



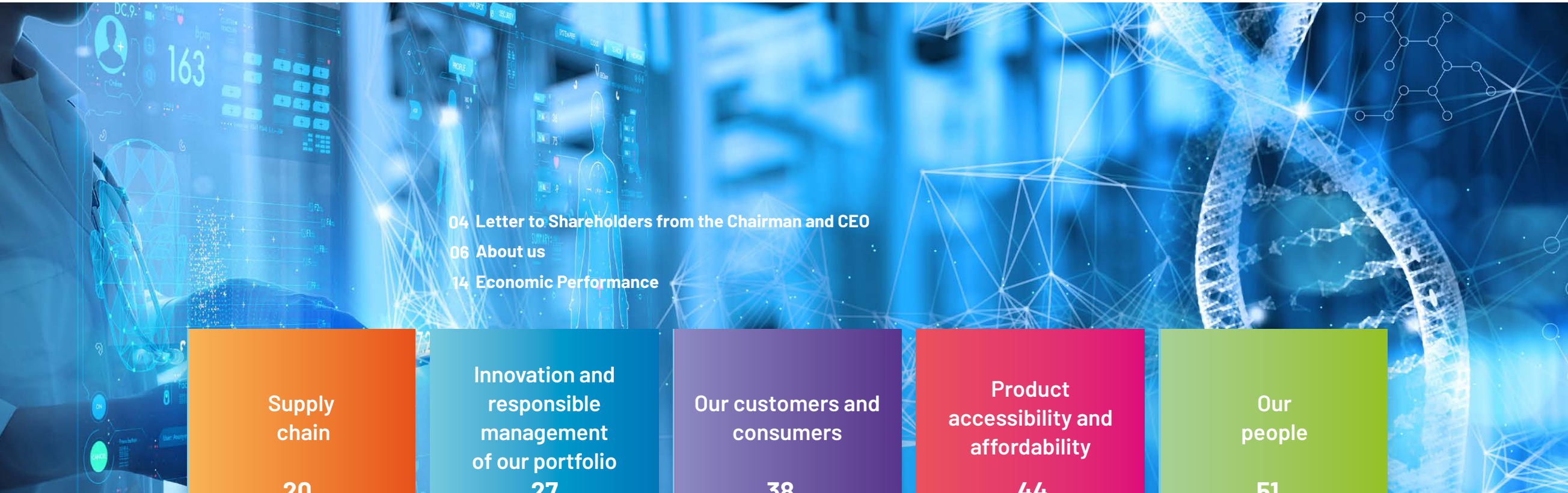
RESPONSIBLE GROWTH WITH PRODUCTIVITY IN OUR DNA

2 0 2 4 A N N U A L R E P O R T





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Letter to Shareholders from the Chairman and CEO

(GRI 2-22)

To all our Stakeholders,

We are very pleased to share that Genomma made significant progress in 2024 in its value generation strategies, built on two key pillars: a **focus on key** categories and an **enhanced productivity**. These initiatives yielded outstanding results, with a 13% increase in sales and a 235 basis point growth in adjusted EBITDA margin, reaching 23.3%, the highest in the last 10 years. Additionally, a record cash flow of \$2,763 million pesos was achieved, marking a historic milestone for the Company and underscoring the strength of its new business model.

In key categories, six out of nine showed growth, with 85% of the business growing above inflation and 68% either maintaining or gaining market share. The following categories have experienced significant growth: Isotonic Beverages 19.8%, Analgesics 52.4%, Gastro 19.7%, Derma OTC 16.2%, Infant Formula 16.9%, and Cough and Cold 7.0%. Geographically, key countries also delivered strong performances, with growth led by Mexico 10.3% and the United States 8.9% following LATAM 17.2%.

Looking ahead, we will accelerate the investment of cash and retained earnings with the goal of strengthening the business, while maintaining a stable EBITDA margin through our productivity initiatives.

In terms of productivity, we achieved 1,018 million in cumulative annual savings, reaching 57% of our goal of \$1.8 billion pesos in cumulative annual savings by 2027. Projects initiated in 2024 included the vertical integration of Suerox sleeve production, the incorporation of Teatrical jars and lids, the optimization of international logistics, and a reduction in aluminum ink usage for tablet blisters.

Our manufacturing plant continues to optimize its capacity. In 2024, the pharmaceutical plant obtained GMP certifications for topical liquids, oral liquids, and tablet coatings, qualifying them for the Mexican market. The Suerox line is now operating at full capacity, while the facial and body cream lines have been launched, alongside the new plastics plant. This addition will not only help us achieve our productivity goals but will also reduce our carbon footprint by minimizing bottle transportation and optimizing plastic usage. Looking ahead, we plan to install a second Suerox line and increase production in pharmaceuticals, personal care, and plastics.





The Company saw a significant growth in its net profit by 93% and its cash flow by 34%, closing the year with a cash conversion cycle of 109 days.

These financial enhancements, coupled with reduced CAPEX requirements, will enable the Company to continue its capital allocation strategy: **strengthening its core business, delivering returns to investors, and pursuing complementary bolt-on acquisitions.** Throughout 2024, Genomma bolstered its commercial strategy at the point of sale, distributed 800 million pesos in annual dividends, cancelled 20 million shares, and acquired complementary brands to strengthen key categories such as Isotonic Beverages, Analgesics, and Gastrointestinal products.

Sustainability remains key to our operations.

In 2024, we made significant strides in circular economy, biodiversity conservation, and packaging recycling. We inaugurated Tío Nacho beekeeping laboratories, protecting 3 million bees and contributing to the pollination of 600 hectares. We also launched a recycling program for Novamil packaging, paired with an awareness campaign. We continue to make steady progress on energy consumption projects, aiming for concrete results, all while the plant maintains its EDGE certification.

In corporate governance, we have strengthened our Board of Directors by welcoming Simona Visztova, who brings over 20

years of experience in retail and senior management roles at Walmart, and Joaquín Ley, with over 30 years of experience in financial stock analysis, having held leadership positions at prestigious banks such as Itaú BBA and Santander.

In social matters, we remain committed to supporting our employees' development and well-being, while continuing to focus on vulnerable communities through the relaunch of Fundación Genomma Lab's purpose: "Creating an Iconic Impact."

In 2024, we volunteered over 3,700 hours and donated 955,500 million products, benefiting more than 50 institutions for both initiatives

Our ongoing efforts have been recognized by indices such as MSCI ESG, which awarded us our third consecutive "A" rating improvement this year, and the Dow Jones Sustainability Index MILA, where we continue to hold our leadership position for the fifth consecutive year.

We are grateful for our organization and excited about the future. We reaffirm our commitment to creating value for our stakeholders and building a sustainable future.

Rodrigo Herrera,
Chairman of the Board

Marco Sparvieri,
Chief Executive Officer



About us

GRI 2-6

We are a proudly Mexican Company, dedicated to developing, selling, and marketing over-the-counter medicines, personal care products, beverages, and infant nutrition products. We are present in 18 countries across the American continent, offering a portfolio of 60 premium brands across nine business categories.





Purpose

“Iconic Solutions
for Your Health
and Well-being.”



Mission

To improve and preserve the health and well-being of people through innovative, safe, and effective products, providing development opportunities for our employees and profitability for our shareholders, positively impacting the community and the environment.



Vision

To be the leading company in our categories of medicines and personal care products and to be recognized for having a positive impact on the health and well-being of people, the community, and the environment.

*“We are a company that brings groups
together as a single, unified team.”*

Values and Principles

We are reliable: We always do the right thing, with honesty, respect, and responsibility.

We are transparent: We always tell the truth openly and honestly.

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, respect, and recognize you.

We are transformational leaders: We lead by example and empower our team to grow.

We are humble: We recognize our vulnerabilities and learn from our mistakes.

We have fun: We strive to create a healthy and positive environment.

We innovate: We create iconic solutions and challenge the status quo.

We always collaborate: We work as a team with a unified mindset.

We are passionate about what we do: We bring enthusiasm to our work.

We focus: We prioritize the most relevant factors to achieve our objectives.

We learn quickly: We identify opportunities, decode them and surpass them.

Learn more about our DNA, priorities, and behaviors in GenBook





Key Milestones Over Time

We share our evolution over time. Throughout this journey, we highlight the key moments of our growth, the milestones we have achieved, and the changes that have helped us establish ourselves as a leading company in the sector. Each stage reflects our commitment to innovation, quality, and sustainability.



1996

Genomma Lab foundation.



1999

We shifted to developing and marketing our own products in the over-the-counter (OTC) medicines and personal care categories.

2008

We joined the Mexican Stock Exchange.



2010

We expanded internationally, strengthening our presence in Latin America.

2015

We strengthened our business model by prioritizing geographic diversification and boosting key brands.

2018

We secured financing from the IFC (World Bank) and IDB Invest (Inter-American Development Bank) for the construction of our first Industrial Complex in the State of Mexico.

2020

We were included in the Dow Jones Sustainability MILA Pacific Alliance Index by S&P Global.



2022

Marco Sparvieri took on the role of CEO, replacing Jorge Brake.

2023

We ended the year with sales of 16 billion pesos and a presence in 18 countries across the American continent.



Our Business Units

SASB CG-HP-000.A

We are dedicated to promoting the health and well-being of individuals, as reflected in our diverse range of products and brands.

Over-the-counter (OTC) medicines and infant nutrition

We develop and market over-the-counter medicines and infant nutrition products.

52%

SHARE OF TOTAL SALES

GASTROANALGÉSICOS



ANALGESICS



COUGH AND COLD



OTC DERMA



INFANT NUTRITION





Personal care and isotonic beverages

We develop and market personal care products and hydrating beverages.

48%

SHARE OF TOTAL SALES

SKINCARE



HAIR CARE



RAZORS



ISOTONIC BEVERAGES





Our Operation

2024 SALES SHARE

U.S.A.

10%

LATAM

42%

MEXICO

48%



9

KEY PRODUCT
CATEGORIES

+650,000

POINTS OF SALE

1,665

EMPLOYEES

53.2%

46.8%

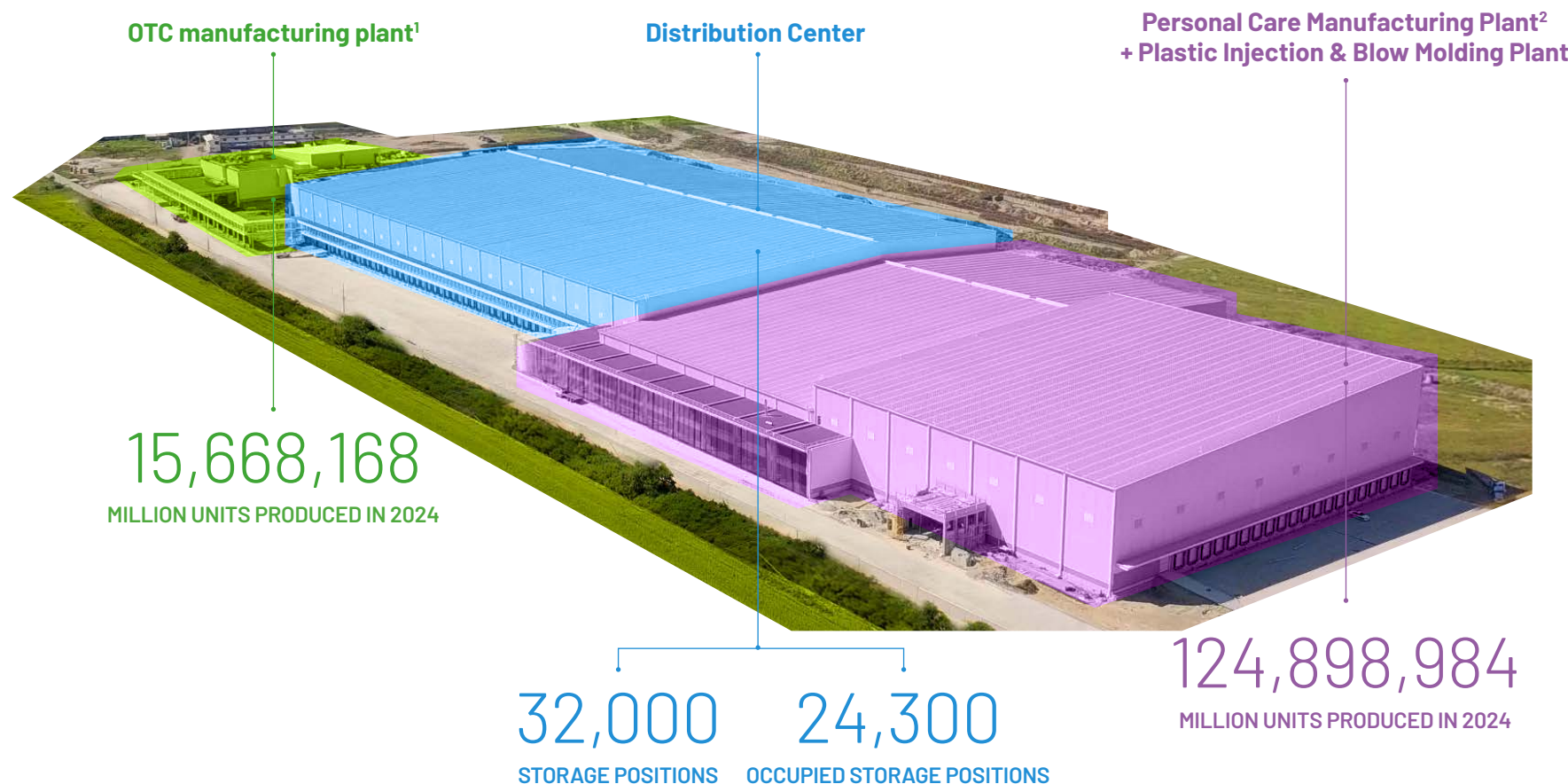


Our Industrial Complex, located in San Cayetano, State of Mexico, was designed and built under sustainability standards. As a result, it has earned the EDGE certification (Excellence in Design for Greater Efficiencies), demonstrating a significant reduction in energy, water, and material consumption by at least 20%. It is also an important pillar in our cost reduction strategy thanks to the implementation of innovative processes and projects.

It currently has two manufacturing plants, one for the OTC business and another for personal care products and isotonic beverages, as well as our new plastic injection and blowing division.

Our Industrial Complex

SASB CG-HP-000.B



We are proud to hold the **EDGE** certification for sustainable design.



1 It features five production lines: solids, semi-solids, oral liquids, topical liquids and coated tablets.

2 It features five production lines: isotonic drinks, shampoos, ointments, face creams and body creams.



Value Creation Model

Our business model is built on six strategic pillars that directly contribute to the company’s financial performance and sustainability.

Our growth strategy



Innovation	Go-To Market	Manufacturing and Supply Chain	Comprehensive Communication and Marketing	Geographical Footprint	ESG
We constantly innovate our product portfolio. We tailor our approach to meet the unique needs of our clients.	We have an extensive network of over 650,000 points of sale.	We ensure cost savings through initiatives at the San Cayetano Industrial Complex and with our suppliers.	Over 25 years of experience in developing multimedia content with the strongest presence in Latin America. We are the #1 Advertiser in Latin America.	We operate in 18 countries across the American continent, with local teams in place.	We are recognized by specialized international rating agencies. “A” rating by MSCI ESG Ratings. Members of the Dow Jones Sustainability Index MILA.



Economic Performance

GRI 3-3

We report the main economic results, as well as the performance of our OTC and PC business units. Additionally, we provide an overview of our stock performance and the Company's tax approach.





Economic Performance

Global financial results (Millions of MXN) ³				
Income Statement	2022	2023	2024	Var %
Net sales	\$16,820	\$16,467	\$18,607	13%
Gross profit	\$10,164	\$10,083	\$11,931	18%
Operating income	\$3,245	\$3,201	\$3,922	23%
EBITDA	\$3,453	\$3,386	\$4,270	26%
Adjusted EBITDA	-	\$3,445	\$4,330	-
Net income from continuous operations	\$1,366	\$1,085	\$2,091	93%
Balance Sheet	2022	2023	2024	Var %
Total assets	\$21,607	\$20,697	\$23,018	11%
Total debt	\$6,378	\$6,192	\$6,430	4%
Stockholders' equity	\$10,153	\$9,383	\$10,885	16%
Cash conversion cycle	100	85	109	28%
Stock market data	2022	2023	2024	Var %
Earnings per share	\$1.40	\$1.13	\$2.09	85%
Book value per share	9.68	9.26	10.88	17%
Outstanding shares	1,048	1,020	1,000	-2%

Adjusted EBITDA excludes the discontinuation effects of the non-controlling subsidiary

³ Figures in millions of nominal pesos and under IFRS standards, except for cash conversion cycle, share, and number of units.





OTC operating results

In 2024, our over-the-counter medication unit recorded an 8.0% growth in sales compared to the previous year. This result was driven by Mexico (+10%) and Latin America (+11%). By category, we recorded the following sales growths: analgesics (+52.4%); gastro (+19.7%); cough and cold (+7.0%) and derma OTC (+16.2%)

Globally, we gained market share in the analgesics, cough and cold and derma OTC categories.

Regarding launches, in Argentina, we acquired IBU 400® and Treg®, which enabled us to enter the ibuprofen and omeprazole segments in the country. In Colombia, XRay Dol® reached a 10.3% share in pharmacies and 10% in traditional channels. Also, in Chile, we launched our first probiotics brand.

In Mexico, we ran seasonal campaigns that boosted brands like Silka Medic® and Lomecan. We also launched Next FWD

Antiviral® complementing the cough and cold category. In the analgesics category, we strengthened the supply and improved the communication of brands like BioElectro®, Allitriple® and Alliviax®, resulting in a sell-out growth of over 9%.

On the other hand, our manufacturing plant continues to optimize its capacity. We are proud to highlight that we have obtained Good Manufacturing Practices (GMP) certifications from COFEPRIS for topical liquids, oral liquids, and tablet coating processes at our OTC manufacturing plant.

Our focus for 2025 will be on replicating successful experiences and developing global campaigns for our core brands. We will also continue our efforts to ensure better efficiency, generating savings through transfers to our plant, as well as continuous improvements to our packaging.





Operating results PC and Isotonic beverages

Our personal care and isotonic beverages business unit recorded a 19.1% growth, mainly driven by a 19.8% increase in isotonic beverages. Meanwhile, the skincare category faced a challenging market environment. Nevertheless, we made significant progress in savings and efficiencies.

In the hair care category, Vanart delivered positive results with the launch of its “Shampoo + Conditioner Rosa” line. In the skincare category, Cicatricure® received a favorable response following the launch of Neurozen® in Mexico, while Teatrical® posted double-digit growth and Asepxia experienced a decline in market share. Looking ahead, we will focus on strengthening the relaunch of Asepxia in the Mexican market.

In 2024, we implemented key actions that strengthened our operation. We successfully reduced our cost of sales by 2.5 percentage points and completed over 60 productivity projects, including formulation transfers and production relocation. We also restructured the portfolio to provide greater clarity to the consumer, while developing more effective communication strategies, particularly for brands like Cicatricure®, Goicochea®, and Groomen®.

Looking ahead to 2025, we will focus on innovating our brands, while also regularizing supply across all categories and strengthening our market presence, leveraging the launches of Cicatricure Neurozen® and Tío Nacho Control Caspa®.

In 2024, the isotonic beverage unit recorded a 14.4% growth in net sales compared to the previous year. This result was accompanied by the full expansion of Suerox® in Latin America, with its launch in Colombia in November, thereby consolidating our regional presence.

During the year, we acquired the Suero Repone® and Suero Oral® brands, which will enable us to expand our points of sales, incorporate new distributors, and strengthen Suerox®’s coverage in the United States. This decision aligns with our strategy to expand the brand’s presence in one of the key markets for the business.

We also strengthened our innovation capacity by launching new flavors in the United States, Chile, Brazil, Peru, Central America, Ecuador, and the Dominican Republic, and by developing new formulas for future portfolio expansions.

In terms of profitability, we reduce the cost of sales through negotiations with suppliers, adjustments in packaging, increased plant efficiency, and a lower volume of obsolete inventory.

In terms of performance by country, in the United States, we adjusted our communication and proposal for the general market. Meanwhile, in Colombia, the initial consumer sales results have been positive since the launch.

By 2025, our main goal is to position Suerox® as the fastest-growing brand in the beverage segment, expanding our offerings with solutions tailored to different consumption moments and consumer types. This will involve deepening our presence in current markets, accelerating turnover in key channels, and continuing to expand our offerings.





Share value

GRI 3-3

In 2024, our share value recorded the best performance within the IPC index, with an 81% appreciation. This result reflects our internal improvements, including increased productivity, expanded EBITDA, and growth in key categories, as well as external factors such as the improved macroeconomic environment in Argentina.

Throughout the year, we saw increased market confidence in our strategy, the strength of our operating model, and our position in the markets where we operate. While other companies in the consumer sector experienced declines during the same period, our stock remained one of the most resilient and highly valued by investors.

Our priority remains to ensure the financial and operational sustainability of the company, as well as to generate value for our shareholders. To achieve this, we maintain constant communication with investors and analysts through various channels, including financial reports, press releases, individual meetings, conferences, and our corporate website.

Learn more here. [🔗](#)



Tax approach

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

The tax team is responsible for identifying, analyzing, and managing the most relevant tax reforms, with the goal of ensuring proper compliance with tax obligations across all entities within Genomma Lab Internacional. To achieve this, the specific obligations of each company are analyzed, taking into account their tax regime and the activities registered with the relevant authorities. In addition, regular checks are conducted to ensure compliance within the established deadlines.

Our strategy is based on three key areas: continuously reviewing subsidiary expenses to avoid non-deductible expenditures, automating processes and controls to strengthen tax compliance, and actively managing the recovery of credit balances.

As part of the controls we implement to mitigate financial risks, we perform information reconciliations with the Tax Administration Service (*Servicio de Administración Tributaria, SAT*) and with tax authorities in the countries where we operate, as well as internal reporting. In the event of discrepancies, we maintain direct communication with the authorities to ensure the correct interpretation of the regulations and to avoid potential contingencies.



We also validate the materiality of expenses through the internal supplier portal, where the corresponding evidence for the goods and services received is uploaded. For this process, we use an evidence manual that establishes the necessary criteria to ensure the documentation is adequate.

Corporate income tax is paid on the profits earned, in accordance with the tax laws of each country where we operate. Our goal is to fulfill this commitment fairly and in a timely manner, paying the appropriate amount of taxes where the value is truly generated. We do not transfer profits to jurisdictions with lower tax rates, nor do we use structures aimed at eroding the tax base.

We act in accordance with the following guidelines: we comply with local tax laws and regulations, considering the intent of the tax policy; we avoid using structures designed to artificially reduce the tax burden; and we do not operate in jurisdictions classified as tax havens or those that maintain tax secrecy.

We also comply with the legislation on transfer pricing between our different subsidiaries. The review and approval of income and taxes paid in each country are submitted to the Board of Directors, based on the favorable opinion of the Audit and Corporate Practices Committee regarding the consolidated financial statements.

Taxes declared ⁴			
	2022	2023	2024
Taxes declared	\$867.6	\$635.7	\$800.0
Taxes paid in cash	\$706.1	\$981.1	\$808.8

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

⁴ Figures in millions of Mexican Pesos.

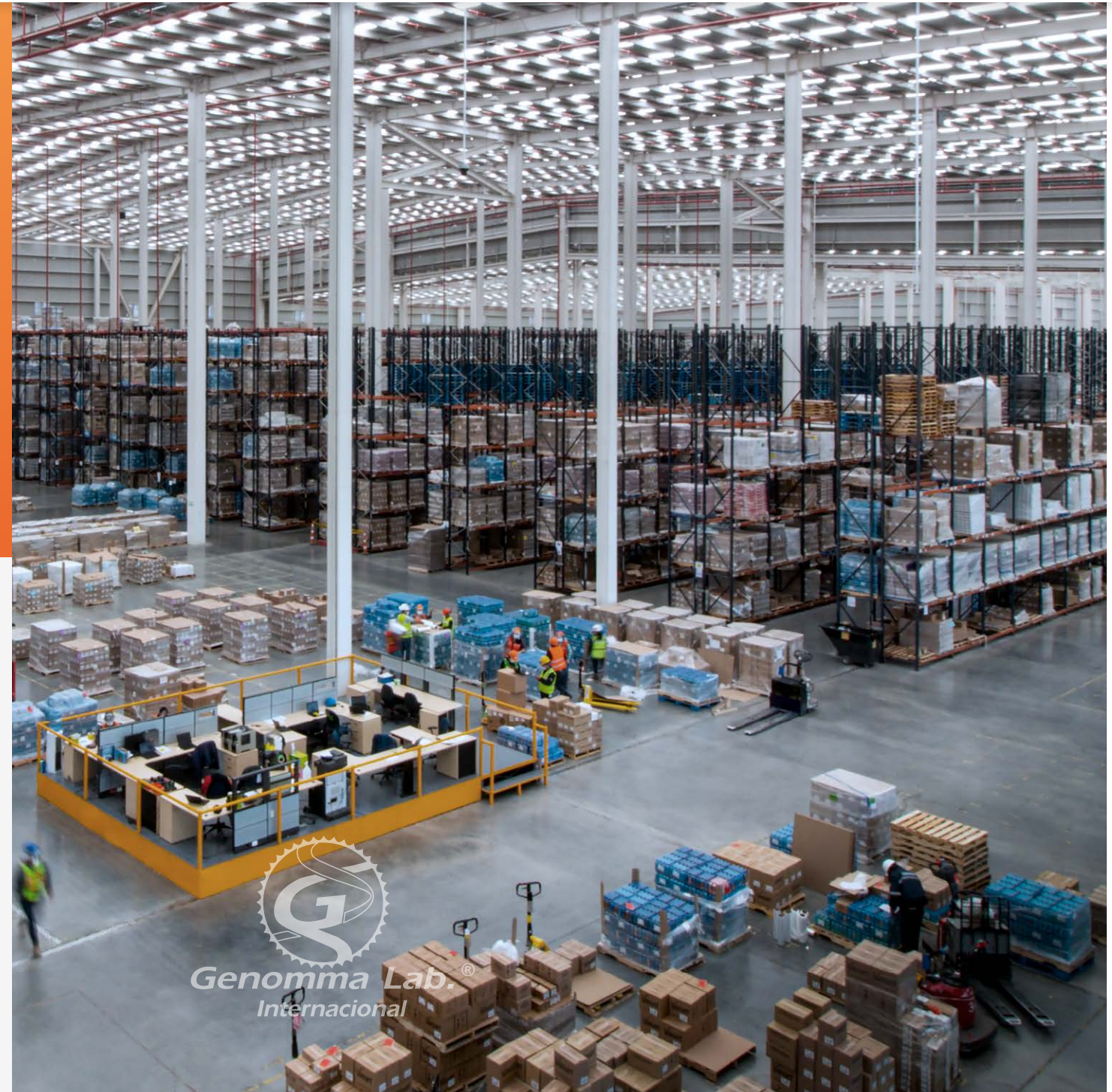




Supply Chain

GRI 3-3

The accessibility, affordability and quality of the products we offer depend to a large extent on our business partners and suppliers. We establish collaborative relationships built on high standards of quality, efficiency, and sustainability, allowing us to source world-class inputs at competitive prices. This enables us to meet the expectations of our customers and consumers, while focusing on continuous improvement at every stage of the process.





In line with this commitment, throughout 2024, we optimized our supply chain by consolidating volumes with strategic suppliers, identifying savings opportunities through negotiations, and prioritizing suppliers that met the Company's expectations.

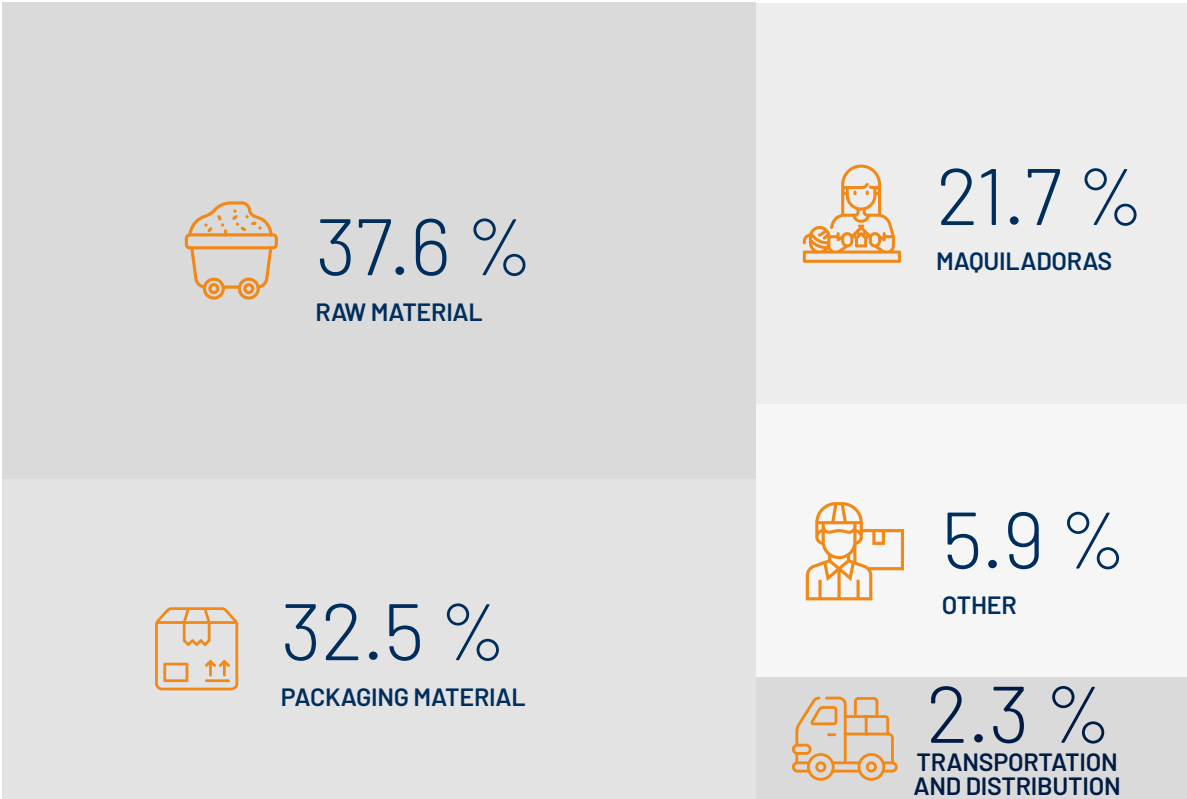
To ensure uninterrupted supply, we have alternative suppliers and have strengthened relationships with key partners, ensuring timely deliveries thanks to our Supply Planning team. We also collaborate with interdisciplinary teams to manage transfers to our San Cayetano Industrial Complex and innovations, all without compromising material availability.

Key supplier management

GRI 2-6, 204-1

We have approximately 474 suppliers who provide us with the essential resources for our operations. Our primary procurement items are raw materials and packaging materials, accounting for 37.6% and 32.5% of our purchases, respectively.

Supplier categories in the 2024 supply chain⁵



⁵ 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.



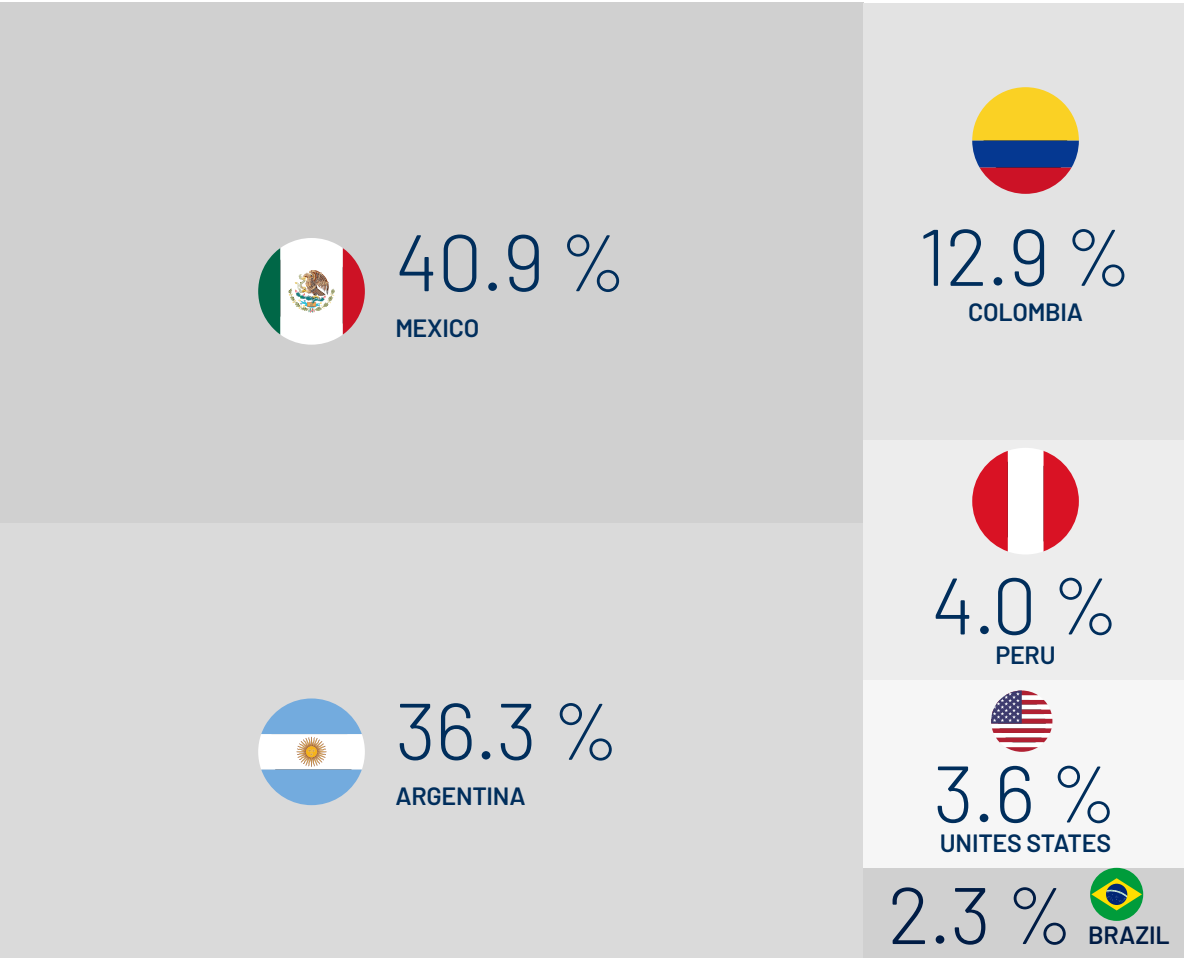
MAIN SUPPLIERS

SUPPLIER QUALITY

SUPPLIER SUSTAINABILITY PROGRAM

In 2024, we observed a significant growth in the supplier portfolio in Argentina and Brazil, where efforts have made to strengthen the supply chain and optimize its management in terms of costs and sustainable practices. In the United States, the supplier base for maquila or finished products was diversified. Meanwhile, in Colombia, the launch of the Suerox® brand posed a significant challenge, as it required the implementation of processes for importing raw materials, production, and distribution.

