communication with the legal department • Direct communication with the tax department
 <p>NGOS AND CIVIL ORGANIZATIONS</p>	<p>Establish strategic alliances to drive initiatives that positively impact communities and vulnerable groups, aligned with social and welfare objectives.</p>	<ul style="list-style-type: none"> • Company’s sustainability performance • Building alliances to promote environmental development • Accessibility to well-being and health programs 	<ul style="list-style-type: none"> • Direct communication with the social responsibility and sustainability area • Fundación Genomma Lab Internacional Programs • Website • Annual Report
 <p>MULTILATERAL ORGANIZATIONS AND SECTORAL CHAMBERS</p>	<p>Foster long-term relationships to share best practices and strengthen standards in the sectors we serve.</p>	<ul style="list-style-type: none"> • Company’s responsibility and commitment towards the environment • Ethics and legal compliance • Environmental performance • Promoting best practices in the industry 	<ul style="list-style-type: none"> • Direct communication with the investor relations, legal, social responsibility and sustainability, and regulatory affairs departments • Regular meetings • Annual conferences and forums • Specialized committees and working groups



APPENDIX 2. MATERIALITY ANALYSIS AND ESG STRATEGY

GRI 3-1; 3-2 IFRS S1; GES⁶²

To integrate sustainability into our business strategy and strengthen decision-making, we updated our materiality assessment in 2023 and the first quarter of 2024, adopting a double materiality approach⁶³. Through this analysis we identified and prioritized the most critical ESG topics, simultaneously weighing the impacts of our operations against the risks and opportunities that could shape our financial performance and value creation.

The exercise was based on a structured analysis of environmental, social, and governance trends, as well as a

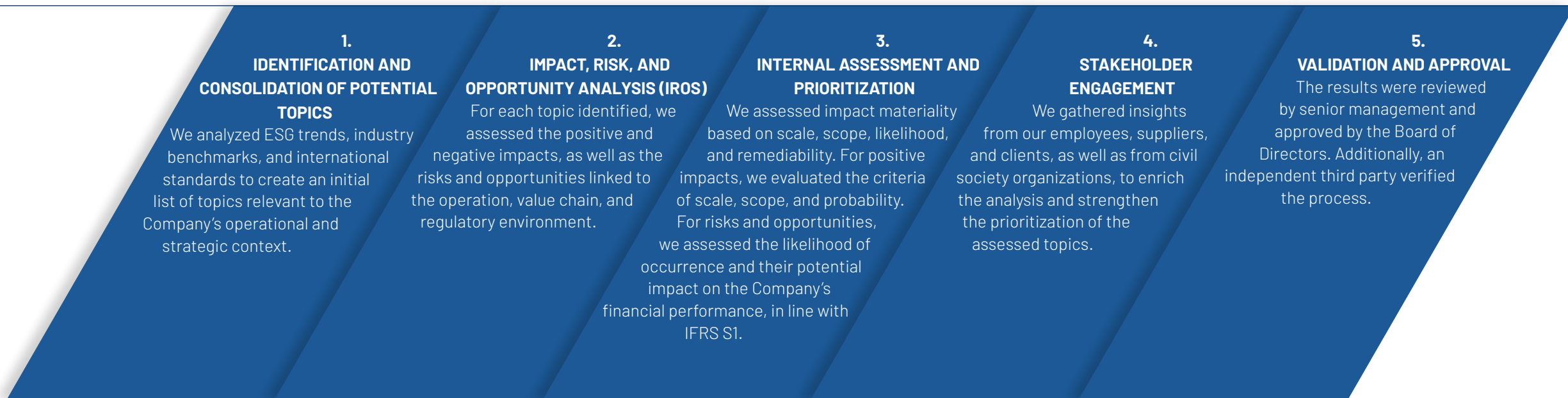
review of specialized international frameworks and standards. The references considered included the Global Reporting Initiative (GRI) guidelines, the Sustainability Accounting Standards Board (SASB) industry framework, and S&P Global's materiality maps, all of which helped contextualize the results within the industry's expectations.

As a result, a preliminary set of potentially material topics was defined, along with their associated impacts, risks, and opportunities (IROS), providing a comprehensive overview of the ESG factors relevant to the Company.

The methodology applied was aligned with the current GRI recommendations for impact assessment, as well as with the criteria established under the International Financial Reporting Standards (IFRS) S1, published in 2023.

This approach made it possible to consolidate matrices that reflect priority issues from the perspective of impact and financial relevance, under a dual materiality scheme.

DOUBLE MATERIALITY PROCESS

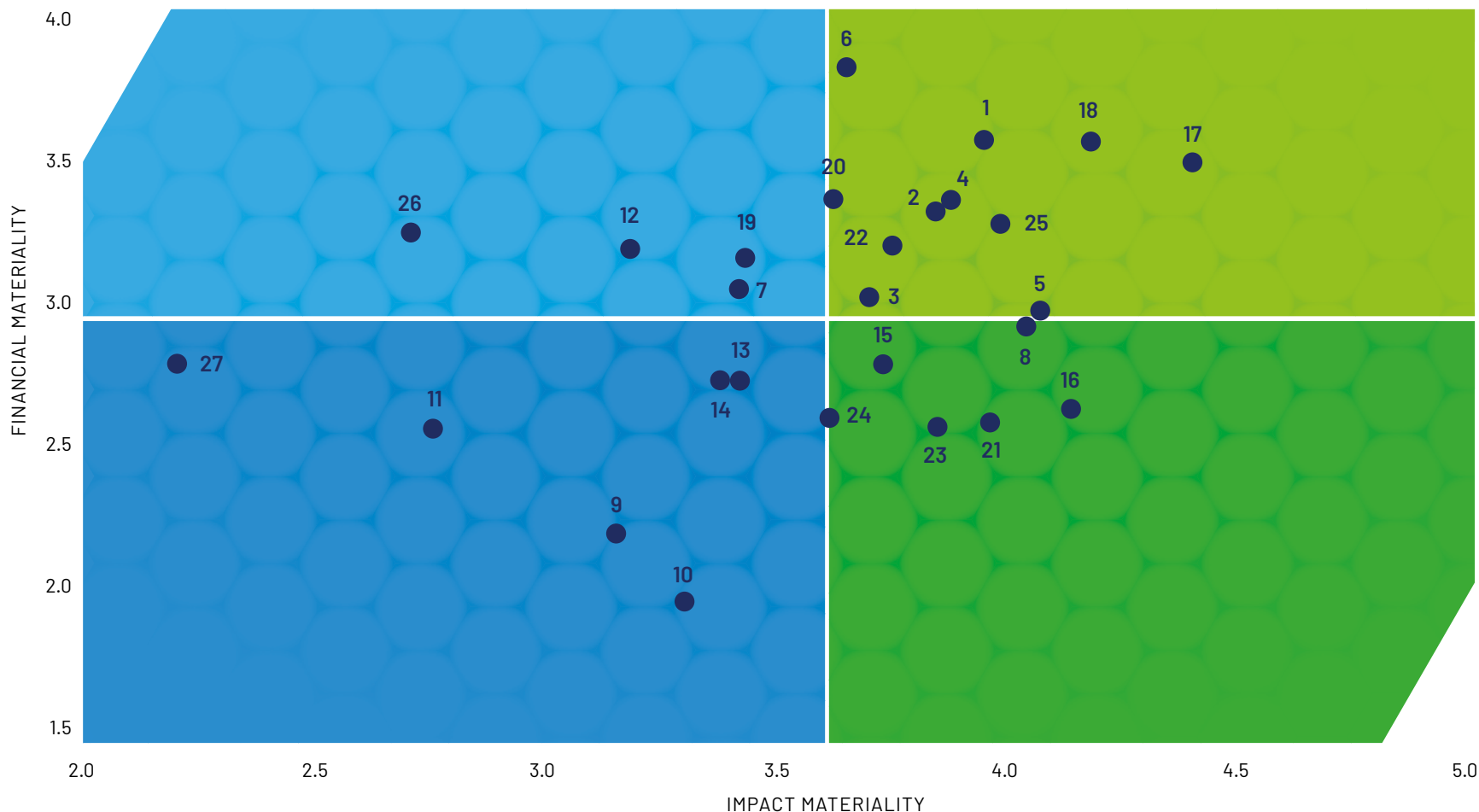


⁶² Risk management: We comply with sections 43 and 44 of IFRS S1

⁶³ The Company updates its materiality analysis every two years. Therefore, the update will be conducted during the second half of 2026.



DOUBLE MATERIALITY



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

FINANCIAL MATERIALITY TOPICS

- 19 Relationship with authorities
- 16 Responsible marketing and labeling
- 21 Attracting and retaining talent
- 26 Managing environmental impacts in the value chain

IMPACT MATERIALITY 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

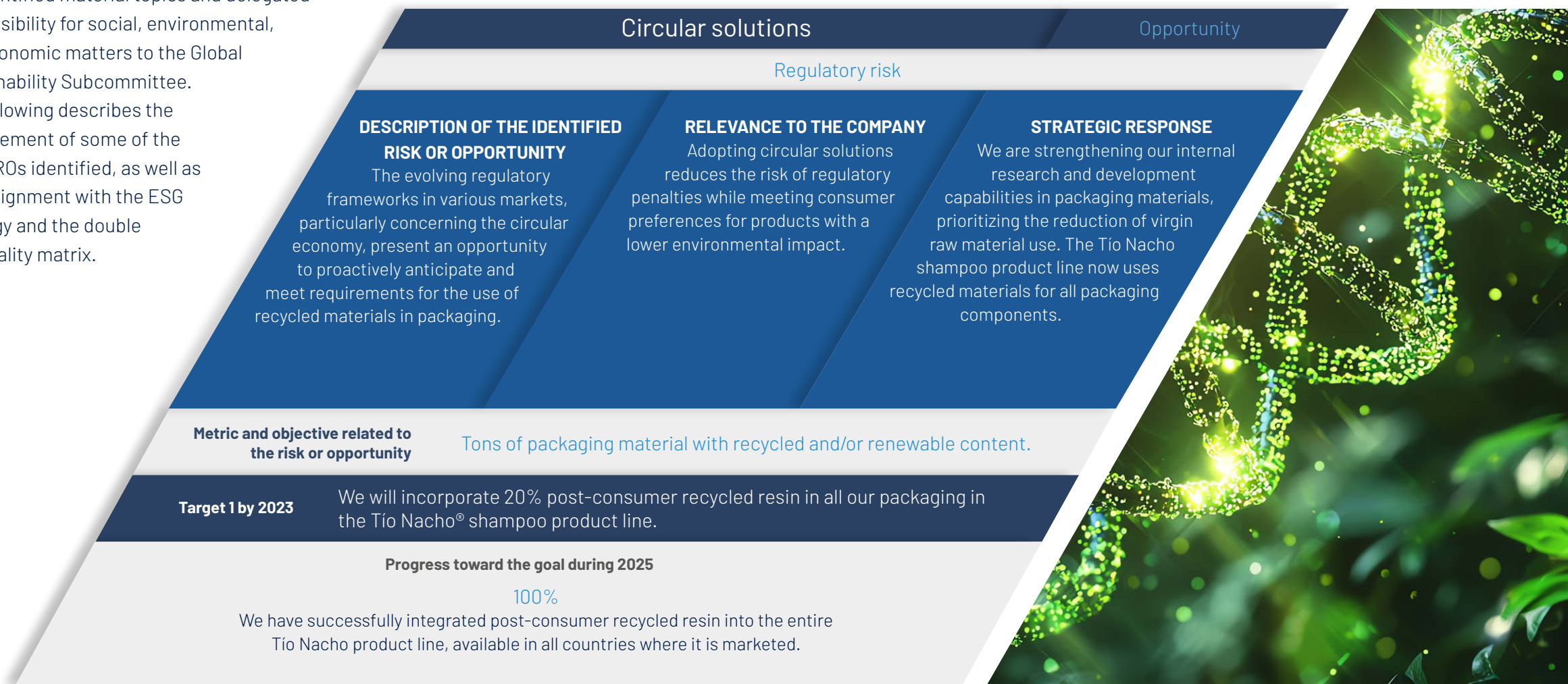


KEY IMPACTS, RISKS, AND OPPORTUNITIES

IFRS S1; GOB⁶⁴

The Board of Directors reviewed and approved the identified material topics and delegated responsibility for social, environmental, and economic matters to the Global Sustainability Subcommittee. The following describes the management of some of the main IROs identified, as well as their alignment with the ESG strategy and the double materiality matrix.

