



IMPROVING THE  
FORMULA FOR SUCCESS  
2021 ANNUAL REPORT





# IMPROVING THE FORMULA FOR SUCCESS





# OUR PURPOSE

Empower people to have excellent health and wellness.

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# HOW TO READ THIS REPORT

We present our integrated annual report for the year 2021<sup>1</sup>, which contains the results of our management of environmental, social and corporate governance impacts, as well as Genomma Lab's main financial results<sup>2</sup>. This report has been prepared in accordance with the Global Reporting Initiative - GRI Standards, using the new 2021 Universal Standards, as well as the Sustainability Accounting Standards Board (SASB) approach. We also consider the interests of our investors and other key stakeholders through the requirements of S&P's Dow Jones Sustainability Index and RobecoSAM<sup>3</sup>, the Transparency and Accountability Framework of the Women's Empowerment Principles (WEPs)<sup>4</sup>, the Carbon Disclosure Project (CDP<sup>5</sup>), the Task Force for Climate-Related Financial Disclosures (TCFD<sup>6</sup>), the Sustainable Development Goals (SDGs) and the 10 principles of the United Nations Global Compact.

This report reflects our commitment to transparency and accountability to our stakeholders on our material issues. In order to identify what content is

being referred to, the respective codes of the different metrics we are using can be found at the beginning of each section, starting with their corresponding acronyms (GRI, for example). Likewise, at the end of the report there is a specific index for each of the tools used.

Although there is no restatement of the information, it has there has been a change in the preparation of the report, that this year we have worked in accordance with the new 2021 Universal Standards of the Global Reporting Initiative – GRI, while the year past the report was worked according to the option "Essential" of it.

In addition, this document was externally verified by an independent third party

<sup>1</sup> For the reporting period January 1 to December 31, 2021. The last report was published in 2021 and corresponded to the calendar year 2020.

<sup>2</sup> The scope for ESG impact management results includes all entities and subsidiaries covered by the audit of our financial statements consolidated.

<sup>3</sup> Genomma Lab was recognized as the first and only pharmaceutical company to join the Dow Jones Sustainability Index MILA, an index that recognizes the best environmental, social and corporate governance practices of companies in Mexico, Peru, Colombia and Chile.

<sup>4</sup> Established jointly by UN Women and the UN Global Compact, the WEPs are based on international labor and human rights standards and are grounded in the recognition that business has an interest in and responsibility for gender equality and women's empowerment.

<sup>5</sup> Non-profit organization that helps companies and cities disclose their environmental impact.

<sup>6</sup> The multi-stakeholder ESG materiality study was prepared in 2021 additionally using the material issues with focus on investors across SASB's Biotechnology and Pharmaceuticals and Personal and Household Products sectors. Reference to the materiality process and outcome is included in **page 190**.



*"We should feel happy because we are contributing to the quality of life of many and that is more important than ourselves".*

**Rodrigo Herrera**  
Founder and Chairman of the  
Board of Directors of  
Genomma Lab



# ABOUT US

(GRI 2-1, 2-6)

We are Genomma Lab Internacional, S.A.B. de C.V., hereinafter GLI, a Mexican company leader in the industry of over-the-counter pharmaceutical and personal care products. We are dedicated to the development, sale and promotion of our products, with the purpose of empowering people to have excellent health and well-being.

# OUR OPERATION

(GRI 2-1, 2-6)

## 2021 SALES

**\$15,487.1** mm MXN

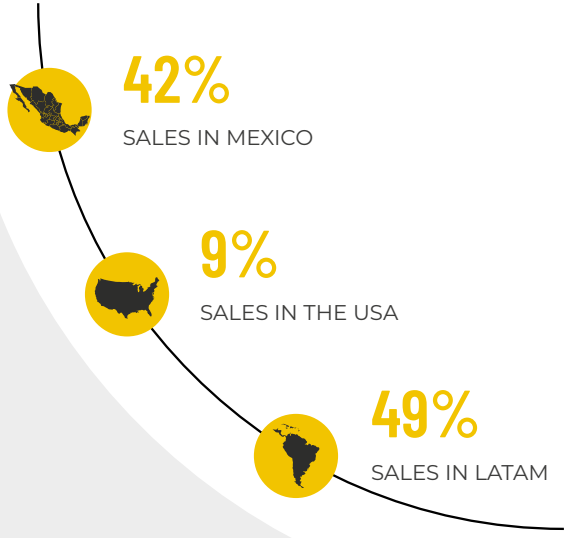
**55%** OVER-THE-COUNTER MEDICINES  
**45%** PERSONAL CARE

**+50** BRANDS

**18** OPERATING COUNTRIES

United States of America, Mexico, Guatemala, El Salvador, Belize, Costa Rica, Nicaragua, Honduras, Panama, Colombia, Ecuador, Peru, Bolivia, Chile, Argentina, Uruguay, Paraguay, and Brazil.

## SALES BY REGION



**2,157** EMPLOYEES  
**51%** WOMEN  
**49%** MEN



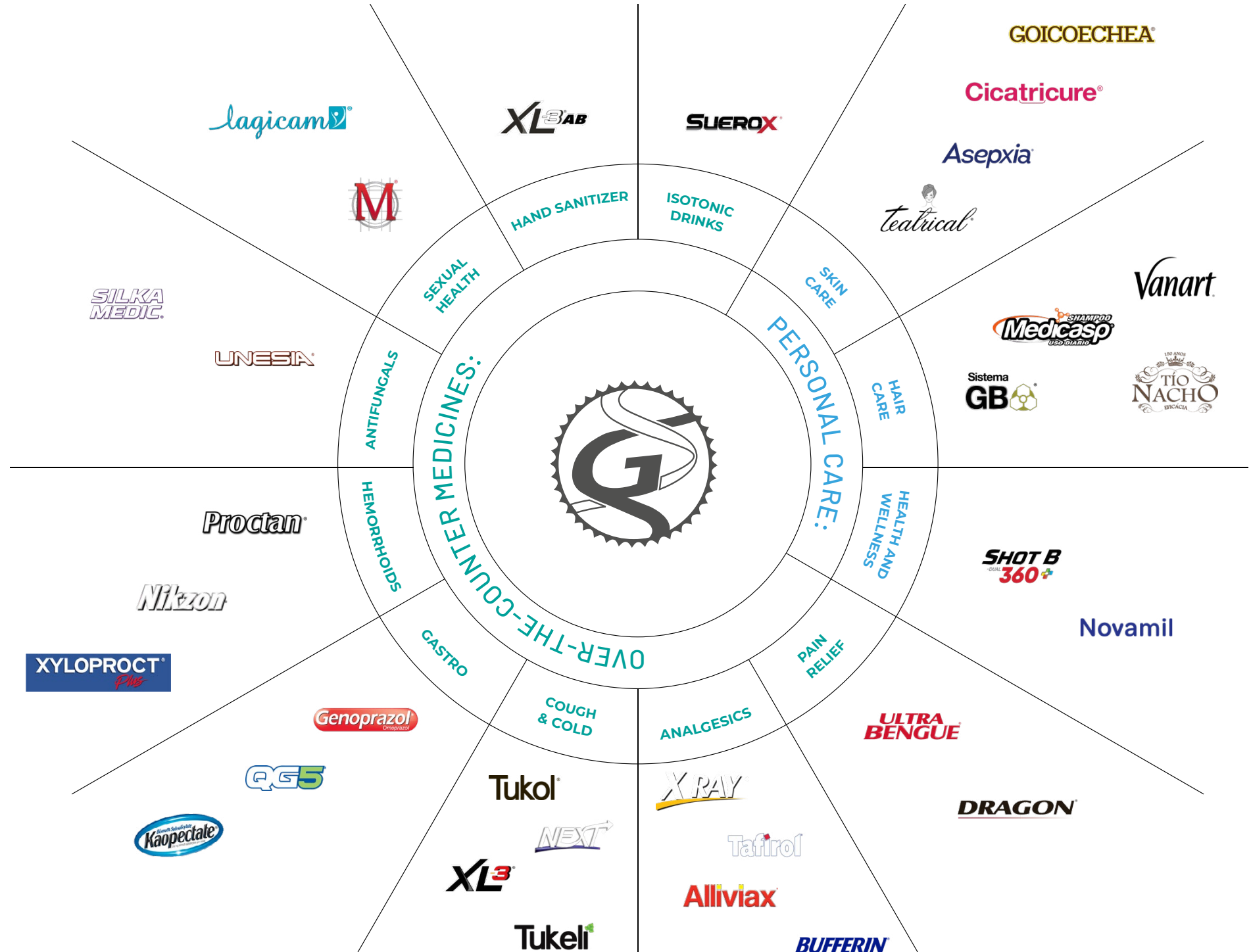
# OUR BRANDS

(GRI 2-6)

The main categories of our product portfolio are the following:

Over-the-counter (OTC) medicines can be purchased without a prescription and are available over the counter. These medicines are safe and effective as long as they are taken as per the directions on the label and as prescribed by a health care professional.

Cosmetics and personal care products are applied to the human body for the purpose of cleansing, improving, promoting attractiveness or changing its appearance, thus playing a fundamental role in all stages of our lives.





# 25 YEARS OF HISTORY

1996

In 1996, Rodrigo Herrera Aspra founded the company Genomma Lab, starting with his first anti-acne product, **Asepxia**.



2000

Genomma Lab already had **10 brands** in the OTC and personal care segments.



2003

From this year to date, **Genomma Lab** has been the laboratory with the highest growth rate in Mexico.



2005

We started expanding to countries in **Latin America**.



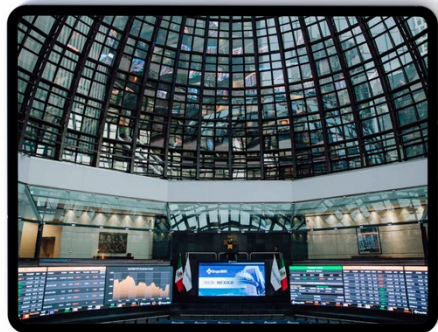
2007

Growth of the Personal Care portfolio, including brands such as **Tío Nacho**.



2008

In June 2008, **Genomma Lab** became a public company, the first laboratory in the history of Mexico.



Adherence to the United Nations Global Compact



2010

Regional expansion continued in countries such as **Brazil** and **the USA**.



2011

We added to our portfolio brands such as **Vanart**, **Pomada de la Campana** and **Alert**.