Suppliers by country during 2024⁶



We are aware of our impact on the local economy, so we collaborate with suppliers in the countries where we operate, strengthening their businesses and generating employment and growth opportunities. Currently, we allocate 88.8% of our budget to local suppliers.

Our Tier 1 suppliers⁷, representing 51.3% of our supply network, are crucial in ensuring the availability of key inputs to maintain operational continuity.

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

⁷ 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.





Supplier Type 2024

	Total Suppliers	Total Tier 1* Suppliers	% of total expenditure on Tier 1 suppliers	Total local suppliers	% of total expenditure on local suppliers
Mexico	194	183	19%	194	100%
Argentina	172	25	71%	146	83%
Brazil	11	0	0%	11	100%
Colombia	61	29	20%	58	64%
United States	17	6	72%	9	55%
Peru	19	0	0%	13	99%



Supplier Quality

SASB HC-BP-430a.1

The quality of our inputs is crucial to ensure the excellence of our products and the trust of our customers and consumers. To ensure the highest quality and compliance with current regulations, we work closely with our suppliers.

Through our **Supplier Quality Assurance Procedure**, we verify compliance with the established requirements through a comprehensive evaluation that includes a questionnaire on their quality management system, collection of legal and technical information, audits, and analysis by authorized third parties.

To be approved, suppliers must demonstrate technical capacity in their facilities, processes, and personnel, follow excellent manufacturing, storage, and distribution standards, maintain appropriate labor practices, and possess the necessary technical and legal documentation. They must operate under a robust quality management system that complies with current local regulations.

Furthermore, they must accomplish with occupational health and safety regulations, taking into account local and international certifications⁸, as appropriate.

By doing this, we ensure that our inputs align with established quality requirements, strengthening our supply chain and delivering products that meet the expectations of our customers and consumers.

We assess our critical suppliers annually for their performance and regulatory compliance, and we conduct audits of their facilities, prioritizing the potential impact they may have on our products.

⁸ We mainly request ISO (International Organization for Standardization) certifications, which are international standards that define requirements for management systems in areas such as quality, safety, and environment, among others.



During this assessment, we examine various key aspects of operation and quality standards compliance, including:



100% of maquila or finished product suppliers were assessed in 2024.

For audits of active ingredient manufacturers with facilities abroad, the aforementioned process is followed, with the addition of the following additional procedures:



⁹ This Mexican entity is in charge of regulating and controlling sanitary risks and protecting public health in areas such as food, medicines and consumer products.

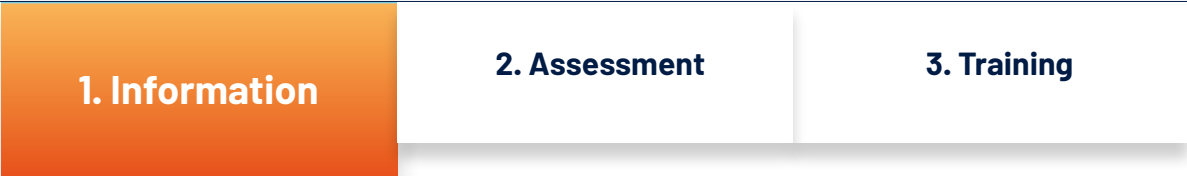





Supplier Sustainability Program

GRI 3-3, 205-2, 308-2

To foster good practices, cooperation, and continuous improvement in our supply chain, we have established the **Supplier Sustainability Program**. This program applies to suppliers of raw materials, packaging materials, maquilas (finished products), and transportation (logistics). This program encompasses three key areas of action:



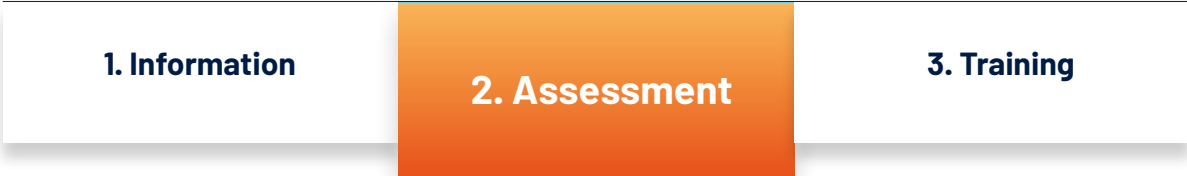
At Genomma Lab, we firmly believe that building business relationships with companies that share our principles is crucial, as it enables us to strengthen our supply chain and ensure consistency in our practices.

To ensure this, we have a **Supplier Code of Conduct and Ethics** , which addresses key issues such as anti-corruption, quality, conflict of interest, human rights, safety, and the environment.

All suppliers interested in working with us are required to read and adhere to this code, as well as our integrity policies.

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

The Procurement department takes into account the guidelines outlined in the Supplier Code of Ethics, which are incorporated into all commercial agreements through contracts or agreements. Furthermore, the team receives ongoing training in Ethical Management and Sustainability in the supply chain every two years. A new course is scheduled for 2025.



We have a Social Responsibility and Sustainability Self-Assessment model, which aims to promote the adoption of good practices, ensure regulatory compliance and strengthen social responsibility. Through this model, we assess the maturity level of our suppliers and business partners in the following areas:

- Corporate Governance
- Economy
- Environment
- Working Conditions
- Community Engagement

Depending on the supplier’s sector, the questions carry a specific weight and must be supported by evidence. Additionally, we provide guidance and assistance during the self-assessment process to ensure the quality of the information presented.

Supplier Self-Assessment Results¹⁰

	Mexico	Argentina	Brazil	Colombia	United State	Peru
Tier 1 Suppliers assessed (document-based or on-site assessment)	40	168	21	12	18	3
Tier 1 Critical suppliers assessed	25	66	3	12	6	2
Suppliers assessed with significant potential/actual negative impacts	0	0	0	0	0	0
Suppliers with significant potential/ actual negative impacts having a Corrective Action Plan**	0	0	0	0	0	0
Suppliers with potential/actual significant negative impacts with whom the business relationship was terminated***	0	0	0	0	0	0

The supplier self-assessment process is overseen by the Sustainability Subcommittee, which reports to the Executive Committee.

1. Information

2. Assessment

3. Training

As part of our commitment to promoting sustainability throughout the value chain, we extended an invitation to our suppliers to participate in the 2024 edition of the Sustainable Accompaniment Program (Programa de Acompañamiento Sostenible, PAS), offered by the Bolsa Mexicana de Valores, BMV.¹¹

This program provides an exceptional opportunity to reinforce sustainable practices, boost competitiveness, and align with international standards in environmental, social, and governance (ESG) matters.

Finally, we highlight that in Colombia, all suppliers undergo a due diligence process to avoid any type of negative social or environmental impact.¹²

Throughout 2025, we will be fostering ongoing sustainability training opportunities with our suppliers.



10 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.

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

12 We hold the Authorized Economic Operator (AEO) certification from the National Directorate of Taxes and Customs (DIAN).



Innovation and responsible management of our portfolio

GRI 3-3

Innovation is a cornerstone of our organizational culture, a crucial component of our business model, and a key element in our growth strategy. We are constantly striving to develop value-added formulas, expand our product lines, and launch presentations that meet the evolving needs of consumers, ensuring our products are always available and accessible to everyone.

This commitment is inextricably linked to a priority: ensuring the safety of our products throughout their life cycle through concrete actions and mechanisms.





Innovation model and new product development

















GRI 3-3

The development of new products, particularly in the Over-The-Counter (OTC) business unit, is driven by an innovation model that involves different key areas. The Innovation Subcommittee, comprising the Chairman of

the Board of Directors, the General Management, the Executive Vice President of Finance and Administration, along with global leaders and managers of strategic areas, oversees the innovation process. This process is managed

by technical areas such as Development, Regulatory Affairs, Medical Management, Legal, and the business units (BUs). Below, we outline the process and the areas responsible for each activity.

OTC Innovation process

Opportunity	Feasibility	Development	Execution	Post-launch	
<div> 1. Identifying an idea (opportunity)</div> <div> 2. Product brief¹³ development</div>	<div> 1. Medical assessment</div> <div> 2. Technical feasibility and production aspects</div> <div> 3. Sourcing strategy</div> <div> 4. Product-level risk analysis</div> <div> 5. Legal risk analysis</div> <div> 6. Financial planning and pharmaceutical development</div>	<div> 1. Investments</div> <div> 2. Pharmaceutical or galenic development¹⁴ and GMP certification¹⁵</div> <div> 3. Dossier development</div> <div> 4. Product approval</div> <div> 5. Development of launch plan</div>	<div> 1. Production and launch</div> <div> 2. Marketing and advertising</div>	<div> 1. Post-marketing follow-up</div>	
Key areas involved in the process >>	Business units BU's	Medical Management	Development	Regulatory Affairs	Legal

13 A document that outlines the essential information needed to successfully execute a project.

14 The process of transforming an active ingredient into a safe, effective, and administrable medication. This process involves selecting the most suitable pharmaceutical form, choosing excipients, and designing release systems that ensure the product's stability, bioavailability, and efficacy. The goal is to ensure that the drug reaches the body in a controlled manner, preserving its therapeutic properties throughout its shelf life.

15 Acronym for Good Manufacturing Practices. This is a set of standards and guidelines that companies must adhere to in order to ensure the quality and safety of their products. By the Federal Commission for Protection against Health Risks (Comisión Federal para la Protección contra Riesgos Sanitarios, COFEPRIS) in Mexico.



We consider three major innovation and development approaches:

- 1 **Technology transfer**, enabling us to adapt and reproduce manufacturing processes in our production plant, consistently ensuring quality and compliance.
- 2 **Evaluation of alternative manufacturers**, where we seek to optimize costs and strengthen our competitiveness by enabling new suppliers for products that already have a sanitary registration.
- 3 **Development or acquisition of dossiers**, either by creating new products with in-house technical support or by acquiring ready-made developments that have proven their viability.

In 2024, as part of our ongoing improvement process, we introduced a digital tool called the Development Dashboard. This tool provides a comprehensive, real-time overview of project progress, enhancing decision-making and facilitating operational efficiency.





Over-the-counter medicine innovation

SASB HC-BP-000.B



During 2024, we made significant progress in the innovation of our OTC product portfolio. We successfully launched 68 products across our four categories: pain relievers, flu and cough, gastro, and dermatological, setting a new record for releases in a single year. Some examples **include Next FWD[®], Alliviax Garganta[®], Genobiotics[®], and Silka Defensa[®]**, available in aerosol and powder formats ¹⁶. For women's care, **Lomecan Espuma[®] shampoo and Lomecan Duo[®]** are available¹⁷.

We achieved outstanding results on a global scale. **In Argentina, we acquired and relaunched the UBI400[®] and Treg[®] brands**, enabling us to enter the pain relievers and acidity inhibitors segments. By the end of 2024, our market share had reached 6.2% and 21%, respectively. **In Chile, we launched our first probiotics brand, Genobiotics[®]**, which quickly positioned itself as the fourth best-selling in the country, with a market share of 7.7%.

In addition to new launches, we work on **improving formulas and presentations** to make products more effective, accessible and aligned with current consumer needs. At the same time, we successfully completed 100% of the formula transfer plan to the manufacturing plant at the San Cayetano Industrial Complex.

Throughout the year, we made significant strides in strengthening our development processes, achieving results that pave the way for future innovations. In Mexico, we submitted **38 dossiers¹⁸**, surpassing our initial goals. Globally, we submitted **126 products** to health authorities, achieving an approval rate of up to 78.2%. Most of this progress was concentrated in Mexico, as well as in the countries comprising the Southern Cone Cluster and the Andean Cluster.

¹⁶ Relaunch with a new formula.

¹⁷ We launched two new products: Espuma Sua-V and Shampoo Ultra Fresh 600 ml, while Shampoo Esos Dias and Ultra Fresh 200 ml were reformulated.

¹⁸ It includes innovations from technology transfers, evaluations of alternative manufacturers and innovations from dossiers we have acquired or developed ourselves.



Percentage of revenue generated by OTC product innovations

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

Detail of OTC innovation phases

	2023	2024
Products undergoing bioequivalence studies ¹⁹	0	5
Submitted dossiers (year)	98	126
Launched products	38	68
% sales/innovation	NA	13%



¹⁹ Since the drugs being developed are molecules or combinations of known molecules and there is already a history of approval, **clinical trials are not required**. However, the Official Mexican Standard NOM-177-SSA1-2013 sets forth some additional requirements depending on the pharmaceutical form and the Active Ingredient(s). Sometimes it is necessary to perform clinical bioequivalence studies, while other times only a dissolution profile is required to ensure pharmaceutical equivalence.



Responsible Portfolio Management

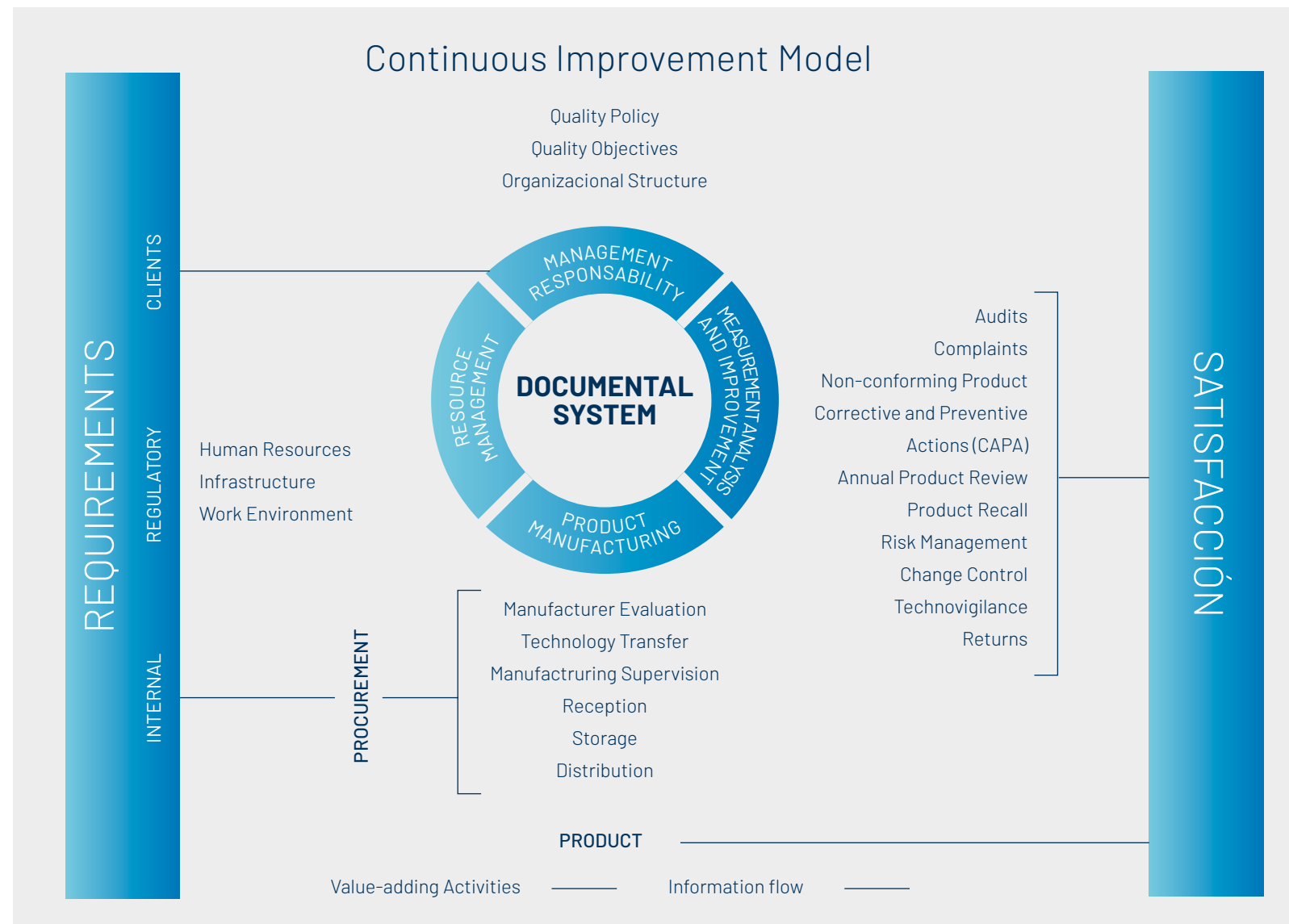
GRI 3-3; GRI 416-1; SASB HC-BP-210a.1

We take a comprehensive approach to ensure the quality and safety of our products, from independent audits of our manufacturing processes to pharmacovigilance, technovigilance, cosmetovigilance, and traceability processes. We strive to ensure that every product meets the highest standards, from its manufacture to its delivery to the final consumer.

Quality Management System

Our quality management system enables us to maintain operational control by implementing and verifying good practices, as well as complying with local and international regulations. Our Quality Committee leads this system, and we have a specialized team dedicated to overseeing its proper implementation. They work closely with our suppliers to maintain consistently high production standards.

For more information on our approach to supplier quality assessment, please click here. [🔗](#)





Throughout 2024, we made significant progress and achieved significant milestones. One of our main accomplishments was **securing the Good Manufacturing Practices (GMP) certification** from the Mexican Federal Commission for the Protection against Health Risks (COFEPRIS) for our production lines of topical liquids, oral liquids, and tablet coatings at our over-the-counter medication manufacturing plant. Additionally, the PC plant has also earned this certificate and is currently awaiting the decision for the isotonic beverage category (Suerox®). Moreover, some of our manufacturing processes and facilities were audited by a number of our international clients, and the results were highly satisfactory.

We also strengthened our internal procedures for handling audits. We specifically implemented the procedure PNO-AS-015.04, "Support for audits by regulatory agencies and clients." This procedure outlines the roles and responsibilities of the personnel involved during an audit, including those responsible for document review, tours of the Industrial Complex, and the team in charge of preparing the documentation requested during the visits.

Regarding the frequency of inspections, quality audits by the health authority are conducted every 30 months for the renewal of the BFP or GMP certificate and every five years for the Over-the-Counter (OTC) certificate for personal care products and beverages.

The recommendations resulting from regulatory audits are handled through work plans that are presented to the relevant authorities. Among the key feedback points addressed during the year, we highlight the progress made in qualification and validation programs stemming from the BFP or GMP certification, as well as the certifications received for the Suerox® line.

As we look ahead to 2025, we are actively preparing for potential visits from health authorities across different Latin American countries, primarily for products within the OTC business unit.

All our product categories boast a quality rating of over 97.8%²⁰

20 Novamil® infant nutrition products, a brand that is exclusively marketed, boast a 91.8% evaluation rating.



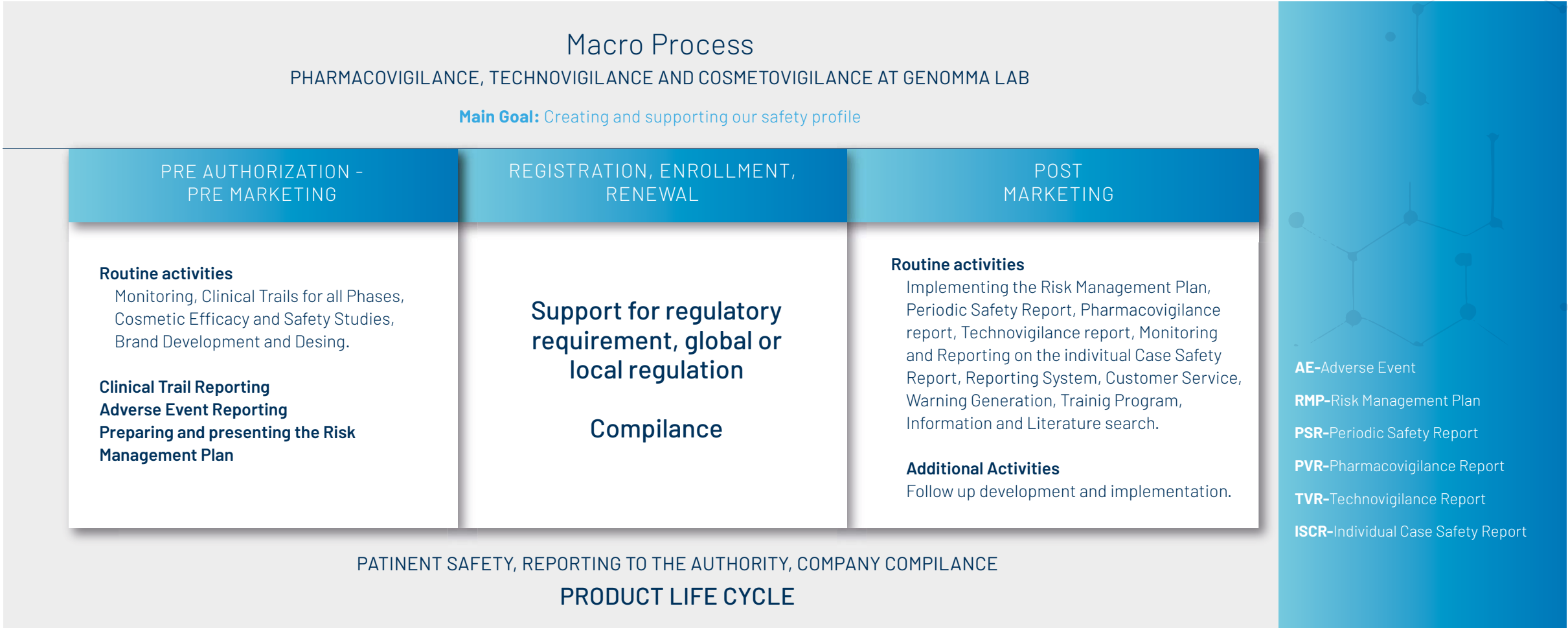


Safety and Efficacy

GRI 3-3, 416-1; SASB HC-BP-210a.1, CG-HP-250a.3

At the Medical Management department, we take responsibility for ensuring that 100% of our products are safe and effective before they reach the market. To achieve this, we conduct rigorous evaluations, including clinical studies and cosmetic efficacy testing. We not only evaluate the functionality

of each product, but also prioritize identifying potential risks from the early stages, enabling us to make informed decisions and implement corrective measures. This way, we ensure that each formulation meets all regulatory requirements.





We align ourselves with the regulations of each country we operate in. We also use criteria established by renowned agencies, such as the Food and Drug Administration (FDA) in the United States, and international regulatory frameworks, such as the European Union Regulation (Registration, Evaluation, Authorization, and Restriction of Chemicals).

To stay up-to-date with regulatory changes²¹, we have processes that are activated in two scenarios: when a country's authorities update their lists of permitted ingredients or when the innovation team proposes the use of new ingredients. In both cases, we assess the potential impact on our formulas, and if necessary, we request a reformulation to ensure compliance.

We utilize specialized tools to analyze and categorize cosmetic ingredients from a toxicological standpoint. We calculate the safety margin for each ingredient, identify potential regulatory constraints, and notify our innovation teams accordingly. We complement our work with processes that analyze the regulatory and functional feasibility of each new development, as well as evaluations in the formulations considering permitted limits of allergens, toxicology, and other factors.

*100% of the products in our portfolio's²²
nine categories are rigorously
evaluated for safety and efficacy.²³*

21 The Medical Management area is supported by the Regulatory Affairs area. The Brand Operations area is also involved in reviewing the messages on product labels, as well as in the communication and marketing pieces.

22 The categories include skin care, cough and flu, isotonic drinks, pain relievers, hair care, OTC dermatology, gastrointestinal, infant nutrition, and razors.

23 SASB CG-HP-250a.1, CG-HP-250a.2, HC-BP-250a.1, HC-BP-250a.2: Our formulations are free from substances subject to control by the California Department of Toxic Substances Control (DTSC), as well as substances of very high concern (SVHC) according to REACH. They also do not appear in the Food and Drug Administration's (FDA) Med-Watch safety alert database. We have not identified any revenue related to products that pose a health risk, nor have there been any reported deaths due to the use of products manufactured or distributed by our company.



Pharmacovigilance

We have a comprehensive system for reporting adverse reactions, events, or any other issues related to our products. This system enables us to promptly identify any potential risks and take the necessary steps to safeguard the health of our consumers. Anyone can report these cases through our official channels, which strengthens our ability to respond and continuously improve.

Our pharmacovigilance system is aligned with recognized international standards, including those established by the Uppsala Monitoring Centre of the World Health Organization (WHO), the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH), the European Medicines Agency (EMA), and the Good Pharmacovigilance Practices for the Americas. We also comply with the regulations of each country where we operate.

Throughout 2024, we took significant steps to bolster our post-market safety and surveillance processes. We prepare pharmacovigilance reports as part of the process for extending sanitary registrations. At the same time, we create Periodic Safety Reports (PSR), which provide comprehensive information on the risks and benefits of our medicines. We also receive and record reports of individual cases of Adverse Events (AE) and Adverse Drug Reactions (ADR), in compliance with the requirements of the National Pharmacovigilance Center in Mexico.

Below, we outline the communication channels we have available for each country.

Country	Pharmacovigilance Unit (customer service)
 Argentina	0 80044443666
 Brazil	0 8007700566
 Bolivia	800101149
 Costa Rica	0 800 0521647
 Guatemala	18008350438
 Nicaragua	18002260509
 Honduras	80027919096
 El Salvador	8006605
 Panama	00 8000521458
 Dominican Republic	18887600140 + farmacovigilancia.chile@genommalab.com
 Chile	800835977
 Colombia	18009520777- 5924569
 Ecuador	1800000426 + farmacovigilancia.ecuador@genommalab.com
 United States	18779943666
 Mexico	800 7171 305 + farmacovigilancia@genommalab.com
 Paraguay	00 98005410048
 Peru	80000791 + farmacovigilanciaperu@genommalab.com
 Uruguay	000 4054571



Traceability

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

To ensure the safety and authenticity of our products, we employ a comprehensive traceability approach, from production to distribution, supported by technology, document controls, and security elements designed to prevent counterfeiting and ensure the tracking of every SKU that enters the market.

Each product’s packaging features a unique design that incorporates a unique code, barcodes, batch numbers, expiration date, and sanitary risk. Additionally, the packaging features security elements such as holograms and security seals, allowing for authenticity verification.

Traceability begins with the issuance of the production order and input supply, a stage where a specific batch is assigned to the product²⁴. This batch number is kept throughout all manufacturing phases. This enables us to trace the product from its origin to its final destination.

Before being released to the market, each batch undergoes a thorough review by the Quality department, which ensures that all good manufacturing practice regulations, procedures, limits, and specifications are met. The final approval is the

responsibility of the sanitary registration holder, who relies on the batch documentation and the information provided by the corresponding industrial complex or supplier.

If a document is suspected of being falsified, the Quality and Medical Management department conducts an analysis to determine the appropriate course of action. Typically, it is the health authorities of each country that detect potential cases of counterfeiting and notify both the company and the general public. This procedure is backed by internal guidelines, such as the “Product Counterfeit Detection” protocol.

In January 2024, the Federal Commission for **COFEPRIS issued an informative alert regarding the counterfeiting of the product LAKESIA®**, whose sanitary registration **has been canceled since October 2021**, the date on which the last batch was manufactured. Through our pharmacovigilance channels, we received a report from a consumer. In response, the Quality area conducted an investigation, determining that the product was not manufactured by the Company. This exemplifies our immediate response to these cases and our commitment to cooperate with the relevant authorities.

²⁴ This monitoring process is further enhanced by the issuance of invoices that record product codes and batches. This enables us to precisely identify which customers or regions each batch was sent to, thereby bolstering our ability to respond to any eventuality.



Our Customers and Consumers

GRI 2-6

Our primary commitment is to support people's health and well-being by offering innovative solutions that enhance their quality of life. To achieve this, we have developed a broad portfolio of products, backed by scientific research and top-quality ingredients, enabling us to meet our consumers' needs.

We serve two distinct customer segments:

- **Direct customers** who sell directly to end consumers.
- **Indirect customers** who distribute our products to other customers who, for the most part, serve end consumers.





Distribution Channels

To ensure our products are readily available at various points of sale, we have developed a distribution strategy that seamlessly integrates traditional, modern, and digital channels. This strategy enables us to adapt to the diverse needs of the market, providing accessibility to a broader base consumer.



Traditional channel

Description

It enables us to reach remote and hard-to-access communities through a distribution network offering health and wellness products. We have an exclusive sales force, ensuring efficient coverage.

This includes independent pharmacies, small grocery stores, family businesses, and wholesale distributors.



Representative
38%

Modern channel

Description

It is characterized by a diversified customer portfolio and an efficient marketing model. Increased direct distribution and delivery optimization have improved product availability at points of sale.

This includes supermarkets, department stores, pharmacy chains, and convenience stores.



Representative
62%

In 2024, we sold over 500 SKUs in total.²⁵

²⁵ It encompasses the traditional, modern, and e-commerce channels.



Comprehensive Communication and Marketing

We have a communication and marketing system designed to achieve remarkable results in terms of reach, while remaining highly efficient. It also reduces advertising costs by 70% to 80% by managing everything internally.

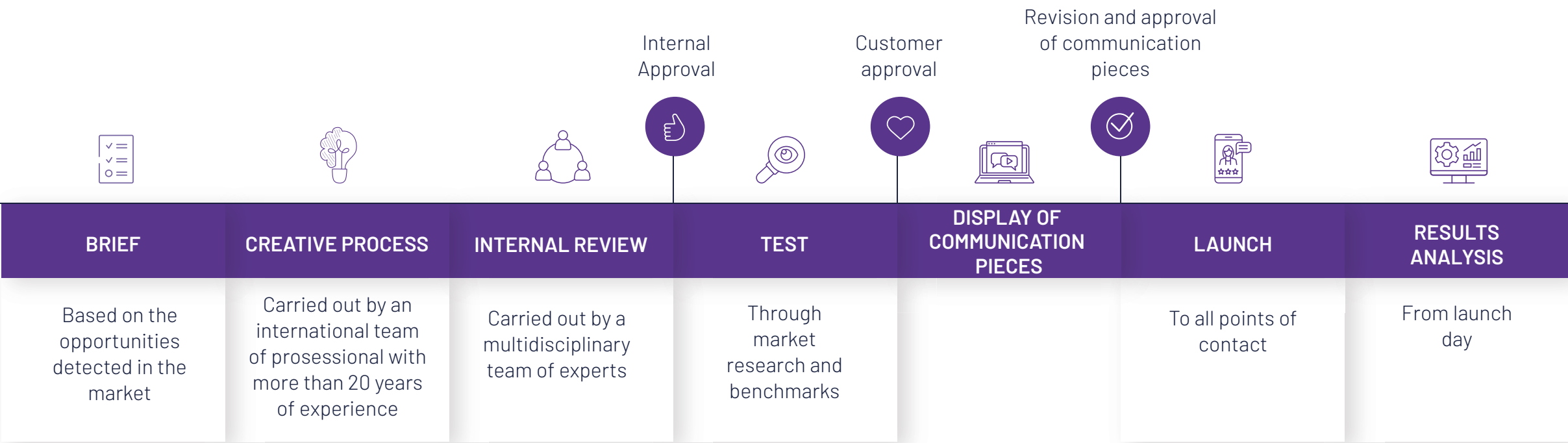
The process begins by identifying opportunities through market research and benchmarking analysis, enabling us to define competitive and innovative strategies. Based on

these results, a team of professionals develops concepts and materials that align with our brand and the needs of the market.

To ensure that our creative pieces meet our objectives and quality standards, we subject them to rigorous technical validation and then test them with consumers to guarantee their acceptance and impact.

Distribution is done through the most effective media, optimizing visibility on each platform.

Finally, we continuously monitor key performance indicators, evaluating the effectiveness of our strategy and identifying areas for improvement in future processes.





We guarantee comprehensive coverage and a closer connection with our consumers through our presence in the most prominent media outlets in each country where we market our products.

In 2024, we launched key campaigns in the countries where we operate, making a significant impact on the positioning and strengthening of our brands. These initiatives significantly improved our market presence and bolstered consumer perception. Some of the most notable campaigns were:



¡Más vitalidad para tu cabello!

Confiamos plenamente que en la línea Tío Nacho podrás encontrar un producto que funcione para ti.

Abejas, esenciales para la vida

Conoce más y actúa

Tío Nacho Anticaspa con Propóleo

<https://tionacho.lat/>



SUEROX VITAMINS ENERGY

CON VITAMINAS B3 B5 B6 B9 B12

0 AZÚCAR 8 IONES 0 CALORÍAS

Descubre una forma saludable y deliciosa de hidratarte con Suerox® bebidas hidratantes con electrolitos, sin azúcar ni calorías y ahora con vitaminas.

Suerox Vitamins

<https://suerox.com/>



Innovación

cicatricure NEURO-ZEN

TRANSFORMA TU ESTRÉS EN SERENIDAD, LUCE UNA PIEL VISIBLEMENTE MÁS JOVEN A PARTIR DE 7 DÍAS*

Crema Día y Noche CON MELATONINA 50 g

REDUCE ARRUGAS POR ESTRÉS

Cicatricure Neurozen

<https://catatricure.com/cicatricure-neuro-zen>



EL **Ibu** ATAJA LOS DOLORES* DE LOS ARGENTINOS.