RISKS AND OPPORTUNITIES IFRS S1 EST⁶⁵; MET⁶⁶



64 Governance: We comply with requirement 27 of IFRS S1
 65 Strategy
 66 Metrics



Value chain management

Risk

Reputational and regulatory risk

DESCRIPTION OF THE IDENTIFIED RISK OR OPPORTUNITY

Operating with an extended and diversified supply chain increases exposure to potential supplier non-compliance in social, environmental, or ethical management matters.

RELEVANCE TO THE COMPANY

Non-compliance with labor or environmental practices can impact business continuity, the Company's reputation, and product availability in various markets.

STRATEGIC RESPONSE

We implement processes for identifying business-critical Tier 1 suppliers, and we provide training and self-assessment tools on ESG practices in the countries where we operate.

Metric and objective related to the risk or opportunity

Percentage of Tier 1 suppliers trained and/or self-assessed in the Supplier Sustainability Program.

Meta a 2022

Para 2022, el 100% de nuestra cadena de suministro global (proveedores Tier 1) será evaluada en el marco del Programa de Sostenibilidad para Proveedores.

Progress toward the 2025 goal

Mexico: 26.6%
Argentina: 100%

Brazil: 100%
Colombia: 100%

Peru: 100%
U.S.A.: 100%



Physical impacts and risks of climate change

Risk

DESCRIPTION OF THE IDENTIFIED RISK OR OPPORTUNITY

The increased frequency and intensity of extreme weather events are raising the likelihood of power outages at the San Cayetano Industrial Complex.

RELEVANCE TO THE COMPANY

Operational disruptions resulting from these events can lead to increased costs, production delays, and impacts on business continuity.

STRATEGIC RESPONSE

Energy cogeneration capabilities are being developed at the San Cayetano Industrial Complex to strengthen operational resilience and reduce dependence on external electricity supply.

Metric and objective related to the risk or opportunity

Percentage of electricity generated through cogeneration processes.

Target 1 by 2025

By 2025, 50% of the electricity consumed at the San Cayetano Industrial Complex will be energy generated through cogeneration.

Progress toward the goal during 2025

Corrective and preventive maintenance, along with progress in presenting regulatory requirements to the relevant authority





IMPACTS

GRI 3-3 Physical impacts and risks of climate change

Accessibility and affordability

DESCRIPTION OF THE IDENTIFIED IMPACT

Strengthening the technical and commercial skills of pharmaceutical professionals through the Gen Expertos program to improve the quality of advice provided to consumers and clients, facilitating informed access to over-the-counter medicines and personal care products.

TYPE OF IMPACT

Positive

OPERATIONAL CAUSE OF THE IMPACT

Operations (more than 50% of business operations involved)

OPERATIONAL METRIC WHERE

Number of sales representatives globally who have undergone specialized selection and training to advise pharmacies on sales, ailments, and formulations.

STAKEHOLDERS IMPACTED

Consumers and clients

Quantitative impact metric 13,500 pharmacies and stores benefited in 2025

Target 1 by 2025

By 2025, 50% of the electricity consumed at the San Cayetano Industrial Complex will be energy generated through cogeneration.

Impact assessment

Pharmacies and stores participating in the Gen Expertos program generally show improved commercial performance, resulting from strengthened technical capabilities and enhanced customer service.





Social inclusion

DESCRIPTION OF THE IDENTIFIED IMPACT

Contributing to the well-being of vulnerable populations and communities affected by natural disasters through donation programs for over-the-counter medications and personal care products.

TYPE OF IMPACT

Positive

OPERATIONAL CAUSE OF THE IMPACT

Products

OPERATIONAL METRIC WHERE THE IMPACT ORIGINATES

Number of organizations benefiting from donations and number of products (SKUs) allocated to social support programs.

STAKEHOLDERS IMPACTED

Society and communities where we operate

Quantitative impact metric +3,000,000 people benefited since 2019

Impact assessment

Access to medicines and personal care products helps improve the well-being of families and local communities in the countries where we operate, especially in contexts of vulnerability or emergency.



APPENDIX 3. INDUSTRY ASSOCIATIONS

GRI 2-28

We are firmly committed to transparency and responsible participation in industry associations, chambers of commerce, and sectoral bodies. All contributions made are exclusively for the payment of membership fees to industry associations and chambers of commerce. The purpose of partnering with these organizations is to promote the exchange of information, monitor regulatory developments, and stay informed of changes relevant to our industry.

Our participation in industry associations also enables us to contribute to constructive technical dialogue and collaborate with authorities and key stakeholders to promote viable, equitable regulatory frameworks aligned with international best practices for the benefit of the Company and our stakeholders.

It is important to note that we do not make contributions to political organizations, ballot initiatives, or engage in lobbying activities related to drug pricing or other similar matters.

ASSOCIATION OR ORGANIZATION	COUNTRY	INVESTMENT (USD)	ASSOCIATION OR ORGANIZATION	COUNTRY	INVESTMENT (USD)
Association of Manufacturers of Over-the-Counter Medicines (<i>Asociación de Fabricantes de Medicamentos de Libre Acceso - AFAMELA</i>)	Mexico	\$38,496	Chilean Chamber of the Cosmetic Industry	Chile	\$8,000
National Chamber of the Pharmaceutical Industry (<i>Cámara Nacional de la Industria Farmacéutica - CANIFARMA</i>)	Mexico	\$63,675	Colombian Association of Cosmetic Science and Technology (<i>Asociación Colombiana de Ciencia y Tecnología Cosmética - ACCYTEC</i>)	Colombia	\$255
National Chamber of the Cosmetic Products Industry (<i>Cámara Nacional de la Industria de Productos Cosméticos - CANIPEC</i>)	Mexico	\$57,650	Punto Azul (post-consumer and packaging)	Colombia	\$12,149
Argentine Chamber of Producers of OTC Medicinal Specialty Products (<i>Cámara Argentina de Productores de Especialidades Medicinales de Venta Libre - CAPEMVEL</i>)	Argentina	\$54,700	Chamber of the Pharmaceutical Industry and of the National Association of Entrepreneurs of Colombia (<i>Cámara de la Industria Farmacéutica y de la Asociación Nacional de Empresarios de Colombia - ANDI</i>)	Colombia	\$24,026
Argentine Chamber of the Cosmetics and Perfumery Industry (<i>Cámara Argentina de la Industria de Cosmética y Perfumería - CAPA</i>)	Argentina	\$18,000	Association of Personal Care and Household Products Manufacturers (<i>Asociación de Fabricantes de Productos para el Cuidado e Higiene Personal y del Hogar</i>)	Dominican Republic	\$1,425
Bolivian National Chamber of Commerce	Bolivia	\$147	Ecuadorian Association of Cosmetics, Household Care, and Absorbent Products Companies (<i>Asociación Ecuatoriana de Empresas de Productos Cosméticos, de Higiene Doméstica y Absorbentes - PROCOSMÉTICOS</i>)	Ecuador	\$3,500
Brazilian Association of the Personal Hygiene, Perfumery and Cosmetics Industry (<i>Associação Brasileira da Indústria de Higiene Pessoal, Perfumaria e Cosméticos - ABIHPEC</i>)	Brazil	\$11,500	Consumer Healthcare Products Association (CHPA)	United States	\$60,000
Brazilian Association of the Self-Care Products Industry (<i>Associação Brasileira da Indústria de Produtos para o Autocuidado em Saúde - ACESSA</i>)	Brazil	\$20,325	Lima Chamber of Commerce	Peru	\$3,473
Chamber of Over-the-Counter Medicines (<i>Cámara de Medicamentos de Venta Directa - CAMEVED</i>)	Chile	\$13,750	Total		\$391,342



APPENDIX 4. INDEXES, AWARDS, INITIATIVES, AND RANKINGS

We participate in initiatives, certifications, indices, and awards that reflect the strength of our performance and our alignment with international ESG standards.

These affiliations underscore Genomma Lab Internacional’s commitment to responsible management and the creation of sustainable value across our operations, society, and the communities where we operate.

INDEXES



We are proud to be part of the **Dow Jones Sustainability Index**, which evaluates the sustainability performance of publicly traded companies based on environmental, social, and governance criteria.



We received an **“A”** rating from **MSCI ESG Rating**, reflecting our performance in ESG risk management and our ongoing efforts to strengthen responsible practices.

AWARDS



In **2022**, our Industrial Complex achieved the **EDGE Certification**, a **World Bank** initiative that acknowledges resource efficiency and the incorporation of sustainability principles into design and construction.



For the **19th consecutive year**, the **Mexican Center for Philanthropy** (Centro Mexicano para la Filantropía, CEMEFI) awarded us the **Socially Responsible Company Distinction** (Distintivo ESR), recognizing our performance in social responsibility, business ethics, and sustainability.



We were recognized by the **Human Rights Campaign** as one of the Best Places to Work for the LGBTQ+ community, reflecting our commitment to inclusion and respect for diversity. We received this award for the fifth year in Mexico and for the third consecutive year in Argentina.



In 2025, we earned the EDGE Assess Certification and the EDGEplus Certification, reaffirming our commitment to diversity, equity, and inclusion as pillars of our organizational culture. This accomplishment makes us the first healthcare organization in Mexico to achieve the EDGE Certification, cementing our leadership in the industry.



SUSTAINABILITY INITIATIVES



We have been part of the **United Nations Global Compact** since **2011**, reflecting our commitment to adopting universal principles on human rights, labor standards, the environment, and anti-corruption.

WOMEN'S EMPOWERMENT PRINCIPLES



Sign the #WEPS today!
weps.org

We support the **Women's Empowerment Principles (WEPs)**, an initiative led by UN Women and the **United Nations Global Compact**. These principles guide companies in promoting women's leadership, equal opportunities, and involvement in the workplace and society.