2013

Joined the **Price and Quotations Index (IPC, in Spanish)** of the Mexican Stock Exchange (BMV, in Spanish) and the Morgan Stanley EM Latin America and Mexico Index.



Expanded **OTC portfolio** with brands such as **Tafirol** in Argentina and **Losec A** in Mexico.



2018

Consolidation of our **Growth Strategy**.

Launch of **GENBOOK**, the essence of the Company's culture.



2019

We obtained the **exclusive license** to market Novamil in Mexico from UP International in France.



Launched in Mexico our **Groomen** brand of razors in association with Edgewell in the USA.

2020

Joined the **Dow Jones Sustainability Index MILA**.

Member of **Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA

Joined the **S&P/BMV Total Mexico ESG Index**.



15th year of being an **Empresa Socialmente Responsable (ESR)**.



2021

Obtained **the Good Manufacturing Practices (GMP) Certification** granted by Mexico's Federal Commission for Protection against Health Risks (*Comisión Federal para la Protección contra Riesgos Sanitarios, COFEPRIS*) for the solids line (direct compression and uncoated tablets) and the semisolids line (ointment, gel and cream) of our first pharmaceutical plant in Mexico.

Started operations of our first **Industrial Complex in Mexico**, aimed at optimizing the accessibility of over-the-counter medicines and personal care products in the region.



Celebration of our **25th anniversary "Año de la GENTE"** ("Year of the People").

Launched our **2025 Sustainability Strategy**.



Launched the **Tío Nacho line with a sustainable approach**.



# MESSAGE FROM RODRIGO HERRERA

CHAIRMAN OF THE BOARD OF DIRECTORS

(GRI 2-22)



*To all our stakeholders, I am addressing you on behalf of the Board of Directors of Genomma Lab Internacional to share with you, through this report, the results achieved by the Company during 2021, a significant year for all of us who are part of this great team, as we celebrate 25 years of Genomma Lab.*

These past two years have been challenging for all of humanity; we faced a global pandemic that shattered the status quo, but at the same time represented a unique opportunity to reinvent ourselves.

I want to emphasize our gratitude for the trust placed in Genomma Lab on a daily basis. We are naming 2021 the **“Year of the People”**, celebrating the contribution made by each person who belongs to this great team to achieve all the goals we set for ourselves, even in times of complexity and uncertainty.

I am talking about our business partners, suppliers, investors, customers, clients and each and every link in this great system. Thank you for joining us, for being resilient, thank you for transforming, for resolving, for never giving up, for always remembering the purpose that unites us, the genuine desire to improve people’s health and well-being.

**We call our comfort zone CHANGE...**

The formula for success is the space where three elements coincide: the interest in the common good, the passion for innovation in the field of health and well-being, and maintaining a profitable business.

Every decision we make is made with the conviction that it will be the best for the environment. Humanity is going through a complex public health situation, with strong economic repercussions. Therefore, the importance of adapting, which makes us unique, generating opportunity gaps for improvement.

At Genomma Lab we believe in a long-term vision, in building for and by the future because we are a team of people committed to a higher purpose. We want to be the most important personal care and OTC medications company, but mainly the one that generates greater well-being in Latin America and the Hispanic market of the United States.

I would like to share that we are concluding the phase of vertical integration in product manufacturing and marketing. We are investing in infrastructure and making our value chain more efficient, with the clear objective of increasing manufacturing capacity while lowering prices so that a much larger number of the population can acquire our products, backed by brands with solid know-how and value in the countries where we are present.

It is important to highlight that despite the challenge posed by the sanitary emergency in the region, during 2021 we achieved a solid sales performance and continued to improve the profitability of our business.

The results obtained during this juncture show the support of a committed team with great talent, capable of adapting to a challenging context, turning it into an opportunity to grow and fulfill our operational and expansion strategy.

All our plans and actions in the short, medium and long term are supported by a transversal sustainability strategy whose ultimate goal is to



*“...For Genomma Lab 2021 was a year of celebration and learning, and we are confident that 2022 will be an extraordinary year for humanity...”*

generate a positive impact in the communities where we operate, while at the same time reducing the environmental impact in all our processes.

We continue to invest in Mexico. We believe in its future, so we invest in infrastructure and talent, so that our products continue to cross borders, generating sales and profits that return to our country of origin.

For Genomma Lab 2021 was a year of celebration and learning, and we are confident that 2022 will be an extraordinary year for humanity.

*I appreciate the vote of confidence placed in our ability to create integral value for everyone and for our environment. We have a long way to go in our goal of empowering people to have excellent health and well-being, a purpose that is not the goal at the end of the road, but the road itself. Thank you for joining us on this journey.*



*"...The results obtained during this juncture show the support of a committed team with great talent, capable of adapting to a challenging context, turning it into an opportunity to grow and fulfill our operational and expansion strategy..."*

**RODRIGO HERRERA**  
CHAIRMAN OF THE BOARD OF DIRECTORS  
Genomma Lab Internacional, S.A.B. de C.V.

# LETTER FROM JORGE BRAKE

CHIEF EXECUTIVE OFFICER OF GENOMMA LAB

(GRI 2-22)



*To all our stakeholders,*

I would like to begin by expressing my gratitude to each of you for the vote of confidence you place in Genomma Lab, and invite you to read this document, in which we share our activities, initiatives and achievements during the year 2021.

With its challenges, 2021 was a significant year for all the members of our great team, as we celebrated the first 25 years of operations of our company and named it the **“Year of the People”**, to thank all our employees who were fundamental to continue taking solid steps to consolidate the objectives we have set for ourselves.

## OUR 2021 RESULTS

We celebrate our 25th anniversary, and we continue to be a young company that continues to chart its course under a shared purpose that guides our decisions: **“Empowering people to have amazing Health and Wellness”**, with a clear vision of being the leading company in the categories of medicines, personal care, beverages and healthy nutrition.

We know that we continue to face unprecedented circumstances on the planet, yet we have managed to continue our sustained growth in sales and EBITDA for the third consecutive year. During 2021, consolidated net sales increased 11.7%, reaching 15.5 billion pesos, thanks to a solid innovation plan, extraordinary operational execution and a continued focus on profitability, achieving an EBITDA margin of 20.7% and operating profit of 3.0 billion pesos

## OUR GROWTH STRATEGY

The Company continues to demonstrate that it is prepared to face unprecedented challenges. Therefore, we have updated the successful growth strategy we launched in 2019, adapting and optimizing it to respond to current challenges. As a result, we added two new components to the four existing pillars: **Product Innovation and Portfolio Optimization, Strategic Alliances, Communication and Integrated Marketing, Seamless Go-To-Market, Organization, Corporate Culture and Sustainability, and Manufacturing and Supply Chain**, allowing us to operate with the adaptability that characterizes us, as well as to generate value for our shareholders and the environment. Throughout this report we will provide a breakdown of each of these pillars.

As a result of the updating of our growth strategy, mainly in the areas of Manufacturing and Supply Chain, Communication and Integral Marketing, as well as Best in Class Go-To-Market, we were able to respond successfully to one of the most visible effects of Covid-19: the disruption of supply chains, in the face of which Genomma Lab was able to acquire inputs in a complicated global context, with the ultimate goal of ensuring the availability of our products to continue responding to the current needs of our customers and clients in an efficient manner.

Similarly, in order to improve the accessibility and affordability of our products, we continue to expand our sales channels, focusing on trade channels and new forms of digital communication, as well as innovating with specific presentations that adapt to the needs of customers who opt for the traditional channel.

In addition, I am pleased to inform you that during the past year we obtained the Good Manufacturing Practices (GMP) Certification granted by Mexico’s Federal Commission for Protection against Health Risks (Comisión Federal para la Protección contra Riesgos Sanitarios, COFEPRIS) for the solids line (direct compression and uncoated tablets) and the semisolids line (ointment, gel and cream) of our first pharmaceutical plant in Mexico. This result contributes to the objective of having a manufacturing capacity that ensures the superior quality of our products at accessible prices, so that more and more people can get to know and choose them.

Also, during 2021, we continued to focus our efforts on maintaining Product Innovation and Portfolio Optimization as part of our day-to-day operations, aligned with the latest global trends, with more than 25 launches, brand extensions and new formats globally, always considering new consumer habits.

Through a disruptive regional platform, we have set out to attract international companies, entrepreneurs and scientists to negotiate Strategic Alliances, collaborating to strengthen and be part of the virtuous cycle of innovation. In addition, the teams in charge of product development on a global scale are continuously trained, and this year we focused on updating them on eco-design, seeking to create products with less environmental impact, in line with our 2025 commitment to sustainability.

Being the **“Year of the People”** and aiming to strengthen our pillar of Organization, Corporate Culture and Sustainability, we focused on providing tools to the entire team to ensure their professional development, investing in training and updating our performance evaluation processes globally. We reinforced the concept of diversity, inclusion and gender equality in all our activities, considering that a more diverse team generates innovation and productivity.

I would like to take a moment to acknowledge and thank all of our employees for keeping the operation running smoothly and with sustainable results. This includes those who are working from home, as well as those who have made possible the commissioning of our first manufacturing lines and the move of our distribution center to the new industrial complex, and those who support us in ensuring that our products travel long distances to be available at every point of sale.

### A COMMITMENT TO THE FUTURE

I want to recognize the importance of sustainability as a basic element of our business model and also highlight it as a fundamental tool to manage risks, which has been fundamental in the past two years. This becomes tangible every day and is a clear responsibility of each one of us, which is why we decided to formalize this commitment through the document “Our Sustainability 2025. A commitment to the future”, which was made public in February 2021. This commitment details specific actions that we will follow for the next four years, focusing on 10 strategic pillars of our operation, considering the responsible development of our products and our relationship with the communities in which we are present.

Our commitment is inspired by the urgent need to build a healthier environment for all people and to contribute to the fulfillment of specific goals of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. Our initiatives are aligned to the specific issues of our business and to the six pillars of the corporate growth strategy. Thanks to this effort we were considered for the second consecutive year to be part of the Dow Jones Sustainability MILA Pacific Alliance Index, being the only company in the Pharmaceuticals, Biotechnology & Life Sciences category, as well as in the S&P/BMV Total Mexico ESG Index, jointly developed by S&P Dow Jones Indices (S&P DJI) and the Mexican Stock Exchange (BMV).



