

VETGENOMICS Policy

Policies about QUALITY AND CORPORATE SOCIAL RESPONSIBILITY (ENVIRONMENT, ETHICS, LABOR PRACTICES, AND HUMAN RIGHTS).

VETGENOMICS' vision is to be a benchmark in genetic diagnostics and a partner of choice in the development of custom assays, optimization, validation, and technology transfer in the field of genomics. Our mission is to put our scientific curiosity, academic experience, close contact, and capacity for innovation to the service of our clients to offer a quality product adapted to the needs of each particular client. We establish the following values:

- The position of excellence in innovation and knowledge, gained at the University.
- To promote new technologies to increase the added value for our clients.
- To encourage technological innovation by establishing strategic alliances with industry and research centers.
- Quality as continuous improvement as well as legal compliance, with the active participation of professionals and a focus on risks and stakeholders.
- To assure data integrity, computer security, and the impartiality of the results.
- Personalized contact to achieve maximum customer satisfaction.

VETGENOMICS operates in compliance with current regulations and under no circumstances engages in actions that could involve corruption or compromise respect for the principle of legality.

VETGENOMICS is committed to and complies with regulations on occupational risk prevention, environmental protection, and data protection. It bases its behavior on the principles of transparency and equality, avoiding discrimination, and promoting respect, safety, and health in the workplace.

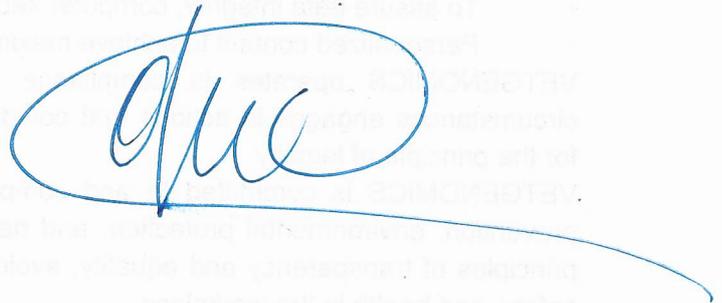
VETGENOMICS' Corporate Social Responsibility (CSR) policy integrates respect for people, ethical values, and environmental concerns in the development of its business activities, adopting the following principles and commitments of transparency and sustainability:

- 1) Commitment to transparency, aiming to build trust and consolidate credibility with stakeholders by fostering their involvement and integrating their suggestions or contributions to improve business management and decision-making.
- 2) Commitment to preventing any form of discrimination based on nationality, gender, color, religion, or any other condition, rejecting any practice that undermines human dignity. We believe that respect is a fundamental basis for professional conduct and reject any form of abuse.
- 3) Commitment to ensure a healthy and safe working environment, strictly complying with current regulations. VETGENOMICS conducts risk assessments for continuous improvement of equipment and procedures and provides the necessary training, equipment, and protective measures for proper job performance.

VETGENOMICS:

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- Provides employees with a fair, dignified salary based on equity in accordance with the applicable labor agreement.
 - Promotes work-life balance by respecting maternity/paternity leave and offering flexible working hours as far as possible. The company also offers teleworking in places where their functions allow it. Employees are also granted their birthday as an additional paid holiday (when feasible).
 - Fosters an environment where employees are rewarded for their valuable contributions to the company, encouraging their participation.
 - Enhances training on environmental and social issues, involving the entire team in the challenges set.
- 4) Commitment to innovation and the quality of its service, seeking a balance between economic, environmental, and social activity promoting protection and respect for the environment. That is reflected by identifying emissions and waste linked to the service to raise internal awareness and promote sustainability among clients.
- 5) Commitment to reporting its environmental and social behavior, ethical principles, and good practices to suppliers, clients, and collaborators to ensure alignment with these values.

A handwritten signature in blue ink, appearing to read 'dmc', is written over a large, light blue oval. A long horizontal line extends from the right side of the oval across the page.