We participate in **CDP**, an international initiative that evaluates and promotes corporate transparency on climate change, water management, and forest protection, strengthening disclosure and management of relevant environmental impacts. In 2025, we earned a C rating for climate and a B for forests..



We actively participate in the **Mexican Stock Exchange's Sustainability Committee** and in the **Sustainable Accompaniment Program** (Programa de Acompañamiento Sostenible, PAS), promoting the development of more sustainable supply chains through support for our suppliers.



We promote biodiversity conservation through our partnership with **UBEEES for Biodiversity**.

RANKINGS



Expansión magazine recognized our ethics and transparency practices by including us in the **500 Companies Against Corruption**¹ ranking (*500 Empresas contra la Corrupción*).



In 2025, we were honored to be included in two prestigious Merco (*Monitor Empresarial de Reputación Corporativa*) rankings, which have been evaluating companies' reputations since 2000. We are ranked among Merco Empresas, Merco Líderes, and Merco Talento.



¹ For the complete list, see: [link](#)



APPENDIX 5. MAIN ESG INDICATORS

ENVIRONMENTAL PERFORMANCE

Energy

GRI 302-1, 302-2, 302-3, 302-4

Energy consumption within the organization⁶⁷

	2021	2022	2023 ⁶⁸	2024	2025	Δ (%) 25-24
Electricity						
MWh ⁶⁹	7,024.15	9,289.92	12,131.65	13,034.49	12,922.19	-0.86%
GJ	25,286.94	33,443.79	43,673.92	46,924.17	46,519.87	-0.86%
Natural Gas						
MWh ⁷⁰	7,712.00	11,652.96	13,549.01	14,840.43	16,370.87	10.31%
GJ	27,763.19	41,950.65	48,776.45	53,425.54	58,935.14	10.31%
Diesel						
MWh ⁷¹	1,374.08	1,070.64	1,229.86	1,041.69	810.14	-22.23%
GJ	4,946.68	3,854.29	4,427.50	3,750.09	2,916.50	-22.23%
Gasoline						
MWh ⁷²	4,687.91	354.04	639.73	585.16	613.51	4.84%
GJ	1,302.2	1,274.53	2,303.02	2,106.59	2,208.62	4.84%
Total MWh	20,798.14	22,367.56	27,550.24	29,501.77	30,716.71	4.12%
Total GJ	59,299.01	80,523.26	99,180.89	106,206.39	110,580.13	4.12%

67 The scope of the information includes all operational sites in Mexico, including the San Cayetano Industrial Complex in Mexico, which comprises the OTC, personal care products, and isotonic beverages manufacturing plants, as well as the corporate offices and the production facility located in Mexico City known as Playa Langosta.

68 GRI 2-4: The information was updated in 2024. For electricity consumption, in 2023 only the San Cayetano Industrial Complex was considered. This year, the 2023 information encompasses the Industrial Complex, the Samara Corporate Office, and the Playa Langosta production site. Natural Gas and Diesel consumption covers the San Cayetano Industrial Complex. Gasoline consumption includes own transportation units and service cars at the Samara Corporate and the Industrial Complex.

69 The information regarding electricity consumption includes Samara Corporate, San Cayetano Industrial Complex, Playa Langosta, and Playa Pichilingue.

70 The scope of the information encompasses the OTC and PC manufacturing plants at the San Cayetano Industrial Complex.

71 The scope of the information is limited to the OTC and PC manufacturing plants at the San Cayetano Industrial Complex.

72 The scope of the information is limited to Samara Corporate and San Cayetano Industrial Complex's own transportation units and service cars.

Energy consumption outside of the organization⁷³ (GJ)

	2021	2022	2023	2024	2025	Δ (%) 25-24
Diesel for upstream transportation and distribution ⁷⁴	10,459.47	6,172.22	6,438.78	3,187.51	3,890.30	22.05%
Diesel for downstream transportation and distribution ⁷⁵	64,697.40	68,670.62	72,827.93	65,003.87	53,382.03	-17.88%
Gasoline for upstream transportation and distribution	391.18	103.53	340.01	91.58	78.45	-14.34%
Gasoline for downstream transportation and distribution ⁷⁶	1,399.89	2,209.40	1,798.93	663.53	1,164.72	75.53%
Diesel for employee transportation	S/I	S/I	2,347.81	2,089.19	4,824.06	130.91%
Total	76,947.94	77,155.77	83,753.46	71,035.68	63,339.56	-10.83%

Energy intensity

	2025
Energy intensity in CEDIS (kWh/box moved)	0.76
Over-the-Counter (OTC) Medicines Plant energy intensity (kWh/box produced)	0.69
Personal Care Product Plant energy intensity (kWh/box produced)	0.26

Currently in Genomma we do not use any non-renewable energy sources.

73 This refers to fuel consumption associated with upstream and downstream transportation provided by contracted suppliers for the shipment of raw materials and products.

74 Post-manufacturing activities, i.e. the distribution of the product to the final consumer.

75 All those generated by activities that the client or final consumer performs with that product or service.

76 Only considers the diesel for the transportation units contracted by Genomma with Servitur for employee transportation routes. It does not include fuel for public transportation or employees' own vehicles. Throughout the year, the number of employees who use Servitur's transportation routes is variable, i.e., not all staff and not every working day do staff use that means of transportation



GHG Emissions

GRI 2-4, 305-1, 305-2, 305-3, 305-4

GHG Emissions by Scope (tCO₂e)

	2021	2022	2023 ^{74,9}	2024	2025	Δ (%) 25-24
Scope 1 ⁷⁷	1,704.93	2,737.47	3,174.30	3,433.59	3,756.93	9.42%
Scope 2 ⁷⁸	2,971.22	4,041.11	5,313.66	5,787.31	5,736.5	-0.88%
Scope 3 ⁷⁹	52,039.77	43,466.98	44,075.12	32,673.46	30,016.59	-8.13%

GHG emissions intensity by Scope

	2022	2023	2024	2025	Δ (%) 25-24
Scope 1 and 2 (tCO ₂ e/ton produced)	0.14	0.12	0.15	0.18	20%
Scope 3 (tCO ₂ e/ton produced)	S/I	0.65	0.53	0.58	9.43%

Scope 3 Emissions by Category

Category	2022	2023	2024 ⁸⁰	2025	Δ (%) 25-24
1. Purchased goods and services	32,979.2	34,851.6	23,893.5	18,879.31	-20.99%
2. Capital goods	-	-	-	4,299.19	-
3. Energy and fuel-related activities	N/D	1,963.6	2,100.9	1,595.06	-24.08%
4. Upstream transportation and distribution	N/D	510.1	246.4	298.37	21.09%
5. Waste generated in the operation	N/D	201.0	412.3	127.36	-69.11%
6. Business travel	N/D	603.8	504.6	152.61	-69.76%
7. Employee commuting	2,975.0	322.1	579.6	564.08	-2.68%
9. Downstream transportation and distribution	5,236.3	5,623.0	4,938.9	4,100.61	-16.97%
Total	41,190.5	44,075.1	32,673.5	30,016.59	-8.13%

Remarks related to Scope 3 emissions

Category 1: Purchased goods and services: Only the quantities of raw materials and packaging materials that represented the largest purchase amount in 2025 are included, by prioritization list and with quantities reported in mass units; likewise, those categories where it was possible to adapt the DEFRA emission factors were chosen.

Category 2: For the first time, we are including indirect emissions associated with the acquisition of capital goods, such as machinery, industrial equipment, technological equipment, furniture, and other fixed assets in 2025, considering the emissions generated throughout their manufacturing and supply process.

Category 3: Energy and fuel-related activities: It includes emissions from the generation, transmission, and distribution of purchased energy reported in Scope 1 and 2.

Category 4: Upstream transportation and distribution. It includes ground transportation of purchased supplies.

Category 5: It includes the disposal of waste generated in the reporting period: both hazardous and non-hazardous waste (MSW and EMR). Emissions from waste from tax destruction of OTCs are not considered when there was insufficient evidence to verify quantities.

Category 6: It includes domestic and international air travel and accommodation, which are as follows: 14 tCO₂ for air travel and 78.46 tCO₂e for accommodation in the following countries: Germany, Austria, Colombia, South Korea, Spain, the United States, France, Guatemala, England, Italy and Mexico.

Category 7: It includes employee transportation in their own vehicles, transportation contracted by the company through a third party, and public transportation. The tCO₂ was obtained from the estimate based on survey data from employees about their commuting routes. It includes employees from Samara Corporate, San Cayetano Industrial Complex and Playa Langosta. The calculation includes travel from home to the workplace (round trip) and the use of transportation units contracted at the Industrial Complex.

Category 9: It includes the ground transportation of finished goods to customers.

⁷⁷ Scope 1 emissions include consumption of natural gas, diesel and gasoline. The scope of the information encompasses all operational sites in Mexico, including the San Cayetano Industrial Complex, which houses the production plants for OTC, Personal Care products, and isotonic beverages, as well as the corporate offices and the production plant in Mexico City, known as Playa Langosta.

⁷⁸ Scope 2 emissions refer to electricity consumption. The scope of the information encompasses all operational sites in Mexico, including the San Cayetano Industrial Complex, which houses the production plants for OTC, Personal Care products, and isotonic beverages, as well as the Samara Corporate Offices and the Playa Langosta and Playa Pichilingue plants.

⁷⁹ Scope 3 emissions are primarily from seven reported categories.

⁸⁰ GRI 2-4: The 2024 information is adjusted for changes obtained during the calculation of the emissions inventory.



Other polluting emissions

GRI 305-7

Pollutant emissions into the atmosphere (concentration in ppmv)

	2023	2024	2025	Δ (%) 25-24
Personal Care Plant (PC)				
Carbon monoxide (CO)	39.18	129.27	0.89	-99.31%
Nitrogen Oxides (NOx)	47.13	25.94	41.43	59.71%
Over-the-Counter (OTC) Medicines Plant				
Carbon monoxide (CO)	41.45	187.50	56.56	-69.83%
Nitrogen Oxides (NOx)	46.97	27.70	64.3	132.13%

Materials

GRI 301-1

Materials used to manufacture our products

	2022	2023	2024	2025	Δ (%) 25-24
Packaging material with recycled and/or renewable content (Tons)	4,074.8	15,865.8	14,141.1	122,309.02	765%
Representative % of total materials	23%	57%	49%	85%	73.47%
Other packing material (Tons)	7,830.0	7,088.0	7,235.9	6,277.0	-13%
Representative % of total materials	44%	26%	25%	4%	-84%
Raw material (Tons)	6,062.5	4,781.0	7,423.9	15,701.92	111.51%
Representative % of total materials	34%	17%	26%	11%	-58%
Total	17,967.3	27,734.8	28,800.9	144,287.94	400.98%

Waste^{81 82}

GRI 306-3, 306-4, 306-5

Non-hazardous waste management and treatment method (tons)⁸³

	2021	2022	2023	2024 ⁸⁴	2025	Δ (%) 25-24
Total non-hazardous waste recycled/reused	1,314.4	1,242.2	1,164.2	724.17	704.84	-2.67%
Total non-hazardous waste disposed	331.1	27.6	1,123.3	931.39	807.59	-13.29%
Sanitary landfill or authorized landfill	331.1	27.6	284.7	131.28	156.59	19.28%
Waste-to-energy incineration	-	-	838.6	-	561.93	-
Other miscellaneous methods (destruction)	-	-	-	734.18	-	-
Composting	-	-	-	65.93	89.07	35.10%
Total	1,645.5	1,269.8	2,287.5	1,655.56	1,512.43	-8.65%

Hazardous waste management and treatment method (tons)⁸⁵

	2021	2022	2023	2024 ⁸⁴	2025	Δ (%) 25-24
Total hazardous waste disposed	4,100.3	118.8	511.1	880.22	922.69	4.82%
Waste-to-energy incineration	4,100.3	56.2	498.6	-	922.69	-
Incineration without energy recovery	-	62.6	12.5	8.71	-	-
Other miscellaneous methods (destruction)	-	-	-	1.80	-	-
Incineration/Co-processing	-	-	-	864.08	-	-
Confinement	-	-	-	5.63	-	-
Total	4,100.3	118.8	511.1	880.22	922.69	4.82%

81 The scope of the information encompasses only the San Cayetano Industrial Complex in Mexico.

82 Data is obtained from waste output logs.

83 The categories have changed, which has affected the figures reported in previous years and therefore will not apply in 2025.