*During 2021 we succeeded in implementing a variety of sustainable initiatives in relation to our products. Through the implementation of circular economy principles and using certified cardboard from certified forests for some of our packaging and recycled material for others, we obtained remarkable results. Our greatest achievement in this instance is the packaging of one of our most powerful brands, Tío Nacho, which is made from 100% recycled polyethylene terephthalate (PET).*

On the other hand, our new manufacturing plant in Mexico incorporated sustainability into its design, construction, infrastructure and technology, which will allow for cleaner, safer industrial processes with less impact on the environment. It is also worth mentioning that our transportation and that of our logistics suppliers is adhered to voluntary clean transportation programs in Mexico, Colombia and the United States.

As a priority, our contribution must be focused on the places where we operate, including our employees and their families, suppliers, business partners, customers, clients, and investors, as well as the communities in which we operate.

I could go on listing many actions, successes and achievements that make us proud and I emphasize that I am very satisfied to work with our organization and the results we have been achieving in this great Company, full of talented and empowered people to achieve the common good.

I would like to end by reiterating that Genomma is constantly changing, adapting, strengthening its “genes” to respond adequately to this highly variable context, always seeking to deliver the best results and the greatest possible value for our investors, customers, partners, allies and for our employees and their families.

I invite you to enjoy our 2021 Annual Report. Good luck!



**Jorge Luis Brake Valderrama**  
 Chief Executive Officer  
 Genomma Lab Internacional, S.A.B. de C.V.





# OUR 2021



SALES

**\$15,487.1** bn MXN

**+11.7%**  
annual  
growth

Inclusion in the  
**DOW JONES  
SUSTAINABILITY  
INDEX MILA**  
for the second year in a row.

Member of  
**Dow Jones  
Sustainability Indices**  
Powered by the S&P Global CSA



**+4,400,000**

of donated products  
globally since 2019



EBITDA

**\$3,209.8** bn MXN

**+9.8%**  
annual  
growth

Inclusion in the  
**S&P/BMV  
TOTAL MEXICO  
ESG INDEX**  
for the second year in a row.



Distintivo  
**HRC EQUIDAD MX**



E-COMMERCE

**+105%**

growth  
vs 2020

Launching of  
**TÍO NACHO  
SUSTENTABLE**



Alignment with  
**UN WOMEN'S  
EMPOWERMENT  
PRINCIPLES**  
In support of

**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**

Established by UN Women and the  
UN Global Compact Office



**+38,000**

people benefited in  
the *GEN Contigo*  
Volunteer Program



**1,116** tons

of recycled material in  
our packaging



**2021 THE  
"YEAR OF THE  
PEOPLE"**

# FINANCIAL SUMMARY

RESULTS	ANNUAL GROWTH	2021 <sup>1</sup>	SALES %	2020 <sup>1</sup>	SALES %
Net Sales	11.7%	15,487.1	100.0%	13,870.1	100.0%
Gross Profit	11.4%	9,563.2	61.7%	8,588.1	61.9%
Operating Profit	10.1%	3,046.6	19.7%	2,768.0	20.0%
EBITDA <sup>(2)</sup>	9.8%	3,209.8	20.7%	2,923.0	21.1%
Net Income	(6.8)%	1,307.9	8.4%	1,403.5	10.1%

BALANCE	ANNUAL GROWTH	2021 <sup>1</sup>	2020 <sup>1</sup>
Total Assets	0.9%	21,543.0	21,340.9
Total Debt	(8.1)%	5,904.3	6,424.0
Stockholders' Equity	13.9%	10,072.2	8,842.5
Cash Conversion Cycle	13 días	109	96

STOCK MARKET DATA	ANNUAL GROWTH	2021 <sup>1</sup>	2020 <sup>1</sup>
Price	14.0%	21.48	18.84
Earning per Share	(6.5)%	1.30	1.39
Book Value per Share	13.9%	9.61	8.44
Outstanding shares	0.0%	1,048.0	1,048.0

OPERATION	ANNUAL GROWTH	2021 <sup>1</sup>	2020 <sup>1</sup>
Collaborators	63.5%	2,157	1,319



<sup>1</sup> Figures in millions of nominal pesos and under IFRS (International Financial Reporting Standards), except for the stock data, number of units and collaborators.

<sup>2</sup> EBITDA- operating income before depreciation and amortization.

# VALUE CREATION MODEL

## OUR DNA ORIGIN AND PATH

PURPOSE

VALUES AND PRINCIPLES

VISION

MISSION

## OUR GROWTH STRATEGY



PRODUCT INNOVATION



BEST IN CLASS GO-TO-MARKET



WORLD-CLASS SUPPLY CHAIN



SUPERIOR BRAND VALUE & COMMUNICATION



STRATEGIC PARTNERSHIPS



ORGANIZATION, CORPORATE CULTURE AND SUSTAINABILITY

## OPERATING MODEL

OPERATION AND SUPPORT AREAS

MANUFACTURING

PROMOTION AND SALES

INNOVATION AND DEVELOPMENT

LOGISTICS AND DISTRIBUTION

CORPORATE

SUSTAINABILITY

## SUSTAINABILITY MODEL

RESPONSIBLE BUSINESS

ENVIRONMENT

SOCIETY

## OUR STAKEHOLDERS

EMPLOYEES

CUSTOMERS

COMMUNITIES

CLIENTS

SUPPLIERS AND BUSINESS PARTNERS

INVESTORS

AUTHORITIES

NGOS AND ACADEMIA

CHAMBERS AND SECTOR ASSOCIATIONS

MULTILATERAL ORGANIZATIONS

We have a clear purpose:

*“Empowering people to have excellent health and wellness.”*

## OUR VISION

is 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.

## OUR MISSION

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

## OUR GOAL

is, in line with our purpose, to be the healthiest company in the world because health and well-being are at the core of our business strategy.

## OUR DNA: OUR ORIGIN AND OUR PATH

1. We innovate. We empower our team to challenge the status quo.
2. We have an entrepreneurial spirit. We act as owners.
3. We make decisions and take risks based on information and analysis.
4. We are courageous. We always go out of our comfort zone looking for the best future for the company.
5. We have fun while working.
6. We generate trust externally and internally, by always meeting our commitments.
7. We focus on the most relevant priorities for our company's objectives.
8. We are passionate about what we do, because we know we are creating a common good.
9. We always work together as one team. United.
10. We learn quickly: We identify the best. We match the best. We outperform the best.

## VALUES AND PRINCIPLES



### WE ARE RELIABLE

We always do the right thing, with honesty, respect and reliability.



### WE BELIEVE IN MERITOCRACY

We recognize people based on their proven abilities.



### WE ARE HUMBLE

We recognize our vulnerabilities.



### WE ARE TRANSPARENT

We always tell the truth in an open and honest manner.



### WE CARE

We need you, we listen to you, you belong here, what you do is important.



### WE LEARN FROM OUR MISTAKES

We are not afraid to seek support from others.



### WE ARE INCLUSIVE

We value diversity and embrace our differences, as they make us stronger.



### WE ARE TRANSFORMATIONAL LEADERS

we develop and inspire by example; we help our team succeed.



### WE HAVE FUN

We work in a cheerful environment, where the most important thing is our supreme well-being and good spirits.

# OUR GROWTH STRATEGY



## PRODUCT INNOVATION AND PORTFOLIO OPTIMIZATION

Through this pillar we seek to create value for our customers, clients and society in general, focusing on combining science with the expectations and needs of our customers, with the objective of developing products that positively impact their quality of life, mainly their health and well-being.



## BEST IN CLASS GO-TO-MARKET

Present in +500,000 points of sale and with more than 100,000 products sold every hour of the day, we ensure that our products are always available and within reach of our customers. We work to perfect and adapt our presence in both traditional and modern channels, and we continue to develop our digital channel platforms, better known as E-commerce.



## WORLD-CLASS SUPPLY CHAIN

One of our main objectives is to implement more efficient and sustainable processes throughout our supply chain, positively impacting our different stakeholders. We consider it essential to maintain an ethical and trusting relationship with each of the suppliers that are part of this chain. We are also aware of the need for an efficient use of resources. Along these lines, we built and began operations at our new manufacturing plant.



## SUPERIOR BRAND VALUE & COMMUNICATION

This feature of our company results in four times faster execution, 70-80% lower costs, multiple interactions and a greater focus on the client.



## STRATEGIC PARTNERSHIPS

Ensuring the fulfillment of our purpose, in 2021 we have allied with UP International (infant nutrition) and Edgewell (razors).



## ORGANIZATION, CORPORATE CULTURE AND SUSTAINABILITY

Each one of our 2,157 employees that make up the great GLI team is essential to achieve our purpose and objectives as a company. Our priority is to promote the physical and emotional well-being, constant professional development and productivity of our people, offering a dignified, honest, safe, healthy, ethical and inclusive work environment with equal opportunities.

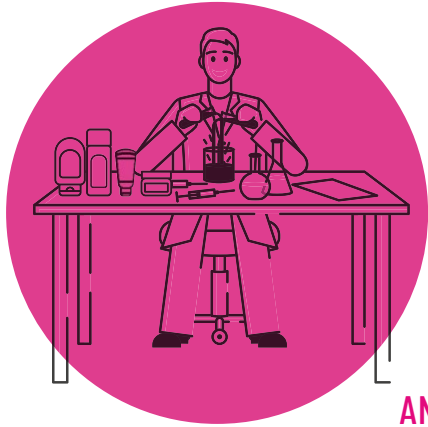
We promote the growth of each of our employees, in order to attract and retain key talent, in line with the value of meritocracy, teamwork and an unparalleled organizational climate.



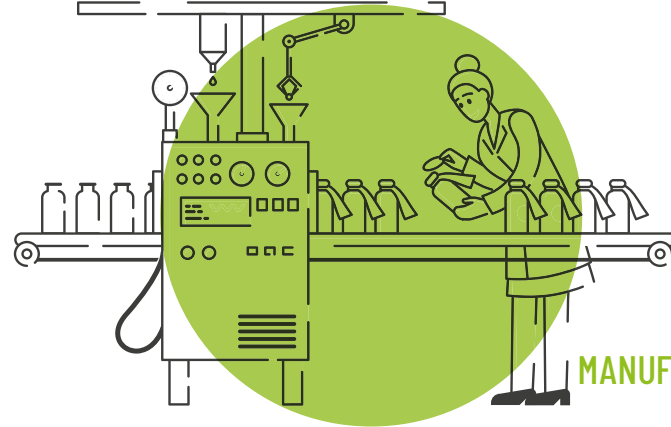
# OPERATING MODEL

The success of our operation is possible thanks to the proper interaction and integration of the different business, operational and sustainability areas.