Ibu 400

<https://ibu400.com/>



NUEVO

POTENTE FÓRMULA ANTIVIRAL

NEXT FWD ANTIVIRAL

ALIVIO DESDE LA 1ª TOMA

CONTRA LOS SÍNTOMAS DE LA GRIPE

Next FWD Antiviral

<https://nextantiviral.com.mx/>

In the case of Novamil®, the communication strategy focused primarily on medical education and scientific support. We have also optimized our communication channels, employing tailored strategies to foster a stronger connection with healthcare professionals.



Visibility at the point of sale

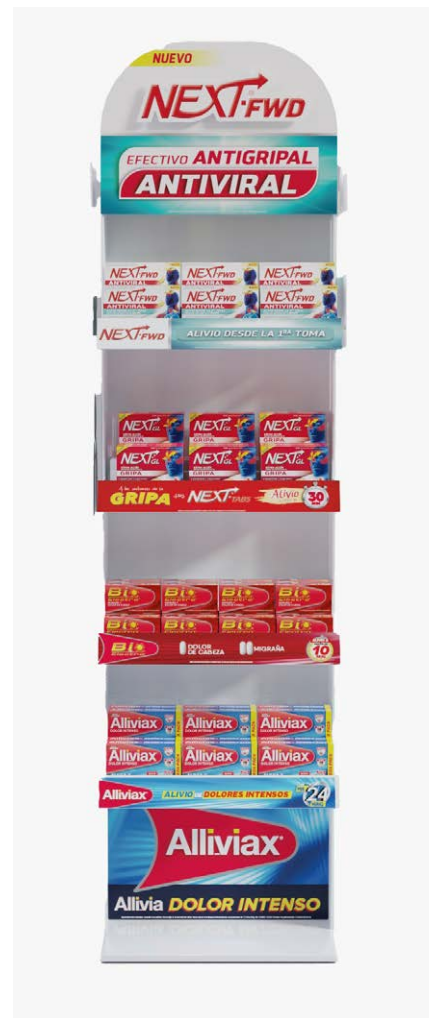
We are constantly working on strategies to optimize the shopping experience and meet our consumers' needs. Through our Perfect Store initiative, we ensure the availability and visibility of our products while maintaining affordable prices. This initiative focuses on two key areas:

Product availability

We have optimized our distribution processes and inventory tracking to ensure our products are always readily available and accessible to customers.

In-Store as Media

We have processes in place to produce and install materials at the point of sale, aiming to optimize visual communication through displays, signage, and promotional materials that drive purchases.







Customer Service








GRI 418-1

For us, it is crucial to listen to our consumers’ feedback and concerns. This is why we offer them support 24/7 through different channels²⁶, including our email atención@genommalab.com, country-specific phone numbers and Genomma Lab’s social media platforms.

During 2024, our customer service team handled 9,467 calls and 19,735 emails.

Means for receiving reports	2023	2024
 Total phone calls received	5,287	9,467
 Total emails received	4,132	19,735

In 2024, there were no substantiated claims regarding customer privacy breaches or loss of personal data.

Report classification	2023	2024
 Complaints or claims	6.6%	7.9%
 General Information	54.5%	58.5%
 Kudos	0.3%	0.4%
 Price	0.9%	2.0%
 Distribution	1.5%	1.4%
 Medical reactions ²⁷	-	3.3%
 Others ²⁸	36.2%	26.6%

We ensure personalized follow-up and effective resolution for every case we receive, as all customer and consumer reports are handled online, following the Complaint Management protocol. In every country where we operate, we have a Pharmacovigilance Unit that handles and follows up on any reports regarding the safety or efficacy of a product.

26 Our customer service channels are printed on the packaging and labels of our products and are operated by a third party independent of the Company, ensuring a prompt and reliable service.
27 The percentage of calls related to medical reactions is reported for the first time in 2024.
28 This includes follow-up calls for complaints and inquiries about product availability, points of sale, promotions, wholesale purchases, contact with staff, suggestions, requests for sponsorship or donations, confirmation of emails, and work-related matters such as vacancies, references, and certificates.



Product accessibility and affordability

GRI 3-3

We recognize that a fundamental part of our purpose and business model is to make our products more accessible, while also contributing to the development of local capabilities. In this section, we aim to share our key initiatives that positively impact the society.





Accessible and affordable products

We have a **direct distribution** approach through our **traditional channel**²⁸, which enables us to reach small communities where access to medicines and personal care products is limited. By giving individuals in underprivileged areas access to healthcare and supplying in-demand products from our catalog, this strategy boosts small businesses' sales and benefits the local economy.

In the same line, in 2024 we launched the **"Pastilleros"** (pill dispensers) initiative in Mexico, Colombia, Central America and Argentina. This initiative aims to provide small business owners and independent pharmacies with a dispenser of over-the-counter medicines. This project has enabled us to facilitate access to the medicines that we market, preventing the end consumer from having to purchase a larger quantity than needed.

On the other hand, we continue to prioritize the **sale and distribution of medicines in small formats**, making it easier to access more affordable options. Among the brands we launched this year, X Ray Migraña[®] and Chao NF[®] stand out, both available in two-unit presentations.

37.8%

OF TOTAL SALES IN 2024 CAME FROM THE TRADITIONAL CHANNEL

80,000

PILL DISPENSERS DELIVERED IN MEXICO AND COLOMBIA IN 2024²⁹



28 A priority sales channel in countries and regions like Mexico, Colombia, Central America, and recently Argentina, where the sale of certain medicines in independent pharmacies and small businesses has been permitted.

29 By 2025, it is anticipated that up to 30,000 pill dispensers will be distributed across Central America and Argentina.



Sales Prices

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

We strive to make effective health care solutions more accessible to everyone, maintaining high quality standards at **fair prices**. To achieve this, we combine a medium-term savings strategy (which includes optimizing our supply chain, especially in packaging supplies) with ongoing market assessments that consider not only price comparisons with our competitors and cost-effectiveness analyses but also consumer insights.

Throughout 2024, we conducted consumer studies in Mexico, Colombia, and Argentina for all our OTC brands, spanning the four main categories: pain relief, flu and cough, antifungal, and gastrointestinal. This type of exercise helps us understand how our products are perceived and identify unmet needs.

100% of products in the four OTC categories have undergone market assessment³⁰

Below we share the list and average prices of our medicines and personal care products in the United States, where our sales have already surpassed a 10% global market share.

Sales prices in the United States³¹

	Percentage change vs. 2023
Sales price considered at Company level	4.9%
OTC Business Unit	4.0%
Personal Care Business Unit	6.0%
Sales price considering only the OTC Business Unit	4.0%
Average retail price	4.9%












30 This involves 100% of the revenue generated by the OTC Business Unit.
31 The information regarding the percentage price of the retail price and the net price of the OTC Business Unit is not publicly available.

Strengthening local capacities and promoting health

We contribute to the development of local capacities in the countries where we operate through initiatives focused on promoting health and accessibility. Through our operations,

we drive actions that enhance product quality and safety, while fostering the growth of different stakeholders, including healthcare professionals and small distributors.

Overview of programs contributing to health

Type of activity	Initiative description	Duración de la iniciativa
 Manufacturing	We hold sanitary licenses for all forms of our products ³² in the OTC Business Unit. In 2024, we also earned the Good Manufacturing Practices (GMP) certificates from COFEPRIS in Mexico for our topical liquid, oral liquid, and tablet coating production lines. This certification covers 100% of the over-the-counter medicines we market.	Long-term
 Supply chain management	We conduct quality audits on our suppliers, primarily those who manufacture finished products. This is to ensure the safety of medicines and personal care products. For more information, please refer to our Supply Chain chapter, specifically the Supplier Quality subsection . 	Long-term
 Pharmacovigilance	We have a close relationship with local authorities. We prepare periodic reports to monitor the risks and benefits of our medicines, and we promptly follow up on adverse events, complying with the guidelines of the Mexican National Pharmacovigilance Center (Centro Nacional de Farmacovigilancia, CNFV). For more information, please refer to our chapter on Innovation and Responsible Portfolio Management, specifically the subsection on Pharmacovigilance Quality. 	Long-term
 Commercial capacity building for distributors	Through our Gen Expertos program, we empower independent pharmacy owners with executive skills, enabling them to enhance their customer service. We focus on three key areas: product recommendation, distribution, and visibility. For more information, please refer to our chapter on Accessibility and Affordability of our products, specifically the subsection on Contribution to Health. 	Long-term
 Training for healthcare professionals	We have initiatives to support pediatricians' professional development in infant nutrition. In 2024, we hosted key lectures, such as "Gastroesophageal Reflux in Infants", among other initiatives. For more information, please refer to our chapter on Accessibility and Affordability of our products, specifically the subsection on Contribution to Health. 	Long-term

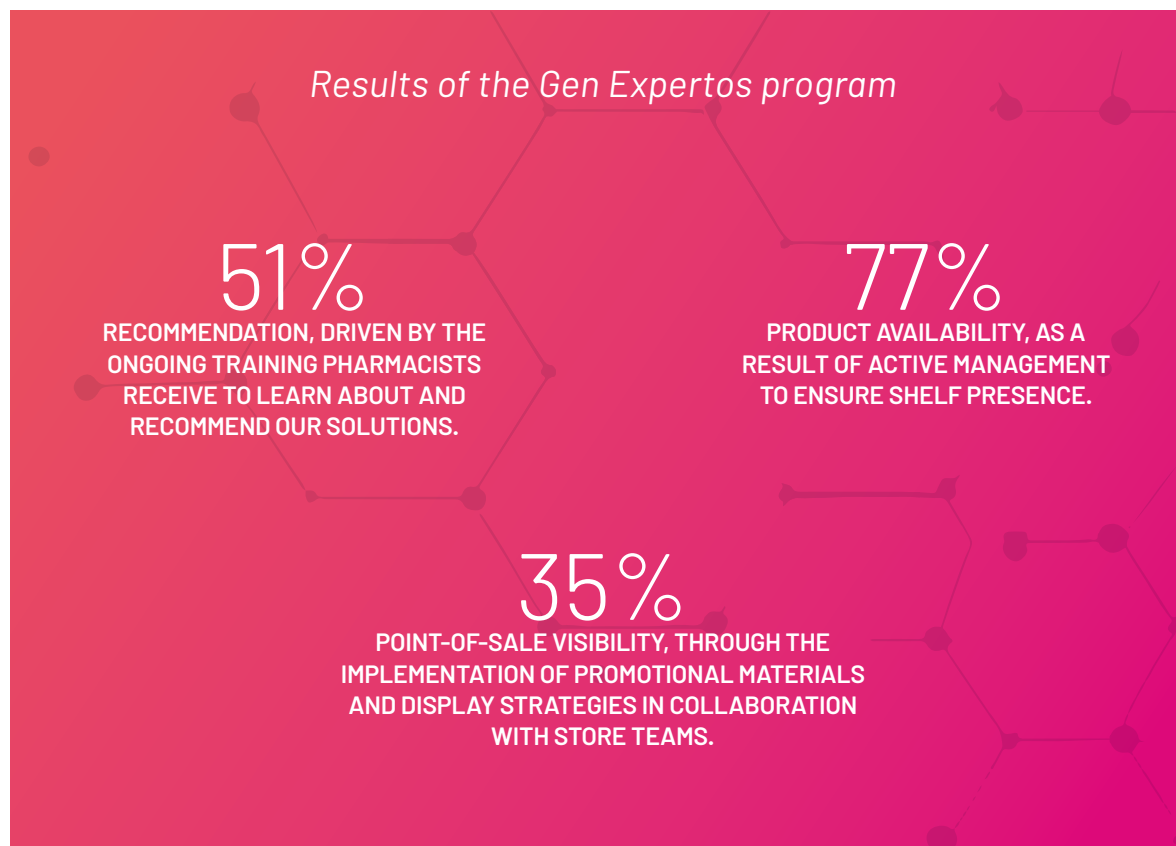


Gen Expertos Program

In 2024, we continued to strengthen our pharmacy channel support model through Gen Expertos, a program designed to help small pharmacies develop their commercial and operational capabilities, in collaboration with the Company's sales force.

The program focuses on providing point-of-sale advice, training in ailments and formulas, and direct support to improve product display and availability. Gen Expertos currently operates in eight countries and one region: Mexico, Brazil, Argentina, Chile, Colombia, Peru, Ecuador and Central America.

The program's results are directly measured through the feedback of participating pharmacies, and during 2024, they reflected progress in the three key areas:



Gen Expertos not only contributes to our commercial strategy but also creates tangible value for these businesses. They receive additional income for meeting objectives, access to incentive-based training, specialized advice, and exclusive offers for new product launches.





Training for infant nutrition professionals

Through Novamil®, we actively promote infant’s health by focusing on continuous medical education, strengthening our relationship with healthcare professionals through the exchange of knowledge and scientific evidence.

Throughout 2024, we promoted several educational initiatives aimed at pediatricians specializing in gastroenterology and nutrition. Our goal is to support clinical updates on key topics in infant nutrition. The main actions include:

Educational initiatives for healthcare professionals

Consensus on Cow’s Milk Protein Allergy (CMPA)

Through refresher sessions, we shared the results of the consensus on Cow’s Milk Protein Allergy (CMPA), which allowed us to strengthen good diagnostic and treatment practices.

NovaTour 2024

A series of meetings with specialists, where the latest clinical advances in managing conditions such as gastroesophageal reflux were discussed.

41st National Congress of the Mexican Association of Pediatrics

We hosted a conference with specialists focused on new treatments for childhood constipation, which garnered 52 mentions in the media and brought together 11 journalists specializing in child health and well-being.

22 events held

+3,300 pediatricians trained in the prevention, diagnosis and treatment of infant diseases

We have taken these actions a step further by training our sales force in pharmacovigilance protocols. This enables

them to support doctors in properly reporting adverse events and promoting the safe and responsible use of our formulas.





Medicine donations

Through our “Alianzas por el Bienestar” program, promoted by Fundación Genomma Lab, we donated both over-the-counter medicines and personal care products to communities and populations in vulnerable conditions. In 2024, we supported over 50 institutions across the countries where we operate.

54³³
SUPPORTED ORGANIZATIONS

366,057
TOTAL PRODUCTS DONATED

\$9,681,140 MXN
TOTAL INVESTMENT AMOUNT

33 Among these, the following stand out: Mexico - Antes de Partir, ANSER, Casa Hogar Alegría, CONFE, Criantía, Direct Relief, Ecopil, El Buen Samaritano, Fundación de Obras Sociales de San Vicente (FOSSVI), INSADE, La Cana, Por un México con Amor Propio, Pro Mazahua, Yolia. Argentina - Fundación FEINCO, Fundación Banco de Alimentos, Municipalidad de Tigre, Asociación Vecinal de Fomento y Cultura Parque Quirno, Clínica San Camilo, Hospital Azul-Province of Buenos Aires, General Coordination of Regional Policies, Fundación Margarita Barrientos. USA - Houston Foodbank and Montgomery Foodbank. Ecuador - Kahre ORG and Aldeas Infantiles SOS.





Our People

GRI 3-3

At Genomma Lab, we recognize that our employees are the foundation that sustains the growth and success of our Company. For this reason, we promote actions to foster the wellness and comprehensive development of our team, while encouraging a safe, inclusive, and motivating work environment. In this way, we ensure that each person feels valued and finds opportunities to grow and contribute to the achievement of our common goals.

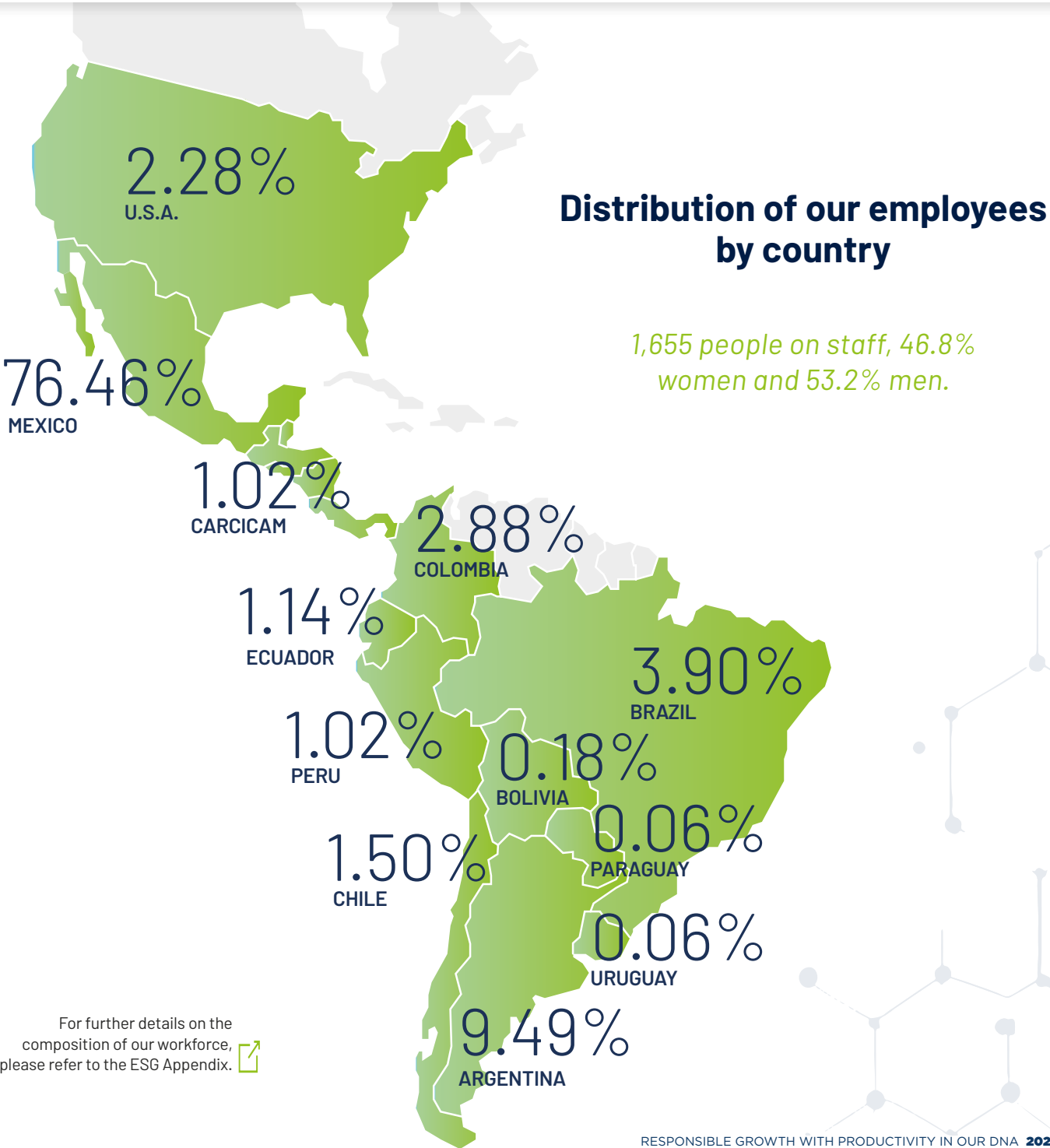




Payroll description

2-7

At the end of 2024, our workforce consisted of 1,665 people, distributed across the 18 countries where we operate.



For further details on the composition of our workforce, please refer to the ESG Appendix.



Hires and terminations

3-3, 401-1

The Human Resources team, in collaboration with the Recruitment Committee, leads the candidate selection and evaluation process. In 2024, we added 703 new people to our team, ensuring that each hire was aligned with the Company’s strategic needs, while considering diversity and inclusion criteria at all stages of the process.


The hiring rate was 42.2%³⁴.

In line with our commitment to developing our team, we promote internal hiring as an opportunity to strengthen professional development within the organization.

20% of our workforce was promoted in 2024, enabling us to fill around 330 vacancies without resorting to external talent.

During the year, there were also 441 terminations, representing a decrease of 13.9% compared to 2023. This figure reflects our ongoing efforts to strengthen employee retention and commitment.

The voluntary turnover rate was 17.7%, while total turnover reached 26.5%³⁵.

For further details on hires and terminations during the period, please refer to the ESG Appendix. 

34 Hiring rate was calculated by dividing total new hires by total headcount at the end of 2024.
35 Turnover rates were calculated by dividing total terminations, both voluntary and total, by total headcount at year-end 2024.



**OUR PEOPLE**

EMPLOYEE DEVELOPMENT

DIVERSITY AND INCLUSION

WORKPLACE WELLNESS

HEALTH AND SAFETY



Recruitment and retention of scientific talent

HC-BP-330a.1

The success of our business model is closely linked to retaining and developing scientific talent. That is why we have implemented a comprehensive loyalty strategy that seeks to strengthen our employees' commitment and alignment with Genomma Lab Internacional's objectives. This strategy fosters an innovative culture and includes ongoing training programs and research opportunities to drive the development of new products and processes.

Performance evaluations are fundamental to this process, as they allow us to identify employees with exceptional performance and high potential, who are given priority access to promotion and internal development opportunities. In addition, these evaluations are essential for granting financial rewards proportional to performance, which helps to keep our team highly motivated.

Compensation

2-19, 2-20

We have compensation policies, developed by Human Resources and reviewed by the Finance department and the relevant committee, which establish guidelines to ensure fair compensation for all people working at Genomma Lab. To define our annual compensation strategy, we review salary guidelines from headhunting companies, data from candidates in our selection processes, as well as internal performance and salary evolution records. This analysis allows us to adjust salary offers to best practices in the sector.



Benefits

401-2, 401-3

The Company guarantees compliance with the legal requirements in each of the countries where it operates, ensuring respect for the labor rights of its employees. In addition, it offers additional benefits³⁶ that seek to improve their quality of life, promoting their wellness and that of their families.



Flexible work schemes

As a talent retention strategy, we offer work arrangements that promote flexibility and wellness for our employees. Administrative staff work hours are tailored to their needs and include shorter hours on Fridays³⁷. We also have a hybrid model that allows employees to work three days in the office and two days from home, promoting a better work-life balance. In addition, we have a leave policy that makes it easy to schedule doctor's appointments, family activities, emergency care, and more.

Support for mothers and fathers

All our employees are entitled to maternity/parental leave in accordance with the legislation in force in the countries where we operate. In some cases, we offer additional days³⁸ to support their wellness and that of their families during this important time.

37 people took parental leave in 2024, of which 70.3% were women and 29.7% were men.

Performance-related Bonuses

In order to recognize the good performance of our team, we use the **TalentGEN** program to evaluate the fulfilment of established objectives. Based on this evaluation, we award bonuses in recognition of effort and achievements.

36 The availability of benefits may depend on the country and the employee's job category.
37 The availability of benefits may depend on the country and the employee's job category.
38 In Brazil, we offer 8.5 additional weeks of maternity leave and 2 additional weeks of paternity leave, surpassing the legal requirements.



Workers who are not employees


2-8

We have the support of workers who, although not directly hired, operate under the outsourced services model and play a fundamental role in the Company's operations. In 2024, we were supported by 799 individuals, with 81% dedicated to promotion and sales, and 6% providing specialized consultancy services. In addition, 4% worked in logistics during periods of high demand, and another 4% was responsible of security and cleaning, contributing to the smooth running of our operations. Finally, 3% supported administrative and accounting tasks, and 1% worked in marketing and graphic design.



Freedom of collective association

2-30

We respect and promote freedom of association among our employees, establishing collective agreements that ensure fair and equitable working conditions, thereby contributing to their wellness. This is reflected in our **Human Rights Policy**.  In order to strengthen dialogue and cooperation with unionized personnel, in 2024 we made progress in standardizing positions and salaries.

30.5% of our staff are covered by a collective labor agreement.



Employee development

TalentGEN performance evaluation

GRI 3-3, 404-3

Evaluating our team's performance is essential to identifying training needs, promoting professional development, and providing clear and objective feedback. To do this, we use the TalentGEN tool, which allows us to continuously track our employees' information: work experience, education, certifications, and performance evaluations.

This tool also facilitates the alignment of individual objectives with leadership plans and strategic business goals.

Performance evaluation processes are based on objectives and cover the entire administrative staff, from analysts to Country Managers. On the other hand, operational personnel at the Industrial Complex and distribution centers are evaluated on aspects such as productivity, service, quality, and other key indicators. To ensure effective feedback, results are presented at weekly meetings.

TalentGEN®



¿Qué es TalentGEN?

¿Para qué sirve?

¡No olvides actualizarlo!

During 2024, 916 employees participated in the performance evaluation³⁹.

In 2024, we digitized the entire performance evaluation process, which facilitated its execution and reduced risks associated with errors in data entry. In addition, we implemented performance calibration sessions in the semi-annual review and introduced two tools to support leaders in conversations about performance improvement and career development.

³⁹ The individual performance evaluation process applies to all employees at administrative levels 1, 2, and 3, who have been with the company for over 90 days.



Training

404-1, 404-2

As part of our commitment to the continuous professional growth and development of our team members, we implement an education and training strategy focused on developing knowledge and skills. Through training programs

aligned with the Company’s activities and industry trends, we strengthen the organization’s talent, enhance performance, and promote constant evolution at both the individual and corporate levels.

In 2024, we provided 57,515 hours of training, with an average of 35 hours per employee.

Onboarding

We have an onboarding program designed to ensure the effective integration of new employees. Through a series of activities and resources, we provide new team members with the tools and knowledge they need to familiarize themselves with the culture of Genomma Lab Internacional, facilitating their adaptation and contribution from day one..

- “Mi gran comienzo” (My great start) Guide (90-day plan)
- Induction to the area and to the specific position
- Integration plan
- Satisfaction surveys

Gen Institute - Virtual Learning Centers

We provide our team with virtual learning centers through the Gen Institute and Viva Learning platforms, giving them easy access to key courses for their professional development through interactive content that includes activities and assessments. In addition, upon completing the courses, employees receive digital certificates. These platforms are available in English, Spanish, and Portuguese, and provide real-time reports on training progress.



Vista general de curso

Todos ▾

Buscar

Ordenar por nombre del curso ▾

Tarjeta ▾

Programa de desarrollo de liderazgo

PROGRAMA DE DESARROLLO DE LIDERAZGO

6 E's DE LIDERAZGO

5 E's de Liderazgo

100% completado

CIBERSEGURIDAD

CIBERSEGURIDAD: PROTÉJASE DEL PHISHING

Ciberseguridad

100% completado



Development programs

We offer our employees development programs tailored to their role and position, ensuring that each person has the tools and knowledge necessary to perform effectively and continue their progress within the Company. Some examples for 2024 include:



Evolutionary leadership for production supervisors

Face-to-face



Sales Academy

Virtual





Effective communication

Virtual

Target

Develop verbal and written communication skills to improve interaction in hybrid work teams.

Business impact 2024

Increased effectiveness of meetings.

758
PARTICIPANTS
IN 2024

70%
OF PARTICIPANTS
IN 2024
(OUT OF THE TOTAL NUMBER
OF PERSONNEL TARGETED BY
EACH PROGRAM)

46%
OF PARTICIPANTS IN
2024
(OUT OF TOTAL WORKFORCE)

AI in Action: Transforming Presentations and AI: Designing and Using Prompts

Virtual

Target

Train in the strategic use of AI tools for the creation of more dynamic, visual and persuasive presentations.

Business impact 2024

Time savings.
Better decision making.
Increased engagement in commercial presentations.
Cost optimization.
Increased adoption of AI in internal processes.

32
PARTICIPANTS
IN 2024

11%
OF PARTICIPANTS
IN 2024
(OUT OF THE TOTAL NUMBER
OF PERSONNEL TARGETED BY
EACH PROGRAM)

2%
OF PARTICIPANTS IN
2024
(OUT OF TOTAL WORKFORCE)



GENOMMA LAB INTERNACIONAL



RESPONSIBLE GROWTH WITH PRODUCTIVITY IN OUR DNA 2024



Support for education

In 2024, we entered into a partnership with VINCO®. This initiative gives our team members and their families access to more than 2,500 educational opportunities. The program offers exclusive discounts at various institutions and includes personal coaching to support participants throughout their training.

In addition, we have entered into agreements with institutions such as Tec de Monterrey to give our employees access to educational programs at preferential rates, including specializations, master's degrees, diplomas, and PhDs.

Likewise, in collaboration with Tec Milenio®, we have awarded 15 scholarships to outstanding employees to pursue a diploma in management skills, leadership, and project management.

We also launched the “Bachillerato Rápido” (Fast Track High School Program) aimed at operational staff at the Mexico Industrial Complex, with the goal of helping them obtain their high school diploma. In eight weeks, 22 people were trained to take the exam, achieving a success rate of over 95%, with 21 participants passing the program.


As part of our global initiatives, we have implemented a Spanish language learning program, awarding scholarships to employees in Brazil and the United States to improve their language skills and strengthen their global interaction.



Diversity and inclusion

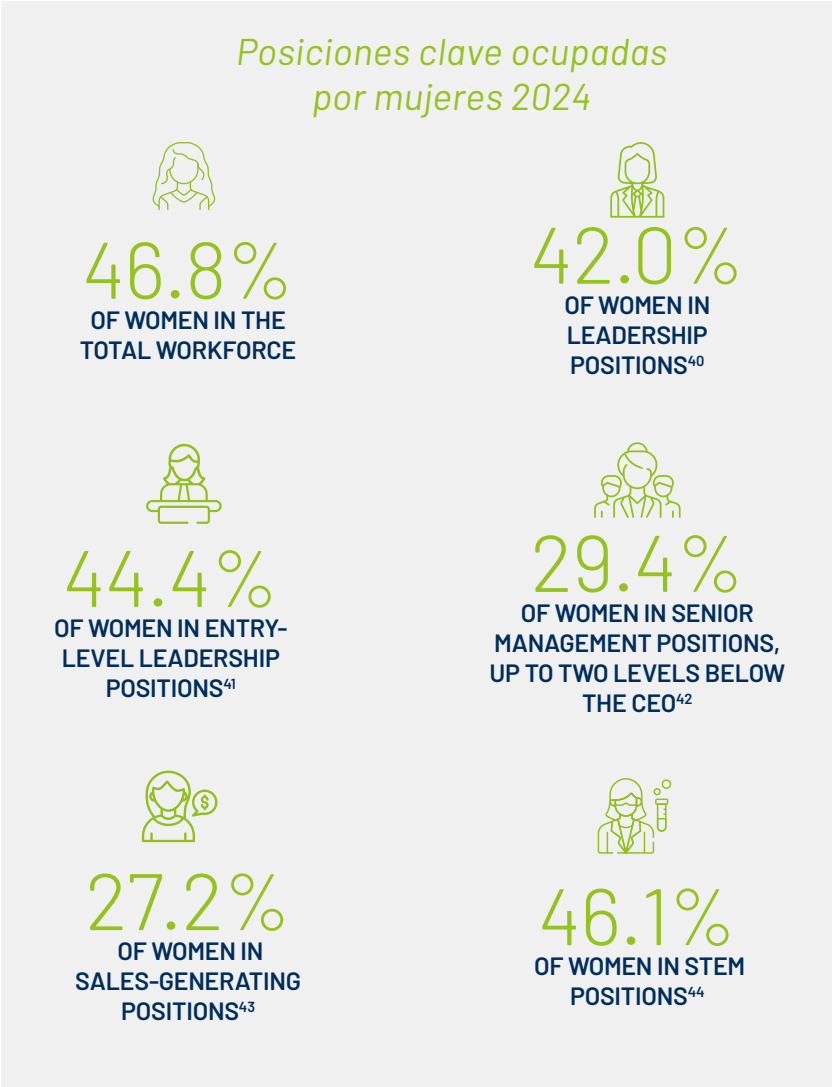
3-3

We firmly believe that diverse teams are key to driving growth and innovation. That is why we foster inclusive work environments where differences are valued and equal opportunities are guaranteed, allowing everyone to develop fully and contribute to the Company's success.

As part of this commitment, we have a **Diversity, Inclusion, and Gender Equality Policy**  that guides our actions to promote an equitable and respectful environment. In addition, the Global Diversity, Inclusion, and Gender Equality Committee, made up of employees from different areas and countries where we operate, promotes initiatives to strengthen an inclusive culture throughout the organization.

In 2024, we renewed our invitation to our administrative and leadership-level employees to participate in the corporate Diversity and Inclusion course, with the aim of strengthening a more inclusive and respectful organizational culture.

40 Includes all management positions, from entry-level, mid-level, and top management, including positions such as Cluster Manager and Manager.
41 Includes only entry-level management positions, from Directors to Managers.
42 The positions include Country Manager, Business Unit General Manager, Global Sales Director, Global Finance Director, and Country Manager.
43 Includes Trade, Marketing, Advertising and Sales areas.
44 Areas related to research and development, as well as science and technology.



Thanks to our efforts in diversity and inclusion, Human Rights Campaign has recognized us as one of the Best Places to Work LGBTQ+ for the fourth consecutive year in Mexico and for the second time in Argentina.

Pay equity

In line with our principles of inclusion and equity, we guarantee fair compensation based on each person's performance and skills. We ensure that the allocation of these compensations is objective, without distinction of any other personal characteristics, thus fostering an environment of talent recognition.



Workplace wellness

We encourage open and direct dialogue with our team, ensuring transparent and effective communication. As part of these efforts, we hold quarterly forums known as Town Hall meetings, where the CEO and/or corporate leaders share the Company's main milestones and future projects. In addition, through Gen App, we disseminate communications and relevant information to keep everyone on the team informed and connected.



Organizational climate and commitment surveys

In 2024, we conducted the Organizational Climate and Commitment Survey, with a **95% participation rate** among our workforce. This process was carried out with the support of an external consultant to ensure objectivity in the analysis of the results. The survey addresses various dimensions, including **commitment to diversity, immediate leader, strategic focus, trust, commitment, senior leader effectiveness, agility and innovation, employee experience, empowerment and enablement, and total compensation.**

In 2024, we recorded 95% participation and 75% commitment.

Wellness programs


GRI 403-6

With the aim of contributing to the quality of life of our team, we promote various initiatives focused on physical, mental, and emotional wellness. We offer psychological support to all employees who request it through these types of sessions. In addition, we offer additional benefits such as discounts at clinical laboratories and gyms, among others. We encourage complementary activities such as the soccer tournament in Mexico, promoting physical activity and teamwork.



Health and Safety

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

At Genomma Lab, occupational health and safety are top priorities, which is why we are committed to ensuring wellness of everyone who works at our facilities by creating a safe, healthy, and risk-free environment. To this end, we have a **Security and Health Policy**  that establishes guidelines for preventing and responding to incidents, as well as promoting a culture of safety and wellness.