84 GRI 2-4: The volume of waste reported and verified in 2024 (2,360.9 tons; 2,282.7 tons non-hazardous and 78.2 tons hazardous) was revised after the publication of the report due to a methodological update. This technical change in the classification and consolidation of data aims to more accurately reflect waste generation and management.

85 In 2025, there was an increase in operational areas and production lines, which is reflected in the increase in waste generation.



Water⁸⁶

GRI 303-3, 303-4, 303-5; SASB CG-HP-140a.1

Water withdrawal

	2021	2022	2023	2024	2025	Δ (%) 25-24
Water extraction (m³)⁸⁷	130,699.6	228,193.0	217,686.0	213,560.6	162,687.6	-24%
Water withdrawal (Mm ³)	0.130699	0.228103	0.217686	0.213560	0.162901	-24%
Water withdrawal (MI)	130.7	228.2	217.7	213.6	162.7	-24%

Water discharge

	2021	2022	2023	2024	2025	Δ (%) 25-24
Water discharge (m³)	788.5	4,935.5	7,720	7,270⁸⁸	10,551	45%
Water discharge (Mm ³)	0.0007885	0.0049355	0.00772	0.00727	.01551	45%
Water discharge (MI)	0.7885	4.9	7.7	7.3	10.6	45%

152,137 m³ water consumption⁸⁹ in 2025
(Water withdrawal - discharge)

152.14 MI water consumption in 2025
(Water withdrawal - discharge)

86 The scope of the information is limited to the San Cayetano Industrial Complex in Mexico.

87 100% of the water used in the San Cayetano Industrial Complex is extracted from underground sources. It also comes from an area identified as being under water stress. The supply for Samara Corporate and Playa Langosta comes from municipal networks; however, it is not included in this scope.

88 2,970 cubic meters were treated by an external third party, and 4,300 cubic meters were treated through the WWTP at the San Cayetano Industrial Complex, which began operations in September 2024.

89 The data is calculated based on the measurements recorded by the water extraction meters.

SOCIAL PERFORMANCE

Workforce profile

GRI 2-4, 2-7, 2-30, 405-1

Comparison of employees by country

	2022	2023	2024	2025	Δ (%) 25-24
Mexico	1,446	1,236	1,273	1,212	-5%
United States	33	34	38	27	-29%
Brazil	75	65	65	73	12%
Argentina	171	162	158	163	3%
Colombia	41	42	48	54	13%
Ecuador	21	21	19	19	0%
Caricam	17	16	17	17	0%
Chile	35	35	25	20	-20%
Peru	18	17	17	19	12%
Uruguay	1	1	1	1	0%
Bolivia	2	3	3	3	0%
Paraguay	1	1	1	1	0%
Total	1,861	1,633	1,665	1,609	-3%



Employees by job category, gender and age in 2025

	Age	Women	Men	Total
Executive Committee	Total	0	3	3
	18-29	0	0	0
	29-44	0	0	0
	45-60	0	3	3
	61-79	0	0	0
Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Director	Total	6	9	15
	18-29	0	0	0
	29-44	4	1	5
	45-60	2	8	10
	61-79	0	0	0
Country Manager	Total	10	15	25
	18-29	0	0	0
	29-44	7	5	12
	45-60	3	8	11
	61-79	0	2	2
Directors	Total	15	24	39
	18-29	0	0	0
	29-44	6	12	18
	45-60	9	12	21
	61-79	0	0	0
Managers	Total	52	71	123
	18-29	0	2	2
	29-44	38	39	77
	45-60	13	28	41
	61-79	1	2	3

	Age	Women	Men	Total
Heads and Coordinators	Total	107	123	230
	18-29	3	3	6
	29-44	81	87	168
	45-60	22	31	53
	61-79	1	2	3
Supervisors, Specialists and Analysts	Total	328	315	643
	18-29	76	72	148
	29-44	203	170	373
	45-60	49	72	121
	61-79	0	1	1
Operational	Total	214	317	531
	18-29	67	92	159
	29-44	117	157	274
	45-60	30	67	97
	61-79	0	1	1

Gender distribution comparison

	2022	2023	2024	2025	Δ (%) 25-24
Women	50.3%	46.5%	46.8%	45.5%	-6%
Men	49.7%	53.5%	53.2%	54.5%	3%

Comparison of employees covered by collective agreements⁹⁰

	2022	2023	2024	2025	Δ (%) 25-24
Women	213	244	283	272	-4%
Men	149	210	225	212	-6%
Total	362	454	508	484	-5%
%	19.4%	27.8%	30.5%	30.1%	-1%

90 GRI 2-4: An adjustment was made regarding gender classification and its associated values. During the review of the reported information, it was found that genders had been assigned in reverse, leading to inconsistencies in the data presented.



Hiring and terminations

GRI 401-1; SASB HC-BP-330a.2

Comparison of hiring and terminations

	2022	2023	2024	2025	Δ (%) 25-24
New hires	402	487	703	365	-48%
Positions covered with internal staff	-	322	330	330	0%
Voluntary turnover	10.6%	18%	17.7%	36.42%	106%
Total turnover	23.9%	31.3%	26.5%	59.98%	126%

Hiring and turnover by gender, age and job category 2025

	Generation	Hires	Voluntary turnover rate ⁹¹	Total turnover rate ⁹²
Executive Committee	Total	0	0%	0%
	18-29	0	0%	0%
	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	0%	0%
	Women	Total	0	0%
	18-29	0	0%	0%
	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	0%	0%
Men	Total	0	0%	0%
	18-29	0	0%	0%
	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	0%	0%
	Total	0	0%	0%

	Generation	Hires	Voluntary turnover rate ⁹¹	Total turnover rate ⁹²
Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Director	Total	0	0%	67%
	18-29	0	0%	0%
	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	0%	0%
Women	Total	0	0%	0%
	18-29	0	0%	0%
	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	0%	0%
Men	Total	0	0%	33%
	18-29	0	0%	0%
	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	0%	0%
Country Manager	Total	4	20%	47%
	18-29	0	0%	0%
	29-44	2	17%	50%
	45-60	2	22%	44%
	61-79	0	0%	0%
Women	Total	2	17%	33%
	18-29	0	0%	0%
	29-44	1	0%	25%
	45-60	1	50%	50%
	61-79	0	0%	0%

91 The voluntary turnover rate was calculated by dividing the total number of voluntary departures by the total number of employees and multiplying the result by 100 to obtain the percentage.

92 The turnover rate was calculated by dividing the total number of departures, both voluntary and involuntary, by the total number of employees and multiplying the result by 100 to obtain the percentage.



	Generation	Hires	Voluntary turnover rate ⁹¹	Total turnover rate ⁹²
Men	Total	2	22%	56%
	18-29	0	0%	0%
	29-44	1	50%	100%
	45-60	1	14%	43%
	61-79	0	0%	0%
Directors	Total	4	12%	40%
	18-29	0	0%	0%
	29-44	2	8%	25%
	45-60	2	18%	64%
	61-79	0	0%	0%
Women	Total	2	10%	50%
	18-29	0	0%	0%
	29-44	0	0%	29%
	45-60	2	33%	100%
	61-79	0	0%	0%
Men	Total	2	13%	33%
	18-29	0	0%	0%
	29-44	2	20%	20%
	45-60	0	13%	50%
	61-79	0	0%	0%
Managers	Total	15	12%	26%
	18-29	1	0%	0%
	29-44	10	16%	30%
	45-60	4	3%	18%
	61-79	0	0%	0%

	Generation	Hires	Voluntary turnover rate ⁹¹	Total turnover rate ⁹²
Women	Total	8	18%	30%
	18-29	0	0%	0%
	29-44	7	25%	39%
	45-60	1	0%	9%
	61-79	0	0%	0%
Men	Total	7	8%	24%
	18-29	1	0%	0%
	29-44	3	8%	23%
	45-60	3	5%	23%
	61-79	0	0%	0%
Heads and Coordinators	Total	45	20%	37%
	18-29	4	100%	100%
	29-44	37	18%	38%
	45-60	4	21%	30%
	61-79	0	0%	0%
Women	Total	23	17%	36%
	18-29	1	67%	67%
	29-44	20	20%	41%
	45-60	2	0%	10%
	61-79	0	0%	0%
Men	Total	22	24%	39%
	18-29	3	133%	133%
	29-44	17	16%	34%
	45-60	2	34%	44%
	61-79	0	0%	0%

91 The voluntary turnover rate was calculated by dividing the total number of voluntary departures by the total number of employees and multiplying the result by 100 to obtain the percentage.

92 The turnover rate was calculated by dividing the total number of departures, both voluntary and involuntary, by the total number of employees and multiplying the result by 100 to obtain the percentage.



	Generation	Hires	Voluntary turnover rate ⁹¹	Total turnover rate ⁹²
Supervisors, Specialists and Analysts	Total	127	20%	45%
	18-29	53	19%	37%
	29-44	68	19%	46%
	45-60	6	22%	53%
	61-79	0	0%	0%
Women	Total	68	18%	40%
	18-29	23	16%	27%
	29-44	43	19%	44%
	45-60	2	16%	43%
	61-79	0	0%	0%
Men	Total	59	22%	51%
	18-29	30	24%	47%
	29-44	25	19%	50%
	45-60	4	25%	61%
	61-79	0	0%	0%
Operational	Total	170	78%	105%
	18-29	70	122%	159%
	29-44	80	61%	85%
	45-60	20	51%	70%
	61-79	0	0%	0%
Women	Total	67	118%	155%
	18-29	26	166%	225%
	29-44	34	94%	119%
	45-60	7	100%	130%
	61-79	0	0%	0%

	Generation	Hires	Voluntary turnover rate ⁹¹	Total turnover rate ⁹²
Men	Total	103	50%	72%
	18-29	44	89%	111%
	29-44	46	36%	60%
	45-60	13	30%	44%
	61-79	0	0%	0%

EMPLOYEE DEVELOPMENT

GRI 404-1, 404-3

Comparison of average hours of training

2022	2023	2024	2025	Δ (%) 25-24
28	32	35	27	-22.86%

Hours and averages of training by job category, gender and age

	Generation	Training Hours	Average
Executive Committee	Total	3	1.50
	18-29	0	
	29-44	0	
	45-60	3	1.50
	61-79	0	
Women	Total	0	
	18-29	0	
	29-44	0	
	45-60	0	
	61-79	0	

91 The voluntary turnover rate was calculated by dividing the total number of voluntary departures by the total number of employees and multiplying the result by 100 to obtain the percentage.