## OPERATION AND SUPPORT AREAS



**INNOVATION AND DEVELOPMENT**



**MANUFACTURING**



**LOGISTICS AND DISTRIBUTION**



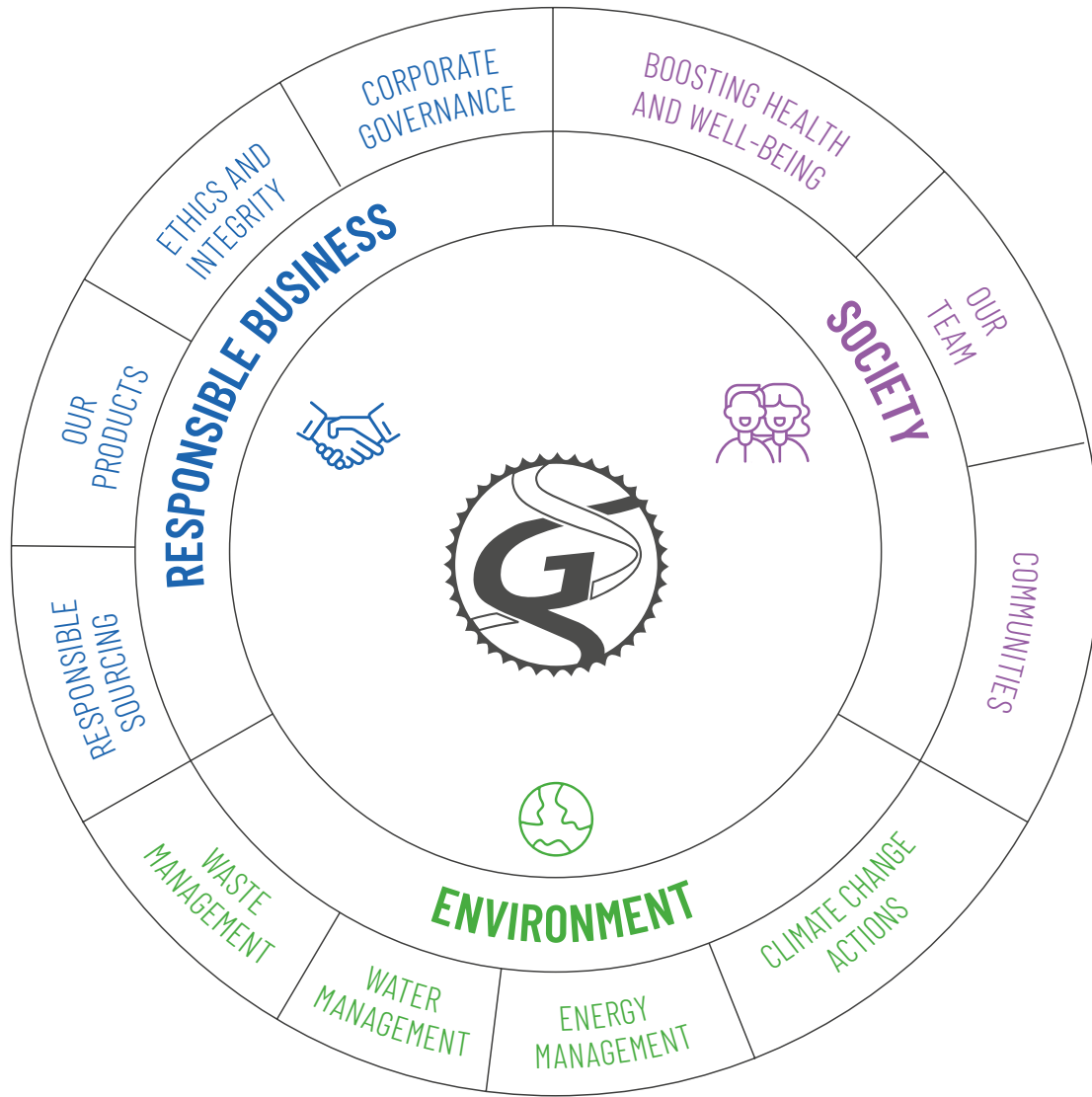
**CORPORATE MANAGEMENT**



**PROMOTION AND SALES**

## SUSTAINABILITY

# SUSTAINABILITY MODEL



# OUR STAKEHOLDERS

(GRI 2-29)

We are a transparent company committed to maintaining a continuous dialogue with our stakeholders, taking into consideration their interests, concerns and expectations, as well as promoting among them a global culture of participation, community, communication and commitment to the environment.

Through our Stakeholder Engagement Policy, we identify, analyze and prioritize operational risks that could negatively impact our environment. Our main stakeholders include the following:



EMPLOYEES



CUSTOMERS



COMMUNITIES



CLIENTS



INVESTORS



PSUPPLIERS AND BUSINESS PARTNERS



AUTHORITIES



NGOS & ACADEMIA



CHAMBERS AND SECTORAL ASSOCIATIONS



MULTILATERAL ORGANIZATIONS

See Annex on **page 190**, to learn more about our stakeholder engagement.



# 2025 SUSTAINABILITY STRATEGY

(GRI 2-23, 2-24)

We are committed to integrating sustainability best practices throughout our operations. Our investments have positive social and environmental impacts.

We do business with the environment in mind, always thinking of its development and integral improvement. We are one of the 29 companies with the highest commitment to sustainable development.

We have a Global Sustainability Committee, with the objective of outlining the Company's short- and long-term environmental, social and economic objectives. The Committee is responsible for monitoring the implementation and progress of sustainability initiatives, as well as designing action plans, policies and procedures that respond to the risks and opportunities of our business model in this area.

This Committee is led by the Chairman of the Board of Directors and the Chief Executive Officer and is comprised of leaders from the Company's strategic areas: Institutional Relations, Finance, Human Resources, Innovation & Development, Marketing, Regulatory Affairs, Manufacturing, Supply Chain, Investor Relations, Social Responsibility and Sustainability, and Country Managers.

In turn, the Global Social Responsibility Committee is part of this Committee, which makes possible the execution of social initiatives with local and international impact. This committee is chaired by the Vice President of Institutional Relations and integrated by Ambassadors with Purpose,

who are responsible for the implementation and management of social initiatives for each country or region where we operate.

In this line, and with the objective of building a sustainable future, we aligned our actions to a Sustainability Strategy with goals for the year 2025 focusing on 10 strategic pillars contributing to specific goals of the Sustainable Development Goals – SDGs- to achieve progress for the common good, always focused on our material issues.

See **page 190**, to learn more about our materiality analysis.

To learn more about our Sustainability Indexes, Awards and Rankings, please see **page 189**.



<sup>7</sup> According to the S&P/BMV Total Mexico ESG Index.



SUSTAINABILITY MODEL	MATERIAL SUBJECT RELATED	SUSTAINABILITY STRATEGY	PILLARS	OUR 2021 ACTIONS	SDG	SDG GOAL
Responsible business	Packaging and waste	Our Products	We focus on packaging, committed to integrating circular economy principles and sustainable design elements into our products. We encourage the incorporation of recycled materials and reduce the use of inputs in our packaging and containers.	<ul style="list-style-type: none"> <li>Secondary packaging with cardboard from certified sources</li> <li>Recycled material in our packaging</li> <li>Recyclability in our packaging</li> <li>Members of the Circular Economy Business Group (Grupo Empresarial en Economía Circular, GEECI) of Mexico's CANIPEC</li> <li>Microplastic-free rinsable products</li> </ul> <b>More information in the Innovation chapter.</b>		12.2, 12.4, 12.5
Responsible business	Responsible management of the value chain	Our Value Chain	Through our Sustainability Program for Suppliers, we promote good environmental, social and ethical practices among the members of our value chain, ensuring that they are aligned with the company's standards.	<ul style="list-style-type: none"> <li>Supplier Code of Conduct and Ethics</li> <li>Supplier Sustainability Assessment</li> </ul> <b>More information in the Supply Chain chapter.</b>		12.6
Responsible business	Responsible management of the value chain Climate change	Our Manufacturing Plant	Our new manufacturing plant in Mexico adopted, from its design and construction, sustainable infrastructure and technology that allows for cleaner, safer and more environmentally friendly industrial processes.	<ul style="list-style-type: none"> <li>Installing a cogeneration plant</li> <li>LED luminaires and use of natural light.</li> <li>Wastewater treatment plant</li> <li>Water saving technology for toilet facilities</li> </ul> <b>More information in the Supply Chain and Environmental Management chapters.</b>		9.4
Responsible business	Responsible management of the value chain Climate change	Our Logistics	In our business model, product transportation is a primary activity, which also means that it is one of our greatest opportunities to reduce the environmental impact of our operation.	<ul style="list-style-type: none"> <li>Clean transportation programs.</li> </ul> <b>More information in the Supply Chain and Environmental Management chapters.</b>		7.3
Environment	Operational waste	Our Waste Management	We are committed to reducing our own waste generation through prevention, reduction, recycling and reuse activities, contributing to the circular economy and preventing the loss of resources.	<ul style="list-style-type: none"> <li>We will prevent waste generated at our Distribution Center and Manufacturing Plant from reaching a landfill through recycling and reuse practices</li> </ul> <b>More information in the Environmental Management chapter.</b>		12.5
Environment	Water management	Our Water Management	Our goal is to adequately treat 100% of our operation's wastewater, implement technologies that facilitate the recycling and reutilization of water, and ensure the sustainability of water extraction, making efficient use of water.	<ul style="list-style-type: none"> <li>In 2021, through an outsourced water recycling program, we treated a percentage of the water used in our Distribution Center.</li> </ul> <b>More information in the Environmental Management chapter.</b>		6.3