We also have our **Industrial Safety, Occupational Safety, and Environmental Management System (SSMA in Spanish)**, which is aligned with the criteria established in NOM-030-STPS, as well as international standards for continuous improvement, such as ISO 45001. Through this system, we prevent and control risks, ensuring a safer work environment.

100% of our workforce and contractors are covered by the SSMA, in compliance with the regulations in force in each country where we operate.

We manage occupational risks through a “Risk Analysis” procedure integrated into our Quality Management System, in which our employees actively participate. This procedure allows us to assess the probability, severity, and exposure to occupational risks, taking into account the activities and profiles of our personnel. The analysis is updated periodically to maintain its validity and effectiveness in the face of possible new risks or changes in operations.

We complement this management with specific programs tailored to the plants of our different business units and distribution centers, with the aim of reducing unsafe conditions and actions, as well as lowering the accident rate.

In the event of any incident, we have emergency teams on all shifts, with specialized training to respond effectively. We follow a rigorous investigation procedure that includes detailed on-site analysis, interviews with witnesses, and communication of findings through our internal channels. If the incident results in sick leave, we conduct a root cause analysis to identify its origin and establish preventive measures to avoid recurrence.





Our employees’ participation is essential to ensuring safe and healthy working conditions. That is why we encourage them to be proactive in identifying and communicating potential risks. We have a “Safety Committee” responsible for conducting quarterly preventive tours of the plant to identify unsafe actions and conditions and implement the necessary preventive and corrective actions. This team is made up of operational and administrative staff, union members, and representatives from maintenance, safety, health, and environmental areas.

All employees receive training on occupational health and safety guidelines and processes when they join to the Company. In addition, ongoing training courses are offered to reinforce this knowledge. In 2024, our Industrial Complex team received training on the following topics:

- Occupational health and safety systems.
- Proper use of uniforms and protective equipment.
- Emergency preparedness.
- Working in special conditions.
- Safety in the operation of equipment and machinery.
- Handling of chemical substances.

For contractors, we have admission and registration procedures that ensure proper control and compliance with safety regulations. In addition, we implement identification programs and offer specific training to keep them informed about the measures necessary to work safely within our facilities.

With the aim of preventing occupational illnesses, our occupational health team, led by the medical director, carries out monthly campaigns, clinical analyses, and ongoing training programs. All information related to the health of our staff is stored confidentially in internal files, in compliance with the provisions of NOM-004-SSA3-2012⁴⁵.

At our facilities in Mexico, we have fully equipped medical offices available 24 hours a day, seven days a week, with highly trained staff to handle any situation. In case of emergencies requiring additional medical attention, we have an external ambulance service for transfers to hospitals.

In addition, we encourage healthy habits and promote the wellness of our employees through various initiatives, such as:

- Psychological and nutritional support
- Vaccination campaigns in coordination with the Mexican Ministry of Health
- Disease prevention awareness talks



⁴⁵ Official Mexican Standard regulating the integration, use, conservation, ownership, confidentiality, and safeguarding of clinical records in healthcare facilities in Mexico. We are committed to ensuring the security of our personnel's data with form FT31351 "Privacy Notice."

⁴⁶ All occupational safety-related training courses conducted in 2024 are taken into account. A total of 3,794 hours of training were recorded, with 4,057 participants (not individual contributors). Similar to other occupational safety indicators, the information provided is limited to operations in Mexico, including the San Cayetano Industrial Complex and Playa Langosta.



Environmental performance

We are actively committed to caring for the environment through responsible management of our resources and operations. This chapter shows our key initiatives, from our operations to product development, aimed at reducing their environmental impact.





Our environmental management

GRI 3-3

We have an **Environmental and Social Management System (ESMS)** that includes over 50 operational procedures designed to enhance our performance and reduce and mitigate our main impacts.

As part of the commitments linked to the financing, we receive from the Inter-American Development Bank (IDB) and the International Finance Corporation (IFC) of the World Bank, **our environmental management system is validated and annually audited** by these institutions⁴⁷. With the support of our Safety, Health, and Environment department, we conduct audits and implement continuous improvement programs to ensure that processes are carried out correctly⁴⁸.

On the other hand, we comply with environmental legislation in each of the countries where we operate. In Mexico, we are subject to additional regulations due to the operation of our Industrial Complex in San Cayetano, State of Mexico. At the end of this report, we have no record of any significant fines or penalties related to our environmental management.

Our environmental performance is overseen by the Sustainability Sub-Committee

Our San Cayetano Industrial Complex holds the EDGE Certification⁴⁹



⁴⁷ We consider these audits to be a verification by an independent third party.

⁴⁸ We consider these audits to be internal, conducted with the support of our specialized team.

⁴⁹ EDGE requires a minimum 20% reduction in energy, water, and carbon use in materials compared to a standard local building.

See our Environmental Policy here [↗](#)



Energy efficiency and emissions⁵⁰

GRI 3-3, 302-1 y 302-4, 305-1, 305-2, 305-3 y 305-4

We focus our efforts on optimizing the use of fuels and electricity. In partnership with the Universidad Autónoma de Guadalajara (UAG)⁵¹, we conducted a **verification and audit to establish consumption indicators and possible improvements** in the PC, OTC and distribution center sites. Additionally, the consultancy we received included the development of our talent’s capabilities through specific training in energy efficiency.

On the other hand, through the **“Sustainability Awards”** program, we encourage innovation and recognize our employees’ projects that have achieved some type of efficiency in fuel and energy management. As part of our initiatives to integrate the use of **clean energy**, we have invested in a cogeneration project for our Industrial Complex in San Cayetano, State of Mexico. However, the start of its operation is delayed due to administrative procedures required by the relevant authorities.

Our emissions calculation and reporting process is based on the **GHG Protocol**, specifically the **Corporate Accounting and Reporting Standard**. This standard enables us to estimate Scope 1 and 2

emissions using traceability and transparency principles, relying on activity data and emission factors.

According to this protocol, we use the calculation methodologies published by **SEMARNAT**⁵², which align with the guidelines of the **Intergovernmental Panel on Climate Change (IPCC)**. In addition, we report to the RENE⁵³ the Scope 1 and 2 emissions that we generate.

On the other hand, for the calculation and reporting of Scope 3 emissions, we follow the **Corporate Value Chain (Scope 3) Accounting and Reporting Standard** of the **GHG Protocol**, supplemented by the tools and conversion factors published in 2024 by the UK Department of Energy Security and Net Zero, as well as the emission factors developed by the US Environmental Protection Agency (EPA), applicable to categories defined according to the North American Industry Classification System (NAICS).

Finally, we continuously monitor our consumption of both fuel and electricity, and we report this annually.



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

51 The advisory we received came from the Lighting Technology Center of that university.

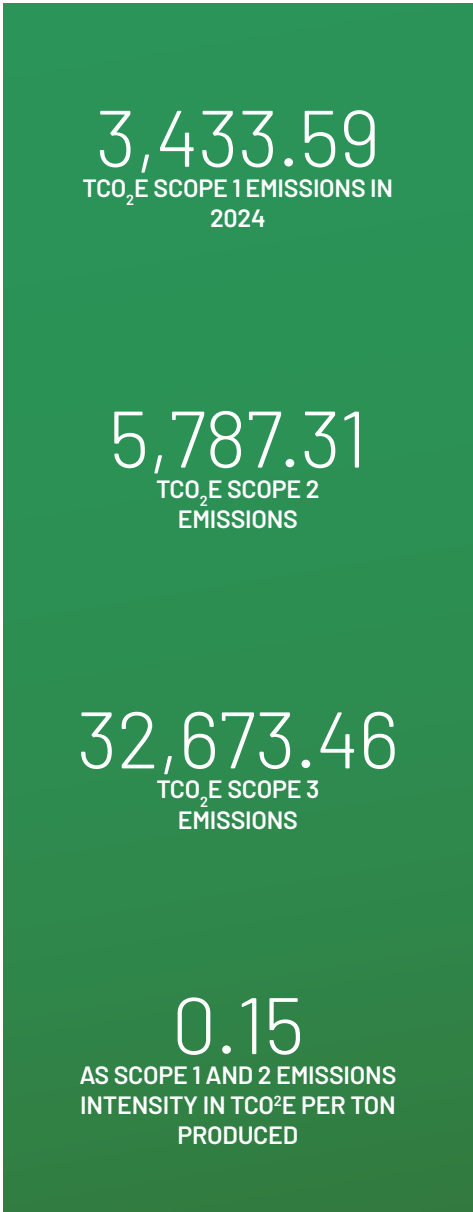
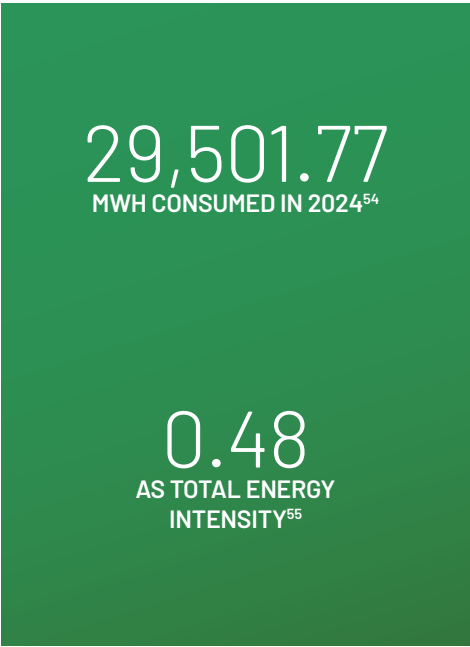
52 Secretariat of Environment and Natural Resources of Mexico

53 Since we did not reach the threshold of 25,000 tCO₂e annually, we are not required to report to the RENE; however, we developed the state-level greenhouse gas emissions report for the State of Mexico to comply with local requirements, due to the implementation of a carbon tax in the region.

See details of our energy and emissions indicators in Appendix 5: Key ESG Indicators.



OUR ENVIRONMENTAL MANAGEMENT BIODIVERSITY ENVIRONMENTAL RESPONSIBILITY



Although most of our **distribution and logistics** are managed by third parties, 100% of our suppliers in Mexico are part of the “Clean Transportation” (*Transporte Limpio*) program of the Mexican Ministry of the Environment and Natural Resources (*Secretaría de Medio Ambiente y Recursos Naturales, SEMARNAT*).

In Argentina, all of the companies we partner with participate in the Ministry of Economy’s “Intelligent Transportation” (*Transporte Inteligente*) program. In Colombia, we also select suppliers⁵⁶ that use electric vehicles and use natural gas as fuel.

We also continuously carry out audits of our transport partners in Brazil.

*On the other hand, as part of our actions to **offset** our carbon footprint, this year we acquired **5,338⁵⁷ carbon certificates.***



Number and type of units cancelled	623 CERs Equivalent to 623 tonnes of CO ₂
Start serial number: 005.0.1.1420100.2.0.0.0000 End serial number: 005.0.1.1420100.2.0.0.0000	The certificate is issued in accordance with the procedures for cancellation established in the UNFCCC. The reason for cancellation included in the certificate is provided in the certificate.


54 Includes consumption of electricity, natural gas, diesel, and gasoline.
55 MWh per ton produced (considering OTC, PC, and Isotonic Beverages products)

56 We work with Solistica in Mexico and Colombia.
57 4,025 Verified Carbon Units (VCUs) in the name of Genomma Lab Internacional, S.A.B. de C.V., 690 VCUs in the name of Genomma Lab USA INC, and 623 Certified Emission Reductions (CERs) in the name of Genomma Laboratories Do Brasil LTDA.



Water⁵⁸

GRI 3-3, 303-1 y 303-2; SASB CG-HP-140a.2

In 2024, we strengthened our commitment to responsible water management by implementing our **Water Management Policy**,  which sets targets for promoting the efficient use of this resource and reducing our water footprint.

We promote sustainable practices within our operations and reinforce awareness of the responsible use of water through **training programs such as the “Corporate Sustainability” course** for our employees. These trainings seek to reinforce the understanding of efficient resource management and its role in fulfilling our environmental commitments.

We conduct a water audit in our operations⁵⁹ to identify opportunities for improving water use and establish indicators that enable us to manage this resource more efficiently. This initiative aligns with our energy efforts, reinforcing our comprehensive approach to the responsible use of natural resources.


To ensure that the water used meets the necessary standards for production and consumption, **we have an Industrial Water Treatment Plant**. In 2023, we obtained the wastewater discharge permit for our Industrial Complex. In 2024, we carried out preventive and corrective

maintenance on **the Wastewater Treatment Plant’s** technology, which is currently in the stabilization phase to ensure its operation complies with Mexican regulations.

Meanwhile, **wastewater treatment continues to be managed by authorized third parties**. The analyses conducted under the CRETIB study have confirmed that we meet the maximum permissible limits set by NOM-002-SEMARNAT-1996, ensuring water quality and compliance with current environmental regulations.

Looking ahead to 2025, we plan to enhance the efficiency of water resource use through various actions, including separating the treatment of wastewater generated by the SUEROX® beverage line, optimizing the treatment of water without this load, and implementing measures to reduce the consumption of sanitary and cleaning water in our facilities.

Finally, we continuously monitor our consumption, and we report this annually.

See details of our indicators in Appendix 5:
Key ESG Indicators. 




213,560
M³ OF WATER WITHDRAWAL
RECORDED IN 2024

7,270
M³ OF WATER DISCHARGED
IN 2024

58 Our activities align with public policies and local conditions, particularly in regions with water stress, reflecting our adaptability and environmental responsibility. We hold concession titles granted by the Mexican National Water Commission (Comisión Nacional del Agua, CONAGUA) for the legal extraction of groundwater, acquired prior to the construction of the wells. The scope of the information is limited to operations in Mexico.

59 With the support of *Universidad Autónoma de Guadalajara*.

See our Water Management Policy here 



Waste⁶⁰

GRI 3-3, 306-1 y 306-2

We continuously strive to minimize the amount of waste sent to landfills, prioritizing recycling, reuse, and energy recovery within our San Cayetano Industrial Complex and distribution centers. Through our **Environmental and Social Management System (ESMS)**, we promote practices that enhance waste management efficiency.



















When recycling or reusing is not feasible, we turn to third-party solutions, such as **incineration with or without energy recovery**, incorporating **co-processing** as an alternative for treating non-usable waste.

This year, we strengthened our internal waste management culture through training programs for operational area leaders, aiming to raise awareness and promote good practices. In addition, **we were audited by the Mexican Federal Environmental Protection Agency (Procuraduría Federal de Protección al Ambiente, PROFEPA).**

For 2025, we plan **to conduct internal audits** focused on verifying the proper separation of waste and continuing to reduce its generation. With this, we will resume our **“Zero waste to landfill” (Cero residuos a relleno sanitario)** program, which began in 2023, and move towards a cleaner and more efficient operation.


Finally, we continuously monitor our consumption, and we report this annually.

Main waste generated

 <div>Pharma Plant (OTC)</div>	 <div>Distribution Center</div>	 <div>Personal Care Plant</div>
<div><div> Chemical waste, Process waste, Biological waste (generated in the laboratory and medical services)</div><div> Contaminated containers</div><div> Corrugated cardboard (packaging)</div><div> Plastic containers, Labels</div><div> Miscellaneous waste</div></div>	<div><div> Finished Product (Shrinkage/Expired)</div><div> Corrugated cardboard (packaging)</div><div> Plastic film (packaging)</div><div> Pallet wood</div><div> Miscellaneous waste</div></div>	<div><div> RChemical waste</div><div> Contaminated containers</div><div> Process waste</div><div> Corrugated cardboard (packaging)</div><div> Plastic containers, Labels</div></div>

Non-hazardous waste

Hazardous waste

See details of our indicators in Appendix 5: Key ESG Indicators. 

60 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.



We continue our strategic alliance with CHEP®, a leading company in the adoption of circular economy models through its pooling services⁶¹. This collaboration allows us to continue to be part of the group of companies that promote pallet sharing and reuse, thus contributing to a more efficient and sustainable logistics chain.



61 This is a logistics model based on the shared and reusable use of resources, such as pallets or containers.



Biodiversity

GRI 3-3

We are committed to the responsible management of natural resources and to advancing towards more sustainable operations. We have therefore initiated a strategic process to align with the framework of the **Taskforce on Nature-related Financial Disclosures (TNFD)**. This effort will enable us to proactively identify, assess, and manage the dependencies, impacts, risks, and opportunities we have with nature, integrating these considerations into the core of our business model.

We use the **LEAP** approach, proposed by the TNFD, which includes the phases of Locate, Evaluate, Assess, and Prepare. We will develop a clear vision of the geographical interactions of our operations (and their adjacent areas) with ecosystems, the critical ecosystem services that may be related to our business continuity, and the associated financial implications. This will enable us to make better decisions and position ourselves as a leading organization in natural capital management within the pharmaceutical and consumer sectors in Latin America.

Locate (Localizar) Interface with nature	Evaluate (Evaluar) Dependency and Impacts	Assess (Valorar) Risks and Opportunities	Prepare (Preparar) Respond and Report
<div>L1</div> Scope of the business model and value chain	<div>E1</div> Identification of environmental assets, ecosystem services, and impact factors	<div>A1</div> Identification of risks and opportunities	<div>P1</div> Strategy and resource allocation plans
<div>L2</div> Identification of potential dependency relationships and impacts	<div>E2</div> Identification of dependencies and impacts	<div>A2</div> Adjustment of risk mitigation and management of existing risks and opportunities	<div>P2</div> Setting objectives and performance management
<div>L3</div> Interface with nature	<div>E3</div> Valuation of dependency and impact	<div>A3</div> Measurement and prioritization of risks and opportunities	<div>P3</div> Reports
<div>L4</div> Interface with sensitive areas	<div>E4</div> Evaluation of the materiality of impacts	<div>A4</div> Evaluation of the materiality of risks and opportunities	<div>P4</div> Presentation

See our Biodiversity and Non-Deforestation Policy here



Our environmental responsibility

We continue to innovate the way we develop our products, making them more environmentally responsible. In this subsection, we discuss the circularity criteria for our packaging and the initiatives for its post-consumer recovery.

Circular solutions

GRI 3-3

Most of the containers and packaging for our products are recyclable; however, their recycling largely depends on the infrastructure of each location where we operate. In this regard, we highlight that the packaging of brands like Tío Nacho®, Vanart®, Suerox®, Teatrical®, Goicochea®, and Novamil® can be recycled.

At the same time, we seek to reduce the use of virgin raw materials. In Mexico, the polyethylene packaging for some of our brands, such as Alert®, Cicatricure®, Goicochea®, Sistema GB®, and Teatrical®, contains up to 30% post-consumer recycled material. Our Groomen® disposable razors also incorporate recycled material into the handle ⁶².

In 2024 we used about 14,141 tons of recycled material for our packaging⁶³

62 55%-65% recycled material in the Groomen 300® brand

63 Mexico, Brazil and Colombia



Success stories

TÍO NACHO®

The bottle, cap, and packaging are made with 100% recycled and recyclable materials.

The cardboard boxes for each bottle are certified for responsible forest management, which accredits the traceability of our raw materials.

In addition, the bottle label is made from 90% recycled material with wash-off technology, which improves the bottle's recycling process.



See details of the materials we use in our Appendix 5: [Key ESG Indicators](#)



In Colombia, we achieved the Earth Pact® certification for 100% of OTC's cardboard boxes for finished products, certifying that the packaging is made from sugarcane bagasse without using forestry inputs.



Our secondary packaging is certified for sustainable forests and Earth Pact®



Initiatives for the recovery of post-consumer packaging

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

As producers, we are aware of our extended responsibility. For this reason, we participate in different sectoral initiatives to facilitate the recovery and valorization of post-consumer waste.

In Mexico, we are founding members of CANIPEC's Circular Economy Business Group (Grupo Empresarial en Economía Circular, GEECI)⁶⁴. In 2024, we set a recovery goal of 562.17 tons, which we exceeded by 5.2%.

*Thanks to the alliance with CANIPEC, in 2024 we contributed with the collection of **591.66 tons** of post-consumer waste⁶⁵*



⁶⁴ The Mexican National Chamber of the Cosmetic Products Industry (Cámara Nacional de la Industria de Productos Cosméticos, CANIPEC) is a Mexican association that represents the interests of companies in the cosmetics sector. It develops strategies and actions within a specific management plan and aims to reduce the amount of waste generated from the industry's containers and packaging by implementing and executing the Circular Economy and Waste Management Plan.

⁶⁵ Among the materials recovered are polypropylene, HDPE, Pet and other plastics.



Recicla tus envases de fórmula infantil y obtén ecolanitas

Consulta términos y condiciones en <https://ecolana.com.mx/terminos>



¡Encuentra en el mapa un centro de acopio cerca de ti!

Limpia, separa y recicla tus envases de fórmula infantil de **Novamil®**


This year we are highlighting the launch of the **packaging recycling campaign** for our **Novamil®** brand. In alliance with **Ecolana®**, we seek that the cans of each product are taken to collection centers for recycling.

Learn more about this initiative here 

On the other hand, the OTC business unit in Mexico collaborates with the **Mexican National System for the Management of Packaging and Medicine Waste (Sistema Nacional de Gestión de Residuos de Envases y Medicamentos A.C., SINGREM)**, a civil association of the Mexican National Chamber of the Pharmaceutical Industry (Cámara Nacional de la Industria Farmacéutica, CANIFARMA), to ensure the proper collection and final disposal of expired medicines.

*In 2024, we collected **36,146 units**, equivalent to one ton of product⁶⁶*



Learn more about this initiative here 

66 1,084 kilograms.



In **Chile**, due to the implementation of the Extended Product Responsibility Law (REP Law), we were audited in 2024 by the local authorities, and we complied with all requirements. We also ensured that 15% of the PET we use for SUEROX® comes from a recovery and recycling process, in compliance with legal requirements. We also participated in the local **ReSimple initiative**, the first collective management system for packaging. This implies that we are in constant communication with the Ministry of Environment, ensuring the traceability of our efforts.



Finally, in **Colombia**, it is mandatory to have a plan for the final disposal of post-consumption products of imported medicines. In partnership with **Punto Azul⁶⁷**, we developed the capabilities to protect the health of our consumers and the environment.



67 Non-profit Civil Organization.



In 2024, Tío Nacho® products accounted for 9.1% of our total sales.

Life Cycle Assessment

We conducted a **Life Cycle Assessment** (LCA) of the primary and secondary packaging of our products, specifically of the **Tío Nacho®** line. We conducted this analysis in accordance with ISO 14044:2006 on Life Cycle Assessment and ISO 14067:2018, which focuses on the carbon footprint of products. To achieve this, we use the Intergovernmental Panel on Climate Change (IPCC) method, applying a 100-year approach that considers CO₂ absorption. **It was an exploratory evaluation (screening).**

The study allowed us to obtain specific data on the carbon footprint of different packaging components⁶⁸, expressed in kilograms of CO₂ equivalent. The results showed that the manufacturing stage has the greatest environmental impact within the product's life cycle, highlighting the need to implement improvement strategies in this phase.

We also confirm the recyclability of our packaging, assessed based on the criteria of the Association of Plastic Recyclers (APR) Guide, which considers factors such as the type of PET resin and other materials to determine their compatibility with current recycling processes.

As part of the analysis, we considered three key categories of climate impact: the potential for climate change from fossil fuels, the potential for climate change from biogenic sources, and the potential for climate change from soil transformation.

68 Bottle, cap, and label.



Our community impact

3-3, 413-1, 413-2

At Genomma Lab Internacional, we firmly believe that collaboration and cooperation are key to driving positive the change in our environment. Through our Social Responsibility department and with the dedication of our employees and several partner organizations, we promote social investment⁶⁹, volunteering, and donation programs that are currently present in 90% of the countries where we operate.

69 Valid only in Mexico.





GOOD NEIGHBOR COMMITMENT

ENVIRONMENTAL CONTRIBUTION

Through the lines of action that make up our sustainability model, specifically the pillar of society, we development initiatives aimed at improving the quality of life of communities and contributing to environmental protection. Our lines of action are:

Donations

Alianzas por el Bienestar:

We support organizations that work with vulnerable communities in need of assistance.

Emergency and natural disaster response program:

We provide support through product donations to those affected by natural disasters.

Volunteering

We engage in volunteer activities that are align with our sustainability model, involving our team members and their families in activities that foster social development and environmental care.

+\$12.4 million⁷⁰
MXN INVESTED

550
VOLUNTEERS

Good Neighbor Commitment
(Social investment)

We engage in constant dialogue with nearby communities to understand their needs and take actions that promote their well-being and comprehensive development.

Biodiversity protection efforts:

We support projects focused on conserving species and restoring natural spaces.

54⁷¹
BENEFITED ORGANIZATIONS



70 This includes the amounts allocated to social investment, donations, volunteer activities, and actions to protect biodiversity in the different countries where we operate.
71 It considers civil society organizations, educational institutions, and other entities. Some of the organizations we collaborate with may be supported through more than one company program.



GOOD NEIGHBOR COMMITMENT

ENVIRONMENTAL CONTRIBUTION

Donations



Alianzas por el Bienestar

37

NUMBER OF ORGANIZATIONS SUPPORTED⁷²

\$9,681,139.98

INVESTMENT AMOUNT



Emergency and natural disaster response program



Volunteering

18

NUMBER OF ORGANIZATIONS SUPPORTED⁴

560

NUMBER OF VOLUNTEERS

\$898,384.51

INVESTMENT AMOUNT



Good Neighbor Commitment (Social investment)

4

NUMBER OF ORGANIZATIONS SUPPORTED⁴

\$250,000.00

INVESTMENT AMOUNT



Biodiversity protection efforts

1

NUMBER OF ORGANIZATIONS SUPPORTED⁴

\$1,584,960.76

INVESTMENT AMOUNT



Volunteering activities



Andean Cluster



Chile





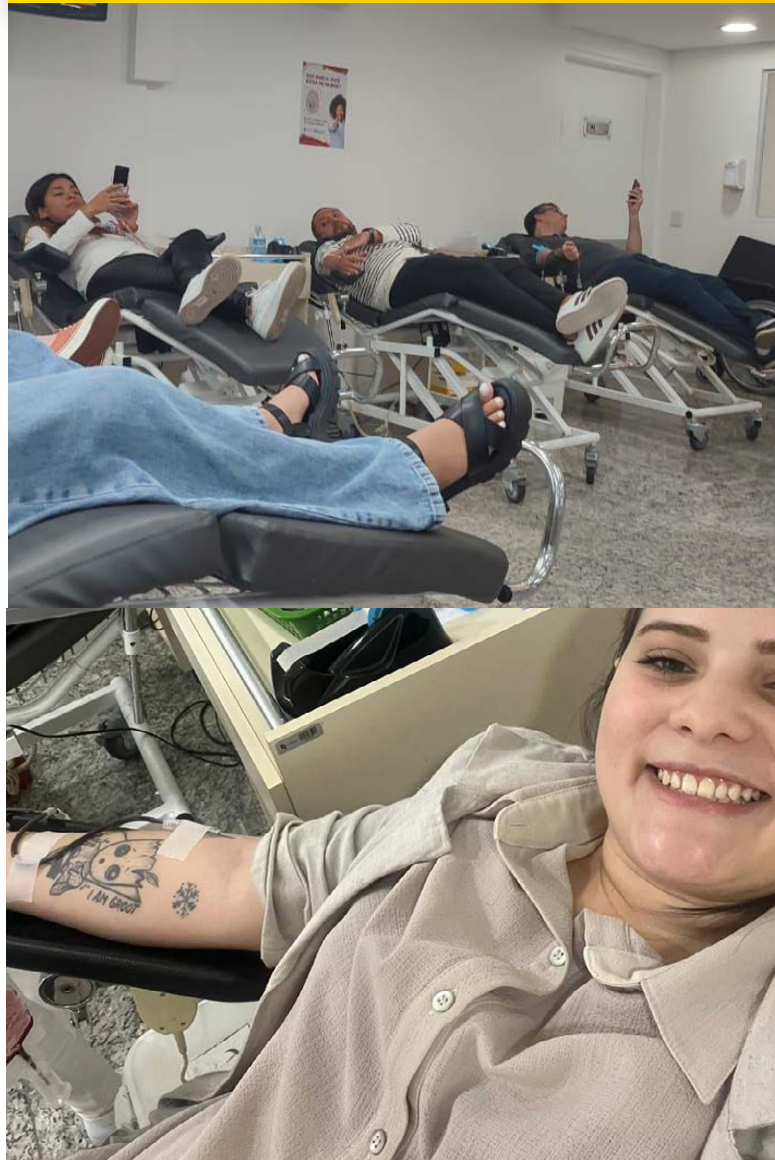
GOOD NEIGHBOR COMMITMENT

ENVIRONMENTAL CONTRIBUTION

Volunteering activities



Brazil



U.S.A.



Mexico





Community impact and country efforts

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



Through the Genomma Lab Foundation, we have also strengthened our partnerships with institutions dedicated to promoting the health and well-being of people in vulnerable situations. In 2024 we began the transition to phase 2.0 of our corporate foundation. In doing so, we reaffirm our commitment to making a positive and lasting impact, especially on children, young people and families, through concrete actions and strategic alliances.

Among the key actions planned for 2025, the following stand out:

- Introduce GEN Talks, educational talks for children and young people about health and wellness, and professional development tools.
- Expand our network of partner organizations, strengthening our presence in vulnerable communities and all the countries we operate in.
- Strengthen our response to natural disasters, enabling us to continue supporting affected communities.

⁷³ The programs in Mexico include impact evaluations conducted by partner organizations, which provide reports on the activities that were carried out.



GOOD NEIGHBOR COMMITMENT

ENVIRONMENTAL CONTRIBUTION

Good Neighbor Commitment

We foster a continuous and close dialogue that enables us to identify needs and expectations, thereby launching initiatives that contribute to the well-being of communities near our operations.



To facilitate communication, we make the Gen-Te Escucha line available to communities, as well as direct contact with our Social Responsibility and Sustainability areas

As part of our commitment, we conduct impact assessments, covering both environmental and social aspects⁷⁴. We have also developed community programs tailored to local needs, and our consultation and participation plans enable us to actively engage our stakeholders, ensuring their needs are incorporated into our decision-making processes.

One example of this work is the close relationship we maintain with the community of San Cayetano de Morelos, in the State of Mexico, where our main production complex is located. In 2024, we supported improvements in educational spaces, such as installing roofs, building sidewalks, painting and refurbishing planters. We also hosted a visual health day that benefited 123 children and provided personal care kits to elementary and high school students and their families.

⁷⁴ In 2024, no negative impacts were identified on communities near our operations.





Environmental contribution and biodiversity conservation

We are committed to conserving ecosystems and protecting flora and fauna. We promote initiatives that contribute to their restoration and regeneration while fostering environmental awareness among our employees and communities.

Throughout 2024, we hosted two reforestation events, one in Mexico with 108 volunteers and another in Costa Rica with 21 volunteers. In collaboration with Ecopil, we organized a clean-up event in Las Ciénegas de San Nicolás Lerma, State of Mexico, where 82 people gathered to collect 198.85 kilograms of waste, contributing to the preservation of this natural environment.



In addition to these actions, we have forged strategic alliances to support bee conservation and promote responsible waste management practices. The main efforts in these areas are detailed below:





UBEES® Alliance for Biodiversity Conservation

Through the Tio Nacho® shampoo brand, we have partnered with UBEES®⁷⁵ to support the development of beekeeping laboratories that promote regenerative beekeeping and bee conservation. In 2024, we launched the “Colmenas de oportunidades” initiative at our Bee Lab in Antioquia, Colombia. This initiative aimed to empower women in the region through entrepreneurship, female empowerment, and beekeeping practices, providing them with tools to generate additional income and improve their quality of life.

As part of this alliance, beekeeping laboratories have been established in Antioquia, Colombia, and Cape Canaveral, United States, with the latter involving the TUKOL® brand. These spaces enable us to monitor and protect the health of bees, contributing to the conservation of over three million specimens and the enhancement of pollination for up to six hundred hectares. By 2025, we plan to establish three new laboratories in Costa Rica, Ecuador, and Peru, aiming to broaden the scope and impact of this initiative.



We have built two beekeeping laboratories, protecting **+3,000,000 bees**

and pollinating **+600 hectares** together

These are located in Antioquia, Colombia and Cape Canaveral, Florida



We invite you to learn more about these achievements by scanning the QR codes



Responsible business

GRI 3-3

We have best practices in place regarding the management and communication of our corporate governance. Likewise, we report on the management of our main business risks, including those related to climate change and human rights. Additionally, we maintain transparency in our ethical and compliance management system.





Corporate Governance

GRI 3-3, 2-9, 2-10, 2-11, 2-16, 2-17, 2-18, 2-19, 2-20

Our corporate governance model is centered around a culture of legality and ensuring the continuity of our business, as well as the long-term success of our operations. To achieve this, we rely on various collegial bodies that play a crucial role in strategic decision-making, driving value creation for all of the Company’s stakeholders.

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

Is the highest-ranking corporate governance bodies. Its primary responsibilities include approving or ratifying the members of the Board of Directors and determining their compensation. Additionally, it has the authority to appoint the chairpersons of the governing committees.

The Shareholders’ Meeting plays a crucial role in approving the activity reports submitted by the Board of Directors and the existing committees. Additionally, it is responsible for reviewing the report on tax compliance and approving the dividend payment for shareholders. If applicable, it can consider canceling or repurchasing shares.

Shareholding	Percentage
Free float	69.07%
Chairman of the Board of Directors (Rodrigo Herrera Aspra)	30.93%

Board of Directors

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.

It is composed of twelve members, with **nine of them being independent**. Each member is chosen **individually**, following the principles outlined in the Bylaws. Factors such as gender, nationality, experience, and alignment with our corporate values are also taken into account.

See our Diversity an Incusion on the Board of Directors Policy [↗](#)

The **terms of office are annual**, with the possibility of renewal, **and are individually elected and ratified** by the General Shareholders’ Meeting. For independent members, we ensure compliance with the requirements outlined in **Article 26 of the Mexican Securities Market Law**, aiming to prevent any conflicts of interest. Each director provides a declaration of independence, stating that they are not influenced by personal, patrimonial, or economic interests.⁷⁵



As part of a natural renewal process, this year the General Shareholders’ Meeting approved the addition of Joaquín Ley Pinto and Simona Visztova as independent directors.