92 The turnover rate was calculated by dividing the total number of departures, both voluntary and involuntary, by the total number of employees and multiplying the result by 100 to obtain the percentage.



	Generation	Training Hours	Average
	Total	3	1.50
Men	18-29	0	
	29-44	0	
	45-60	3	1.50
	61-79	0	
	Total	379	18.95
Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Director	18-29	0	
	29-44	169	16.93
	45-60	144	17.98
	61-79	66	32.93
	Total	49	8.17
Women	18-29	0	
	29-44	21	5.26
	45-60	28	14.18
	61-79	0	
	Total	330	23.57
Men	18-29	0	
	29-44	148	24.71
	45-60	115	19.24
	61-79	66	32.93
	Total	270	15.88
Country Manager	18-29	0	
	29-44	124	20.69
	45-60	146	13.27
	61-79	0	
	Total		

	Generation	Training Hours	Average
	Total	109	13.63
Women	18-29	0	
	29-44	47	15.57
	45-60	63	12.50
	61-79	0	
	Total	161	17.89
Men	18-29	0	
	29-44	77	25.81
	45-60	84	13.92
	61-79	0	
	Total	4,113	28.96
Directors	18-29	0	
	29-44	2,775	30.17
	45-60	1,269	28.20
	61-79	69	13.75
	Total	1,864	29.13
Women	18-29	0	
	29-44	1,464	29.28
	45-60	361	30.08
	61-79	39	19.26
	Total	2,249	28.96
Men	18-29	0	
	29-44	1,311	31.22
	45-60	908	27.51
	61-79	30	10.08
	Total		



	Generation	Training Hours	Average
Managers	Total	1,201	25.02
	18-29	0	
	29-44	605	26.31
	45-60	573	23.88
	61-79	23	22.87
Women	Total	468	21.27
	18-29	0	
	29-44	209	18.96
	45-60	236	23.62
	61-79	23	22.87
Men	Total	733	28.19
	18-29	0	
	29-44	397	33.04
	45-60	337	24.06
	61-79	0	
Heads and Coordinators	Total	19,848	25.98
	18-29	1,331	21.47
	29-44	14,256	25.87
	45-60	4,193	27.95
	61-79	69	68.52
Women	Total	10,316	26.93
	18-29	710	24.47
	29-44	7,495	26.30
	45-60	2,111	30.60
	61-79	0	

	Generation	Training Hours	Average
Men	Total	9,532	25.02
	18-29	622	18.84
	29-44	6,761	25.42
	45-60	2,081	25.69
	61-79	69	68.52
Supervisors, Specialists and Analysts	Total	8,105	31.78
	18-29	522	47.49
	29-44	5,581	30.50
	45-60	1,980	33.00
	61-79	21	21.45
Women	Total	4,067	32.02
	18-29	79	26.46
	29-44	3,041	30.72
	45-60	946	37.84
	61-79	0	
Men	Total	4,038	31.55
	18-29	443	55.38
	29-44	2,540	30.23
	45-60	1,034	29.54
	61-79	21	21.45
Operational	Total	9,334	12.80
	18-29	1,310	12.47
	29-44	6,122	12.42
	45-60	1,878	14.79
	61-79	24	6.12



	Generation	Training Hours	Average
	Total	4,230	12.33
	18-29	723	13.38
Women	29-44	2,780	11.98
	45-60	708	12.64
	61-79	20	20.00
	Total	5,104	13.22
	18-29	587	11.51
Men	29-44	3,342	12.81
	45-60	1,171	16.49
	61-79	4	1.49
	Total		

People evaluated by job category and gender⁹³

	People evaluated	%
Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Director	3	100%
Women	0	0%
Men	3	100%
Country Manager	15	100%
Women	6	100%
Men	9	100%
Directors	25	100%
Women	10	100%
Men	15	100%
Managers	162	101%
Women	67	100%
Men	95	102%
Heads and Coordinators	230	100%
Women	107	100%
Men	123	100%
Supervisors, Specialists and Analysts	643	100%
Women	328	100%
Men	315	100%

⁹³ The performance review applies to administrative positions between levels 1 and 3.



DIVERSITY AND INCLUSION

Comparison of key positions held by women⁹⁴

	2022	2023	2024	2025	Δ (%) 25-24
% of women in the total workforce	50.3%	46.5%	46.8%	45.5%	-2.78%
% of women in management positions ⁹⁵	42.2%	38.8%	42.0%	40%	-4.76%
% of women in management positions at entry level ⁹⁶	39.7%	39.7%	44.4%	-	-
% of women in senior management positions up to two levels below the CEO ⁹⁷	45.9%	37.5%	29.4%	40%	36.05%
% of women in sales-generating positions ⁹⁸	22.5%	25.0%	27.21%	45%	65.38%
% of women in STEM positions ⁹⁹	32.2%	40.9%	46.1%	55%	19.31%

94 The percentages are calculated based on the total of the job category.

95 It includes all positions at the executive level, from entry-level, middle, and top management positions, from Country Manager positions to Managers.

96 It includes only entry-level management positions, from Directors to Managers.

97 It includes the positions of Country Manager, Business Unit General Manager, Global Sales Director, Global Finance Director, and Country Manager.

98 It includes the Trade, Marketing, Advertising and Sales departments.

99 Areas related to research and development/science and technology.

WORKPLACE WELL-BEING

GRI 401-3

Parental leave

	2024	2025
Number of employees who took parental leave	37	29
Women	26	19
Men	11	10
Number of employees who returned to work after leave	36	23
Women	25	13
Men	10	10
Number of employees who remain after one year of returning from leave	21	6
Women	12	6
Men	9	0



Employee occupational incidents

403-9

	2021	2022	2023	2024	2025
Fatalities	0	0	0	0	0
Disabling accidents	4	3	17	13	0
LTIFR ¹⁰⁰	1.7	2.6	9.8	6.3	0
LWR ¹⁰¹	ND	ND	ND	14.6	0
Annual hours worked	1,185,952	1,142,906	1,740,119	2,041,856	1,923,628.36
Number of employees to whom occupational safety indicators apply ¹⁰²	ND	ND	ND	1,665	1,223
% of employees to whom occupational safety indicators apply out of the total workforce	ND	ND	ND	100%	100%

100 Lost-Time Injury Frequency Rate: Number of lost-time injuries / total working hours X 1,000,000.

101 Lost workday rate: Number of lost workdays (149) X 200,000 / number of work hours worked.

102 Employees who worked both at the San Cayetano Industrial Complex and at the production plant in Mexico City are considered.

GOVERNANCE PERFORMANCE

Ethics reports

GRI 205-3, 406-1, 418-1

Topic	2023	2024	2025
Sexual Harassment	1	2	0
Irregularities in the Code of Conduct and Ethics and Integrity Policies	0	3	9
Inappropriate conduct	2	2	1
Conflict of interest	2	1	1
Corruption and bribery	0	0	0
Customer privacy data	0	0	0
Discrimination	0	0	0
Employee experience and leadership	8	20	19
Workplace harassment	6	0	0
Money laundering	0	0	0
Total	19	28	31

Anti-corruption Training

GRI 205-2

Job Category	Women HC	Men HC	HC Total	Women	Men	Total
Supervisors, Specialists, and Analysts	291	278	569	303	284	587
Managers and Coordinators	100	104	204	95	102	197
Senior Managers	47	64	111	48	59	107
Directors	17	19	36	16	18	34
Country Manager	9	15	24	2	9	11
Cluster Manager, Business Unit General Manager, Global Sales Director, and Global Finance Director	5	8	13	3	3	6
Total	469	488	957	467	475	942



APPENDIX 6: REPORTING STANDARDS ASG

GRI CONTENT INDEX

Genomma Lab has prepared its report in accordance with the GRI Standards for the period from January 1 to December 31, 2025

UNIVERSAL STANDARDS				REASONS FOR OMISSION			
GRI standard	Contents	GRI content title	Page(s) / URL / Comment	Omission	Rationale	Explanation	
GRI 1: Foundation 2021							
GRI 2: General Disclosures 2021							
The organization and its reporting practices	GRI 2-1	Organizational details	156				
	GRI 2-2	Entities included in the organization's sustainability reporting	156				
	GRI 2-3	Reporting period, frequency and point of contact	156				
	GRI 2-4	Information update	126, 127, 129				
	GRI 2-5	External verification	149, 156				
Activities and workers	GRI 2-6	Activities, value chain and other business relationships	6, 23, 41				
	GRI 2-7	Employees	55, 129				
	GRI 2-8	Workers who are not employees	59				
Governance	GRI 2-9	Governance structure and composition	84, 85, 87, 88				
	GRI 2-10	Appointment and selection of the highest governance body	84, 85				
	GRI 2-11	Chair of the highest governance body	84				
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	90				
	GRI 2-13	Delegation of responsibility for impact management	95				
	GRI 2-14	Role of the highest governance body in sustainability reporting	99, 156				
	GRI 2-15	Conflicts of Interest	100				
	GRI 2-16	Communication of critical concerns			a, b.	Information not available	<i>There is no detailed information on whether critical concerns are communicated to the highest governance body.</i>
	GRI 2-17	Collective knowledge of the highest governance body	84, 85, 87				



UNIVERSAL STANDARDS				REASONS FOR OMISSION		
GRI standard	Contents	GRI content title	Page(s) / URL / Comment	Omission	Rationale	Explanation
Governance	GRI 2-18	Evaluation of the performance of the highest governance body	84 ,85, 86			
	GRI 2-19	Remuneration policies	57, 84, 89			
	GRI 2-20	Process to determine remuneration	57, 84, 89			
	GRI 2-21	Annual total compensation ratio		a, b, c	Confidentiality restrictions	This information is considered confidential.
	GRI 2-22	Statement on sustainable development strategy	4			
Strategy, policies, and practices	GRI 2-23	Policy commitments	100			
	GRI 2-24	Embedding policy commitments	100			
	GRI 2-25	Processes to remediate negative impacts		a, b, c, d, e	Information not available	We do not have information on the process to remediate negative impacts.
	GRI 2-26	Mechanisms for seeking advice and raising concerns	102			
	GRI 2-27	Compliance with laws and regulations	67, 103			
Stakeholder engagement	GRI 2-28	Membership associations	104, 123			
	GRI 2-29	Approach to stakeholder engagement	114			
	GRI 2-30	Collective bargaining agreements	59, 129			
GRI 3: Material topics 2021						
Material topics	GRI 3-1	Process to determine material topics	116			
	GRI 3-2	List of material topics	116			
	GRI 3-3	Management of material topics	Addressed throughout the report			