SUSTAINABILITY MODEL	MATERIAL SUBJECT RELATED	SUSTAINABILITY STRATEGY	PILLARS	OUR 2021 ACTIONS	SDG	SDG GOAL
Environment	Climate change	Our Actions to Address Climate Change	Reduce the use of electrical energy through energy efficiency programs and the implementation of technologies with a lower environmental impact at our manufacturing plant in Mexico.	<ul style="list-style-type: none"> <li>Installing a Cogeneration Plant.</li> </ul> <b>More information in the Environmental Management chapter.</b>		12.2, 12.4, 12.5
Environment	Climate Change Packaging and waste Water management Operational waste	Our Integrated Management	Through our organizational culture, we encourage all our employees to think critically about sustainability and innovation.	<ul style="list-style-type: none"> <li>Sustainability Awards.</li> <li>Sustainability training for teams in charge of product development globally.</li> </ul> <b>More information in in the Corporate Culture chapter.</b>		12.6
Society	Promoting health and well-being  Attracting talent and employee development  Diversity, inclusion and gender equality in our team	Our Team	Our focus: employee well-being, development and ethics, seeking to provide them with equal opportunities for development and growth in a safe, transparent and inclusive environment.	<ul style="list-style-type: none"> <li>Employee Assistance Program.</li> <li>GEN Institute.</li> <li>Diversity, Inclusion and Gender Equality Global Committee.</li> <li>Adherence to the UN Women's Empowerment Principles (WEPs)</li> <li>Global team composed of 51% women and 49% men.</li> <li>HRC Equidad MX 2022 certification from the Human Rights Campaign Foundation.</li> <li>Since 2021 we have been part of "Éntrale, Alianza por la inclusión laboral de personas con discapacidad" (Alliance for the labor inclusion of people with disabilities).</li> </ul> <b>More information in in the Corporate Culture chapter.</b>		9.4
Society	Promoting health and well-being. Community outreach.	Our Contribution to Society	We seek the health and well-being of vulnerable communities, especially in the places where we operate.	<ul style="list-style-type: none"> <li>Genomma Lab Volunteering.</li> <li>Genomma Lab Foundation</li> </ul> <b>More information in in the Corporate Culture chapter.</b>		7.3



# INNOVATION

(GRI 301-2, 301-3) (SASB - CG-HP-410a.1, CG-HP-410a.2)

*"We used to think our future was in the stars. Now we know it's in our genes".*

James Watson<sup>1</sup>

<sup>1</sup> James Dewey Watson (Chicago, Illinois; born April 6, 1928) is an American biologist, famous for being one of the four discoverers of the molecular structure of DNA in 1953, winner of the Nobel Prize in Physiology or Medicine in 1962.

When we innovate, we empower our team to challenge the status quo. Innovation is in our DNA, it is the essence of who we are, what has led us to success in the past, what allows us to learn from our growth areas, and what drives us to continue building for the future.

We noticed that there is a strong trend in the market for products with a lower environmental impact. In addition, many customers are interested in learning more about the brands they consume and in buying products from environmentally responsible brands.

**Product Innovation and Portfolio Optimization** is the first of the six pillars of our growth strategy through which we seek to create value for our customers, clients and society in general, focusing on combining science with the expectations and needs of customers, in order to develop products that positively impact their quality of life, mainly their health and well-being.

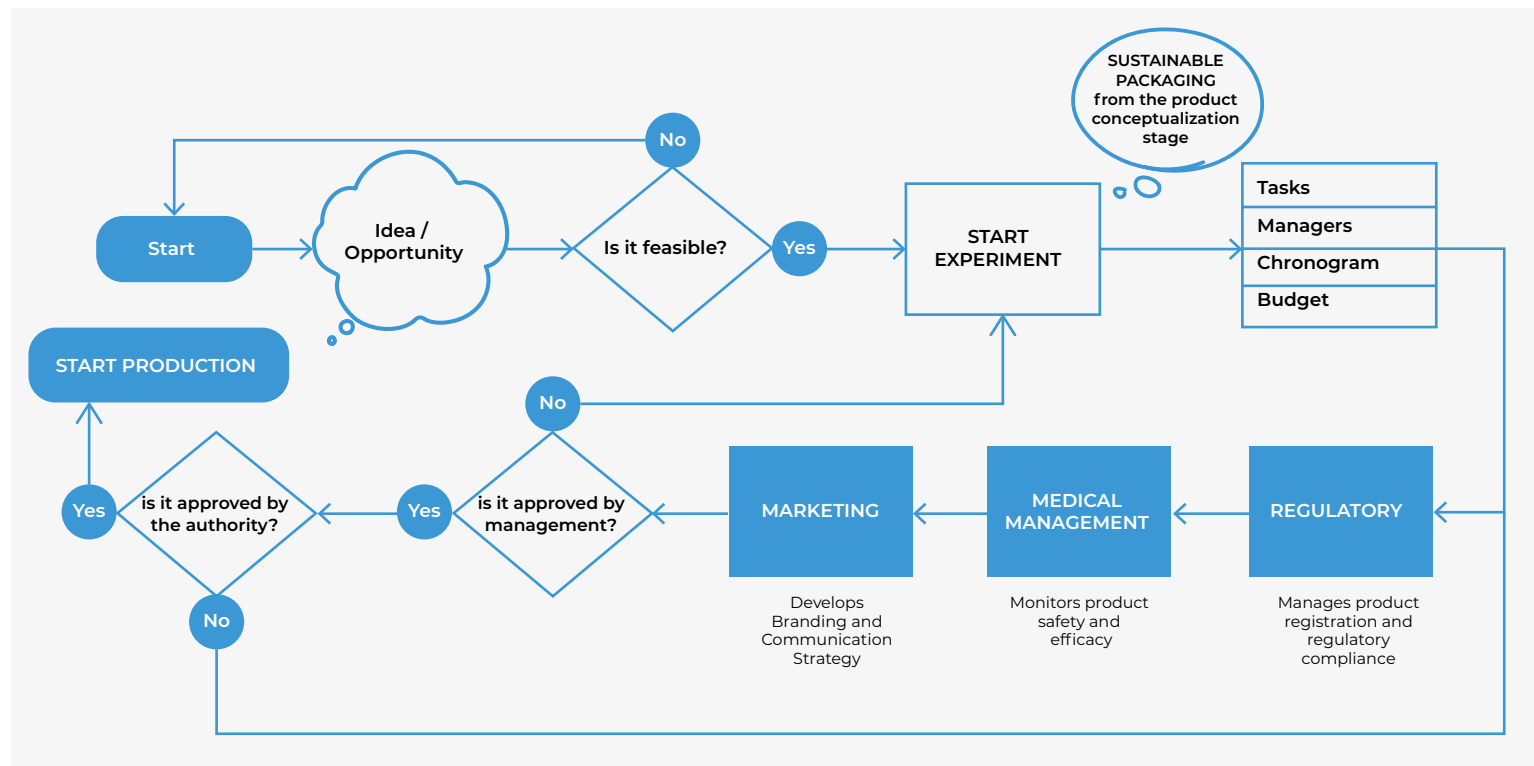
According to Genomma Lab Internacional's fourth quarter earnings report, Full Year 2021 Net Sales reached 15,459.8 million pesos, 11.5% (1,589.5 million pesos) higher than in 2020. This is the result of an efficient execution of Genomma Lab's operating strategy, supported by product innovation, the expansion of new categories, a greater presence in the traditional channel and electronic media (accessibility), as well as fewer restrictions related to COVID-19 in some countries where the company operates.

# NEW PRODUCT DEVELOPMENT PROCESS

(GRI 2-28)

Developing new products is key to the company's economic performance, as it is one of our main competitive advantages and

allows for a growth perspective that ensures that we are not dependent on the acquisition of new patents.<sup>2</sup>



The innovation process is led by the Innovation Committee, which is made up of the General Management and the Managers of the different strategic areas related to research, development and product launching, with the purpose of approving initiatives and providing feedback to make the process more efficient.

We have achieved a significant increase in market share thanks to the introduction of innovative products in categories with growth potential. To achieve this, we have worked hard to create value-added formulas, launch new brands and line extensions in different countries in the region, while at the same time developing new presentations of our products.

<sup>2</sup> Mexico Stock Exchange, Annual Report 2020.

Our product development process is divided in three stages:

### STAGE 1 PRODUCT, CUSTOMER AND MARKET RESEARCH

We strive to stay at the forefront of new trends in the industries that we are involved in. We attend international exhibitions and deploy research teams to major cities around the world to identify new product opportunities, monitor the latest market trends, and learn about the latest active ingredients used in the production of over-the-counter medicines.

### STAGE 2 FORMULA DEVELOPMENT AND PACKAGING DESIGN

We are constantly looking for opportunities to develop new formulas. We have a research and development team that analyzes existing products in the market of our different categories, such as over-the-counter medicines and personal care products, among others.

Product packaging design and visual presentation at the point of sale are key to Genomma Lab's business strategy. It is also through design that we add value to our brands and efficiently showcase their attributes, so that our customers can perceive their differential value and thus positively influence their purchasing decision. In the **Go to Market Chapter**, we will discuss this topic in greater depth.

### STAGE 3 FORMULA REGULATIONS

The Regulatory Management System, through the **Regulatory Support for Innovation** pillar, accompanies the business units in all categories by evaluating new formulas, combinations and new ingredients to offer customers innovative, safe and effective products.

The process ensures compliance with the applicable standard in accordance with the legislation in force in each country where we operate. This includes those laws related to registration, production, packaging, advertising and export. The company also conducts audits to verify regulatory compliance in the manufacturing process of its suppliers (maquila). The Regulatory Management section of this chapter explains the process in greater detail



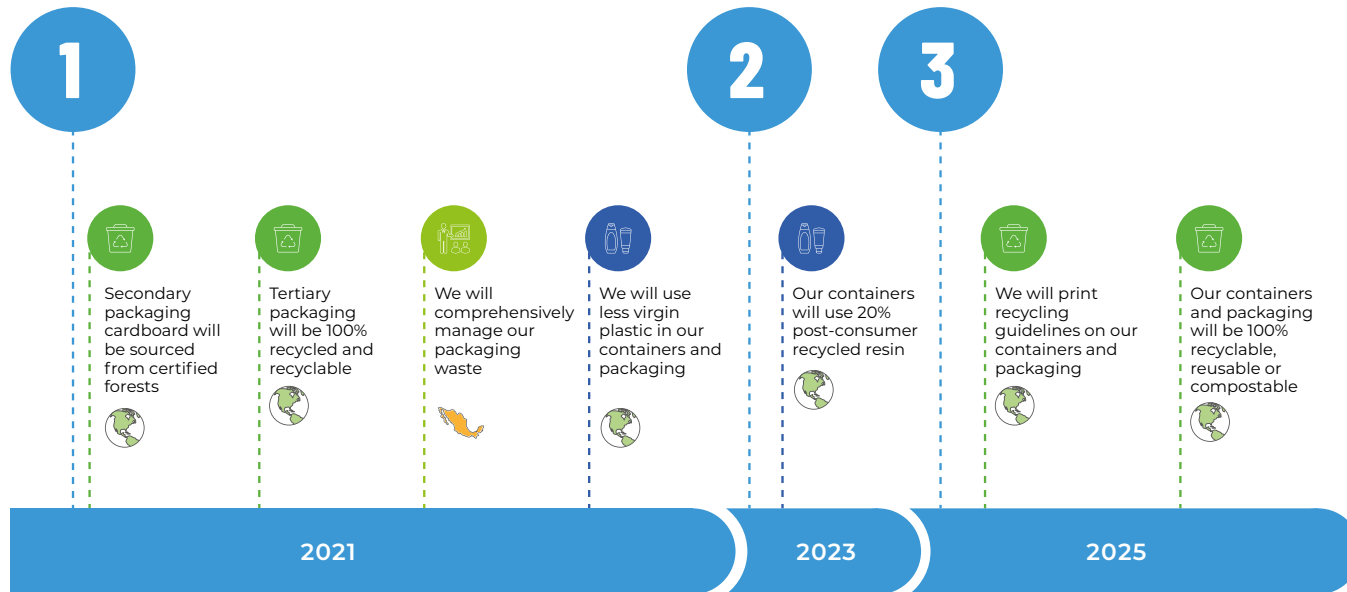
# TOWARDS A CIRCULAR ECONOMY: COMMITMENTS, PLANS AND GOALS

(GRI 301-1, 301-2, 301-3, 3-3) (SASB CG-HP-250a.4, CG-HP-410a.1, CG-HP-410a.2)

At Genomma Lab we are committed to integrating circular economy principles and sustainable design elements in our products. We seek to promote the incorporation of recycled materials, reduce the use of materials in our packaging and containers, ensure their recyclability and contribute to the

implementation of integrated waste management plans to prevent waste from ending up on the ground or in the oceans.