The Board of Directors meets on an ordinary basis at least once every quarter. Throughout the year, **four regular sessions** were held. To ensure the sessions’ legal validity, a **minimum attendance of 51%** of the members is required.

75%
OF THE BOARD MEMBERS
ARE INDEPENDENT

7.4
YEARS AS OVERALL
AVERAGE SENIORITY

90%
AS AVERAGE ATTENDANCE
IN 2024

2
WOMEN ON THE BOARD OF
DIRECTORS + ONE RELATED
ALTERNATE BOARD MEMBER

Board members conduct an **annual self-assessment** using the International Institute for Management Development’s (IMD) Four Pillars of Effectiveness. The Board of Directors is also yearly evaluated by the General Shareholders’ Meeting, which considers economic, social, and environmental aspects of the business’s overall performance.

To ensure robust and cutting-edge corporate governance, our Legal Department regularly provides updates, particularly regarding regulatory and compliance changes. As part of the ongoing training programs on the “Gen Institute” platform, directors participate in annual institutional courses on corporate sustainability, human rights management, diversity & inclusion, and corporate risks.





Composition of the Board of Directors

Name	Position ⁷⁷	Seniority (years)	Sitting on committees			Experience	
			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	Related Proprietary Director	16				Both	1 ⁷⁸
 Juan Alonso	Independent Proprietary Director	14				Consumer Goods	
 Sabrina Herrera Aspra	Related Proprietary Director	13				Both	2 ⁷⁹
 Jorge Gutiérrez Muñoz	Independent Proprietary Director	10	 Chairman				6 ⁸⁰
 Javier Vale Castilla	Independent Proprietary Director	8					
 Juan Carlos Gavito	Independent Proprietary Director	7					1 ⁸¹
 Carlos Vara Alonso	Independent Proprietary Director	7				Consumer Goods	3 ⁸²
 Ignacio González Rodríguez	Independent Proprietary Director	7					1 ⁸³
 Marco Forastieri Muñoz	Independent Proprietary Director	5					
 Jorge Blake Valderrama	Related Proprietary Director	2			 Chairman	Both	2 ⁸⁴
 Simona Visztova	Independent Proprietary Director	1				Consumer Goods	1 ⁸⁵
 Joaquín Ley Pinto	Independent Proprietary Director	1				Consumer Goods	
 Renata Herrera Aspra	Related Alternate Director	14				Both	

77 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.

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

78 Grupo Financiero Multiva.

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

80 Mexichem; Grupo Aeroportuario del Centro Norte; Grupo Pochteca; Arcos Dorados; and Mexican Stock Exchange; Banco Ve por Mas SA

81 Airos Capital.

82 Grupo Gigante, Desarrollo de Hoteles Presidente and Fhipo.

83 Grupo Pavisa.

84 Alpura and Donovan Werke

85 Aleatica S.A.B

For more information on the experience and responsibilities of directors, [click here](#)



Corporate Governance Committees

The Board of Directors relies on various specialized committees and sub-committees that play a crucial role in strategic decision-making.

The following are its main functions.

Audit and Corporate Practices Committee

- Assess the External Auditor’s performance and thoroughly review their reports.
- Oversee financial statements, internal control, and internal audit.
- 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 Committee⁸⁶

- 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.

Ethics Committee⁸⁷

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

86 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. It is supported by the Company’s Executive Sub-Committees.

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



The Board of Directors appoints members to the Operating Committee’s Sub-Committees.


They are listed below:

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

Executive Management Team

Our management team is made up of professionals with extensive industry experience. They are not only responsible for effectively implementing the Company’s strategy, but also play a crucial role in making key decisions, ensuring that work plans are aligned with long-term objectives and executed efficiently.

We have a highly skilled management team that effectively implements the business strategy tailored to its unique context.

To learn about our management team, click here. 

Compensation

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

Additionally, we have policies and procedures in place for variable compensation. The CEO’s variable compensation plan is determined by both short-term and long-term indicators. The CEO is evaluated using financial metrics that measure financial profitability, such as **Return Of Equity** (ROE) and **Return on Invested Capital** (ROIC). Likewise, the variable compensation of the General Manager is conditioned on the following metrics: annual sales growth; annual EBITDA margin growth; annual net profit growth; and annual cash flow growth.

The rest of the management team receives an annual variable bonus based on the achievement of specific objectives in their respective areas. We have variable compensation policies tailored to each team’s performance, evaluating efficiency projects and continuous improvement.



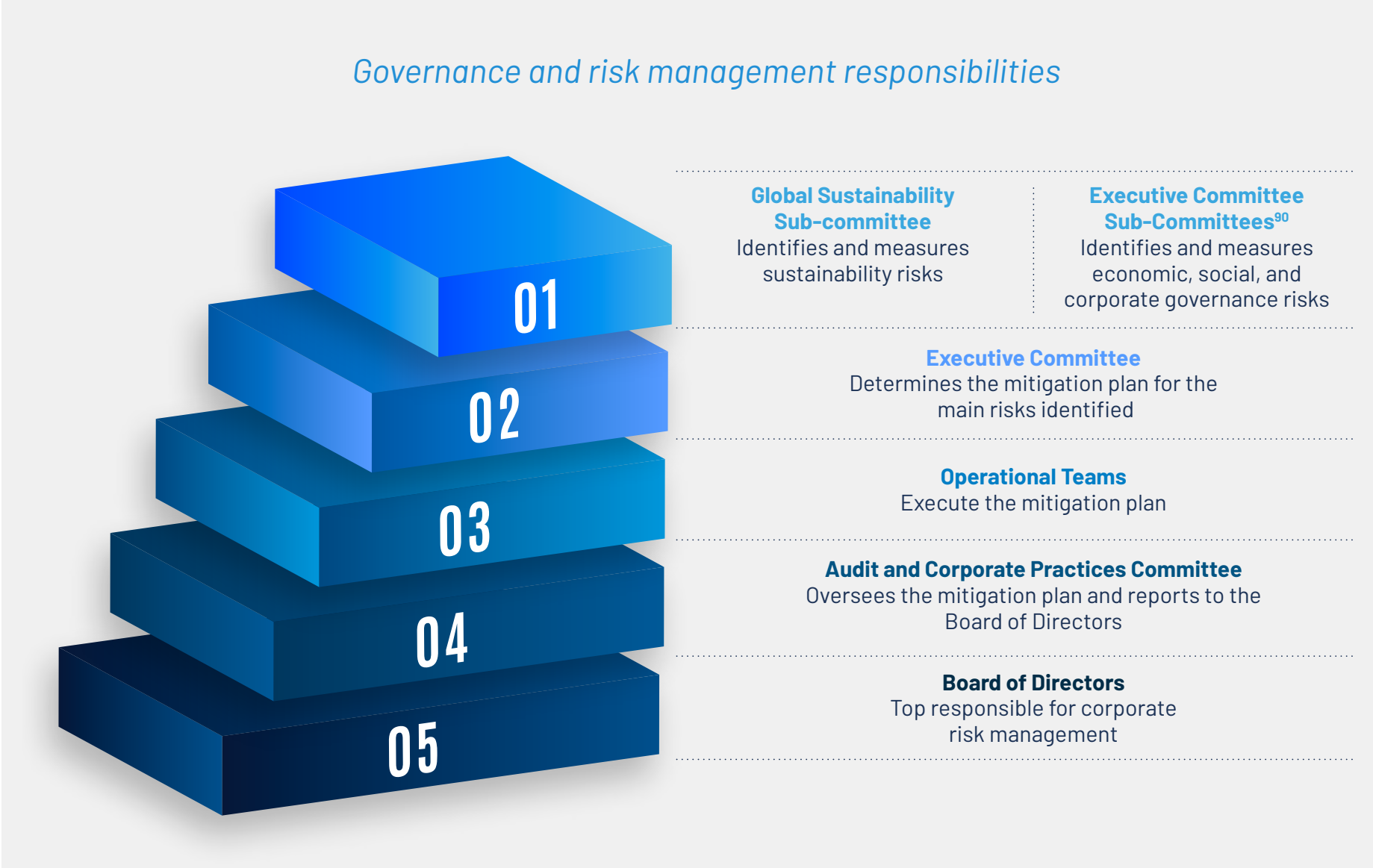
Risk management

At Genomma Lab, we identify and manage risks that could significantly impact our operations and the Company’s financial situation.

The risk identification process is led by a multidisciplinary team, comprising the Executive Committee’s subcommittees. Their responsibilities include identifying and assessing risk exposure, considering both internal and external contexts. Once the risks are identified, mitigation plans are developed based on the recommendations of the ATVPI methodology.⁸⁹

The Board of Directors, with the support of the Audit and Corporate Practices Committee, oversees the mitigation plans, ensuring a comprehensive evaluation and continuous monitoring.

Ultimately, the operational teams responsible for each process associated with the identified risks are in charge of implementing the mitigation plans.



89 Assets, Threats, Vulnerability, Probability, and Impact.

90 The following subcommittees are included: Financial Impacts; Risk Management and Internal Audit; Business Development; Financing, Banks, and Flow; Brand Strategy; Industrial Relations and Communications; Sustainability; Innovation; Media; Supply Chain; Organizational Transformation.



Key risks identified

We communicate the main risks to the Company. We disclose our risk exposure level for issues related to climate change and human rights, and we review it at least once every two years. For the remaining identified risks, the review is conducted annually.

Risk type	Definition
Climate change-related risks or effects	We face risks arising from climate change, such as rising costs of raw materials, as well as packaging and production material, stricter health regulations, and changes in environmental laws click here
Human rights	We align our business objectives with respect for human rights, prioritizing prevention and potential remediation in the event of violations. For more information click here .
Adverse economic conditions in the countries where the company operates	Our operations are influenced by the economic conditions of the countries where we operate. As a result of the above, the Company's business and economic situation could be impacted by the unpredictable consumption patterns of the countries where we operate.
Changes in applicable regulations	We operate in 18 countries with diverse product regulations. Changes in laws, regulations or interpretations may affect our operating environment. Failure to comply with these regulations could result in legal action, fines, or penalties, negatively impacting our operations.
Price volatility	Our operating results may be impacted by the overall economic conditions in Mexico, the depreciation of the peso against the dollar, price volatility, inflation, interest rates, fluctuations in oil prices, regulations, taxes, social instability, and other political, social, and economic events.
Impact on the reputation of our brands	The success of our brands could be jeopardized if marketing plans or product initiatives fail to make the desired impact on brand image or their ability to attract and retain customers and consumers. In addition, the Company's results could be affected if any of the major brands were to suffer significant reputational damage as a result of actual or apparent quality problems.
Consumer expectations	If the products in the Company's current portfolio fail to meet the expectations of customers and consumers, sales could decline.
Manufacturing risks	The increase in production lines at our Industrial Complex could generate variations in product quality, delays in fulfilling orders, and problems adapting to the new business model, among other factors.
Risks in the value chain	We depend on various manufacturers for the delivery of high quality products, aligned to the Company's parameters and applicable regulatory requirements, that meet delivery deadlines and are competitive in terms of price.
Talent retention and attraction	The Company's future operations could be affected if any of our senior executives or key staff were to leave the Company.
Cybersecurity	The Company relies on information technology and automated operating systems to manage and support our operations and to deliver our products to customers and consumers.
Technology Infrastructure	The Company's ability to operate and maintain its competitive edge relies on our capacity to innovate, maintain, and update technological infrastructure in a timely and cost-effective manner.



Climate-related risks

GRI 3-3; TCFD EST-A, EST-B, GDR-A,

Globally, we face risks related to climate change, which can significantly affect us. This is why, in 2023, we updated our climate change risk analysis, incorporating both physical and transition scenarios, in line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).⁹¹

As part of the process, we considered meteorological statistics and the regulatory context. We also analyzed current climate management trends for the pharmaceutical sector. Additionally, we used climate scenarios provided by the IPCC⁹² and the IEA as⁹³ a reference for physical and transition risks, respectively. To ensure its reliability, we enlisted the support of a specialized independent third party, who led the analysis.



Physical risks

The primary physical hazard factors identified have been assessed based on their level of exposure by location and a short- and medium-term time horizon.⁹⁴



Droughts and water stress



Precipitation and flooding



Heat waves

⁹¹ Since October 2023, the TCFD's responsibilities have been transferred to the International Standard for Non-Financial Information (IFRS S2).
⁹² Intergovernmental Panel on Climate Change.
⁹³ International Energy Agency.
⁹⁴ The scope of the climate-related 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

We also identified a total of 44 short-, medium-, and long-term transition risks, considering the two climate scenarios we used. Below, we highlight the most important risks for our operation, based on their level of severity (“Very High” or “High”).



Reputational risk
*Incorporating renewable energies
into the energy mix*



Regulatory risk
*Extended Producer
Responsibility Regulation*



Reputational risk
*Increased stakeholder
sustainability expectations*



Regulatory risk
Carbon tax imposition



Market risk
*Regulation to promote
clean or low-emission
transportation*



Reputational risk
Eco-labeling regulation



Reputational risk
*Impacts to
sustainability from the
value chain*

To learn more about the climate change-related risk analysis, [click here.](#)



Financial implications of climate change

GRI 201-2

Based on the assessment conducted for the Carbon Disclosure Project (CDP) questionnaire, covering the 2022 period, we identified the primary risks and opportunities that could have a significant financial impact.

We are currently developing a financial assessment for priority physical and transition risks.



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

96 Due to packaging materials regulations in the state of Oaxaca.

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

98 Funding secured by the IFC and IDB Invest.

99 To increase production capacity and secure sustainable certifications.

100 Direct savings achieved through improved logistics.

101 In investments to improve supply chain and logistics.



Climate governance

GRI 2-12, 2-13; TCFD GOB-A, GOB-B, EST-C

The Global Sustainability Subcommittee oversees climate-related risks and opportunities, reporting to the Executive Committee, which then reports to the Board of Directors.

This Committee was created in 2022 to establish short- and long-term objectives related to sustainability aspects. It is led by the Chairman of the Board of Directors and the Chief Executive Officer and is comprised of leaders from key areas such as Sustainability, Finance, Manufacturing, Business Units (BUs), Supply and Demand Planning, Regulatory Affairs, Manufacturing, Logistics, Development, Human Resources, and the Country Managers of the countries where we operate.

Additionally, we have a dedicated Institutional Relations, Social Responsibility, and Human Resources department, responsible for overseeing the sustainability initiatives we have implemented.

Governance and responsibilities in climate risk management





Human rights-related risks

GRI 3-3, 407-1, 408-1, 409-1

We envision the Human Rights Due Diligence System as a continuous process to identify and manage the risks and impacts associated with our operations and those of our supply chain, considering the geographical, social, and sectoral framework.

To pinpoint the impacts, we relied on specialized bibliographic sources, the Company’s flowcharts, and an analysis of information from companies in the pharmaceutical sector. Subsequently, we prioritized the risks identified through a consultation with consumers, customers, suppliers, and internal areas at Genomma Lab Internacional. The objective was to assess the level of risk exposure, taking into account variables such as impact and probability.

Our risk identification methodology took into account the operational context (country risk) and the sector

of activity (sector risk), aligning with the recommendations of the Guiding Principles on Business and Human Rights. This process included the 18 countries where we operate, as well as a percentage of our critical suppliers and customers. To ensure its reliability, we enlisted the support of a specialized independent third party, to oversee the results.

The outcome identified 29 risks across four categories: risks associated with direct operations, risks associated to community relations, risks associated with the supply chain, and sectoral risks.

Below, we present the list of priority risks,¹⁰² along with their respective categories and stakeholders. In **our due diligence analysis document**, we provide a detailed breakdown of the prevention, mitigation, and remediation measures for each one.

Key human rights-related risks identified¹⁰³



Employees (risks associated with direct operations)

Instances of discrimination and/or harassment



Consumers (sectoral risks)

Misleading communication and/or advertising

Tampering and counterfeiting of medicines that harm the health of consumers.



Local communities (risks associated with the community)

Overexploitation of water resources.

Explore our Human Rights policy [↗](#)



To learn more about the human rights risk analysis, click here. [↗](#)

102 We consider priority risks to be those that were rated as “Very High” or “High” based on impact and probability assessments.
103 No risks associated with the supply chain were deemed a priority (“Very high” or “High”); however, 12 potential associated risks were identified.



Cybersecurity

GRI 3-3, 418-1

We recognize the importance of safeguarding information in an increasingly complex digital landscape, where companies rely on technology to manage critical data. The security of our data, systems, and processes is crucial to maintaining the trust of our stakeholders and ensuring the stability of our business. To ensure the protection of our technological infrastructure and the integrity of information, we have a **Cibersecurity**  and a **Confidential Information Policy**. 

Governance and Responsibilities

We have an **Information Security Sub-Committee** , composed of representatives from the Internal Audit, Human Resources, Finance, Legal, and Information Technology (IT) departments. This committee oversees the implementation of our digital protection strategy, led by the Senior Management team. Its primary responsibilities involve strengthening digital security controls, facilitating communication between departments to assess risks and improvements, and promoting the importance of preventing and executing cybersecurity plans.

This Sub-Committee is led by the Global Director of Information Technology (IT), who reports directly to the Global Director of Finance and Administration. Additionally, it receives ongoing guidance on matters related to information security regulations from the Global Legal Leader, as well as from a specialized external audit team.



See our Cybersecurity Policy here. 

See our Confidential Information Policy here. 



Cybersecurity processes and systems

To safeguard our technological infrastructure and ensure information security, we have implemented a **Cybersecurity Management System**. This system applies to all Genomma Lab employees, suppliers, and anyone with permanent or temporary access to our digital infrastructure and corporate information.

We currently do not have cybersecurity certifications; however, we conducted a CIS¹⁰⁴ posture analysis and implemented their recommendations. **By 2025, we aim to prioritize the implementation of the 114 controls outlined in the ISO 27001:2013 international standard,** given their relevance and context for the Company.

To ensure operational continuity in the event of contingencies, we developed a **Disaster Recovery Plan** (DRP) focused on maintaining the SAP¹⁰⁵ system’s continuity in critical logistics and billing processes. These processes were identified through a Business Impact Analysis (BIA). We also conducted **penetration tests** (pentesting)¹⁰⁶ on web applications, infrastructure, and databases, as well as attack simulations (Red Team)¹⁰⁷ to strengthen the security of our systems. **These tests were conducted by an independent third party at least once a year.**

In the event of any suspicious activity or situation, our employees can reach out to us at **911@genommalab.com** and **mesadeayuda@genommalab.com**.

Throughout 2024, we had no instances where critical information and data were compromised.

Information Security/Cybersecurity Training Programs

Through the Gen Institute, we provide ongoing cybersecurity training to our employees. This initiative aims to promote a culture of prevention at all levels of the organization.

In 2024, the global mandatory course “Cybersecurity: Protect Yourself from Phishing”, developed by Microsoft® and aimed at administrative personnel, was delivered. This training aimed to strengthen digital security within the organization, emphasizing the importance of safeguarding systems and data against cyberattacks, as well as reinforcing privacy, trust, and regulatory compliance.

1,000 employees participated in the course “Cybersecurity: Protect Yourself from Phishing.”

104 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.

105 SAP is a business management software that enables companies to effectively manage their resources, streamline processes, and oversee operations.

106 Pentesting, also known as penetration testing, is a cybersecurity technique that simulates a controlled cyberattack to assess the security of a system.

107 The Red Team is a team of cybersecurity experts who simulate attacks to assess an organization’s security in a process known as Red Teaming.



Ethics, Integrity and Culture of Legality

GRI 3-3

Building trusting and collaborative relationships with our stakeholders is a priority in our everyday operations. Therefore, we foster a culture of transparency, honesty, and responsibility at all levels of the Company.

Governance and Responsibilities

GRI 2-15, 2-16

The Ethics Committee is the highest corporate governance body responsible for overseeing the proper adherence to the Code of Ethics and our Corporate Integrity Policies. It proposes programs and initiatives in the Company and follows up on ethical reports submitted

by employees. Additionally, it is responsible for directly communicating with the Board of Directors about potential corruption cases, conflicts of interest, or any other critical situation that may arise.



108 El detalle de las denuncias recibidas y su resolución se comunica a través del Comité de Ética.



Code of Conduct

GRI 2-23, 2-24

To ensure our operations and activities are conducted within an ethical framework, we have established a **Code of Conduct and Ethics**. This document outlines the guidelines for acting with integrity both inside and outside the organization, as well as the available ethics reporting channels. Our CEO validates all corporate policies, which aim to provide concrete guidelines for decision-making, ensuring management that aligns with high ethical and integrity standards. These policies outline the behavioral expectations for our team and the organizations we collaborate with.

*Our regulatory framework encompasses **18 policies**, spanning topics such as human rights, harassment prevention, anti-corruption, and environmental management. **See our Corporate Integrity Policies and Code of Conduct and Ethics here.*** [↗](#)

Every year, all employees are asked to read and sign both the Code of Conduct and Ethics commitment letter and the conflict of interest declaration. New team members receive a dedicated induction session on this topic, which serves to reinforce their understanding of our regulatory framework. We also conduct annual training and share relevant materials through the intranet.

During 2024, 427 employees participated in our Conflicts of Interest seminar.

Should there be concerns about specific guidelines on the ethical framework, our team members can turn to their immediate leaders, the legal team, the Ethics Committee, the “Gen Te Escucha” ethics hotline or Human Resources.

To further embed this commitment throughout the value chain, we share the **Supplier Code of Conduct and Ethics**, along with our other policies, with our business partners through various institutional communication channels. This is part of our Supplier Sustainability Program.

See our Supplier Code of Conduct and Ethics here [↗](#)



Anti-corruption and Bribery

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

Our Code of Conduct and Ethics, along with the **Anti-corruption Policy**, outlines the criteria for identifying, managing, and penalizing acts of corruption, bribery, or influence peddling. This ensures a clear framework for action that aligns with our principles of transparency. We have a “zero tolerance” policy for these cases—we never make political contributions, including the donations we manage.

Additionally, we included a section in the work climate survey to evaluate the perception of the “Gen Te Escucha” ethics hotline. This will enable us to pinpoint areas for improvement in its management.

95% of our workforce received training on the Code of Ethics and Conduct, resulting in a total of 2,130 hours of training

Finally, the Ethics Committee identifies and assesses potential corruption risks through reports received and interactions with different areas, enabling it to implement preventive and mitigating measures. In 2024, there were no instances of corruption or financial losses resulting from associated legal proceedings.

See our Anti-corruption Policy here



“Gen Te Escucha” Ethics Hotline

GRI 2-25, 2-26

We make available to all our stakeholders “*Gen Te Escucha*,” a formal, secure and confidential reporting mechanism. This platform allows them to report inappropriate behaviors or situations that violate the provisions of our Code of Conduct and Ethics, Gen Book, and other corporate policies and procedures.

See the official “Gen Te Escucha” site here [↗](#)

To ensure the system’s proper functioning and agile response, we rely on the support of Ethics Global, a specialized and independent company. This company receives and analyzes the reports, which are then forwarded to the Ethics Committee for proper investigation and resolution. The following are the attention channels available:



Telephone:¹⁰⁹ Operators available Monday through Saturday, from 8 am to 10 pm.



Email:
genteescucha@ethicsglobal.com



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



Ethics Global mobile app:
available for Android and iOS.

Ethics Reports Protocol

Reception (three working days)	Investigation (up to eight weeks)	Resolution (up to four weeks)	Follow-up (two months)
We assess the validity of the reports we receive and, if they are deemed legitimate, we initiate the investigation process.	For review, we assign one or more investigators to analyze the case and the evidence provided. If necessary, we will request additional information.	The research findings are then forwarded to Genomma Lab Internacional’s Ethics Committee, which determines the appropriate measures to be implemented.	We oversee both the implementation of corrective measures and the detection of false reports.

All investigations of received reports are conducted in accordance with the following principles:

- **Confidentiality:** We safeguard users’ identity and information.
- **Reliable and clear evidence:** To ensure an effective investigation, we request verifiable evidence, such as photographs, e-mails, messages and videos or testimonials.

- **Ongoing communication:** We provide feedback on research progress.
- **Non-retaliation:** We assure that there will be no retaliation for those who participate in the process.

During 2024, we received a total of 28 reports. The Ethics Committee handled all cases and provided them with a relevant resolution.

During 2024, we received a total of 28 reports¹¹⁰

See the Ethics Reports Protocol Guide here [↗](#)



Regulatory Compliance

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

We are deeply committed to ensuring regulatory compliance. Our management and approach ensure all our processes align with current regulations, fostering transparency and efficiency in managing records and authorizations.

The Regulatory Affairs team plays a crucial role in the Company’s operations, ensuring the acquisition, maintenance and renewal of sanitary registrations, overseeing regulatory compliance in labeling and marketing, managing audits and strengthening relationships with authorities and sectoral agencies.

In 2024, we strengthened our involvement in industry committees and specialized forums, where we shared our expertise and fostered a more efficient regulatory environment. We also implement structured protocols for managing audits and regulatory reviews, ensuring timely responses that align with current regulations.

As part of our compliance culture, we implement measures to swiftly and efficiently identify and

manage potential regulatory risks. The ones standing out are:

- Continuous monitoring of regulatory changes, enabling us to stay ahead of new regulations and adapt our strategies in each market. To improve efficiency in these processes, we rely on a technological regulatory management tool that allows real-time control and monitoring of procedures, records, alerts and compliance indicators.
- Greater autonomy for the countries where we operate and market our products, enabling a more tailored approach to local requirements.
- Ongoing team training, ensuring the implementation of best practices and compliance with up-to-date regulations.
- Clear protocols for responding to reviews, audits, and sanctions, ensuring processes are aligned with applicable regulations and minimizing regulatory risks.

Throughout 2024, we did not incur any significant penalties or fines for legal non-compliance.¹¹¹

Our commitment to managing regulatory matters was reflected in significant achievements, including:

Portfolio expansion:

We successfully registered and gained acceptance for the Suerox® brand in Colombia, thereby strengthening our presence in this strategic market.

We have improved the perception and reputation

of our Cicatricure® brand among Colombian authorities.

Classification of products as over-the-counter medicines:

We successfully obtained regulatory approval for Nikzon®, Tukol®, and Silka®, paving the way for their commercialization and accessibility to consumers.




Engagement in Sectoral Working Groups

We strengthened our presence in the regulatory arena by actively engaging our team in specialized committees and working groups. This collaboration enables us to stay ahead of regulatory changes, contribute our expertise in developing more efficient regulatory frameworks, and advocate for the sector’s interests in various regions.

Throughout 2024, our team members contributed to various industry organizations, addressing key issues such as over-the-counter medicines regulation, cosmetic regulation implementation, and regulatory harmonization in Latin America.

Below is a summary of our employees’ participation in these spaces:


Person in charge	Genomma Lab Area	Organization	Engagement Approach
Bradley Johnson	Regulatory Affairs	CHPA (Consumer Healthcare Products Association)	Monitoring and lobbying on federal and state matters that impact over-the-counter (OTC) medicines and dietary supplements.
Jesica Martínez Paloma Montserrat Romero Moya		PCPC (Personal Care Product Council	Monitoring and lobbying on federal and state regulations that impact cosmetics, including the implementation of the MoCRA law and ingredient safety.
Jennifer Josefina Pérez		National Chamber of the Cosmetic Products Industry (Cámara Nacional de la Industria de Productos Cosméticos, CANIPEC)	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		Council of the Cosmetics, Personal Hygiene and Home Care Industry of Latin America (Consejo de la Industria de Cosméticos, Aseo y Cuidado Personal de Latinoamérica, CASIC)	Monitoring regulatory changes in Latin America, regional regulatory harmonization, and analysis of regulations in MERCOSUR and the Andean Community.
Lorena Pastor Bautista		Peruvian Committee for Cosmetics and Hygiene (Comité Técnico del Sector Cosmético en Perú, COPECOH)	Participation in meetings regarding the implementation of the Technical Regulation on Cosmetic Labeling within the Andean Community.

To learn more about our involvement in sectoral chambers, please refer to the Sectoral Associations Appendix. 



Communication, Marketing and Labeling

GRI 3-3, 417-1; SASB HC-BP-270a.2, SASB HC-BP-510a.2

We take responsibility for ensuring that our advertising and communication with customers and consumers are clear, ethical, and truthful. Through our **Global Advertising and Communication Policy**,  we are committed to respecting human dignity, free competition and equal opportunities, avoiding all types of discrimination or misleading practices. We also ensure that our campaigns convey responsible messages, avoiding any content that could jeopardize people’s safety or health.

We adhere to international and local regulations that govern the advertising of our products in the markets where we operate. We also voluntarily adhere to the codes of ethics of the industry chambers in which we participate, reinforcing 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 (Código de Autorregulación y Ética Publicitaria de Productos del Cuidado Personal y del Hogar)		National Chamber of the Cosmetic Products Industry in Mexico (Cámara Nacional de la Industria de Productos Cosméticos en México, CANIPEC).
Code of Advertising Ethics of the Association of Manufacturers of Over-the-Counter Medicines (Código de Ética Publicitaria de la Asociación de Fabricantes de Medicamentos de Libre Acceso, A.C.).		Association of Manufacturers of Over-the-Counter Medicines (Asociación de Fabricantes de Medicamentos de Libre Acceso, A.C.).
Code of Integrity, Ethics and Transparency of CETIFARMA (Código de Integridad, Ética y Transparencia de CETIFARMA)		Pharmaceutical Industry Ethics and Transparency Council (Consejo de Ética y Transparencia de la Industria Farmacéutica, CETIFARMA).
Code of Ethics and Transparency of ANDI (Código de Ética y Transparencia de ANDI)		National Association of Entrepreneurs of Colombia (Asociación Nacional de Empresarios de Colombia, ANDI)
Advertising Practices for Nonprescription Medicines		CHPA
Consumer Commitment Code		PCPC
CASIC Code of Ethics (Código de Ética de CASIC)	LATAM	Latin American Cosmetics, Toiletries and Household Care Industry Council (CASIC) (Consejo de la Industria de Cosméticos, Aseo Personal y Cuidado del Hogar de Latinoamérica CASIC)
CASIC Code of Ethics and Advertising Self-Regulation (Código de Ética y Autorregulación Publicitaria de CASIC)	LATAM	





Marketing and Responsible Communication

Our advertising is based on principles of transparency and scientific rigor, avoiding the use of ambiguous or misleading terminology.

To ensure accurate messages, a multidisciplinary team, including Medical Management, Regulatory Affairs, and

Legal, approves each claim used in every communication piece. They validate that these claims are backed by safety and efficacy studies conducted during product development.

To ensure the integrity and accuracy of our communication, we adhere to a structured formal process that includes:

<p>The Promotional Materials Review Committee, comprised of experts in marketing, regulatory affairs, legal, and medical management, oversees and approves all content before its release.</p>	<p>Internal audits to assess compliance with our communication policies and identify potential discrepancies.</p>	<p>Reporting tools and disciplinary measures, enabling the reporting of potential breaches and the application of sanctions when necessary.</p>	<p>Continuous monitoring of regulatory changes, ensuring that our marketing and advertising strategies stay aligned with the best practices and current regulations.</p>
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Transparent and Secure Labeling

Our product labeling complies with national and international regulations in all product categories. We have a labeling support, management, and review system that ensures regulatory compliance and the accuracy of the information on our packaging.

Our labeling process follows a structured flow to ensure that all information presented to consumers is clear, accurate, and verifiable. This process includes:



<p>Information Collection:</p> <p>We meticulously document detailed data on ingredients, their origin, properties, and specifications, ensuring their traceability.</p>	<p>Label design:</p> <p>We incorporate the information required by applicable regulations, ensuring it is accessible and easy to understand.</p>	<p>Regulatory Review:</p> <p>Our Regulatory Affairs and Medical Management team ensures that the labels' content meets each country's health and safety guidelines.</p>	<p>Scientific and Technical Validation:</p> <p>The Medical Management and Innovation & Development team thoroughly examines the accuracy of the technical and scientific information on the labels.</p>	<p>Review and approval:</p> <p>A multidisciplinary team reviews labels and advertising materials before they are printed or published.</p>	<p>Continuous Update:</p> <p>We actively monitor regulatory changes and scientific discoveries that may impact labeling information.</p>	<p>Consumer Communication:</p> <p>We present information through various channels, including labeling, informative brochures, and digital platforms.</p>
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In each category, we apply specific criteria to ensure information is clear:

Over-the-counter (OTC) medicines:

Labeling adheres to the pharmacological monograph and/or information approved by each country’s health authorities, detailing dosage, therapeutic indications, warnings, and contraindications. Special precautions are also considered for sensitive populations, such as pregnant women and children.

Personal care (PC):

Labels provide detailed information on ingredients, usage instructions, and necessary warnings for the consumer.

Food and isotonic beverages:

We guarantee the clear declaration of allergens and other ingredients, along with specific precautions, ensuring transparency and safety in consumption.

To further strengthen our commitment to consumer safety, 100% of our products are tested for compliance with labeling regulations. Each label features a batch code, ensuring traceability and providing easy access to key product information. We also provide customer service numbers, ensuring clear and accessible communication with our consumers.

Our **Pharmacovigilance, Technovigilance, and Cosmetovigilance System** plays a crucial role in responsible labeling. This system enables us to identify and assess potential risks not listed on labels.

If necessary, we take proactive measures or respond to regulatory authorities’ requests to make the necessary changes. Through these processes and control mechanisms, we ensure that the information provided to consumers is always accurate, clear, and based on scientific evidence, working closely with the relevant authorities at all times.





Results analysis and discussion

Consolidated full-year results 2024

Net Sales 2024:

Net Sales for the 12 months of 2024 reached \$18.6 billion pesos, an increase of 13.0% year-over-year. Sales growth is driven by solid growth in the US, Mexico, Brazil and CARICAM. Similarly, 85% of sales grew faster than inflation, while 68% increased their market share.



EBITDA 2024:

The 2024 adjusted EBITDA was \$4.33 billion pesos, compared to \$3.44 billion pesos in 2023. The adjusted EBITDA margin for the full year 2024 closed at 23.3%, representing a year-over-year expansion of 235 pbs. This growth is primarily attributed to manufacturing cost efficiencies and productivity initiatives at the corporate level. Including effects from discontinued operations, EBITDA reached 23.0%.