TOPIC STANDARDS

REASONS FOR OMISSION

Material topics	GRI standard	Contents	GRI content title	Page(s) / URL / Comment	Omission	Rationale	Explanation
DOUBLE MATERIALITY TOPICS							
Economic performance	GRI 3: Material topics 2021	3-3	Management of material topics	14			
	GRI 201: Economic Performance 2016	201-1	Economic Value Generated and Distributed	15			
Investor relations	GRI 3: Material topics 2021	3-3	Management of material topics		a, b, c, d, e, f.	Information not available	We did not have material topic management in 2025.
Circular solutions	GRI 3: Material topics 2021	3-3	Management of material topics	73			
	GRI 301: Materials 2016	301-1	Materials used by weight or volume	128	a. ii.	Information not available	We do not have detailed information on the renewable materials used.
		301-2	Recycled input materials used		a.	Information not available	We do not have detailed information on the recycled inputs used.
		301-3	Recovered products and packaging materials		a, b.	Information not available	Detailed information on recovered products and materials is not available.
Consumer Health and Well-being	GRI 3: Material topics 2021	3-3	Management of material topics	121			
	GRI 201: Economic performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	94			
Product safety and quality	GRI 3: Material topics 2021	3-3	Management of material topics	36			
Water management	GRI 3: Material topics 2021	416-1	Assessment of the health and safety impacts of product and service categories	37			
	GRI 416: Customer health and safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		In 2025, there were no incidents of non-compliance related to product health and safety.		
		3-3	Management of material topics	37			
Product Safety and Quality	GRI 3: Material topics 2021	3-3	Management of material topics	70			
Water management	GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	70	d.	Information not available	We do not have detailed information on the process used to establish water-related objectives and targets.
		303-2	Management of water discharge-related impacts	70			
		303-3	Water withdrawal	129			
		303-4	Water discharge	129			
		303-5	Water consumption	129			



TOPIC STANDARDS					REASONS FOR OMISSION		
Material topics	GRI standard	Contents	GRI content title	Page(s) / URL / Comment	Omission	Rationale	Explanation
Traceability	GRI 3:Temas materiales 2021	3-3	Management of material topics	40			
	GRI 3:Temas materiales 2021	3-3	Management of material topics	22, 28			
Responsible management of the value chain	GRI 204: Prácticas de abastecimiento 2016	204-1	Proportion of spending on local suppliers	24			
	GRI 308: Evaluación ambiental de proveedores 2016	308-1	New suppliers that were screened using environmental criteria	29			
		308-2	Negative environmental impacts in the supply chain and actions taken	28	c.	Information not available	We do not have details on the negative environmental impacts in the supply chain for 2025.
	GRI 414: Evaluación social de los proveedores 2016	414-1	New suppliers that were screened using social criteria	29			
		414-2	Negative social impacts in the supply chain and actions taken	28	c.	Information not available	We do not have details on the negative social impacts in the supply chain for 2025.
Accessibility and affordability	GRI 3:Temas materiales 2021	3-3	Management of material topics	49			
	GRI 3:Temas materiales 2021	3-3	Management of material topics	83			
Responsible business	GRI 207: Taxation 2019	207-1	Tax approach	20	a-ii, a-iv	Information not available	The frequency of tax strategy reviews is not reported, nor is the relationship between the tax approach and the organization's business and sustainable development strategies described.
		207-2	Tax governance, control, and risk management	20	a-ii	Information not available	There is no description of how the organization's tax approach is integrated, nor is such information available.
		207-3	Stakeholder engagement and management of concerns related to tax	20			
		207-4	Country-by-country reporting	20			
MATERIAL IMPACT TOPICS							
Product innovation and research	GRI 3:Temas materiales 2021	3-3	Management of material topics	30			
Corporate governance	GRI 3:Temas materiales 2021	3-3	Management of material topics	84			



TOPIC STANDARDS

REASONS FOR OMISSION

Material topics	GRI standard	Contents	GRI content title	Page(s) / URL / Comment	Omission	Rationale	Explanation
Emissions management	GRI 3: Material topics 2021	3-3	Management of material topics	68			
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	68, 127			
		305-2	Energy indirect (Scope 2) GHG emissions	68, 127			
		305-3	Other indirect (Scope 3) GHG emissions	68, 127			
		305-4	GHG emissions intensity	127			
		305-5	Reduction of GHG emissions	127			
		305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	128	a-ii, a-vii	Information not available	We do not have SOx or other emission categories.
Ethics and corruption	GRI 3: Material topics 2021	3-3	Management of material topics	99			
	GRI 205: Anti-Corruption 2016	205-1	Operations assessed for corruption-related risks	101	a, b	Information not available	We do not have detailed information on the operations assessed in 2025.
		205-2	Communication and training on anti-corruption policies and procedures	98% of administrative staff received training on ethics, conduct, and anti-corruption. 28, 101, 138			
		205-3	Confirmed incidents of corruption and actions taken	101, 138			
	GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	138			
Energy management	GRI 3: Material topics 2021	3-3	Management of material topics	68			
	GRI 302: Energy 2016	302-1	Total energy consumption within the organization	68, 126			
		302-2	Energy consumption outside of the organization	126			
		302-3	Energy intensity	126			
		302-4	Reduction of energy consumption	126			
		302-5	Reduction in energy requirements of products and services		a, b, c	Information not available	Information for 2025 is not available.

FINANCIAL MATERIAL TOPICS

Relationship with authorities	GRI 3: Material topics 2021	3-3	Management of material topics	101			
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TOPIC STANDARDS					REASONS FOR OMISSION		
Material topics	GRI standard	Contents	GRI content title	Page(s) / URL / Comment	Omission	Rationale	Explanation
Relationship with authorities	GRI 415: Public policy 2016	415-1	Political contributions	101			
	GRI 3: Material topics 2021	3-3	Management of material topics	105			
Responsible marketing and labeling	GRI 417: Marketing and labeling 2016	417-1	Requirements for product and service information and labeling	44, 105, 106, 107			
		417-2	Casos de incumplimiento relacionados con la información y el etiquetado de productos y servicios	103, 107			
		417-3	Casos de incumplimiento relacionados con comunicaciones de marketing	103, 107			
Attracting and retaining talent	GRI 3: Material topics 2021	3-3	Management of material topics	56, 60			
	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	56, 131			
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	57			
		401-3	Parental leave	57, 137			
	GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	61, 133			
		404-2	Programs for upgrading employee skills and transition assistance programs	61			
		404-3	Percentage of employees receiving regular performance and career development reviews	60, 133			
Managing environmental impacts in the value chain	GRI 3: Material topics 2021	3-3	Management of material topics	28			
OTHER NON-MATERIAL TOPICS							
Waste management	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	71			
		306-2	Management of significant waste-related impacts	71			
	GRI 306: Residuos 2020	306-3	Waste generated	128			
		306-4	Waste diverted from disposal	128			
		306-5	Waste directed to disposal	128			



TOPIC STANDARDS

REASONS FOR OMISSION

Material topics	GRI standard	Contents	GRI content title	Page(s) / URL / Comment	Omission	Rationale	Explanation
Cybersecurity	GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and loss of customer data	47, 97, 138			
Diversity and inclusion	GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity of governance bodies and employees	129			
		405-2	Ratio of basic salary and remuneration of women to men		a, b, c, d, e, f.	Information not available	We do not have detailed information on the ratio between base salary and compensation for 2025.
Protection of Human Rights	GRI 407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	96			
	GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		No operations or suppliers have been identified as having a significant risk of child labor incidents.		
	GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers with significant risk of cases of forced or compulsory labor		No operations or suppliers have been identified as having a significant risk of incidents involving forced or compulsory labor.		
Employee health and safety	403: Occupational health and safety 2018	403-1	Occupational health and safety management system	64			
		403-2	Hazard identification, risk assessment, and incident investigation	64			
		403-3	Occupational health services	64			
		403-4	Worker participation, consultation, and communication on occupational health and safety	64			
		403-5	Worker training on occupational health and safety	64			
		403-6	Promotion of worker health	63, 64			
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64			
		403-8	Workers covered by an occupational health and safety management system	64			
		403-9	Work-related injuries	64, 138			
		403-10	Work-related ill health	64			
Social inclusion	GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	77, 78			
		413-2	Operations with significant negative impact, either real or potential, on local communities	78			



SASB CONTENT INDEX

Genomma Lab has prepared its report in accordance with the SASB Standards for the period from January 1 to December 31, 2025.

Standard	SASB Topic	Code	Description of the accounting or activity parameter	Measurement unit	Page(s) / URL / Comment	Omission
Biotechnology and Pharmaceuticals	Safety of participants in clinical trials	HC-BP-210a.1	Analysis by world region on the management process to ensure quality and patient safety during clinical trials.	Discussion and analysis	30	
		HC-BP-210a.2	Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Advice for Voluntary Action (Indicación de Acción Voluntaria, IAV) and (2) Advice for Official Action (Indicación de Acción Oficial, IAO).	Number		Not applicable. We do not conduct clinical trials.
		HC-BP-210a.3	Total amount of monetary losses resulting from legal proceedings associated with clinical trials in developing countries.	Reporting currency		Not applicable. We do not conduct clinical trials.
	Access to medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries, as defined in the Access to Medicines Index.	Discussion and analysis		We do not have specific initiatives to promote access to products for priority diseases; however, through medication donation programs, we provide support for the treatment of gastrointestinal and respiratory diseases with products such as Kaopectate® and Tafirol®.
		HC-BP-240a.2	Products on the WHO List of Prequalified Medicinal Products as part of the WHO Prequalification of Medicines Programme (PQP).	Discussion and analysis	We have a portfolio of products focused on managing gastrointestinal diseases, such as Kaopectate®; respiratory diseases, such as Tafirol®; and contraceptive options through the M® brand.	
	Affordability and pricing	HC-BP-240b.2	Percentage change in: (1) average selling price and (2) average net price across the U.S. product portfolio compared to previous year.	Percentage (%)	51	
		HC-BP-240b.3	Percentage change in: (1) sales price and (2) net price of the product with the highest increase compared to the previous year.	Percentage (%)	51	
	Drug safety	HC-BP-250a.1	List of products listed in the U.S. Food and Drug Administration's (FDA) MedWatch database of safety alerts for human medical products.	Discussion and analysis	37	
		HC-BP-250a.2	Number of product-associated deaths according to the FDA Adverse Event Reporting System.	Number		Information on product-related deaths is not available.
		HC-BP-250a.3	Number of recalls issued, total number of units recalled.	Number	There were no product recalls from the market.	
HC-BP-250a.4		Total quantity of product accepted for recovery, reuse or disposal.	Metric ton (t)	75		
HC-BP-250a.5		Number of FDA enforcement actions taken in response to current Good Manufacturing Practice (GMP) violations.	Number		Information for 2025 is not available.	