We have clear goals with a short, medium and long term vision as shown below.



<sup>3</sup> The glue allows the label to be easily removed from the bottles in industrial washing machines.

**Tío Nacho Sustentable**

*"We are betting on the redesign of one of our most emblematic products in the personal care portfolio, based on the company's 2025 Sustainability Strategy. Today Tío Nacho Sustentable is positioned as the choice in the shampoo category for the consumer segment that seeks environmentally responsible products."*

Jorge Brake, CEO

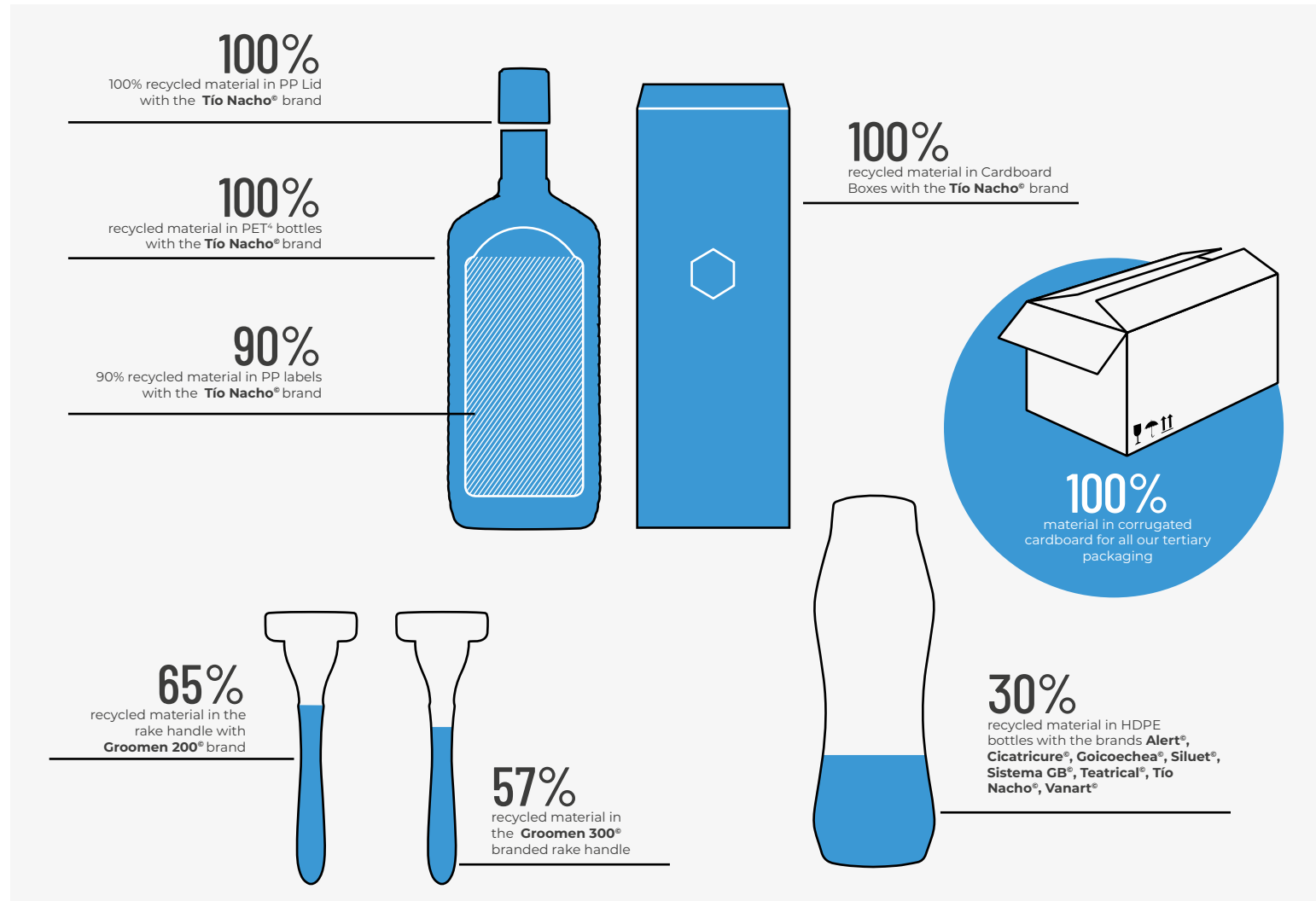
- 100% recycled and recyclable PP lid
- We use **sustainable components** to manufacture our packaging
- 100% recycled and recyclable PET bottle
- 90% recycled and 100% recyclable labels with wash-off technology<sup>3</sup>
- 100% recyclable Kraft cardboard box, 100% recycled with **material from certified forests**
- Carbon neutral packaging through the purchase of **Emission Reduction Certificates**

**SIMULTANEOUS PRESENTATION IN CHILE, COSTA RICA AND MEXICO**

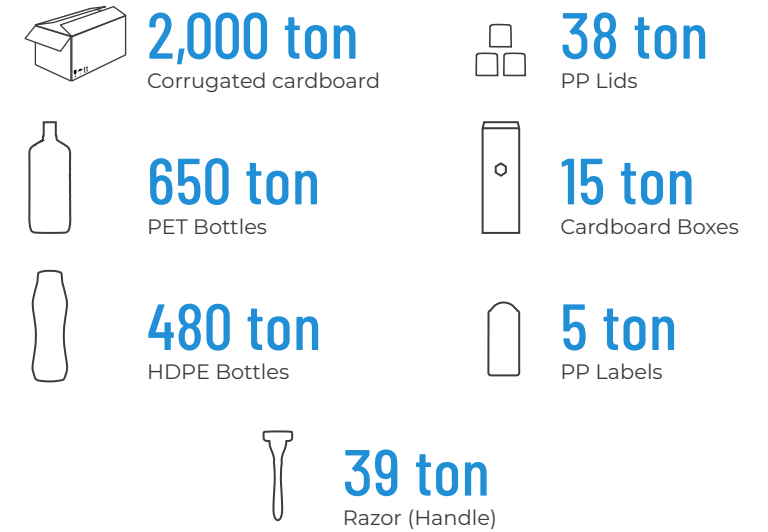
# INCLUDING RECYCLED MATERIALS IN PACKAGING AND LABELS

(GRI 301-1, 301-2, 301-3, 3-3) (SASB CG-HP-250a.4, CG-HP-410a.1, CG-HP-410a.2)

We are committed to reducing our waste generation through prevention, reduction, recycling and reuse activities, contributing to the circular economy and preventing the loss of resources. The following table shows our progress in this area.



## TONELADAS DE MATERIAL RECICLADO



In 2021, we have prevented the use of **1,116 tons** of virgin raw material in our plastic packaging through the incorporation of post-consumer recycled material.

<sup>4</sup> Polyethylene Terephthalate, also known by its acronym PET, is a type of plastic commonly used in containers and bottles of soft drinks, water and oil, among others. In addition to being 100% recyclable, its applications vary from the manufacture of more packaging to the production of fleece coats.

(GRI 301-1, 301-2, 301-3, 3-3) (SASB CG-HP-250a.4, CG-HP-410a.1, CG-HP-410a.2)

It is worth noting that the **Tío Nacho®** PET<sup>5</sup> container is made from 100% recycled material and our **Groomen** disposable razor has 65% and 57% recycled material in its handle for the Groomen 200 and Groomen 300 models, respectively.

The polyethylene containers of **Vanart, Alert, Cicatricure, Goicochea, Sistema GB, Siluet 40, Tío Nacho and Teatrical** contain 30% “I’m Green Recycled” post-consumer recycled material, developed by Braskem Idesa<sup>6</sup> and provided by our supplier Citrusla in Mexico.

Notably, we are part of the **Circular Economy Business Group<sup>7</sup> (Grupo Empresarial en Economía Circular, GEECI)** through which we implement and execute the Circular Economy and Post-consumer Waste Management Plan for Containers and Packaging for the Personal and Household Care Industry.

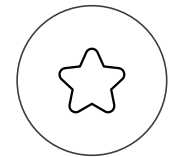
This plan aims to implement strategies and actions that promote the maximum use of post-consumer waste through partnerships with companies, civil society and the government. For more detailed information on the efforts undertaken within this plan, please refer to the **Environmental Management Chapter**.

We are also committed to the sustainable management of forest resources, using cardboard from certified forests in the secondary packaging of the **Tío Nacho, Shot Vita C, Sistema GB, Cicatricure and Lomecan** brands manufactured in Mexico.



# INNOVATION MODELS

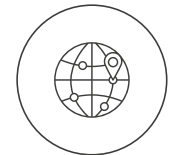
We approach innovation from different perspectives or models:



**New products (NP):** Development and launch of new brands in our portfolio.



**Line extensions (LE):** Any type of variation in the formulation or presentation of products belonging to a previously existing brand within our categories.



**Expansion of international presence (EIP):** We replicate successful brand launches in the various countries where we operate



**Affordability (A):** We seek to diversify and adapt the presentation of our products to facilitate our customers' access to them in the different sales channels.



**Environmental performance (EP):** In line with the goals established in our 2025 Sustainability Strategy, we aim to reduce the environmental impact of our products.