Gross Profit 2024:

Gross Profit reached \$11.93 billion pesos during the twelve months of 2024, compared to \$10.08 billion pesos in 2023. At year-end 2024, gross margin increased 290 basis points, closing at 64.1%. Gross profit margin growth was driven primarily by increased operating leverage and sustained savings in the cost of goods sold.

Selling, General, Marketing, and Administrative (SGM&A) expenses 2024:

Selling, General, Marketing and Administrative Expenses closed at 41.4% as a percentage of sales during 2024, compared to 40.7% reported at year-end 2023. The increase in SGM&A as a percentage of sales is due to an increase in marketing expenditures within the point of sale and investments made to increase sales of key brands.



Comprehensive Financing Result 2024:

The Comprehensive Financing Result represented an expense of \$1.03 billion pesos during 2024, compared to an expense of \$1.48 billion pesos reported in 2023. A decrease in the expense of \$449.1 million pesos is mainly due to: i) a net improvement in \$657.1 million pesos year-over-year in the exchange result.

This was offset by i) an increase in \$99.2 million pesos in the loss related to the monetary position in an inflationary subsidiary in Argentina; ii) an increase in \$57.9 million pesos in interest expense during 2024, as well as iii) a decrease in \$50.8 million pesos in financial income in 2024.

2024 Income Taxes:

The 2024 Income Taxes showed a significant increase of \$164.3 million pesos, closing at \$800.0 million pesos, compared to \$635.7 million pesos reported in 2023. This increase is mainly explained by a higher tax base, resulting from an increase in profit before tax.

Net Income from Continuing

Operations 2024:

Net income from continuing operations reached \$2.09 billion pesos during 2024, compared to \$1.08 billion pesos of net income in 2023, an increase of 92.7% compared to 2023. The year-over-year increase is primarily attributed to higher operating profit, improved comprehensive income from financing, and the reclassification of the associated affiliate as a “non-essential asset available for sale” (IFRS-5).

Financial Position 2024:

- Working Capital 2024: Working Capital was adjusted during the year, and the cash conversion cycle closed at
- 109 days, an improvement of 26 days versus the close of December 2023.
- Accounts Receivable 2024: Accounts Receivable amounted to \$4.44 billion pesos as of December 31,
- 2024. Accounts receivable days reached 86, a reduction of 3 days from year-end 2023.

Inventories 2024: Inventories reached \$2.18 billion pesos as of December 31, 2024. Inventory days reached 117,

- an increase of 13 days compared to year-end 2023. The above is due to a temporary build-up of Suerox inventory in preparation for the high season, as a result of a production capacity contingency.
- Suppliers 2024: Supplier Accounts amounted to \$1.73 billion pesos as of December 31, 2024. Supplier days
- closed at 94 days reported at the end of December 31, 2024, a decrease of 10 days compared to the end of December 31, 2023. This was due to strategically anticipated purchases intended to mitigate potential cost increases due to exchange rate fluctuations, leveraging the Company’s strong cash position.

Fixed Assets 2024:

The Company invested \$270.8 million pesos in the twelve months ending December 31, 2024, primarily in its manufacturing plant.



Net Financial Debt 2024:

Net Financial Debt showed an improvement compared to year-end 2023:

- Cash and Equivalents amounted to \$2.38 billion pesos as of December 31, 2024, which represented an increase of 42.3% during the year.
- Gross Financial Debt reached \$6.43 billion pesos as of December 31, 2024, compared to \$6.19 billion pesos at the end of 2023, which represented an increase of \$237.5 million pesos year-over-year. The Company's total long-term debt accounted for 78.8% of total debt at year-end 2024.
- Net Financial Debt reached \$4.05 billion pesos at year-end 2024; a decrease of \$470.1 million compared to the end of December 2023.

During 2024, the Net Debt to EBITDA ratio closed at **0.95x**, in line with the Company's leverage expectations.

2024 Share Buyback Program:

As of December 31, 2024, the Share Buyback Program's total balance was **3,726,457** shares. In 2024, **20 million** shares were cancelled.

Free Cash Flow from Operations

2024:

Free cash flow for the twelve months ending December 31, 2024, would have reached an all-time high of \$2.76 billion pesos. Most of the cash flow generated during the year was used to fund operations at the company's manufacturing plant, dividend payments, debt reduction, and share buyback.

Key Financial Ratios

Financial Ratio at the close of 2024	
EV/EBITDA	6.7x
DN/EBITDA	0.95x
PE	13.6x
UPA	2.09 MXN

As of December 31, 2024, "LABB" is covered by 9 sell-side analysts at the following brokerages: Banco Itaú BBA; BBVA Bancomer; Vector Casa de Bolsa; BTG Pactual US Capital; GBM Grupo Bursátil Mexicano.; Banorte Financial Group; Actinver Brokerage House; JP Morgan Securities; and Monex Financial Group.





Consolidated financial statements

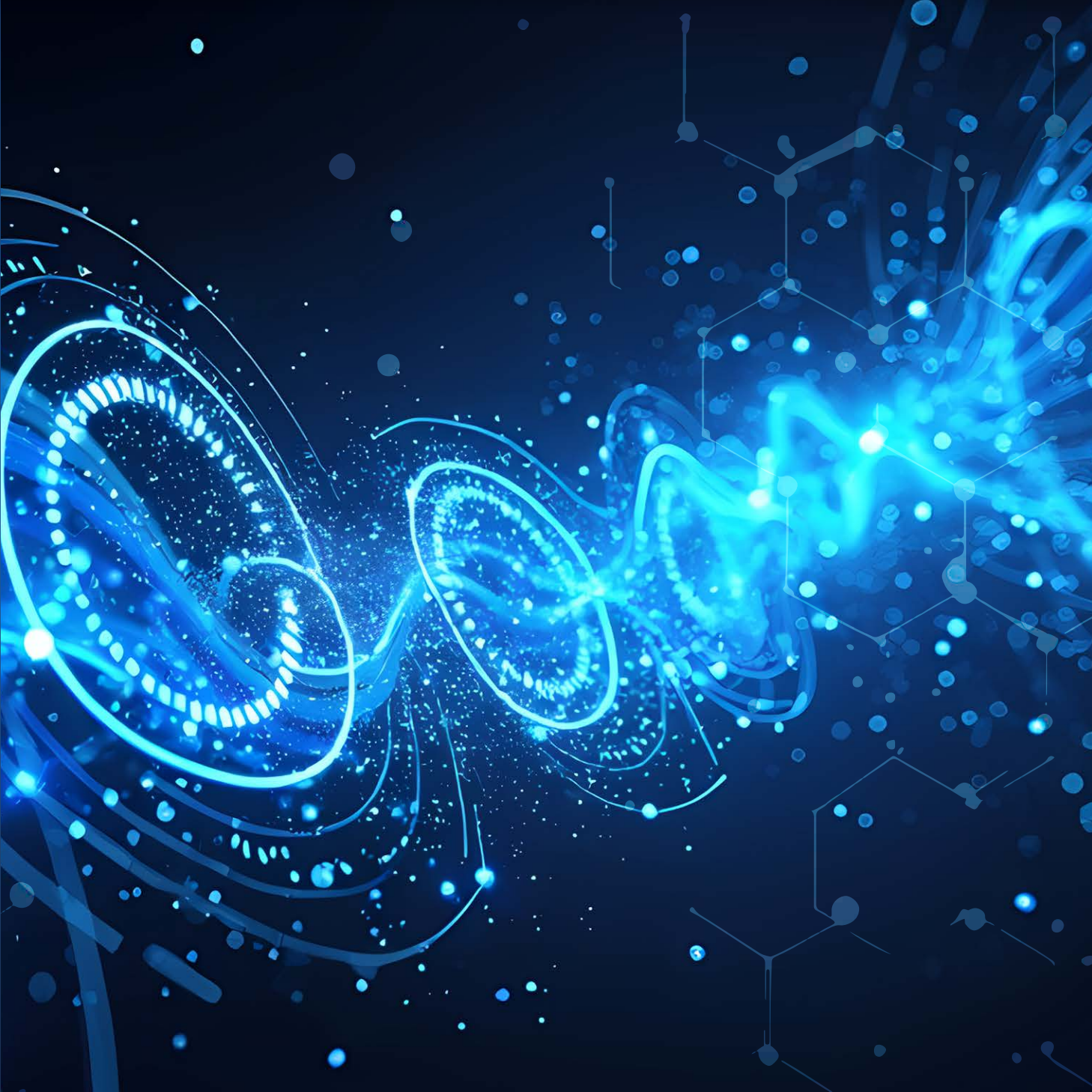
for the years ended December 31, 2024, 2023, and 2022, and independent auditors' report dated April 15, 2025

To consult the official audited information reported to the Mexican Stock Exchange (BMV) in Annex N and in the issuer's section on the BMV website, please refer to the following link: [🔗](#)





ESG Appendix









Appendix 1: Stakeholders

GRI 2-29


We believe that the key to success lies in building strong and transparent relationships with our stakeholders, who play an active and essential role in our daily operations.

We are committed to maintaining an open conversation that encourages collaboration and mutual contribution to successfully achieve our shared goals.

Our philosophy is founded on transparency and continuous communication with our different stakeholders. We understand that each of them has unique needs and expectations.

Stakeholders	Value proposition	Identified concerns	Communication channels
 Employees	Offer opportunities that foster the development of their talent, promoting their personal and professional growth. We also guarantee an inclusive and respectful environment, where equal opportunities, diversity, labor well-being and human rights are fundamental principles that guide our activities.	<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.
 Investors	Create economic value by guaranteeing the Company’s financial profitability over time. Identify and address risks and opportunities. Be transparent about results, including Environmental, Social and Corporate Governance (ESG) performance.	<ul style="list-style-type: none">• Company’s financial performance• Stock performance• Sustainability performance and disclosure• 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
 Clients		<ul style="list-style-type: none">• Price and quality of products• Efficient deliveries	<ul style="list-style-type: none">• Direct relationship with sales representatives• Customer service hotline• “GEN Te Escucha” Ethics Hotline
 Consumers	Our fundamental purpose. Our goal is to support their well-being and health.	<ul style="list-style-type: none">• Compliance with ethical and social standards• Responsibility towards the environment• Adverse reaction or adverse event when using any of our products	<ul style="list-style-type: none">• Website• Consumer hotline• Social media• Pharmacovigilance hotline• Technovigilance and Cosmetovigilance



Stakeholders	Value proposition	Identified concerns	Communication channels
 Suppliers and business partners	<p>Work together to provide high-quality products that meet international standards and best practices.</p> <p>Establish an efficient relationship that ensures the continuity of our operations and the corresponding financial return for the supplier.</p>	<ul style="list-style-type: none">• Efficient and sustainable supply chain• Ethics and legal compliance• Quality of 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
 Communities	<p>Positively impact local communities in the countries where we operate, fostering access to health and well-being through strategic alliances.</p>	<ul style="list-style-type: none">• Open dialogue with the community surrounding our operations• Company’s 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
 Authorities	<p>Guarantee and make transparent the regulatory compliance associated with our products in each of the countries where we operate.</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
 NGOs and civil organizations	<p>Establish strategic relationships to drive initiatives that positively impact vulnerable communities and groups.</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
 Multilateral organizations and sectoral chambers	<p>Encourage long-term, two-way relationships, enabling us to share best practices in the sectors we operate in.</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 area• Direct communication with the legal department• Direct communication with the social responsibility and sustainability area• Direct communication with the regulatory affairs area• Regular meetings• Annual conferences and forums• Specialized committees and working groups dealing with the international context

Appendix 2: Materiality analysis and ESG strategy

GRI 3-1; 3-2 IFRS S1; GES¹¹²

<p>To identify the sustainability topics that matter most to the Company, we updated our materiality exercise in 2023 and the first quarter of 2024, adopting a double materiality approach.</p>	<p>such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the sectoral materiality map provided by Standard & Poor's (S&P), among others.</p>	<p>sustainability expectations for the sector. To assess the topics under the concept of impact materiality, we took into account four criteria: scale, scope, probability, and remediable nature. For positive impacts, we only use the first three criteria.¹¹³</p>	<p>stakeholders, such as employees, suppliers, non-governmental organizations or civil society associations, and customers all engaged in the assessment, sharing their perspectives to help prioritize the topics assessed.</p>
<p>To achieve this, the first step was to develop an analysis of environmental, social, and governance (ESG) trends, as well as specialized international sectoral standards</p>	<p>The outcome resulted in a preliminary list of topics, along with their primary impacts, risks, and opportunities (IROs), which collectively reflect a comprehensive understanding of the</p>	<p>When it comes to risks and opportunities, we assess the likelihood and impact on the Company's financial capacity.¹¹⁴ Several</p>	<p>Finally, senior management and the Board of Directors validated the results.</p>

DOUBLE MATERIALITY PROCESS

<div>1</div> <div>Consolidation of potential topics</div>	<div>2</div> <div>Identification of IROs</div>	<div>3</div> <div>Internal assessment of IROs</div>	<div>4</div> <div>Consultation with stakeholders</div>	<div>5</div> <div>Validation with senior management and the Board of Directors</div>
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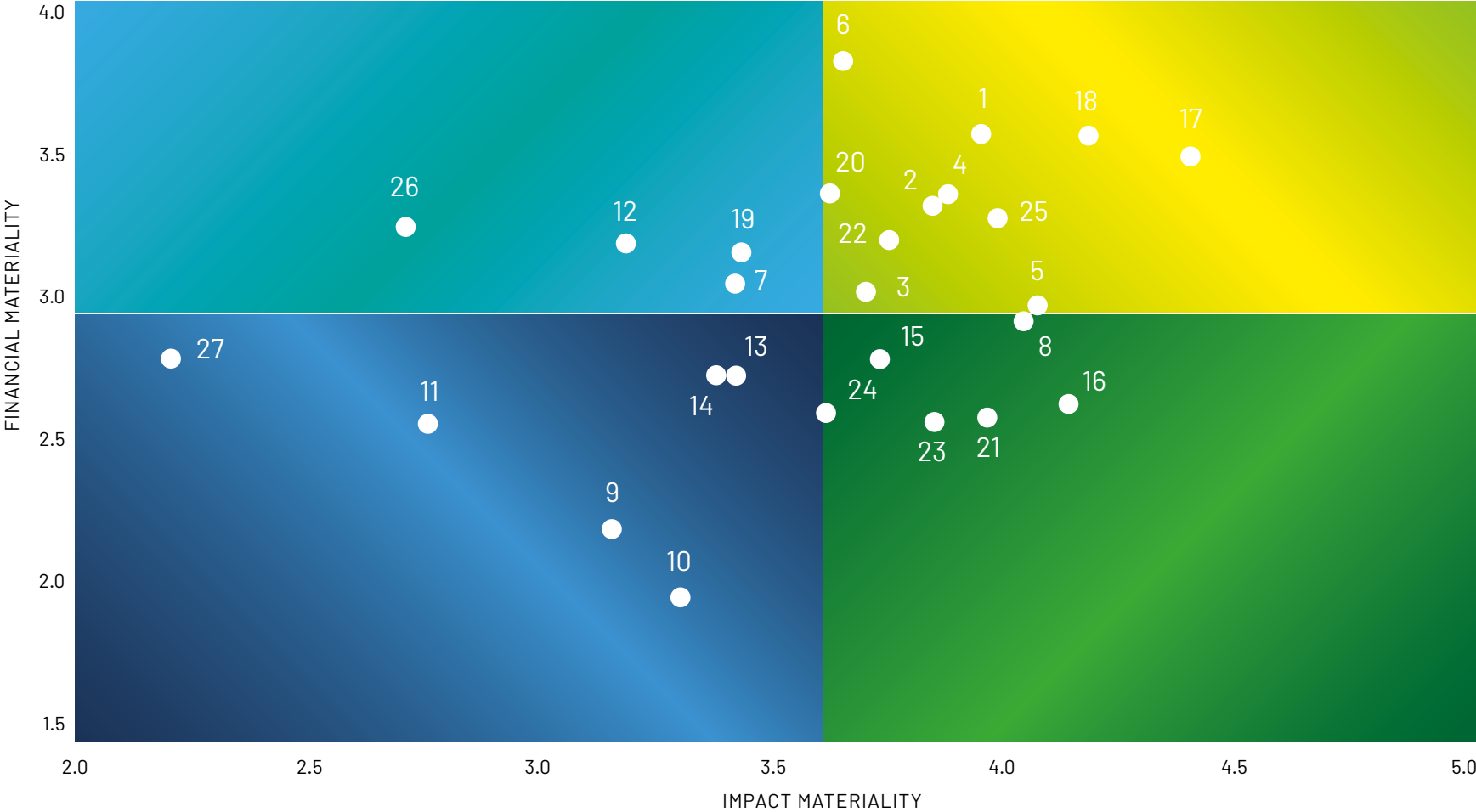
<p>The methodology we used for assessing impact materiality topics was inspired by the GRI's recommendations, as outlined in their latest 2021 standards. For financial materiality, the guidelines of the International Financial Reporting Standards</p>	<p>(IFRS) S1, published in 2023, provided a comprehensive framework.</p> <p>It is worth noting that we review and assess the topics relevant to our sector at least once every two years. Furthermore, the</p>	<p>result of the double materiality analysis was verified by an independent third party. See the verification letter here.</p> <p>Following the analysis, we developed individual matrices that prioritize both</p>	<p>material topics based on their impact as well as those of financial relevance. The latter allowed us to establish a matrix that reflects the most significant topics from a double materiality perspective.</p>
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Consult the letter that accredits the verification [here](#)

112 Risk management: We comply with sections 43 and 44 of IFRS S1.
113 The impact assessment process, encompassing both positive and negative outcomes, involved various internal departments.
114 The Finance Department was in charge of assessing the risks and opportunities, based on the possible impacts they could have on cash flow and capital.



DOUBLE MATERIALITY MATRIX



Double materiality topics

17	Economic performance
18	Investor relations
1	Circular solutions
25	Physical impacts and risks of climate change
4	Consumer health and well-being
2	Product safety and quality
22	Water management
3	Traceability
6	Responsible management of the value chain
5	Accessibility and affordability
20	Responsible business

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 rresearch
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; GOB¹¹⁵

The material topics were reviewed and approved by the Board of Directors. In addition, the Board delegated authority to the Global Sustainability Sub-Committee to address social, economic and environmental topics.

Below, we detail how we manage the main impacts, risks, and opportunities that we have identified, as well as the relationship that each of them has with the topics in the double materiality matrix.



115 Governance: We comply with requirement 27 of IFRS S1.
116 Strategy: We comply with requirement 29 (except for subsection d), section 30 (except for subsections b and c), and section 32.
117 Metrics

Risks and opportunities

IFRS S1 EST¹¹⁶ ; MET¹¹⁷

Circular solutions

Oportunidad

Type of impact on the business	Regulatory risk
<div>Description of the identified risk or opportunity<p>Opportunity to adapt to regulatory requirements, mainly in countries where it is already required that containers and packaging have a circular economy approach. In this way, we avoid generating costs for the Company in terms of possible fines, sanctions or restrictions.</p></div>	<div>Strategies and initiatives to address the risk or opportunity<p>We invest resources in research and development for our packaging material equipment, with a focus on reducing the use of packaging material from virgin raw materials. Our Tío Nacho shampoo bottle is made entirely of recycled materials, including the cap, bottle, label, and box.</p></div>
<div>Importance of the risk or opportunity for the business<p>This is a significant advantage, as it caters to consumers' preferences for products with a lower environmental impact. Ultimately, it offers an advantage in terms of legal compliance, particularly in countries where the use of materials with a circular economy approach is becoming mandatory.</p></div>	<div>Metric and objective related to the risk or opportunity<p>Metric: Tons of packaging material with recycled and/or renewable content.</p><p>Target 1: By 2023, we will incorporate 20% post-consumer recycled resin in all our packaging in the Tío Nacho shampoo product line.</p></div>
Target year for the designated metric	Target 1: 2023
<div>Progress on the objective/metric<p>100%</p><p>We have successfully integrated post-consumer recycled resin into the entire Tío Nacho product line, available in all countries where it is marketed.</p></div>	



Responsible management of the value chain

Risk

Type of impact on the business		Reputational/Regulatory risk
Description of the identified risk or opportunity		Strategies and initiatives to address the risk or opportunity
Probability of non-compliance by suppliers in social, environmental, or ethical management matters.		We have a process in place to identify Tier 1 suppliers, which are crucial to our business. We also implement training and self-assessment processes for ESG practices with suppliers in the countries where we operate.
Importance of the risk or opportunity for the business		Metric and objective related to the risk or opportunity
Our supply chain spans 18 countries, potentially posing a risk due to the complexity of supplier management. A potential breach of labor or environmental practices could jeopardize the continued availability of certain products in our portfolio.		Metric: % of Tier 1 suppliers trained/self-assessed in the Supplier Sustainability Program. Target 1: By 2022, 100% of our global supply chain (Tier 1 suppliers) will be assessed under the Supplier Sustainability Program.
Target year for the designated metric		Target 1: 2022
Progress on the objective/metric		
Mexico: 26.6% ¹¹⁸ Argentina 100%		Brazil: 100% Colombia: 100% Peru: 100% U.S.A. : 100%

118 In Mexico, we are making steady progress in managing our supply chain responsibly, in line with the Company's vision of operational efficiency.



Physical impacts and risks of climate change

Risk

Type of impact on the business		Costs
<p>Description of the identified risk or opportunity</p> <p>Probability that operations at the San Cayetano Industrial Complex will be affected due to an interruption in the electric power supply.</p>		<p>Strategies and initiatives to address the risk or opportunity</p> <p>To mitigate our environmental impact, we are developing energy supply capabilities through a cogeneration process at the San Cayetano Industrial Complex. This process is expected to cover up to 50% of our operational energy demand for 2025.</p>
<p>Importance of the risk or opportunity for the business</p> <p>One of the physical risks we have identified is a surge in the severity and frequency of extreme weather events, which might result in increased revenue losses from production delays caused by storms and floods.</p> <p>Our Industrial Complex is situated in San Cayetano, State of Mexico, an area with constant rainfall. This has led to an increase in the frequency of preventive electrical maintenance and, consequently, higher operating costs.</p> <p>We have experienced electrical problems and some power outages, which have halted operation, occasionally leading to operational losses and delays.</p>		<p>Metric and objective related to the risk or opportunity</p> <p>Metric: % of electrical energy generated by cogeneration processes.</p> <p>Target 1: By 2025, 50% of the electrical energy consumed at the San Cayetano Industrial Complex will be energy generated through cogeneration.¹¹⁹</p>
Target year for the designated metric		Target 1: 2025
<p>Progress on the objective/metric</p> <p>Corrective and preventive maintenance, along with progress in presenting regulatory requirements to the relevant authority.</p>		



119 We currently have the technology at the San Cayetano Industrial Complex; however, the project has been delayed due to permits from the relevant authority. The goal originally set for 2025 will be adjusted with the relaunch of our 2025-2030 Sustainability Strategy, which will be further refined this year.



Impacts

GRI 3-3

Accessibility and affordability

Description of the identified impact	Impact typePositive
<p>Enhancing pharmacists’ skills through the “Gen Expertos” program, which aims to improve technical and sales abilities to provide consumers with the best possible advice. Ensuring pharmaceutical staff have access to the best tools for product sales.</p> <p>The impact is significant, considering the high rates of self-medication with over-the-counter medications in Mexico and Latin America.</p>	<p>Operational cause of the impact</p> <p>(More than 50% of business operations involved)</p>
	<p>Stakeholders impactedConsumers and clients</p>
<p>Operational metric where the impact originates</p> <p>Number of salespeople globally with high selection standards to provide pharmacies with specialized sales work, training in ailments and formulas.</p>	<p>Quantitative impact metric derived from the identified operational metric</p> <p>27,000 pharmacies and stores benefited by 2024</p>
<p>Impact assessment based on the identified operational metric</p> <p>Stores and pharmacies participating in the “Gen Expertos” program typically experience improved sales performance.</p>	

Social inclusion

Description of the identified impact	Impact typePositive
<p>Improving the well-being of vulnerable populations and communities affected by natural disasters through the donation program of over-the-counter medicines and personal care items.</p> <p>The impact is significant given the number of strategic alliances with organizations serving vulnerable populations (approximately 60 institutions) and the care provided in the aftermath of natural disasters.</p>	<p>Operational cause of the impact</p> <p>Products</p>
	<p>Stakeholders impactedSociety and communities where we operate</p>
<p>Operational metric where the impact originates</p> <p>Number of organizations eligible for donations.</p>	<p>Quantitative impact metric derived from the identified operational metric</p> <p>3,000,000 Number of people benefited since 2019</p>
<p>Impact assessment based on the identified operational metric</p> <p>Potential improvement in the financial situation of families in local communities in the countries where we operate, thanks to free access to over-the-counter medicines and personal care products.</p>	

Learn more about our 2025 sustainability strategy here. ¹²⁰

Appendix 3: Industry associations

GRI 2-28

We are committed to maintaining a high level of transparency regarding our participation in sector chambers. All our contributions correspond exclusively to the payment of memberships; this participation allows us to express our concerns, as well as to encourage the exchange of information and knowledge on regulatory changes and policy updates in each country where we operate.

Likewise, our presence in these spaces facilitates our collaboration with the authorities to monitor the regulatory framework and ensure that it is viable, equitable and beneficial for both the Company and society at large.

It is important to note that we do not make any type of contribution to political organizations, voting initiatives or topics that involve lobbying efforts, such as, for example, drug pricing.

Association or organization	Country	Investment (USD)
Association of Manufacturers of Over the Counter Medicines (Asociación de Fabricantes de Medicamentos de Libre Acceso - AFAMELA)	Mexico	\$38,496
National Chamber of the Pharmaceutical Industry (Cámara Nacional de la Industria Farmacéutica - CANIFARMA)	Mexico	\$63,675
National Chamber of the Cosmetic Products Industry (Cámara Nacional de la Industria de Productos Cosméticos - CANIPEC)	Mexico	\$57,650
Argentine Chamber of Producers of OTC Medicinal Specialty Products (Cámara Argentina de Productores de Especialidades Medicinales de Venta Libre - CAPEMVEL)	Argentina	\$54,700
Argentine Chamber of the Cosmetics and Perfumery Industry (Cámara Argentina de la Industria de Cosmética y Perfumería - CAPA)	Argentina	\$18,000
National Chamber of Commerce	Bolivia	\$147
Brazilian Association of Personal Hygiene, Perfumery and Cosmetics Industry (Associação Brasileira da Indústria de Higiene Pessoal, Perfumaria e Cosméticos - ABIPECH)	Brazil	\$11,500
Associação Brasileira da Indústria de Produtos para o Autocuidado em Saúde - ACESSA	Brazil	\$20,325

Association or organizatio	Country	Inversión (USD)
Chamber of Over-The-Counter Medicines (Cámara de Medicamentos de Venta Directa - CAMEVED)	Chile	\$13,750
Chamber of the Cosmetic Industry of Chile	Chile	\$8,000
Colombian Association of Cosmetic Science and Technology Membership (Asociación Colombiana de Ciencia y Tecnología Cosmética - ACCYTEC)	Colombia	\$255
Punto Azul Membership (post-consumer and packaging)	Colombia	\$12,149
Chamber of the Pharmaceutical Industry and the National Business Association of Colombia (Asociación Nacional de Empresarios de Colombia - ANDI)	Colombia	\$24,026
Association of Personal and Home Care and Hygiene Products Manufacturers (Asociación de Fabricantes de Productos para el Cuidado e Higiene Personal y del Hogar - AFAPER)	Dominican Republic	\$1,425
Ecuadorian Association of Cosmetic, Household Hygiene and Absorbent Products Companies (Asociación Ecuatoriana de Empresas de Productos Cosméticos, de Higiene Doméstica y Absorbentes - PROCOSMÉTICOS)	Ecuador	\$3,500
Consumer Healthcare Products Association- CHPA	United States	\$60,000
Lima Chamber of Commerce	Peru	\$3,473
Total		\$391,342



Appendix 4: Indices, awards, initiatives, and rankings

At Genomma Lab, we are part of various initiatives, certifications and awards that reflect our performance and alignment with global best practices.

We actively participate in programs, rankings, and indices that improve our environmental, social, and governance (ESG) management, which has a positive influence on both our operations and the communities in which we operate.

Below is a summary of the most significant achievements and memberships that underscore our commitment as a responsible company.

Indices



We stand out as one of the most committed companies in environmental, social, and corporate ethics matters in the Dow Jones Sustainability Index MILA, which is associated with the S&P Corporate Sustainability Assessment.



We achieved an improvement in our ESG rating from Morgan Stanley Capital International (MSCI) Research, reaching the "A" rating level. This marks the third increase in the past four years.

Awards



Our Industrial Complex holds the EDGE certification, granted by the World Bank, which recognizes our commitment to sustainability and resource efficiency during construction.



We have been recognized as a Socially Responsible Company for 18 consecutive years by the Mexican Center for Philanthropy (Centro Mexicano para la Filantropía, CEMEFI), demonstrating our public commitment to social responsibility.



We have been recognized by the Human Rights Campaign as one of the Best Places to Work LGBTQ+, thanks to our inclusive practices towards the LGBTQ+ community. We have earned this distinction for the fourth year in Mexico and the second consecutive year in Argentina.



Sustainability Initiatives



We advocate for good practices in human rights, labor conditions, environmental care, and anti-corruption efforts, as part of our commitment to the United Nations Global Compact.



We support the Women's Empowerment Principles (WEPs), a joint initiative of UN Women and the Global Compact, which aims to guide companies in developing actions that empower women's leadership and participation in society.



We demonstrate our commitment to improving environmental performance by voluntarily reporting to the Carbon Disclosure Project (CDP). This year, we earned a "C" rating for climate and a "B" for water, marking the first year we have reported on the latter.



We are members of the Mexican Stock Exchange's Sustainability Committee and actively participate in the Sustainable Accompaniment Program (Programa de Acompañamiento Sostenible, PAS), Sustainable Chains, aimed at our supply chain's suppliers.



We are committed to preserving and protecting the environment through our partnership with UBEES for Biodiversity.

Rankings



Expansión magazine included us in their "500 Companies Against Corruption" ("500 Empresas contra la Corrupción") ranking in recognition of our good practices in ethics, transparency and corruption prevention.



In 2024, we were honored to be included in three prestigious Merco (Monitor Empresarial de Reputación Corporativa) rankings, which have been evaluating companies' reputations since 2000. We are ranked among Merco Líderes, Merco Empresas, and Merco Responsabilidad ESG-Sectores.





Appendix 5: Main ESG indicators

Our People

Payroll description¹²¹

2-7, 2-30, 405-1

Comparison of employees by country				
	2022	2023	2024	Δ (%) 24-23
Mexico	1,446	1,236	1,273	3%
United States	33	34	38	11.8%
Brazil	75	65	65	0.0%
Argentina	171	162	158	-2.5%
Colombia	41	42	48	14.3%
Ecuador	21	21	19	-9.5%
Caricam	17	16	17	6.3%
Chile	35	35	25	-28.6%
Peru	18	17	17	0.0%
Uruguay	1	1	1	0.0%
Bolivia	2	3	3	0.0%
Paraguay	1	1	1	0.0%
Total	1,861	1,633	1,665	2.0%

121 This year, the age categories were changed compared to the 2023 information. This change was due to an update in the Human Capital management system.

Employees by job category, gender, and age ¹²²				
		Age	Employees	
		Total		
Executive Committee		Total	3	
		18-28	0	
		29-44	0	
		45-60	3	
		61-79	0	
Women		Total	0	
		18-28	0	
		29-44	0	
		45-60	0	
		61-79	0	
Men		Total	3	
		18-28	0	
		29-44	0	
		45-60	3	
		61-79	0	
Cluster Manager, Business Unit General Manager, Global Sales Director, Global Finance Director		Total	15	
		18-28	0	
		29-44	4	
		45-60	11	
		61-79	0	
Women		Total	5	
		18-28	0	
		29-44	2	
		45-60	3	
		61-79	0	
Men		Total	10	
		18-28	0	
		29-44	2	
		45-60	8	
		61-79	0	
Country Manager		Total	19	
		18-28	0	
		29-44	9	
		45-60	8	
		61-79	2	
Women		Total	5	
		18-28	0	
		29-44	4	
		45-60	1	
		61-79	0	
Men		Total	14	
		18-28	0	
		29-44	5	
		45-60	7	
		61-79	2	
Directors		Total	44	
		18-28	0	
		29-44	19	
		45-60	23	
		61-79	2	
Women		Total	20	
		18-28	0	
		29-44	9	
		45-60	9	
		61-79	2	
Men		Total	24	
		18-28	0	
		29-44	10	
		45-60	14	
		61-79	0	

122 During the preparation of this report, changes were made to the job and age categories in order to align them with internal data management.