Standard	SASB Topic	Code	Description of the accounting or activity parameter	Measurement unit	Page(s) / URL / Comment	Omission
Biotechnology and Pharmaceuticals	Counterfeit medicines	HC-BP-260a.1	Description of the methods and technologies used to maintain product traceability throughout the supply chain and prevent counterfeiting.	Discussion and analysis	40	
		HC-BP-260a.2	Analysis of the process for alerting customers and business partners of potential or known risks associated with counterfeit products.	Discussion and analysis	40	
		HC-BP-260a.3	Number of actions that resulted in raids, seizures, detentions or filing of criminal charges related to counterfeit products.	Number		Information for 2025 is not available.
	Ethical marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings related to false promotional claims.	Reporting currency	103	
		HC-BP-270a.2	Description of the code of ethics regulating the advertising of uses for unauthorized product directions.	Discussion and analysis	105	
	Employee recruitment, development and retention	HC-BP-330a.1	Analysis of talent recruitment and retention efforts for scientific and research and development staff.	Discussion and analysis	56	
		HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: a) senior executives and managers, b) mid-level managers, c) professionals, and d) all others.	Percentage (%)	131	
	Supply chain management	HC-BP-430a.1	Percentage of (1) entity facilities and (2) Tier I supplier facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for supply chain and ingredient integrity.	Percentage (%)		<p>"We are not currently participating in the Rx-360 program or any equivalent external audit programs. However, we have internal supplier evaluation and audit processes that cover 100% of critical suppliers, focused on ensuring quality, regulatory compliance, and supply chain integrity.</p> <p>Currently, we do not track the percentage of our own facilities or Tier 1 suppliers that participate in external audit programs."</p>
	Business ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings related to corruption and bribery.	Reporting currency	101	
		HC-BP-510a.2	Description of the code of ethics governing interactions with healthcare professionals.	Discussion and analysis		There is no specific discussion of interactions with healthcare professionals or the ethical guidelines applicable to such relationships.
Activity parameter	HC-BP-000.A	Number of patients treated.	Number		Not applicable, as we only market over-the-counter medications and do not have a patient database.	
	HC-BP-000.B	Number of drugs (1) in the pipeline and (2) in research and development (Phases 1-3).	Number	33		



Standard	SASB Topic	Code	Description of the accounting or activity parameter	Measurement unit	Page(s) / URL / Comment	Omission
Personal care and home care products	Water management	CG-HP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high initial water stress.	Thousand cubic meters (m ³), Percentage (%)	129	
		CG-HP-140a.2	Description of water management risks and analysis of strategies and practices to mitigate them.	Discussion and analysis	70	Water management practices are described; however, there is no explicit identification or analysis of the risks associated with water extraction, consumption, and discharge.
	Environmental, health and safety performance of the product	CG-HP-250a.1	Revenue from products containing Substances of Very High Concern (SVHC) according to REACH regulation.	Reporting currency	18	
		CG-HP-250a.3	Analysis of the process of identification and management of new materials and chemicals of interest.	Discussion and analysis	37	
		CG-HP-250a.4	Revenue from products designed according to the principles of green or sustainable chemistry.	Reporting currency		We do not have products designed according to green chemistry principles.
	Packaging lifecycle management	CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials and (3) percentage that is recyclable, reusable or compostable.	Metric tons (t), Percentage (%)	2) In 2025, 95% of the total packaging materials used were made from materials with recycled or renewable content	1) There is no record of the total weight of packaging purchased in metric tons. 3) Information is not available.
		CG-HP-410a.2	Analysis of strategies to reduce the environmental impact of packaging throughout its life cycle.	Discussion and analysis	75	
	Environmental and social impacts of the palm oil supply chain	CG-HP-430a.1	Amount of palm oil obtained, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as a) Identity preserved, b) Segregation, c) Mass balance, or d) Registration and reclamation.	Metric tons (t), Percentage (%)	We obtain 367 metric tons of palm oil, 100% of which is certified.	
	Activity parameter	CG-HP-000.A	Units of product sold, total weight of products sold.	Quantity, metric tons (t)	10	
		CG-HP-000.B	Number of manufacturing facilities.	Number	12	



Independent Limited Assurance Report on a Sample of 2025 Sustainability Indicators Presented in the Genomma Lab Internacional Annual Report

To the Board of Directors of Genomma Lab Internacional, S.A.B. de C.V.:

Growing Verifications conducted a limited assurance engagement on a selected sample of key sustainability performance indicators (the “**Sustainability KPI Sample**”) of **Genomma Lab Internacional** for the period from January 1 to December 31, 2025, as presented in the 2025 Annual Report, Building Foundations for Sustainable Growth (the “**2025 Annual Report**”).

Beginning on page 3 of the 2025 Annual Report, the scope of assurance for the Sustainability KPI Sample is described in detail. The scope covers social and governance matters across the 18 countries in which Genomma Lab Internacional operates, while environmental indicators are limited to the Mexico Industrial Complex, comprising the San Cayetano Industrial Complex, Samara Corporate Offices, and the Playa Langosta and Playa Pichilingue plants.

Responsibilities and criteria:

Management of Genomma Lab Internacional’s Corporate Social Responsibility and Sustainability Department is responsible for:

- Defining material topics and selecting the Sustainability KPI Sample.
- Providing supporting evidence to ensure the **accuracy, completeness, reliability, and sufficiency** of the information, free from material misstatement, whether due to fraud or error.
- Designing and implementing internal processes and controls for the proper **definition, measurement, collection, validation, processing and reporting** of the Sustainability KPI Sample included in the 2025 Annual Report.
- Preparing and presenting the 2025 Annual Report.

Growing Verifications’ responsibility, in accordance with the International Standard on Sustainability Assurance (ISSA) 5000, General Requirements for Sustainability Assurance Engagements, is to:

- Design and perform procedures to obtain limited assurance over the Sustainability KPI Sample.
- Evaluate the reasonableness of the Sustainability KPI Sample based on Genomma Lab Internacional’s material topics.
- Identify any significant matters indicating a material misstatement, whether due to fraud or error, in the Sustainability KPI Sample.
- Express a limited assurance conclusion on the preparation and presentation of the Sustainability KPI Sample in accordance with the **GRI Standards**, the Sustainability Accounting Standards Board (“**SASB**”) standards for the Household & Personal Products and Biotechnology & Pharmaceuticals industries, as well as certain strategic indicators disclosed in the 2025 Annual Report.

[Growing Verifications S. C. | C. Juan Sánchez Azcona 307 A, Narvarte Poniente, Benito Juárez, 03020 Ciudad de México, CDMX. | \[www.growingverifications.com\]\(http://www.growingverifications.com\)](#)



We comply with the ethical principles set forth in the Code of Professional Ethics issued by the Mexican Institute of Public Accountants (IMCP), which is aligned with the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA), including principles of integrity, objectivity, confidentiality, and professional behavior.

The assurance engagement described in this report was conducted by a multidisciplinary team with professional competence and relevant experience in sustainability assurance engagements, and whose members comply with applicable independence requirements.

The scope of a limited assurance engagement is substantially less extensive than that of a reasonable assurance engagement. Accordingly, we do not perform an exhaustive assessment of the design or operating effectiveness of management systems and internal controls.

Our procedures included:

- Obtaining an understanding of Genomma Lab Internacional’s business and sustainability strategies.
- Understanding the procedures and systems used to define, measure, collect, validate, process, and report the Sustainability KPI Sample.
- Performing an alignment analysis between the Sustainability KPI Sample and Genomma Lab Internacional’s material topics.
- Evaluating the sufficiency and appropriateness of the evidence provided by Genomma Lab Internacional.
- Reviewing supporting documentation and publicly available information, including reports from prior years.
- Applying analytical procedures to identify inconsistencies or unusual fluctuations that could indicate potential material misstatements in the Sustainability KPI Sample.
- Conducting inquiries with personnel involved in and responsible for the preparation of the 2025 Integrated Annual Report.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Sustainability KPI Sample has not been prepared and presented, in all material respects, in accordance with the GRI Standards, the Sustainability Accounting Standards Board (“SASB”) standards for the Household & Personal Products and Biotechnology & Pharmaceuticals industries, as well as certain strategic indicators disclosed by Genomma Lab Internacional in the 2025 Annual Report.

Alma Paulina Garduño Arellano
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ETHis report has been prepared solely for the use of Genomma Lab Internacional and is not intended for use by any third party. This assurance report is issued as of May 26th 2026. Neither Growing Verifications nor any member of the assurance team accepts or assumes any responsibility or liability to any third party arising from the use of this report for purposes other than those for which it was prepared. A separate feedback report containing key findings and recommendations aimed at strengthening future processes is provided exclusively to Genomma Lab Internacional.

Growing Verifications S. C. | C. Juan Sánchez Azcona 307 A, Narvarte Poniente, Benito Juárez, 03020 Ciudad de México, CDMX. | www.growingverifications.com



Sustainability KPIs sample - Environmental

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
Total fuel consumption (GJ) Gasoline (Mobile S.): 2,208.62 Diesel (Mobile + stationary): 2,916.50 Natural gas: 58,935.14 Total: 64,060.26 Total electricity consumption (GJ) Electricity: 46,519.87 Total energy consumption within the organization (GJ) Total fuel + electricity: 110,580.13	302-1 Energy consumption within the organization	Mexico Industrial Complex
Implementation schedule for the stabilization of industrial treated wastewater discharge approved by CONAGUA.	303-2 Management of water discharge-related impacts	Mexico Industrial Complex
Total water withdrawal: 163.87 megaliters	303-3 Water withdrawal	San Cayetano Industrial Complex
Total water consumption: 152.14 megaliters	303-5 Water consumption	San Cayetano Industrial Complex
100% of water withdrawn originates from areas identified as water-stressed.	CG-HP-140a.1 (2) Total water consumed, percentage of each in regions with High or Extremely High baseline water stress	Mexico Industrial Complex

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
Total Scope 1 emissions (tCO₂e) Gasoline (Mobile S.): 159.29 Diésel (Mobile S.): 205.09 Diésel (Stationary S.): 14.18 Natural gas (Stationary S.): 3,309.47 Fugitive emissions: 68.90 Total Scope 1 emissions (tCO₂e): 3,756.93	305-1 Direct (Scope 1) GHG emissions	Mexico Industrial Complex
Total Scope 2 emissions (tCO₂e): C.I San Cayetano: 5,242.59 Corporativo Samara: 385.00 Langosta: 105.35 Playa Pichilingue: 3.56 Total Scope 2 emissions (tCO₂e): 5,736.50	5-2 Energy indirect (Scope 2) GHG emissions	Mexico Industrial Complex
Total Scope 3 emissions (tCO₂e): Categories according to the GHG Protocol Category 1: 18,879.31 Category 2: 4,299.19 Category 3: 1,595.06 Category 4: 298.37 Category 5: 127.36 Category 6: 152.61 Category 7: 564.08 Category 9: 4,100.61 Total Scope 3 emissions (tCO₂e):	305-3 Other indirect (Scope 3) GHG emissions	Mexico Industrial Complex