<sup>5</sup> Polyethylene Terephthalate, also known by its acronym PET, is a type of plastic commonly used in containers and bottles for soft drinks, water and oil, among others. In addition to being 100% recyclable, its applications range from the manufacture of packaging to the production of fleece coats.

<sup>6</sup> Press release: <https://www.braskemidesa.com.mx/noticia/consolidan-alianza-para-impulsar-economia-circular-al-utilizar-resina-reciclada-en-envases-plasticos-de-genomma-lab>

<sup>7</sup> It is a special program formed by a group of companies, called the Circular Economy Business Group (Grupo Empresarial en Economía Circular, GEECI), whose objective is to implement and execute the Circular Economy and Waste Management Plan for this industry's packaging, through the development of strategies and actions within a specialized management plan, thereby achieving a reduction in the generation of waste from the sector's containers and packaging. Website: <https://www.geeci.org.mx/>



## INNOVATION IN PERSONAL CARE PRODUCTS

Cosmetics and personal care products used on the human body have the purpose of cleaning it, improving it, increasing its attractiveness or changing its appearance, thus playing a fundamental role in all stages of our life.

*Our Personal Care product innovations are widely accepted in the consumer market. Proof of this is that 25% of the turnover of the main Personal Care brands corresponds to new launches, and growth continues in all our countries of operation.*

The following table details the main innovations in our Personal Care products:

**CICATRICURE® GOLD LIFT**

High quality product at an affordable price (Affordable Luxury).

**Tightening effect**

**Reduces gravitational wrinkles in 2 weeks**

**Eye and Mouth Duo Contour, unique in its massive category**

**Launch of Cicatricure Serum VIT C en in Latin America (Argentina and Chile)**



Maquillaje LIQUIDO  
EFFECTO LIFTING  
Para todo tipo de piel\*  
AYUDA A REDUCIR ARRUGAS GRAVITACIONALES ACABADO UNIFORME Y NATURAL  
GOLD & LIFT  
Maquillaje LIQUIDO  
Tono: 2 MEDIO  
Con Glicerol, Dto. y Silicio  
Cont. Neto 30 mL

**SÉRUM FACIAL EFECTO TENSOR**  
REDUCE ARRUGAS GRAVITACIONALES EN 2 SEMANAS\*  
PARA ROSTRO, CUELLO Y ESCOTE  
CONT. NETO 27 ml

**Cicatricure® GOLD LIFT C**

Con Glicerol, Dto. y Silicio  
Cont. Neto 30 mL

**SÉRUM FACIAL EFECTO TENSOR**  
REDUCE ARRUGAS GRAVITACIONALES EN 2 SEMANAS\*  
PARA ROSTRO, CUELLO Y ESCOTE  
CONT. NETO 27 ml

NO REPIELA SU TAMAÑO REAL.



**CICATRICURE® ANTIMANCHAS**

We enter the anti-blemish segment in Mexico

**SERUM ACLARANTE VIT C**

EL VISIBLEMENTE MÁS UNIFORME Y LUMINOSA EN 7 DÍAS

**10% NANO VIT C\***

REINFORZADO CON VITAMINA C Y E CON ACCIÓN OXIDANTE.

ACTÚA EN DISTINTOS TIPOS DE MANCHAS EN LA PIEL

**ROSTRO, CUELLO Y ESCOTE**

TEXTURA LIGERA DE RÁPIDA ABSORCIÓN

**SIN SENSACIÓN GRASOSA**

CONT. NETO 30 mL

**Cicatricure® ANTI-MANCHAS**

**SERUM ACLARANTE VIT C**

**10% NANO VIT C\***

PIEL VISIBLEMENTE MÁS UNIFORME Y LUMINOSA EN 7 DÍAS

- Potenciado con Vitamina C y E con acción antioxidante.
- Actúa en distintos tipos de manchas en la piel\*

**SIN SENSACIÓN GRASOSA**

Cont. Neto 30 ml




## TIO NACHO® ANTIDAÑO CON ALOE VERA Y JALEA REAL

In the U.S. it achieved **growth of more than one million dollars in sales**

**Segment development within hair line**



# ASEPXIA® GEN/GENÉTICA

Dermatologically tested specialized line

For oily and shiny skin in Latin America

We provide accessibility to special dermo-cosmetic grade products



Broad portfolio for oily skin with cleansing gel, SPF 50, mattifying cream and exfoliating cleanser



# GOICOECHEA® DOBLE MENTOL

Brand specializing in legs

Tackles swelling, tired legs and spider veins



# MEDICASP®

New package format (sachet) for the Andean region



# FERMODYL® KERATINA

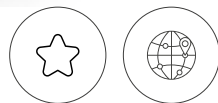
Now with keratin



# TRIATOP®

Anti-dandruff with **added keratin**

Launch in **Argentina**



# SISTEMA GB®

Hair loss treatment



# LOMECAN® V

Feminine wash with micellar technology



# TÍO NACHO® RECONSTRUCTOR

Launch in Brazil



## TÍO NACHO® SUSTENTABLE



Simultaneous presentation in **Mexico, Chile y Costa Rica**

Packaging with **recycled and recyclable materials**

**Carbon neutral** packaging in its manufacture



## DIABETTX®



Antiperspirant-deodorant

Designed specifically for people with diabetes



## TEATRICAL®

Launch of micellar waters in Latin America



## NEXT®-AB

Launch of liquid soap



## VANART®

Polyethylene packaging made from **30% post-consumer recycled material**



## GROOMEN®

Launch of its new Karboon by Groomen® disposable razors, with a **cartridge life of more than 100 days** and presence in the most important retailers in Mexico



## SUEROX®

Launching of **Suerox Aloe Vera-Lychee**



## SUEROX®

Launch of **Suerox Coconut Refresh** with Zinc and sugar-free in the United States

Over one million dollars in sales within 6 months

Launch of Suerox® **Lemon-Lime Lift** with added Zinc to stimulate the immune system



## INNOVATION IN OVER-THE-COUNTER MEDICINES

As stated in the GLI 2021 Materiality Analysis Update, from the OTC medicines innovation area we work to develop innovative, cost-effective medicines, using efficient processes and with a lean structure, that contribute to improving the health and well-being of the population.

*In order to continue contributing to the accessibility and affordability of medicines, we have made innovations in the presentation of some of our products to adapt them to the needs of customers who opt for the traditional channel<sup>8</sup>.*

The following table details the main innovations in our over-the-counter medicine products:

**SHOT-C®**

With vitamin C

Launch in **Chile and Colombia**

Innovation Shot-C® Tabs **chewable tablets**

Easy to use



Combines **Vitamin C, A, D, Zinc and Propolis**

Enters the **prevention and immunity market**

Available in a **6 tablet blister pack presentation**

CONT.: 60 TABLETAS MASTICABLES DE 800 mg CADA UNA  
T VITA C TABLETAS MASTICABLES

Mandarina - Miel



**ALLITRIPLE®**

To treat pain requiring **greater analgesic potency**

Achieved an **additional 240% in sales** over the target for the year



1 ALIVIO DEL DOLOR  
2 ACTÚA SOBRE LAS FIBRAS NERVIOSAS DEL CUERPO  
3 DISMINUYE INFLAMACIÓN

Caja con 20 Tabletas



**LIRIS®**

Launch in **Brazil**

New category of ophthalmic drops



**LIRIS**  
carmelose sódica 5 mg/mL  
PROTEGE E LUBRIFICA OS OLHOS

MELHORA DA IRRITAÇÃO, ARDOR E SECAURA DOS OLHOS CAUSADOS POR VENTO, SOL, CALOR E AR SECO

USO ADULTO  
Uso oftálmico  
Solução oftálmica estéril

Contém: 10 mL



# TAFIROL®

Launch of Tafirol® Flex in Argentina

Combines analgesic and anti-inflammatory properties



# NEXT® IMMUNE

New line of vitamins and supplements



# PIECIDEX®

Launch of the new Piecidex variety in Argentina

Anti-fungal foot cream with improved absorption and drying



# BUFFERIN®

Launch in the United States

Antibacterial gel under the Bufferin brand name



XL-3®

XL-3 AB antibacterial  
gel reformulation



 *Angel* para la Innovación

*We launched a regional program for Latin America, called **Angel for Innovation**. We invited entrepreneurs to present disruptive and innovative solutions for products and services aligned with the Company's purpose, in order to find new partners and strengthen our portfolio.<sup>8</sup>*

The conditions of the program can be consulted on its website at:  
[angeldelainnovacion.com](http://angeldelainnovacion.com)

<sup>8</sup> Website: <https://www.mundoempresarial.pe/empresas-mundo-empresarial/4274-geomma-lab-lanza-programa-dirigido-a-emprendedores-en-latinoamerica.html>





# SAFETY AND EFFICACY OF OUR PRODUCTS

(GRI 416-1, 3-3)

As Genomma Lab, we ensure that 100% of the formulas we sell have undergone safety and efficacy studies according to the processes that we detail, as follows:

## PRODUCT EVALUATION

The Medical Management area provides medical and scientific support to ensure the safety and efficacy of all our products. Our experienced and highly trained team is responsible for conducting research on the functionality of our products through clinical and cosmetic efficacy studies.

The product testing process aims to ensure that all our pharmaceutical and personal care products have the support of a safety profile that allows us to start or continue commercialization. The purpose of this profile is to monitor possible risks that may arise and to take the necessary actions to prevent them, in order to offer safety, confidence, health and well-being to our customers. It also provides the necessary scientific support for the generation of creative concepts for the areas of Brand Operations and Creativity

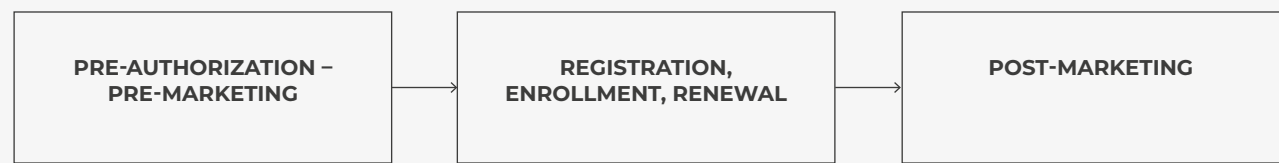


## PHARMACOVIGILANCE

(SASB HC-BP-210 a.2)

### MACRO PROCESS PHARMACOVIGILANCE, TECHNOVIGILANCE AND COSMETOVIGILANCE AT GENOMMA LAB

**Main goal:** Creating and supporting our safety profile



**Routine activities:**  
Monitoring, Clinical Trials for all Phases, Cosmetic Efficacy and Safety Studies, Brand Development and Design.