Employees by job category, gender, and age ¹²²					
	Age	Employees		Age	Employees
Managers	Total	127	Supervisors, Specialists and Analysts	Total	695
	18-28	5		18-28	182
	29-44	77		29-44	357
	45-60	41		45-60	154
	61-79	4		61-79	2
Women	Total	56	Women	Total	344
	18-28	2		18-28	102
	29-44	40		29-44	184
	45-60	12		45-60	58
	61-79	2		61-79	0
Men	Total	71	Men	Total	351
	18-28	3		18-28	80
	29-44	37		29-44	173
	45-60	29		45-60	96
	61-79	2		61-79	2
Department Heads and Coordinators	Total	220	Operational Staff	Total	542
	18-28	17		18-28	200
	29-44	150		29-44	246
	45-60	50		45-60	94
	61-79	3		61-79	2
Women	Total	105	Women	Total	246
	18-28	5		18-28	95
	29-44	78		29-44	116
	45-60	21		45-60	34
	61-79	1		61-79	0
Men	Total	115	Men	Total	297
	18-28	12		18-28	105
	29-44	72		29-44	130
	45-60	29		45-60	60
	61-79	2		61-79	2

Comparison of gender distribution				
	2022	2023	2024	Δ (%) 24-23
Women	50.3%	46.5%	46.8%	-0.7%
Men	49.7%	53.5%	53.2%	0.8%

Comparison of employees covered by collective bargaining agreements				
	2022	2023	2024	Δ (%) 24-23
Women	213	244	283	16.0%
Men	149	210	225	7.1%
Total	362	454	508	11.9%
%	19.4%	27.8%	30.5%	9.7%



Hires and terminations

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

Comparison of hires and terminations				
	2022	2023	2024	Δ (%) 24-23
New hires	402	487	703	44.4%
Positions covered by internal staff	-	322	330	2.5%
Voluntary turnover	10.6%	18%	17.7%	-1.7%
Total turnover	23.9%	31.3%	26.5%	-15.3%

Hiring and turnover by gender, age, and job category				
	Generation	Hires	Voluntary Turnover Rate ¹²³	Total Turnover Rate ¹²⁴
Executive Committee	Total	0	0%	0%
	18-28	0	-	-
	29-44	0	-	-
	45-60	0	0%	0%
	61-79	0	-	-
Women	Total	0	-	-
	18-28	0	-	-
	29-44	0	-	-
	45-60	0	-	-
	61-79	0	-	-
Men	Total	0	0%	0%
	18-28	0	-	-
	29-44	0	-	-
	45-60	0	0%	0%
	61-79	0	-	-

Hiring and turnover by gender, age, and job category				
	Generation	Hires	Voluntary Turnover Rate ¹²³	Total Turnover Rate ¹²⁴
Cluster Manager, Business Unit	Total	0	7%	0%
	18-28	0	-	-
General Manager, Global Sales	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	-	-
Women	Total	0	0%	0%
	18-28	0	-	-
	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	-	-
Men	Total	0	10%	0%
	18-28	0	-	-
	29-44	0	0%	0%
	45-60	0	0%	0%
	61-79	0	-	-
Country Manager	Total	4	0%	5%
	18-28	0	-	-
	29-44	2	0%	0%
	45-60	2	0%	13%
	61-79	0	0%	0%
Women	Total	2	0%	0%
	18-28	0	-	-
	29-44	1	0%	0%
	45-60	1	0%	0%
	61-79	0	-	-
Men	Total	2	0%	7%
	18-28	0	-	-
	29-44	1	0%	0%
	45-60	1	0%	14%
	61-79	0	0%	0%

123 The voluntary turnover rate was calculated by dividing the total voluntary departures by the total workforce and multiplying the result by 100 to obtain the percentage.
124 The turnover rate was calculated by dividing the total number of voluntary and involuntary departures by the total workforce, then multiplying the result by 100 to obtain the percentage.

Hiring and turnover by gender, age, and job category				
	Generation	Hires	Voluntary Turnover Rate ¹²³	Total Turnover Rate ¹²⁴
Directors	Total	4	2%	7%
	18-28	0	-	-
	29-44	2	0%	0%
	45-60	2	4%	13%
	61-79	0	0%	0%
Women	Total	1	0%	0%
	18-28	0	-	-
	29-44	1	0%	0%
	45-60	0	0%	0%
	61-79	0	0%	0%
Men	Total	3	4%	13%
	18-28	0	-	-
	29-44	1	0%	0%
	45-60	2	7%	21%
	61-79	0	-	-
Managers	Total	28	9%	14%
	18-28	1	0%	0%
	29-44	20	10%	10%
	45-60	6	7%	17%
	61-79	1	0%	75%
Women	Total	11	4%	7%
	18-28	0	0%	0%
	29-44	9	5%	8%
	45-60	1	0%	8%
	61-79	1	0%	0%
Men	Total	17	13%	20%
	18-28	1	0%	0%
	29-44	11	16%	14%
	45-60	5	10%	21%
	61-79	0	0%	150%

Hiring and turnover by gender, age, and job category				
	Generation	Hires	Voluntary Turnover Rate ¹²³	Total Turnover Rate ¹²⁴
Department Heads and Coordinators	Total	44	18%	7%
	18-28	2	0%	6%
	29-44	35	23%	5%
	45-60	7	12%	12%
	61-79	0	0%	0%
Women	Total	17	18%	6%
	18-28	0	0%	20%
	29-44	14	19%	5%
	45-60	3	19%	5%
	61-79	0	0%	0%
Men	Total	27	18%	8%
	18-28	2	0%	0%
	29-44	21	26%	6%
	45-60	4	7%	17%
	61-79	0	0%	0%
Supervisors, Specialists and Analysts	Total	211	12%	9%
	18-28	91	13%	4%
	29-44	88	16%	12%
	45-60	32	4%	5%
	61-79	0	0%	100%
Women	Total	113	15%	9%
	18-28	53	15%	4%
	29-44	45	17%	14%
	45-60	15	7%	5%
	61-79	0	-	-
Men	Total	98	10%	8%
	18-28	38	10%	5%
	29-44	43	14%	10%
	45-60	17	2%	5%
	61-79	0	0%	100%

123 The voluntary turnover rate was calculated by dividing the total voluntary departures by the total workforce and multiplying the result by 100 to obtain the percentage.

124 The turnover rate was calculated by dividing the total number of voluntary and involuntary departures by the total workforce, then multiplying the result by 100 to obtain the percentage.



Hiring and turnover by gender, age, and job category				
	Generation	Hires	Voluntary Turnover Rate ¹²³	Total Turnover Rate ¹²⁴
Operational Staff	Total	411	23%	7%
	18-28	220	37%	13%
	29-44	154	16%	4%
	45-60	37	12%	3%
	61-79	0	100%	0%
Women	Total	256	29%	7%
	18-28	129	45%	16%
	29-44	103	20%	2%
	45-60	24	15%	3%
	61-79	0	-	-
Men	Total	155	18%	7%
	18-28	91	29%	10%
	29-44	51	12%	6%
	45-60	13	10%	3%
	61-79	0	100%	0%

Employee development

404-1, 404-3

Average training hours comparison			
2022	2023	2024	Δ (%) 24-23
28	32	35	9.4%

Training hours and averages by job category, gender, and age			
	Generation	Training Hours	Average
Executive Committee	Total	21	7
	18-28	0	-
	29-44	0	-
	45-60	21	7
	61-79	0	-
Women	Total	0	-
	18-28	0	-
	29-44	0	-
	45-60	0	-
	61-79	0	-
Men	Total	21	7
	18-28	0	-
	29-44	0	-
	45-60	21	7
	61-79	0	-
Cluster Manager, Business Unit General Manager, Global Sales Director, Global Finance Director	Total	395	26
	18-28	0	-
	29-44	87	22
	45-60	305	28
	61-79	3	-
Women	Total	108	22
	18-28	0	-
	29-44	11	6
	45-60	97	32
	61-79	0	-
Men	Total	287	29
	18-28	0	-
	29-44	76	38
	45-60	208	26
	61-79	3	-

123 The voluntary turnover rate was calculated by dividing the total voluntary departures by the total workforce and multiplying the result by 100 to obtain the percentage.

124 The turnover rate was calculated by dividing the total number of voluntary and involuntary departures by the total workforce, then multiplying the result by 100 to obtain the percentage.

Training hours and averages by job category, gender, and age			
	Generation	Training Hours	Average
Country Manager	Total	570	30
	18-28	0	-
	29-44	277	31
	45-60	182	23
	61-79	111	56
Women	Total	60	12
	18-28	0	-
	29-44	40	10
	45-60	20	20
	61-79	0	-
Men	Total	510	36
	18-28	0	-
	29-44	237	47
	45-60	162	23
	61-79	111	56
Directors	Total	1,539	35
	18-28	1	-
	29-44	600	32
	45-60	899	39
	61-79	39	20
Women	Total	799	40
	18-28	0	-
	29-44	338	38
	45-60	422	47
	61-79	39	20
Men	Total	740	31
	18-28	1	-
	29-44	262	26
	45-60	477	34
	61-79	0	-

Training hours and averages by job category, gender, and age			
	Generation	Training Hours	Average
Managers	Total	6,151	48
	18-28	199	40
	29-44	4,602	60
	45-60	1,269	31
	61-79	81	20
Women	Total	2,695	48
	18-28	139	70
	29-44	2,106	53
	45-60	404	34
	61-79	46	23
Men	Total	3,456	49
	18-28	60	20
	29-44	2,496	67
	45-60	865	30
	61-79	35	18
Department Heads and Coordinators	Total	11,733	53
	18-28	608	36
	29-44	8,312	55
	45-60	2,794	56
	61-79	19	6
Women	Total	6,118	58
	18-28	181	36
	29-44	4,643	60
	45-60	1,291	61
	61-79	3	3
Men	Total	5,615	49
	18-28	427	36
	29-44	3,669	51
	45-60	1,503	52
	61-79	16	8



Training hours and averages by job category, gender, and age			
	Generation	Training Hours	Average
Supervisors, Specialists and Analysts	Total	27,956	40
	18-28	6,743	37
	29-44	15,569	44
	45-60	5,584	36
	61-79	60	30
Women	Total	15,154	44
	18-28	4,026	39
	29-44	8,543	46
	45-60	2,585	45
	61-79	0	-
Men	Total	12,802	36
	18-28	2,717	34
	29-44	7,026	41
	45-60	2,999	31
	61-79	60	30
Operational Staff	Total	9,144	17
	18-28	2,877	14
	29-44	4,551	19
	45-60	1,683	18
	61-79	33	17
Women	Total	3,903	16
	18-28	1,403	15
	29-44	2,004	17
	45-60	496	15
	61-79	0	-
Men	Total	5,241	18
	18-28	1,474	14
	29-44	2,547	20
	45-60	1,187	20
	61-79	33	17

People assessed by job category and gender ¹²⁵		
	People assessed	%
Cluster Manager*	15	100%
Women	5	100%
Men	10	100%
Country Manager	13	68%
Women	4	80%
Men	9	64%
Directors	34	77%
Women	15	75%
Men	19	79%
Managers	112	88%
Women	42	75%
Men	70	99%
Department Heads and Coordinators	195	89%
Women	92	88%
Men	103	90%
Supervisors, Specialists and Analysts	547	79%
Women	286	83%
Men	261	88%

* Cluster Manager, Business Unit General Manager, Global Sales Director, Global Finance Director

125 The performance evaluation applies to administrative positions classified between levels 1 and 3.

Diversity and inclusion

Comparison of key positions held by women ¹²⁶				
	2022	2023	2024	Δ (%) 24-23
% of women in the total workforce	50.3%	46.5%	46.8%	0.7%
% of women in leadership positions ¹²⁷	42.2%	38.8%	42.0%	8.3%
% of women in entry-level leadership positions ¹²⁸	39.7%	39.7%	44.4%	11.8%
% of women in senior management positions, up to two levels below the CEO ¹²⁹	45.9%	37.5%	29.4%	-21.6%
% of women in sales-generating positions ¹³⁰	22.5%	25.0%	27.21%	8.8%
% of women in STEM positions ¹³¹	32.2%	40.9%	46.1%	12.7%

Pay equity

405-2

Ratio of female to male salaries by job level	
Level	Ratio (base salary only)
Executive level	0.67
Management/executive level	0.89
Non-executive/non-managerial level	0.93

126 The percentages are calculated based on the total labor category.

127 This includes all management positions, from entry-level, mid-level, and top management, from Country Manager to Managers.

128 This includes only entry-level management positions, from Directors to Managers.

129 The positions include Country Manager, Business Unit General Manager, Global Sales Director, Global Finance Director, and Country Manager.

130 Includes Trade, Marketing, Advertising and Sales areas.

131 Areas related to research and development, as well as science and technology.

Workplace well-being

401-3, 403-9

Parental leaves	
	2024
Number of employees who took parental leave	37
Women	26
Men	11
Number of employees who returned to work after taking parental leave	36 ¹³²
Women	25
Men	10
Number of employees who remain in the company after a year of returning from parental leave	21 ¹³³
Women	12
Men	9

Comparison of organizational climate and commitment surveys				
	2022	2023	2024	Δ (%) 24-23
Commitment	73%	74%	75%	1.4%
Participation	95%	91%	95%	4.4%

132 At the end of 2024, one employee was still on maternity leave.

133 The data reflects individuals who took this leave during 2024, with some still not having reached a full year since their return.

Employee occupational incidents				
	2021	2022	2023	2024
Fatalities	0	0	0	0
Disabling accidents	4	3	17	13
LTIFR ¹³⁴	1.7	2.6	9.8	6.3
LWR ¹³⁵	ND	ND	ND	14.6
Hours worked annually	1,185,952	1,142,906	1,740,119	2,041,856
Number of employees who are subject to occupational safety indicators ¹³⁶	ND	ND	ND	1,665
% of employees who are subject to occupational safety indicators out of the total workforce.	ND	ND	ND	100% ¹³⁷

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

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

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

137 At the end of 2024, our workforce totaled 1,665 employees, spanning all the countries where we operate.

205-3, 406-1, 418-1

Ethical reports		
Topic	2023	2024
Sexual Harassment	1	2
Violations of the Code of Conduct, Ethics, and Integrity Policies	0	3
Inappropriate Conduct	2	2
Conflict of Interest	2	1
Corruption and Bribery	0	0
Customer Privacy Data	0	0
Discrimination	0	0
Employee Experience and Leadership	8	20
Workplace Harassment	6	0
Money Laundering	0	0
Total	19	28

Of the 28 reports received in 2024, 11 were deemed unfounded, 7 were closed with grounds, and 9 were closed without grounds.

Environmental Performance

Energy

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

Total energy consumption within the organization ¹³⁸					
	2021	2022	2023 ¹³⁹	2024	Δ (%) 24-23
Electricity					
MWh	7,024.15	9,289.92	12,131.65	13,034.49 ¹⁴⁰	7.4%
GJ	25,286.94	33,443.79	43,673.92	46,924.17	7.4%
Natural Gas					
MWh	7,712.00	11,652.96	13,549.01	14,840.43 ¹⁴¹	9.5%
GJ	27,763.19	41,950.65	48,776.45	53,425.54	9.5%
Diesel					
MWh	1,374.08	1,070.64	1,229.86	1,041.69 ¹⁴²	-15.3%
GJ	4,946.68	3,854.29	4,427.50	3,750.09	-15.3%
Gasoline					
MWh	4,687.91	354.04	639.73	585.16 ¹⁴³	-8.5%
GJ	1,302.2	1,274.53	2,303.02	2,106.59	-8.5%
Total MWh	20,798.14	22,367.56	27,550.24	29,501.77	7.1%
Total GJ	59,299.01	80,523.26	99,180.89	106,206.39	7.1%

138 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.

139 GRI 2-4: The information was updated in 2024. In the case of electricity consumption, in 2023 only the San Cayetano Industrial Complex was considered. This year, the 2023 data includes the Industrial Complex, the Samara corporate offices, and the Playa Langosta production site. Natural gas and diesel consumption covers only the San Cayetano Industrial Complex. Gasoline consumption includes the company's own transport units and service vehicles at both the Samara corporate offices and the Industrial Complex.

140 The information related to electricity consumption includes the Samara corporate offices, the San Cayetano Industrial Complex, Playa Langosta, and Playa Pichilingue locations.

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

142 The scope of the information includes only the OTC and PC manufacturing plants at the San Cayetano Industrial Complex. In addition, the data was recalculated and updated this year, considering only mobile and stationary sources.

143 The scope of the information includes only the company's own transport units and service vehicles at the Samara corporate offices and the San Cayetano Industrial Complex.

Energy consumption outside of the organization ¹⁴⁴ (GJ)					
	2021	2022	2023	2024	Δ (%) 24-23
Diesel for upstream transportation and distribution ¹⁴⁵	10,459.47	6,172.22	6,438.78	3,187.51	-50.5%
Diesel for downstream transportation and distribution ¹⁴⁶	64,697.40	68,670.62	72,827.93	65,003.87	-10.7%
Gasoline for upstream transportation and distribution	391.18	103.53	340.01	91.58	-73.1%
Gasoline for downstream transportation and distribution	1,399.89	2,209.40	1,798.93	663.53	-63.1%
Diesel for employee transportation ¹⁴⁷	S/I	S/I	2,347.81	2,089.19	-11.0%
Total	76,947.94	77,155.77	83,753.46	71,035.68	-15.2%

Energy intensity per production site	
	2024
Intensidad energética (MWh /Tonelada producida) ¹⁴⁸	0.48

144 It refers to fuel consumption for transportation by contracted upstream and downstream suppliers for the movement of inputs and products.

145 Post-manufacturing activities, that is, the distribution of the product to the final customer.

146 All those generated by activities carried out by the customer or end consumer using the product or service.

147 Only the diesel used by the transportation units contracted by Genomma with Servitur for employee transportation routes is considered. It does not include fuel from public transportation or employees' personal vehicles. Throughout the year, the number of employees using Servitur's transportation routes varies, meaning not all employees use this transportation method every workday.

148 The total energy consumption in 2024 is considered: 29,501.77 MWh divided by the total tons produced (61,059.2), corresponding to the OTC business unit (229.1) and PC + Isotonic Beverages (60,830.1).

GHG Emissions

GRI 305-1, 305-2, 305-3, 305-4, 305-5

GHG Emissions by Scope					
	2021	2022	2023 ¹⁴⁹	2024	Δ (%) 24-23
Scope 1 ¹⁵⁰	1,704.93	2,737.47	3,174.30	3,433.59	8.17%
Scope 2 ¹⁵¹	2,971.22	4,041.11	5,313.66	5,787.31	8.91%
Scope 3 ¹⁵²	52,039.77	43,466.98	44,075.12	32,673.46	-25.96%

GHG emissions intensity by Scope				
	2022	2023	2024	Δ (%) 24-23
Scope 1 and 2 (tCO ₂ e/ton produced)	0.14	0.12	0.15	25%
Scope 3 (tCO ₂ e/ton produced)	S/F	0.65	0.53	-18.5%

149 The Scope 1 and 2 information was modified, as in 2023 it only included the San Cayetano Industrial Complex. It now also includes the Samara Corporate Offices and Playa Langosta.

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

151 Scope 2 emissions refer to electricity consumption. The scope of the information covers all operational sites in Mexico, including the San Cayetano Industrial Complex, which encompasses 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.

152 Scope 3 emissions mainly come from 7 reported categories.

Scope 3 Emissions by Category				
Category	2022	2023	2024	Δ (%) 24-23
1. Purchased goods and services ¹⁵³	32,979.2	34,851.6	23,893.5	-31.4%
3. Energy and fuel-related activities ¹⁵⁴	S/F	1,963.6	2,100.9	7.0%
4. Upstream transportation and distribution ¹⁵⁵	S/F	510.1	246.4	-51.7%
5. Waste generated in the operation ¹⁵⁶	S/F	201.0	412.3	105.2%
6. Business travel ¹⁵⁷	S/F	603.8	504.6	-16.4%
7. Employee commuting ¹⁵⁸	2,975.0	322.1	579.6	79.9%
9. Downstream transportation and distribution ¹⁵⁹	5,236.3	5,623.0	4,938.9	-12.2%
Total	41,190.5	44,075.1	32,673.5	-25.9%

153 Purchased goods and services: Only the quantities of raw materials and packaging materials with the highest purchase volumes in 2024 were included, based on a prioritization list and reported in mass units. Categories were selected where it was possible to adapt DEFRA emission factors.

154 Energy and fuel-related activities: Includes emissions from the generation, transmission, and distribution of energy acquired and reported under Scope 1 and 2.

155 Upstream transportation and distribution: Includes ground transportation of acquired inputs.

156 Includes the disposal of both hazardous and non-hazardous waste (MSW and special management waste) generated during the reporting period. Emissions from the fiscal destruction of OTC products are not considered, as sufficient evidence to verify quantities was not available. The increase in CO₂e emissions in 2024 is due to a change in DEFRA's 2024 emission factor associated with landfill waste disposal.

157 Includes both domestic and international air travel and lodging, as follows: 14 tCO₂e from air travel and 78.46 tCO₂e from lodging in the following countries: Germany, Austria, Colombia, South Korea, Spain, United States, France, Guatemala, England, Italy, and Mexico.

158 Includes employee transportation using personal vehicles, company-contracted transportation, and public transportation. tCO₂ values were estimated based on employee survey data regarding commuting routes. This includes employees from the Samara corporate office, the San Cayetano Industrial Complex, and Playa Langosta. The calculation covers round trips between place of residence and workplace, as well as fuel consumption from contracted transport units at the Industrial Complex.

159 Includes ground transportation of finished goods to customers.

Other polluting emissions

GRI 305-7

Pollutant emissions into the atmosphere (concentration in ppmv)			
	2023	2024	Δ (%) 24-23
Personal Care Plant (PC)			
Carbon monoxide (CO)	39.18	129.27	230%
Nitrogen Oxides (NOx)	47.13	25.94	-45%
Average	40.32	77.61	92%
Over-the-Counter (OTC) Medicines Plant			
Carbon monoxide (CO)	41.45	187.50	352%
Nitrogen Oxides (NOx)	46.97	27.70	-41%
Average	47.05	107.60	129%

Materials

GRI-301-1, 301-2, 301-3

Materials used to manufacture our products				
	2022	2023	2024 ¹⁶⁰	Δ (%) 24-23
Packaging material with recycled and/or renewable content (Tons)	4,074.8	15,865.8	14,141.1 ¹⁶¹	-10.9%
Representative % of total materials	23%	57%	49%	-
Other packing material (Tons)	7,830.0	7,088.0	7,235.9 ¹⁶²	2.1%
Representative % of total materials	44%	26%	25%	-
Raw material (Tons)	6,062.5	4,781.0	7,423.9 ¹⁶³	55.3%
Representative % of total materials	34%	17%	26%	-
Total	17,967.3	27,734.8	28,800.9	3.8%

160 The information for 2024 covers the countries of Mexico, Brazil, and Colombia.

161 Materials such as polypropylene, high-density polyethylene, cardboard, and razor handles are considered, primarily those that may have characteristics qualifying them as renewable materials, and that also contain recycled inputs in their composition.

162 The “Other packaging material” category includes: plastic, metal, and glass.

163 The “Raw material” category includes chemical compounds and fragrance. Some of the chemical compounds may originate from renewable sources.

Waste¹⁶⁴

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

Non-hazardous waste management and treatment method					
	2021	2022	2023	2024	Δ (%) 24-23
Total non-hazardous waste recycled/reused	1,314.4	1,242.2	1,164.2	929.64 ¹⁶⁵	-20.1%
Total non-hazardous waste disposed	331.1	27.6	1,123.3	1,353.0	20.5%
Sanitary landfill or authorized landfill	331.1	27.6	284.7	553.2	94.3%
Waste-to-energy incineration	S/I	S/I	838.6	S/I	-
Other various methods (destruction)	S/I	S/I	S/I	733.9	-
Co-processing	S/I	S/I	S/I	65.9	-
Total	1,645.5	1,269.8	2,287.5	2,282.7	-0.2%

Hazardous waste management and treatment method					
	2021	2022	2023	2024	Δ (%) 24-23
Total hazardous waste disposed	4,100.3	118.8	511.1	78.2	-84.7%
Waste-to-energy incineration	4,100.3	56.2	498.6	S/I	-
Incineration without energy recovery	S/I	62.6	12.5	S/I	-
Other various methods (destruction)	S/I	S/I	S/I	10.5	-
Incineration/Co-processing	S/I	S/I	S/I	62.1	-
Containment	S/I	S/I	S/I	5.6	-
Total	4,100.3	118.8	511.1	78.2	-84.7%

164 The scope of the information includes only the San Cayetano Industrial Complex in Mexico.
165 Includes only recycled waste.

Water¹⁶⁶

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

Water withdrawal					
	2021	2022	2023	2024	Δ (%) 24-23
Water withdrawal (m³) ¹⁶⁷	130,699.6	228,193.0	217,686.0	213,560.6	-1.9%
Water withdrawal (mm³)	0.130699	0.228103	0.217686	0.213560	-1.9%

Water discharge					
	2021	2022	2023	2024	Δ (%) 24-23
Water discharge (m³)	788.5	4,935.5	7,720	7,270 ¹⁶⁸	-5.8%
Water discharge (mm³)	0.0007885	0.0049355	0.00772	0.00727	-5.8%

166 The scope of the information includes only the San Cayetano Industrial Complex in Mexico.
167 100% of the water used at the San Cayetano Industrial Complex is extracted from underground sources. This area has also been identified as a water-stressed zone. The water supply for the Samara Corporate Offices and Playa Langosta comes from municipal networks; however, this is not included within this scope.
168 2,970 cubic meters were treated by an external third party, and 4,300 cubic meters were treated through the WWTP (Wastewater Treatment Plant) at the San Cayetano Industrial Complex, which began operations in September 2024.

206,290 m³ as water consumption in 2024
(Withdrawal – Discharge)

Appendix 6: ESG reporting standards

GRI content index

Statement of Use: Genomma Lab has prepared the report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
Section	Contents	Page(s) or direct response	Omission
The organization and its reporting practices	2-1 Organizational details	P. 158	
	2-2 Entities included in the organization's sustainability reporting	P. 158	
	2-3 Reporting period, frequency and contact point	P. 158-159	
	2-4 Restatements of information	Changes are indicated directly in the corresponding section.	
	2-5 External assurance	P. 158	
Activities and workers	2-6 Activities, value chain and other business relationships	P. 6, 21, 38	
	2-7 Employees	P. 52, 128	
	2-8 Workers who are not employees	P. 56	
Governance	2-9 Governance structure and composition	P. 88	
	2-10 Nomination and selection of the highest governance body	P. 88	
	2-11 Chair of the highest governance body	P. 88	
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 98	
	2-13 Delegation of responsibility for managing impacts	P. 98	
	2-14 Role of the highest governance body in sustainability reporting	P. 158	
	2-15 Conflicts of interest	P. 102	
	2-16 Communication of critical concerns	P. 88, 102	
	2-17 Collective knowledge of the highest governance body	P. 88	
	2-18 Evaluation of the performance of the highest governance body	P. 88	
	2-19 Remuneration policies	P. 54, 88	
	2-20 Process to determine remuneration	P. 54, 88	
	2-21 Annual total compensation ratio	Confidential information.	

Section	Contents	Page(s) or direct response	Omission
Strategy, policies and practices	2-22 Statement on sustainable development strategy	P. 4	
	2-23 Policy commitments	P. 103	
	2-24 Embedding policy commitments	P. 103	
	2-25 Processes to remediate negative impacts	P. 105	
	2-26 Mechanisms for seeking advice and raising concerns	P. 105	
	2-27 Compliance with laws and regulations	P. 106	
	2-28 Membership associations	P. 125	
Stakeholder engagement	2-29 Approach to stakeholder engagement	P. 117	
	2-30 Collective bargaining agreements	P. 56, 128	
GRI 3: Material Topics 2021			
	3-1 Process to determine material topics	P. 119	
	3-2 List of material topics	P. 119	

Contents by material topic			
Product safety and quality			
Standard	Contents	Page(s) or direct response	Omission
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 34	
Traceability			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 37	
Customer health and well-being			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 32	
416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	P. 32, 34	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		In 2024, no cases of non-compliance related to product health and safety were recorded.
Accessibility and affordability			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 44	

Responsible management of the value chain			
Standard	Contents	Page(s) or direct response	Omission
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 20, 25	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	P. 21	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		In 2024, no suppliers were evaluated on ESG topics; the information reported corresponds to the year 2023.
	308-2 Negative environmental impacts in the supply chain and actions taken	P. 25	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		In 2024, no suppliers were evaluated on ESG topics; the information reported corresponds to the year 2023.
	414-2 Negative social impacts in the supply chain and actions taken		In 2024, no suppliers were evaluated on ESG topics; the information reported corresponds to the year 2023.
Responsible marketing and labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 106, 108	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	P. 108	
	417-2 Incidents of non-compliance concerning product and service information and labeling	P. 106	
	417-3 Incidents of non-compliance concerning marketing communications	P. 106	
Product innovation and research			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 27-28	
Cybersecurity			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 100	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	P. 43, 100, 136	
Diversity and inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 62	
GRI 405: Diversity of governance bodies and employees 2016	405-1 Diversity of governance bodies and employees	P. 128	
	405-2 Ratio of basic salary and remuneration of women to men	P. 135	

Protection of Human Rights			
Standard	Contents	Page(s) or direct response	Omission
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 99	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P. 99	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	P. 99	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	P. 99	
Talent attraction and retention			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 51, 53, 57	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	P. 53, 130	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	P. 55	
	401-3 Parental leave	P. 55, 135	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	P. 58, 132	
	404-2 Programs for upgrading employee skills and transition assistance programs	P. 58	
	404-3 Percentage of employees receiving regular performance and career development reviews	P. 57, 132	
Employee health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 64	
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	P. 64	
	403-2: Hazard identification, risk assessment, and incident investigation	P. 64	
	403-3: Occupational health services	P. 64	
	403-4: Worker participation, consultation, and communication on occupational health and safety	P. 64	
	403-5: Worker training on occupational health and safety	P. 64	
	403-6: Promotion of worker health	P. 63-64	
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P. 64	
	403-8: Workers covered by an occupational health and safety management system	P. 64	
	403-9: Work-related injuries	P. 135	
	403-10: Work-related ill health	P. 64	
Social inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 78	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	P. 78	
	413-2 Operations with significant actual and potential negative impacts on local communities	P. 78	

Ethics and corruption			
Standard	Contents	Page(s) or direct response	Omission
GRI 3: Temas materiales 2021	3-3 Management of material topics	P. 102, 104	
GRI 205: Anticorrupción 2016	205-1 Operations assessed for risks related to corruption		Information not available.
	205-2 Communication and training about anti-corruption policies and procedures	P. 25, 104	
	205-3 Confirmed incidents of corruption and actions taken	P. 104, 136	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	P. 136	
Corporate governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 88	
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 14	
Investor relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 18	
Relationship with authorities			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 104	
GRI 415: Public Policy 2016	415-1 Political contributions	P. 104	
Responsible business			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 87	
GRI 207: Tax 2019	207-1 Approach to tax	P. 18	
	207-2 Tax governance, control, and risk management	P. 18	
	207-3 Stakeholder engagement and management of concerns related to tax	P. 18	
	207-4 Country-by-country reporting	P. 18	
Emissions management			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 67-68	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P. 68, 138	
	305-2 Energy indirect (Scope 2) GHG emissions	P. 68, 138	
	305-3 Other indirect (Scope 3) GHG emissions	P. 68, 138	
	305-4 GHG emissions intensity	P. 68, 138	
	305-5 Reduction of GHG emissions	P. 138	
	305-6 Emissions of ozone-depleting substances (ODS)		Information not available.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	P. 139	

Water management			
Standard	Contents	Page(s) or direct response	Omission
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 67, 70	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	P. 70	
	303-2 Management of water discharge related impacts	P. 70	
	303-3 Water withdrawal	P. 140	
	303-4 Water discharge	P. 140	
	303-5 Water consumption	P. 140	
Energy management			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 67-68	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P. 68, 137	
	302-2 Energy consumption outside of the organization	P. 137	
	302-3 Energy intensity	P. 137	
	302-4 Reduction of energy consumption	P. 68, 137	
	302-5 Reductions in energy requirements of products and services		Information not available.
Biodiversity and deforestation			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 73	
Physical impacts and risks of climate change			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 95, 124	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	P. 97	
Managing environmental impacts in the value chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 25	
Waste management			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 67, 71	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	P. 71	
	306-2 Management of significant waste related impacts	P. 71	
	306-3 Waste generated	P. 140	
	306-4 Waste diverted from disposal	P. 140	
	306-5 Waste directed to disposal	P. 140	
Circular solutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 74	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	P. 139	
	301-2 Recycled input materials used	P. 139	
	301-3 Reclaimed products and their packaging materials	P. 139	

SASB Content Index

BIOTECHNOLOGY AND PHARMACEUTICALS - VERSION 2023			
Topic	Accounting parameter	Page(s) or direct response	Omission
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	p. 32, 34	
	HC-BP-210a.2 Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Advice for Voluntary Action and (2) Advice for Official Action		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.		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		Genomma Lab does not promote access to products for priority diseases. However, through our donations of medications, we provide support for gastrointestinal and respiratory illnesses 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)	We offer products for the treatment of gastrointestinal conditions, such as Kaopectate®; respiratory conditions, such as Tafirol®; and contraceptives under the M® brand.	
Affordability and pricing	HC-BP-240b.1 Number of litigation resolutions on abbreviated new drug applications (ANDAs) that included payments or provisions to delay the market launch of an authorized generic product for a defined period of time		In 2024, no litigation was filed in which Genomma Lab was identified as responsible for delays in the launch of generic medicines to the market.
	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	P. 46	
	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	P. 46	
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	P. 35	
	HC-BP-250a.2 Number of product-associated deaths according to the FDA Adverse Event Reporting System	P. 35	
	HC-BP-250a.3 Number of recalls issued, total number of units recalled		Information not available.
	HC-BP-250a.4 Total quantity of product accepted for recovery, reuse or disposal	p. 74	
	HC-BP-250a.5 Number of FDA enforcement actions taken in response to current Good Manufacturing Practice (GMP) violations		Not applicable, as no violations by the FDA were recorded in 2024.