Sustainability KPIs sample - Environmental

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
Total waste (ton) Hazardous waste: 922.69 Non-hazardous waste: 1,512.43 Total: 2,435.12	306-3 Waste generated	Mexico Industrial Complex
Destination of non-disposed waste (tons) Non-hazardous Recycled / Reused 704.84 Total: 704.84	306-4 Waste diverted from disposal	Mexico Industrial Complex
Destination of Disposed Waste (tons) Non-hazardous Sanitary Landfill: 156.59 Composting: 89.07 Incineration with energy recovery: 561.93 Total: 807.59 Hazardous Incineration / Co-processing: 922.69 Total: 922.69 Total waste directed to disposal (ton): 1,730.28	306-5 Waste directed to disposal	Mexico Industrial Complex

Sustainability KPIs sample - Social

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
A publicly available Supplier Code of Ethics is available at: https://esr.genommalab.com/wp-content/uploads/2020/06/Co%CC%81di-go-de-Conducta-y-Etica-para-Proveedores.pdf	2-6 Activities, value chain and other business relationships	Genomma Lab Internacional
In 2025, 100% of suppliers in Colombia underwent a Due Diligence process.	308-2 Negative environmental impacts in the supply chain and actions taken	Genomma Lab Colombia
Average training hours per female employee: Operational: 13.23 Supervisors, specialists and analysts: 32.02 Heads and Coordinators: 26.93 Managers: 21.27 Directors: 29.13 Country manager: 13.63 Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Director: 8.17 Average training hours per female employee: 22.14	404-1 Average hours of training per year per employee	Genomma Lab Internacional



Sustainability KPIs sample - Social

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
<p>Average training hours per male employee:</p> <p>Operational: 13.22 Supervisors, Specialists and Analysts: 31.55 Heads and coordinators: 25.02 Managers: 28.19 Directors: 28.83 Country Manager: 11.89 Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Director: 23.57 Executive committee: 1.50</p> <p>Average training hours per male employee: 21.63</p>	404-1 Average hours of training per year per employee	Genomma Lab Internacional
<p>Average training hours per female and male employees:</p> <p>Operational: 12.80 Supervisors, Specialists and Analysts: 31.78 Heads and coordinators: 25.98 Managers: 28.96 Directors: 28.96 Country manager: 15.88 Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Director: 18.95 Executive committee: 1.50</p> <p>Average training hours per female and male employees: 21.88</p>		

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
30 organizations benefited from donation and volunteer programs.	Scope of donation and volunteer programs.	Genomma Lab Internacional
0 incidents of non-compliance concerning the health and safety impacts of products.	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Genomma Lab Internacional
0 incidents of non-compliance concerning product and service information and labeling.	417-2 Incidents of non-compliance concerning product and service information and labeling	Genomma Lab Internacional
0 incidents of non-compliance concerning marketing communications.	417-3 Incidents of non-compliance concerning marketing communications	Genomma Lab Internacional
No monetary losses related to non-compliance concerning promotional claims.	HC-BP-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false promotional claims	Genomma Lab Internacional
0 incidents of discrimination	406-1 Incidents of discrimination and corrective actions taken	Genomma Lab Internacional



Sustainability KPIs sample - Social

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
<p>Employees Fatalities: 0 High-consequence work-related injuries: 0 Recordable work-related injuries: 0</p> <p>Total injuries: 0 Rate: 0</p>	Work-related injuries	<p>Mexico Industrial Complex</p> <p>Injuries from San Cayetano (pharma, cedis, and pc) and Langosta (administrative) are considered.</p>
<p>Employees Fatalities as a result of work-related ill health: 0 Recordable work-related ill health: 0</p> <p>Total : 0 Rate: 0</p>	Work-related ill health	<p>Mexico Industrial Complex</p> <p>Fatalities and recordable from San Cayetano (pharma, cedis, and pc) and Langosta (administrative) are considered.</p>

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope																																																																
<table border="1"> <thead> <tr> <th rowspan="2">Employee category</th> <th colspan="4">2025</th> <th rowspan="2">Total</th> </tr> <tr> <th>61 - 70 years</th> <th>45 - 60 years</th> <th>29 - 44 years</th> <th>18 - 28 years</th> </tr> </thead> <tbody> <tr> <td>Operational</td> <td>0</td> <td>30</td> <td>117</td> <td>67</td> <td>214</td> </tr> <tr> <td>Heads and coordinators</td> <td>1</td> <td>22</td> <td>81</td> <td>3</td> <td>107</td> </tr> <tr> <td>Supervisors, Specialists and Analysts</td> <td></td> <td>49</td> <td>203</td> <td>76</td> <td>328</td> </tr> <tr> <td>Directors</td> <td></td> <td>9</td> <td>6</td> <td></td> <td>15</td> </tr> <tr> <td>Managers</td> <td>1</td> <td>13</td> <td>38</td> <td></td> <td>52</td> </tr> <tr> <td>Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Directo</td> <td></td> <td>2</td> <td>4</td> <td></td> <td>6</td> </tr> <tr> <td>Country manager</td> <td></td> <td>3</td> <td>7</td> <td></td> <td>10</td> </tr> <tr> <td>Executive committee</td> <td></td> <td></td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Total</td> <td>2</td> <td>128</td> <td>456</td> <td>146</td> <td>732</td> </tr> </tbody> </table>	Employee category	2025				Total	61 - 70 years	45 - 60 years	29 - 44 years	18 - 28 years	Operational	0	30	117	67	214	Heads and coordinators	1	22	81	3	107	Supervisors, Specialists and Analysts		49	203	76	328	Directors		9	6		15	Managers	1	13	38		52	Cluster Manager, Business Unit General Manager, Global Sales Director and Global Finance Directo		2	4		6	Country manager		3	7		10	Executive committee					0	Total	2	128	456	146	732	Breakdown of the workforce by gender, employee category, and age group.	Genomma Lab Internacional
Employee category		2025					Total																																																											
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Muestra de KPIs de sostenibilidad - Gobernanza

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
Existence of a double materiality assessment process.	3-1 Process to determine material topics	Genomma Lab Internacional
<p>Double materiality topics</p> <ul style="list-style-type: none"> ◦ Economic performance ◦ Investor relations ◦ Circular solutions ◦ Physical impacts and risks of climate change ◦ Consumer health and well-being ◦ Product safety and quality ◦ Water management ◦ Traceability ◦ Responsible management of the value chain ◦ Accessibility and affordability ◦ Responsible business <p>Financial materiality topics</p> <ul style="list-style-type: none"> ◦ Relationship with authorities ◦ Responsible marketing and labeling ◦ Attracting and retaining talent ◦ Managing environmental impacts in the value chain <p>Impact materiality topics</p> <ul style="list-style-type: none"> ◦ Product innovation and research ◦ Corporate governance ◦ Emissions management ◦ Ethics and corruption ◦ Energy management <p>Potentially material topics</p> <ul style="list-style-type: none"> ◦ Biodiversity and deforestation ◦ Employee health and safety ◦ Social inclusion ◦ Diversity and inclusion ◦ Cybersecurity ◦ Protection of human rights ◦ Waste management 	3-2 List of material topics	Genomma Lab Internacional

Sustainability KPIs	GRI Standards, SASB Indicators, and/or Strategic Indicators for Genomma Lab Internacional	Scope
Board of Directors, available at: https://inversionistas.genommalab.com/gobierno-corporativo/	2-9 Governance structure and composition	Genomma Lab Internacional
Public policies, available at: https://esr.genommalab.com/es/politicas/	2-23 Policy commitments	Genomma Lab Internacional
0 incidents of non-compliance with laws and regulations.	2-27 Compliance with laws and regulations	Genomma Lab Internacional
0 confirmed incidents of corruption.	205-3 Confirmed incidents of corruption and actions taken	Genomma Lab Internacional
No monetary losses related to corruption and bribery matters	HC-BP-510a.1 Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Genomma Lab Internacional
No political contributions were made to parties and/or political representatives.	415-1 Political contributions	Genomma Lab Internacional
0 substantiated complaints concerning violations of customer privacy and losses of customer data	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Genomma Lab Internacional



APPENDIX 8. ABOUT THIS REPORT¹⁰³

GRI 2-1, 2-2, 2-3, 2-5, 2-14

We present our **2025 Integrated Annual Report**, which transparently discloses our most significant contributions to the economy, the environment, and society, in line with our commitment to sustainable development.

This report has been prepared using the GRI Standards as a reference, and covers the period from January 1, 2025, to December 31, 2025. Additionally, we considered alignment with other international frameworks, including SASB and IFRS S1 and S2, among others.

The scope of the report includes all subsidiaries and entities included in the consolidated financial statements, representing approximately 100% of the company's total consolidated revenue for fiscal year 2025. However, the environmental and occupational health and safety information pertains exclusively to the operations of the San Cayetano Industrial Complex in Mexico. In addition, we would like to note that in the regions where we

operate, sustainable taxonomies currently serve as voluntary frameworks rather than mandatory regulatory requirements. Consequently, we are not legally required to report revenue, operating expenses, or capital expenditures under a sustainable taxonomy framework.

The report was prepared based on the material topics identified through the materiality assessment conducted in 2023. As the final step, the report was reviewed and approved by the management team, with the support of the Board of Directors, which is responsible for overseeing and validating the information presented. Our report has undergone independent external verification¹⁰⁴, with a scope limited to 29 indicators

INTERNATIONAL STANDARDS APPLIED



This report advances the adoption of the International Financial Reporting Standards (IFRS S1 and S2), aligning our communication with the latest global sustainability standards.



We adhere to the latest (2021) versions of GRI Universal Standards 1, 2, and 3, along with the corresponding Topic Standards, to ensure the quality, consistency, and transparency of our sustainability reporting.



We report in accordance with the SASB industry standards applicable to Personal and Home Care Products, as well as Biotechnology and Pharmaceuticals.



We align with the TCFD recommendations, strengthening the transparency and resilience of our climate change strategy.



We contribute to the fulfillment of the UN Sustainable Development Goals, reporting our progress clearly and transparently.



¹⁰³ It is crucial to note that the information contained in this report is purely informative and should not be interpreted as an official means of communication by Genomma Lab Internacional, S.A.B. de C.V. or its subsidiaries.

¹⁰⁴ See Appendix 7. Non-financial verification letter. Verification performed by: Growing Verifications



HOW TO READ THIS REPORT

- **At the beginning of each section**, the applicable GRI standards, SASB parameters, and TCFD recommendations are referenced.
- **In the Appendices section**, we present a detailed overview of our sustainability efforts, including a materiality analysis and an assessment of the key risks, opportunities, and impacts we have identified. We also share detailed quantitative information about our environmental, social, and corporate governance performance (ESG). Finally, we share our stakeholder engagement mechanisms, awards, engagement in industry associations, and reporting metrics for GRI and SASB standards.

INFORMATION FOR INVESTORS AND STAKEHOLDERS

Company name	Genomma Lab Internacional, S.A.B. de C.V.
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Mexican Stock Exchange	Las participaciones de Genomma Lab Internacional, S.A.B. de C.V. están listadas en la Bolsa Mexicana de Valores con el símbolo "LABB" (Bloomberg: LABB.MM) desde el 18 de junio de 2008.
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