Topic	Accounting parameter	Page(s) or direct response	Omission
Counterfeit medicines	HC-BP-260a.1 Description of the methods and technologies used to maintain product traceability throughout the supply chain and prevent counterfeiting	P. 37	
	HC-BP-260a.2 Analysis of the process for alerting customers and business partners of potential or known risks associated with counterfeit products	P. 37	
	HC-BP-260a.3 Number of actions that resulted in raids, seizures, detentions or filing of criminal charges related to counterfeit products	P. 37	
Ethical Marketing	HC-BP-270a.1 Total amount of monetary losses as a result of legal proceedings related to false promotional claims	P. 106	
	HC-BP-270a.2 Description of the code of ethics regulating the advertising of uses for unauthorized product directions	P. 108	
Employee recruitment, development and retention	HC-BP-330a.1 Analysis of talent recruitment and retention efforts for scientific and research and development staff	P. 54	
	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	P. 130	
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	P. 23	
Business ethics	HC-BP-510a.1 Total amount of monetary losses as a result of legal proceedings related to corruption and bribery	P. 104	
	HC-BP-510a.2 Description of the code of ethics governing interactions with healthcare professionals	P. 108	
Activity parameter	HC-BP-000.A Number of patients treated		Not applicable, as we only market over-the-counter medications and do not maintain a patient database.
	HC-BP-000.B Number of drugs (1) in the pipeline and (2) in research and development (Phases 1-3)	P. 30	

SASB Content Index

HOUSEHOLD & PERSONAL PRODUCTS - VERSION 2023			
Topic	Accounting parameter	Page(s) or direct response	Omission
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	P. 140	
	CG-HP-140a.2 Description of water management risks and analysis of strategies and practices to mitigate them	P. 70	
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	P. 35	
	CG-HP-250a.2 Revenue from products containing substances included in California's list of candidate chemicals for toxic substances control (DTSC)	P. 35	
	CG-HP-250a.3 Analysis of the process of identification and management of new materials and chemicals of interest	P. 34	
	CG-HP-250a.4 Revenue from products designed according to the principles of green or sustainable chemistry		We do not have products designed according to the principles of green chemistry.
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	P. 75	
	CG-HP-410a.2 Analysis of strategies to reduce the environmental impact of packaging throughout its life cycle	P. 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	<p>Sodium Laureth Sulfate (SLES) at 28%, derived from palm or coconut oil, is used in shampoos for its cleansing and foaming properties.</p> <p>We also use palm oil in the Novamil® product line, which is exclusive to Mexico and Latin America (except Brazil).</p> <p>100% of the palm oil an its derivates used in In our Novamil product line are certified by international standards that ensure their sustainable origin.</p>	
Activity parameter	CG-HP-000.A Units of product sold, total weight of products sold	P. 9	
	CG-HP-000.B Number of manufacturing facilities	P. 12	



Independent limited assurance report on a sample of 2024 sustainability indicators presented in the annual report of Genomma Lab Internacional.



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

Growing Verifications carried out a limited assurance engagement on a sample of key sustainability performance indicators (“**Sustainability KPIs sample**”) of Genomma Lab Internacional (“**Genomma Lab Internacional**”), developed between January 1st and December 31st, 2024, and presented in the 2024 Annual Report titled “Responsible growth with productivity in our DNA” (“**2024 Annual Report**”). Starting on page 3 of this report, the assurance scope for the sustainability KPIs sample is detailed, covering all 18 operating countries for social and governance topics, while for environmental criteria, only the Mexico Industrial Complex has been considered (including: San Cayetano industrial complex, Samara corporate offices, playa langosta and playa pichilingue plants).

Responsibilities and Criteria:

The responsibility of Genomma Lab Internacional’s Social Responsibility and Sustainability management is to:

- Define the **material topics** and select the sustainability KPIs sample.
- Provide **supporting evidence** to ensure the **accuracy, integrity, reliability, and sufficiency of the information**, free from material misstatement or material inaccuracy (due to fraud or error).
- Design and implement internal procedures and systems to adequately **define, measure, collect, validate, process and report** the sustainability KPIs sample included in the 2024 Annual Report.
- Prepare and present the 2024 Annual Report.

Growing Verifications’ responsibility, in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, is to:

- Design and perform procedures to provide **limited assurance** on the sustainability KPIs sample.
- Assess the reasonableness of the sustainability KPIs sample based on Genomma Lab Internacional’s **material topics**.
- Identify any significant matters suggesting **material misstatement**, whether due to fraud or error, within the sustainability KPIs sample.
- Express a limited assurance conclusion on the preparation and presentation of the sustainability KPIs sample, in accordance with GRI Standards, the Sustainability Accounting Standards Board (SASB) standards for the Household & Personal Products and Biotechnology & Pharmaceuticals sectors, as well as certain strategic indicators for Genomma Lab Internacional, published in the 2024 Annual Report.





Scope and Procedures:

Our conduct adheres to the ethical principles outlined in the Code of Professional Ethics of **Instituto Mexicano de Contadores Públicos (IMCP)**, which aligns with the International Code of Ethics for Professional Accountants issued by the IESBA (International Ethics Standards Board for Accountants), upholding integrity, objectivity, confidentiality, and professional behavior. The assurance engagement described in this report was carried out by a team that includes professionals with the necessary competence and relevant experience in sustainability assurance, and who meet the applicable independence requirements.

The scope of this assurance engagement is limited, and therefore significantly narrower than a reasonable assurance engagement. We did not perform an exhaustive evaluation of the design or operating effectiveness of management and internal control systems.

Our procedures consisted of:

- Gaining an understanding of Genomma Lab Internacional's business and sustainability **strategies**.
- Learning about the **procedures and systems** used to define, measure, collect, validate, process, and report the sustainability KPIs sample.
- Performing an **alignment analysis** of the sustainability KPIs sample with Genomma Lab Internacional's materiality assessment.
- Assessing the **sufficiency and appropriateness** of the evidence provided by Genomma Lab Internacional.
- Reviewing documentation and/or **public evidence**, including reports from previous years.
- Applying various **data analysis** techniques to identify inconsistencies or unusual fluctuations that could indicate potential material misstatements in the sustainability KPIs sample.
- Holding discussions with personnel involved in and responsible for the preparation of the 2024 Integrated Annual Report

Conclusion and Use of the Report:

In our opinion, based on the procedures performed, nothing has come to our attention that causes us to believe that the sustainability KPIs sample has not been prepared and presented in the 2024 Annual Report in accordance with GRI Standards, the Sustainability Accounting Standards Board (SASB) standards for the Household & Personal Products and Biotechnology & Pharmaceuticals sectors, as well as certain strategic indicators for Genomma Lab Internacional.

This report is provided solely for the use of Genomma Lab Internacional and is not intended for use by third parties. This assurance report is issued on May 26th, 2025. Neither Growing Verifications nor the assurance team accept any responsibility for its application for other purposes or by other individuals. A separate feedback report has been delivered exclusively to Genomma Lab Internacional, outlining the main findings and recommendations aimed at strengthening future processes.

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Sustainability KPIs sample

Environmental



Sustainability KPIs		GRI Standards/ SASB Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; Strategic Indicators for Genomma Lab Internacional	Scope
Type of Source	Gj	302-1 Energy consumption within the organization	Mexico Industrial Complex
Gasoline (Mobile sources)	2,106.59		
Diesel (Mobile + Stationary sources)	3,750.09		
Natural Gas (Stationary sources)	53,425.54		
Total Fuel	59,282.22		
Total Electricity	46,924.17		
Total Energy Consumed	106,206.39		
Activity Schedule for the Stabilization of Treated Industrial Wastewater Discharge Approved by CONAGUA		303-2 Management of water discharge-related impacts	Mexico Industrial Complex
213,560.63 m3 of Water Extracted from Well		303-3 Water withdrawal	San Cayetano Industrial Complex
Estimated Consumption: 206,290.63 m3		303-5 Water consumption	San Cayetano Industrial Complex
100% of the Water Used Comes from an Area 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 Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; Strategic Indicators for Genomma Lab Internacional	Scope																														
<table><tr><th colspan="4">Scope 1 Emissions</th></tr><tr><th>Emissions Distribution</th><th>Emissions from Mobile Sources (tCO2e)</th><th>Emissions from Stationary Sources (tCO2e)</th><th>Total Emissions (tCO2e)</th></tr><tr><td>Gasoline</td><td>151.93</td><td></td><td>151.93</td></tr><tr><td>Diesel</td><td>232.51</td><td>49.06</td><td>281.57</td></tr><tr><td>Natural gas</td><td></td><td>3,000.08</td><td>3,000.08</td></tr><tr><td>Total Emissions (tCO2e)</td><td>384.44</td><td>3,049.14</td><td>3,433.58</td></tr></table>	Scope 1 Emissions				Emissions Distribution	Emissions from Mobile Sources (tCO2e)	Emissions from Stationary Sources (tCO2e)	Total Emissions (tCO2e)	Gasoline	151.93		151.93	Diesel	232.51	49.06	281.57	Natural gas		3,000.08	3,000.08	Total Emissions (tCO2e)	384.44	3,049.14	3,433.58	305-1 Direct (Scope 1) GHG emissions	Mexico Industrial Complex						
Scope 1 Emissions																																
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<table><tr><th colspan="2">Scope 2 Emissions</th></tr><tr><th>Site</th><th>Emisiones tCO2e</th></tr><tr><td>Corp. Samara</td><td>396.82</td></tr><tr><td>C.I. San Cayetano</td><td>5134.42</td></tr><tr><td>Planta Langosta</td><td>252.69</td></tr><tr><td>Playa Pichilingue</td><td>3.38</td></tr><tr><td>Total Emissions (tCO2e)</td><td>5787.31</td></tr></table>	Scope 2 Emissions		Site	Emisiones tCO2e	Corp. Samara	396.82	C.I. San Cayetano	5134.42	Planta Langosta	252.69	Playa Pichilingue	3.38	Total Emissions (tCO2e)	5787.31	305-2 Energy indirect (Scope 2) GHG emissions	Mexico Industrial Complex																
Scope 2 Emissions																																
Site	Emisiones tCO2e																															
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Total Emissions (tCO2e)	5787.31																															
<table><tr><th colspan="3">Scope 3 Emissions</th></tr><tr><th>Indirect Sources:</th><th>Total Emissions</th><th>%</th></tr><tr><td>C1.Purchased goods and services</td><td>23,891.53</td><td>73.12%</td></tr><tr><td>C3. Energy and fuel-related activities</td><td>2100.9</td><td>6.43%</td></tr><tr><td>C4. Upstream transportation and distribution</td><td>246.44</td><td>0.75%</td></tr><tr><td>C5. Waste generated in the operation</td><td>411.51</td><td>1.26%</td></tr><tr><td>C6. Business travel</td><td>504.59</td><td>1.54%</td></tr><tr><td>C7. Employee commuting</td><td>579.57</td><td>1.77%</td></tr><tr><td>C9. Downstream transportation and distribution</td><td>4938.92</td><td>15.12%</td></tr><tr><td>Total Emissions (tCO2e)</td><td>32,673.46</td><td>100.00%</td></tr></table>	Scope 3 Emissions			Indirect Sources:	Total Emissions	%	C1.Purchased goods and services	23,891.53	73.12%	C3. Energy and fuel-related activities	2100.9	6.43%	C4. Upstream transportation and distribution	246.44	0.75%	C5. Waste generated in the operation	411.51	1.26%	C6. Business travel	504.59	1.54%	C7. Employee commuting	579.57	1.77%	C9. Downstream transportation and distribution	4938.92	15.12%	Total Emissions (tCO2e)	32,673.46	100.00%	305-3 Other indirect (Scope 3) GHG emissions	Mexico Industrial Complex
Scope 3 Emissions																																
Indirect Sources:	Total Emissions	%																														
C1.Purchased goods and services	23,891.53	73.12%																														
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Sustainability KPIs sample

Environmental



Sustainability KPIs		GRI Standards/ SASB Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; Strategic Indicators for Genomma Lab Internacional	Scope	
		306-3 Waste generated	Mexico Industrial Complex	
Total Waste	Ton			
Hazardous Waste	78.24			
Non-Hazardous Waste	2,282.75			
Total Waste Generated	2,360.99			
		306-4 Waste diverted from disposal	Mexico Industrial Complex	
Destination of Non-Disposed Waste (tons)	Hazardous			Non-Hazardous
Recycled / Reused				929.64
Total Non-Disposed Waste			929.64	
		306-5 Waste directed to disposal	Mexico Industrial Complex	
Destination of Disposed Waste (tons)	Hazardous			Non-Hazardous
Sanitary Landfill (through a third party)				553.2
Composting (through a third party)				65.9
Confinement (through a third party)	5.63			
Destruction	10.52			733.9
Incineration / Co-processing (through a third party	62.09			
Total Waste Disposed		78.24	1353.00	





Sustainability KPIs sample

Social



Sustainability KPIs				GRI Standards/ SASB Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; Strategic Indicators for Genomma Lab Internacional	Scope																																								
<table><tr><th>Suppliers</th><th>Total Suppliers</th><th>1.1 Total Tier 1 Suppliers</th><th>1.3 % of total expenditure on Tier 1 suppliers</th></tr><tr><td>México</td><td>194</td><td>183</td><td>19%</td></tr><tr><td>Argentina</td><td>172</td><td>25</td><td>71%</td></tr><tr><td>Brasil</td><td>11</td><td>0</td><td>0%</td></tr><tr><td>Colombia</td><td>61</td><td>29</td><td>20%</td></tr><tr><td>Estados unidos</td><td>17</td><td>6</td><td>72%</td></tr><tr><td>Perú</td><td>19</td><td>0</td><td>0%</td></tr><tr><td>Total</td><td>474</td><td>243</td><td></td></tr></table>				Suppliers	Total Suppliers	1.1 Total Tier 1 Suppliers	1.3 % of total expenditure on Tier 1 suppliers	México	194	183	19%	Argentina	172	25	71%	Brasil	11	0	0%	Colombia	61	29	20%	Estados unidos	17	6	72%	Perú	19	0	0%	Total	474	243		2-6 Activities, value chain and other business relationships	Genomma Lab Internacional								
				Suppliers	Total Suppliers	1.1 Total Tier 1 Suppliers	1.3 % of total expenditure on Tier 1 suppliers																																						
				México	194	183	19%																																						
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				Total	474	243																																							
				CSA: 1.1 Total Number of Tier 1 Suppliers CSA: 1.3 % of Total Spend on Significant Tier 1 Suppliers		Genomma Lab Internacional																																							
In 2024, 100% of suppliers in Colombia undergo a due diligence program				308-2 Negative environmental impacts in the supply chain and actions taken	Genomma Lab Colombia																																								
				1.7.6 Key Performance Indicators for Supplier Evaluation and/or Development																																									
<table><tr><th>LEVEL</th><th>Average Training Hours – Women</th><th>Average Training Hours – Men</th><th>Average Training Hours</th></tr><tr><td>Executive Committee</td><td>0</td><td>7</td><td>7</td></tr><tr><td>Country Manager</td><td>12</td><td>36</td><td>30</td></tr><tr><td>Cluster Manager, Business Unit General Manager, Global Sales Director, Global Finance Director</td><td>22</td><td>29</td><td>26</td></tr><tr><td>Managers</td><td>48</td><td>49</td><td>48</td></tr><tr><td>Directors</td><td>40</td><td>31</td><td>35</td></tr><tr><td>Supervisors, Specialists and Analysts</td><td>44</td><td>36</td><td>40</td></tr><tr><td>Department Heads and Coordinators</td><td>58</td><td>49</td><td>53</td></tr><tr><td>Operational Staff</td><td>16</td><td>18</td><td>17</td></tr><tr><td>Total Average Training Hours</td><td>36.97</td><td>32.40</td><td>34.54</td></tr></table>				LEVEL	Average Training Hours – Women	Average Training Hours – Men	Average Training Hours	Executive Committee	0	7	7	Country Manager	12	36	30	Cluster Manager, Business Unit General Manager, Global Sales Director, Global Finance Director	22	29	26	Managers	48	49	48	Directors	40	31	35	Supervisors, Specialists and Analysts	44	36	40	Department Heads and Coordinators	58	49	53	Operational Staff	16	18	17	Total Average Training Hours	36.97	32.40	34.54	404-1 Average hours of training per year per employee	Genomma Lab Internacional
LEVEL	Average Training Hours – Women	Average Training Hours – Men	Average Training Hours																																										
Executive Committee	0	7	7																																										
Country Manager	12	36	30																																										
Cluster Manager, Business Unit General Manager, Global Sales Director, Global Finance Director	22	29	26																																										
Managers	48	49	48																																										
Directors	40	31	35																																										
Supervisors, Specialists and Analysts	44	36	40																																										
Department Heads and Coordinators	58	49	53																																										
Operational Staff	16	18	17																																										
Total Average Training Hours	36.97	32.40	34.54																																										

Sustainability KPIs	GRI Standards/ SASB Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; Strategic Indicators for Genomma Lab Internacional	Scope
2 partnerships for community engagement activities ° CRIANTIA (San Cayetano Morelos and surrounding areas, State of Mexico) ° UBEES (2024 – Colombia, United States)	413-1 Operations with local community engagement, impact assessments, and development programs	Genomma Lab Internacional
0 cases of non-compliance related to product health and safety impacts	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Genomma Lab Internacional
0 cases of non-compliance related to labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	Genomma Lab Internacional
0 cases of non-compliance related to marketing communications	417-3 Incidents of non-compliance concerning marketing communications	Genomma Lab Internacional
No monetary losses related to non-compliance with promotional claims	HC-BP-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Genomma Lab Internacional
0 cases of discrimination	406-1 Incidents of discrimination and corrective actions taken	Genomma Lab Internacional



Sustainability KPIs sample

Social



Sustainability KPIs	GRI Standards/ SASB Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; Strategic Indicators for Genomma Lab Internacional	Scope																																						
<table><tr><td></td><th colspan="4">Employees</th></tr><tr><td></td><th>Location</th><th>Work-related Fatalities</th><th>Serious Accidents</th><th>Minor Accidents</th></tr><tr><td rowspan="3">San Cayetano Accidents (Operational)</td><td>Cedis</td><td>0</td><td>0</td><td>6</td></tr><tr><td>Farma</td><td>0</td><td>0</td><td>1</td></tr><tr><td>PC</td><td>0</td><td>0</td><td>4</td></tr><tr><td>Langosta Accidents (Administrative)</td><td>Langosta</td><td>0</td><td>0</td><td>2</td></tr><tr><td></td><td>Total</td><td>0</td><td>0</td><td>13</td></tr><tr><td></td><td>Rate</td><td>0</td><td>0</td><td>6.37</td></tr></table>		Employees					Location	Work-related Fatalities	Serious Accidents	Minor Accidents	San Cayetano Accidents (Operational)	Cedis	0	0	6	Farma	0	0	1	PC	0	0	4	Langosta Accidents (Administrative)	Langosta	0	0	2		Total	0	0	13		Rate	0	0	6.37	403-9 Work-related injuries	Mexico Industrial Complex
	Employees																																							
	Location	Work-related Fatalities	Serious Accidents	Minor Accidents																																				
San Cayetano Accidents (Operational)	Cedis	0	0	6																																				
	Farma	0	0	1																																				
	PC	0	0	4																																				
Langosta Accidents (Administrative)	Langosta	0	0	2																																				
	Total	0	0	13																																				
	Rate	0	0	6.37																																				
<table><tr><td></td><th colspan="3">Employees</th></tr><tr><td></td><th>Location</th><th>Deaths Due to Occupational Illness or Disease</th><th>Recordable Occupational Illnesses and Diseases</th></tr><tr><td rowspan="3">San Cayetano Accidents (Operational)</td><td>Cedis</td><td>0</td><td>0</td></tr><tr><td>Farma</td><td>0</td><td>0</td></tr><tr><td>PC</td><td>0</td><td>0</td></tr><tr><td>Langosta Accidents (Administrative)</td><td>Langosta</td><td>0</td><td>0</td></tr><tr><td></td><td>Total</td><td>0</td><td>0</td></tr><tr><td></td><td>Absenteeism Rate</td><td>0</td><td>0</td></tr></table>		Employees				Location	Deaths Due to Occupational Illness or Disease	Recordable Occupational Illnesses and Diseases	San Cayetano Accidents (Operational)	Cedis	0	0	Farma	0	0	PC	0	0	Langosta Accidents (Administrative)	Langosta	0	0		Total	0	0		Absenteeism Rate	0	0	403-10 Work-related ill health	Mexico Industrial Complex								
	Employees																																							
	Location	Deaths Due to Occupational Illness or Disease	Recordable Occupational Illnesses and Diseases																																					
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	Total	0	0																																					
	Absenteeism Rate	0	0																																					





Sustainability KPIs sample

Social



Sustainability KPIs										GRI Standards/ SASB Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; Strategic Indicators for Genomma Lab Internacional	Scope
										Workforce Breakdown by Job Category, Gender, and Age	Genomma Lab Internacional
Job Category	Age Range										
	61 - 79 years		45 - 60 years		29 - 44 years		18 - 28 years		Total		
	Men	Women	Men	Women	Men	Women	Men	Women	M + W		
Executive Committee			3						3		
Country Manager	2		7	1	5	4			19		
Cluster Manager, Business Unit General Manager, Global Sales Director, Global Finance Director			8	3	2	2			15		
Managers	2	2	29	12	37	40	3	2	127		
Directors		2	14	9	10	9			44		
Supervisors, Specialists and Analysts	2		96	58	173	184	80	102	695		
Department Heads and Coordinators	2	1	29	21	72	78	12	5	220		
Operational Staff	2		60	34	130	116	105	95	542		
Total	10	5	246	138	429	433	200	204	1665		





Sustainability KPIs sample

Governance



Sustainability KPIs	GRI Standards/ SASB Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; Strategic Indicators for Genomma Lab Internacional	Scope
Existence of a double materiality assessment process	3-1 Process to determine material topics	Genomma Lab Internacional
Double materiality topics <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 Financial materiality topics <ul style="list-style-type: none">◦ Relationship with authorities◦ Responsible marketing and labeling◦ Attracting and retaining talent◦ Managing environmental impacts in the value chain Impact materiality topics <ul style="list-style-type: none">◦ Product innovation and research◦ Corporate governance◦ Emissions management◦ Ethics and corruption◦ Energy management Potentially material topics <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 Standards for the Sectors: Household & Personal Products, and Biotechnology & Pharmaceuticals; 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 cases of non-compliance with laws or regulations	2-27 Compliance with laws and regulations	Genomma Lab Internacional
0 confirmed cases of corruption	205-3 Confirmed incidents of corruption and actions taken	Genomma Lab Internacional
No monetary losses related to corruption or bribery	HC-BP-510a.1 Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Genomma Lab Internacional
No contributions to political parties and/or political representatives	415-1 Political contributions	Genomma Lab Internacional
0 cases of customer privacy breaches or data loss	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Genomma Lab Internacional



Appendix 8: About this report

GRI 2-1, 2-2, 2-3, 2-5, 2-14

We are pleased to present our 2024 Integrated Annual Report ¹⁶⁹ , covering the period from January 1 to December 31, 2024.	information, which applies exclusively to the operation of the San Cayetano Industrial Complex in Mexico.	management team and fully endorsed by the Board of Directors. Furthermore, the information has been verified to a limited extent by an independent third party. ¹⁷⁰	conducted in 2023. We release this report annually.
The scope of the information encompasses all subsidiaries and entities included in the consolidated financial statements, except for environmental and occupational safety	The content has been validated by the different areas involved, as well as by the Social Responsibility and Sustainability department. It has been approved by our	In preparing this document, we have taken into account the topics identified in the latest update of the materiality exercise	We have also used international standards, which we outline below.

Estándares internacionales aplicados

 <p>This report provides an initial response to the International Financial Reporting Standards (IFRS S1, S2), aiming to align our communication with international sustainability standards.</p>	 <p>We use the latest 2021 versions of the universal GRI 1, 2, and 3 standards, as well as their thematic standards, to address socio-environmental impact materiality.</p>	 <p>We use the sector standard for</p> <ul style="list-style-type: none">Personal and Home Care Products<ul style="list-style-type: none">Biotechnology and Pharmaceuticals <p>which respond to financial materiality and meet investor information requirements.</p>	 <p>We follow the Task Force on Climate-related Financial Disclosures' (TCFD) recommendations for managing climate change risks and opportunities.</p>	 <p>We communicate our contributions to the Sustainable Development Goals (SDGs), which are consistent with our sustainability model.</p>
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169 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.

170 See Appendix 7: non-financial verification letter.

How content is identified:

- **At the beginning of each section,**
We emphasize the application of GRI standards, complemented by the parameters defined by SASB and the recommendations set forth by the TCFD.
- **In the Appendix section,** we provide details of our sustainability management, including the latest materiality analysis and the main risks, opportunities, and impacts identified. We also share detailed quantitative information about our environmental, social, and corporate governance performance. Finally, we include information on our stakeholder relationships, recognitions, industry organization engagement, and GRI and SASB reporting indices.

Information for Investors and Stakeholders	
Company name	Genomma Lab Internacional, S.A.B. de C.V.
Corporate office	Av. Antonio Dovalí Jaime #70 Torre C Piso 2, Despacho A, Col. Santa Fe, Álvaro Obregón Municipality, Mexico City. ZC 01210.
Telephone number	(55) 5081 0000
Website	www.genommalab.com
Investor relations	Christianne Ibañez / Daniel Suárez Emai: investor.relations@genommalab.com Website: inversionistas.genommalab.com
Social Responsibility and Sustainability	María Fernanda Aguilar Noriega Email: sustentabilidad@genommalab.com Telephone number: (55) 5081 0000 Website: esr.genommalab.com
Mexican Stock Exchange	Genomma Lab Internacional, S.A.B. de C.V. shares have been listed on the Mexican Stock Exchange under the ticker symbol “LABB” (Bloomberg: LABB.MM) since June 18, 2008.
Annual report dissemination	Official website, email, Mexican Stock Exchange and United Nations Global Compact website.
Report release date	May 28, 2025.



Appendix Financial Information





Appendix: Report of the Audit and Corporate Practices Committee

Mexico City, Mexico, April 07, 2025.

To the Board of Directors and the Shareholders' Meeting of Genomma Lab Internacional, S.A.B. de C.V.

In accordance with the provisions of Article 43, sections I and II, of the Securities Market Law, the undersigned, Chairman of the Audit and Corporate Practices Committee of Genomma Lab Internacional, S.A.B. de C.V. (the "Company"), presents you with the following Annual Report approved by all the members of said Committee, corresponding to the fiscal year ended December 31, 2024:

In consideration of the provisions contained in the Securities Market Law, the Committee focused during this period, generally and mainly, on the following

1. Developing the auditing activities conferred by law to support the Board of Directors of the Company.
2. Holding periodic and continuous meetings with Management, as well as with the external auditors of the Company.

3. Carrying out the activities in matters of corporate practices conferred by law to support the Board of Directors of the Company.

With regard to specific concepts corresponding to the functions approved for this Committee, we report the following results:

I. In Audit matters:

A. System of Internal Control and Internal Audit of the Company and of the legal entities that it controls.

Taking into account the opinions, reports, communications and the external audit opinion, the Company continues to verify compliance with the most relevant internal control provisions in the handling of financial information, and as a result, I hereby state that the Company maintains internal control policies and procedures that provide reasonable assurance in the operations it performs.

The differences in internal control matters that were analyzed by the Committee did not have a material adverse impact on the Company.

The Company has timely addressed the recommendations issued by the Committee and its external auditors, in order to improve its internal control and audit system, as well as to correct the deficiencies and deviations of such system.

B. Preventive and Corrective Measures Implemented in relation to the Guidelines and Operation and Accounting Registry Policies

The Committee has ensured the objectivity and integrity of the accounting records, as well as compliance with the Company's Operating and Accounting Policies and Guidelines, which were consistently applied in the preparation of the Company's financial statements as of December 31, 2024. Likewise, the work plans of the internal audit function in the Company were reviewed and approved.



REPORT OF THE AUDIT AND CORPORATE PRACTICES COMMITTEE

C. External Auditor Performance Evaluation.

A favorable opinion was issued to ratify the firm Galaz, Yamazaki, Ruiz Urquiza, S.C. (Deloitte) as external auditor of the Company, to perform the audit of the consolidated financial statements for the Company's 2024 fiscal year, as well as for the ratification and/or appointment of the external auditors to perform the audit of the financial statements of the Company's main subsidiaries.

For the year ended December 31, 2024, for the audit services of the consolidated financial statements of the Company and its main subsidiaries, a budget of \$6,111,000.000 Mexican pesos (six million one hundred and eleven thousand Mexican pesos 00/100) plus V.A.T. was reviewed and authorized.

The work plans for the audit of the financial statements and internal control compliance provided by Galaz, Yamazaki, Ruiz Urquiza, S.C. (Deloitte) external auditors were reviewed and approved in their entirety by this Committee. As a result of several interviews and sessions of the Committee with the external auditors, compliance with independence requirements was verified.

For the 2024 financial year, the comments on internal control, as well as the procedures and scope applied in its audit, were reviewed with the external auditors and with the Company's Management.

As a result of the foregoing, the Committee agrees with the performance and results of the work of the Company's external auditors.

D. Results of the Audits of the Financial Statements of the Company and of the Entities Controlled by it.

The Committee reviewed the consolidated financial statements of the Company and subsidiaries as of December 31, 2024, which were prepared on the basis of consistently applied Financial Reporting Standards, and in accordance with applicable auditing standards and procedures, as well as the opinion of the corresponding external auditor, which was issued without exceptions or qualifications.

The Committee reviewed the Company's financial statements for the year 2024 and, based on this review, recommended their approval to the Board of Directors. The financial statements reasonably reflect the Company's financial situation and results, with relevant events adequately disclosed and consistent and appropriate application of accounting policies and criteria. The Company's management has complied with the implementation and assurance processes of internal control systems and the recommendations made.

E. Opinion of the Audit and Corporate Practices Committee on the report referred to in Article 28, section IV, paragraph c) of the Securities Market Law to be submitted to the consideration of the Board of Directors of the Company.

In accordance with the provisions of article 42, section II, subsection (e) of the Securities Market Law, after having held several meetings with the Chief Executive Officer of the Company and with the relevant directors of the Company and of the companies controlled by it, regarding the content of the Report of the Chief Executive Officer in terms of the provisions of article 44, section XI of the Securities Market Law, having reviewed the necessary information and supporting documentation, including the opinion issued by the firm Galaz, Yamazaki, Ruiz Urquiza, S.C. (Deloitte), as External Auditor of the Company, the Committee considers that the Report of the Chief Executive Officer presented at the Shareholders' Meeting is adequate and sufficient and that: **(i)** the accounting and reporting policies and criteria followed by the Company are adequate and sufficient, taking into consideration the particular circumstances of the Company; **(ii)** such policies and criteria have been consistently applied in the information presented by the Chief Executive Officer; and **(iii)** as a result of subparagraphs **(i)** and **(ii)** above, the information presented by the Chief Executive Officer reasonably reflects the financial position and consolidated results of the Company for the financial year ended 2024.



REPORT OF THE AUDIT AND CORPORATE PRACTICES COMMITTEE

F. Measures Adopted as a Result of Relevant Comments.

During fiscal year 2024, no relevant observations were made by shareholders, directors, relevant executives, employees of the Company and, in general, any third party with respect to accounting, internal controls or matters related to internal or external auditing, nor were any complaints filed regarding facts that they consider irregular in the administration.

G. Follow-up of the Resolutions of the Shareholders’ Meetings and of the Board of Directors.

The Company timely complied with the agreements and recommendations issued by the Shareholders’ Meeting and the Board of Directors of the Company during the 2023 fiscal year.

2. Regarding Corporate Practices:

A. Performance of Relevant Directors:

During fiscal year 2024, the Company obtained satisfactory results and observed a favorable performance of the Relevant Directors and other officials of the Company, since the objectives and priorities presented by the Company to the Board of Directors for the year 2024 were achieved.

B. Transactions with Related Parties:

The Committee has verified the operations carried out by the Company during the 2024 financial year, which have been carried out at market prices or, where appropriate, supported by valuations carried out by external specialists.

C. Compensation or integral remuneration packages of the Chief Executive Officer and/or Relevant Directors:

The Committee reviewed the annual compensation of the Chief Executive Officer and the Executive Chairman and the proposed total compensation for other Relevant Directors and officers of the Company and communicated to the Board of Directors its favorable opinion thereon.

D. Waivers granted by the Board of Directors:

During the fiscal year ended December 31, 2024, no transactions occurred in which it was necessary to grant any waiver to the directors, Relevant Directors or persons with power of command in the Company, for such persons to take advantage of business opportunities for themselves or the business in favor of third parties, which correspond to the Company or to the legal entities controlled by it or in which it has a significant influence.

E. Other activities of the Audit and Corporate Practices Committee:

In addition to the foregoing, during fiscal year 2024, the Audit and Corporate Practices Committee reported, reviewed, analyzed and/or issued, as appropriate, to the Board of Directors of the Company its favorable opinion regarding the following relevant matters:

1. Certain litigation of the Company and its subsidiaries was reported.
2. A favorable opinion was issued for the approval of the audited annual financial statements of the Company and its subsidiaries with figures as of December 31, 2023.
3. A favorable opinion was issued for the approval of the Company’s financial information corresponding to the fourth quarter of 2023, as well as that corresponding to the first, second and third quarters of 2024.
4. The result of the analysis on the impairment of certain intangible assets of the Company was reported, and it was determined that there was no impact from impairment.
5. It was reported that Galaz, Yamazaki, Ruiz Urquiza, S.C. (Deloitte) maintains the degree of independence required to provide audit services and opinions on financial statements in accordance with the provisions of the applicable regulation.



REPORT OF THE AUDIT AND CORPORATE PRACTICES COMMITTEE

6. A favorable opinion was issued for (i) the ratification of various professional services, unrelated and additional to the external audit services (the “Additional Services”) provided to the Company and its subsidiaries during the 2023 fiscal year by the external auditor, as well as the fees paid by the Company and its subsidiaries for these Additional Services, and (ii) the approval of the provision of Additional Services to the
7. Company and its subsidiaries during fiscal year 2024 and the fees to be paid for them, provided that the Additional Services are rendered in accordance with the provisions of the Policy for the approval of fees for services provided by the external auditor regarding services that the latter can provide to the Company and its subsidiaries without jeopardizing their independence.
8. The review of the objectives and performance metrics of the Executive Chairman, Chief Executive Officer and other Relevant Directors of the Company was reported and, after said review, a favorable opinion was issued to authorize the payment of the variable compensation set forth in the policies and plans previously approved by the Board of Directors of the Company.
9. A favorable opinion was issued for the ratification of the external auditors of the Company and its main

subsidiaries and the fees for the corresponding services.

10. The Board of Directors was informed of the impairment status, under International Financial Reporting Standards, of certain intangible assets owned by the Company or its subsidiaries.

F. Composition of the Audit and Corporate Practices Committee and meetings held

The Audit and Corporate Practices Committee is composed of the following members:

Name	Title
Jorge Ricardo Gutiérrez Muñoz	Chairman
Juan Carlos Gavito Aspe	Member
Juan Alonso	Member

held meetings or adopted resolutions outside of sessions on January 19, February 19, April 11, April 22, July 22, and October 21, 2024. For each of these sessions, minutes were recorded or resolutions were documented regarding the agreements adopted.



Jorge Ricardo Gutiérrez Muñoz
Chairman of the Audit and Corporate Practices Committee of Genomma Lab Internacional, S.A.B. de C.V.



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