**Clinical Trial Reporting  
Adverse Event Reporting  
Preparing and presenting the  
Risk Management Plan**

**Support per r  
egulatory requirement,  
global or local  
regulation  
  
Compliance**

**Routine activities:**  
Implementing the Risk Management Plan, Periodic Safety Report, Pharmacovigilance report, Technovigilance Report, Monitoring and Reporting on the Individual Case Safety Report, Reporting System, Customer Service, Warning Generation, Training Program, Information, Literature search.

**Additional activities:**  
Development and implementation, Follow-up

**PATIENT SAFETY, REPORTING TO THE AUTHORITY, COMPANY COMPLIANCE**

## PRODUCT LIFE CYCLE

This process, led by the Medical Management area, defines the actions and strategies to be carried out to monitor the safety profile of our pharmaceutical products (medicines) during their life cycle.

The process follows current international and local regulations.

During 2021, there were no pharmacovigilance inspections by the U.S. Food and Drug Administration (FDA) resulting in any corrective or preventive action.

<sup>9</sup> Website: <https://www.mundoempresarial.pe/empresas-mundo-empresarial/4274-genomma-lab-lanza-programa-dirigido-a-emprendedores-en-latinoamerica.html>

# COSMETIC SAFETY AND EFFICACY

(GRI 416-1,3-3)

For our **Personal Care** category, according to the target population and type of product, the necessary precautions are established to ensure the safe use of the product

During 2021, 182 cosmetic safety and efficacy studies were conducted by the Medical Department, following standardized and current global methodologies. They covered both the 2021 product innovation plan and the 2021 remediation plan, with some innovations standing out for their performance, such as **Cicatricure Serum Intensivo Gold**, **Cicatricure Contorno de ojos** and the **Lomecan Therapy line**.

*A total of 57 products were also assessed, including Cicatricure, Asepxia, Teatrical, Tío Nacho, Lomecan, Groomen and Goicoechea, among others. All the products showed good results in terms of safety and efficacy.*

We also worked closely with the Brand Operations and Regulatory areas to establish the best strategy to design safety and efficacy studies for each product, focused on optimizing resources and sales strategies.



# CLINICAL TRIALS

(SASB HC-BP-210 a.2) (GRI 409-1, 3-3)

As part of the product innovation and development process, if necessary, the Medical Management area conducts clinical safety and efficacy studies within its certified laboratories (physicochemical, microbiological and cosmetics laboratories) to determine the specifications in accordance with the safety limits established by regulatory agencies.

Since the OTC medicines marketed by Genomma Lab are released patents that are already on the market, i.e., they are currently not in the testing phase, no clinical trials are being<sup>10</sup> conducted for the time being. The Medical Management area compiles the existing documentation on the input to support the processes of different areas of the company.

*It should be noted that the clinical trials<sup>11</sup> carried out by the Medical Management team adhere to the Good Practices of Clinical Research, which includes in point 1.10: [...] to safeguard the physical and mental integrity of subjects participating in clinical trials [...].*



<sup>10</sup> Any research that is conducted in humans with the intention of discovering or verifying the clinical, pharmacological and/or any other pharmacodynamic effects of investigational product(s) and/or identifying any adverse reactions to investigational product(s) and/or to study the absorption, distribution, metabolism and excretion of investigational product(s), with the aim of testing their safety and/or efficacy.

<sup>11</sup> Any research that is conducted in humans with the intent of discovering or verifying the clinical, pharmacological, and/or any other pharmacodynamic effects of the investigational product(s) and/or identifying any adverse reaction to investigational product(s) and/or to study the absorption, distribution, metabolism and excretion of investigational product(s), in order to verify its safety and/or efficacy.

# REGULATORY COMPLIANCE

(GRI 2-27)(GRI 416-2, 3-3) (SASB - HC-BP-210 a.2)

During 2021 Genomma Lab had around 62 health surveillance processes throughout the region, mainly in Mexico, Colombia, Argentina, Peru and Chile, of which 85% came from health authorities and 15% were requested by CANIPEC in Mexico. The main reason for surveillance in most cases is to request support on claims, either in advertising or labeling. For this purpose, in line with our commitment to transparency and respect for voluntarily signed codes of ethics, we submit the available support for each product, and in some cases we make improvements according to the authority's own criteria.

It is also important to note that the vast majority of cases were resolved satisfactorily and effectively. And that during the last 4 years, the organization has not received any US FDA Form 483<sup>12</sup> or their equivalent, either at its own manufacturing sites or at maquila sites.



## REGULATORY AFFAIRS MANAGEMENT

Genomma Lab's regulatory team consists of three pillars: **Regulatory Operations, Regulatory Support for Innovation and External Influence**, in addition to the local regulatory contribution made in each of the company's countries of operation.

*During 2021, thanks to the **Regulatory Operations team, we were able to consolidate an efficient and comprehensive process for managing procedures, focused on compliance, which allowed us to have a high degree of effectiveness in approvals (96%). This enabled several countries to sell "Crown Jewels"**<sup>13</sup> products, such as **Nikzon and QG5 in Chile and Bolivia.***

We also secured **25 new over-the-counter medicine registrations**. In addition, we implemented an **art harmonization process** (59% reduction of SKUs<sup>14</sup> in 12 products), which has the potential to provide greater agility and compliance to the business, based on a substantial reduction in complexity.

## SAFETY ASSESMENT TEAM

The Safety Assessment Team (SAT) was created in 2018, and since then it is responsible for supporting safety assessment in special cases, such as personal care products, food and phytomedicines, where regulatory guidelines are not sufficient to ensure the quality and safety of products.



## HAZARDOUS PRODUCTS MANAGEMENT

(SASB CG-HP-250a.1, CG-HP-250a.2)

The regulatory area assesses the ingredients of our formulations by applying regulatory criteria of the countries where we operate. Additionally, it incorporates opinions from the different international reference entities or organizations (mainly Europe and the United States), which include the main requirements established in the European legislation or Regulation for Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), which is adopted in order to improve the protection of human health and the environment against the risks derived from chemical substances and mixtures.

It is important to mention that our products are regulated, and therefore, formulated with permitted ingredients that are both safe for human health and the environment. We declare that none of our ingredients are subject to California's Department of Toxic Substances Control (DTSC), do not contain substances of very high concern (SVHC) under the REACH regulation, nor are they listed in the FDA's MedWatch database of safety alerts for human medical products. Consequently, we have not identified any revenues from products that could pose a health risk to the customer, nor have there been any reported cases of death from the consumption of products manufactured or distributed by the company.

<sup>12</sup> A Food and Drug Administration (FDA) Form 483 is issued to company management at the end of an inspection when an investigator has observed any condition that, in their judgment, may constitute a violation of the Food, Drug and Cosmetic (FD&C) Act and related laws

<sup>14</sup> A SKU is a set of numbers and letters used to identify, locate and track a product internally in a company or store. Hence the origin of the English term, Stock Keeping Unit, which in Spanish is used as "Referencia de Almacén" (Warehouse Reference).

<sup>13</sup> High market demand

The following are some tools that complement the safety assessment of our products:

### BRAIN

A tool that provides parameters from a toxicological point of view for approximately 1,200 ingredients used in cosmetics. This allows to define the margin of safety (MOS) of cosmetic ingredients in a formulation and to alert the innovation team about possible regulatory restrictions to be considered.

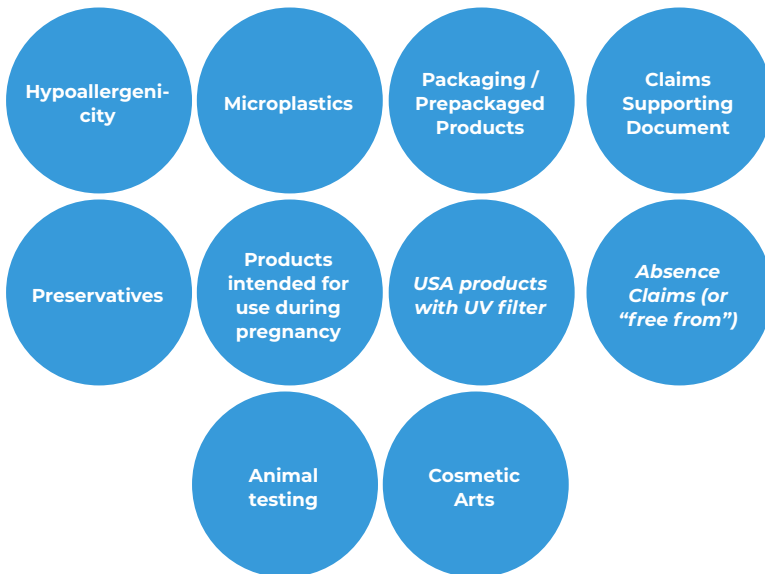
### Innovation Assessment

process where an idea or innovation is assessed, considering the nature of the functional ingredient, regulatory classification and the global mapping of the sales condition within the context of Genomma Lab.

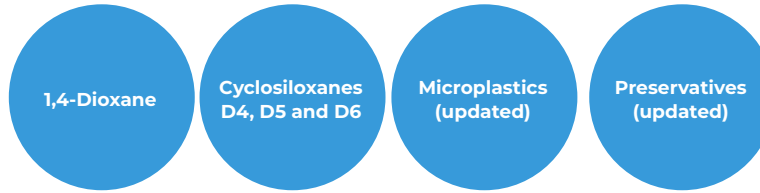
### Product Assessment

safety assessment of a formulation, considering the nature of the functional ingredients, minimum amounts and maximum allowable limits. In addition, allergen mapping and other requirements related to product safety are considered: toxicology, allergens, fragrances, GMO, REACH, and irradiation, if applicable.

In addition, we have established internal guidelines aimed at continuously improving the overall safety of our products, as follows:



Adding or updating the following:



As part of the compliance strategy for our products, we implemented an annual audit exercise in which products are sampled from each country's market based on their total portfolio, to determine the main "Non-Conformities" and establish corrective plans to launch the necessary remediation activities to improve compliance. This has been done since 2016 for personal care products, and since 2019 for all categories.

*In 2021, as a result of the annual regulatory compliance audit, there was a substantial increase in the results at a global level (9 percentage points), achieving a CI<sup>15</sup> 2021 84 vs CI 2020 75, which reflects the company's continued success on the road to regulatory improvement in all its categories.*



\* Proclamas en español

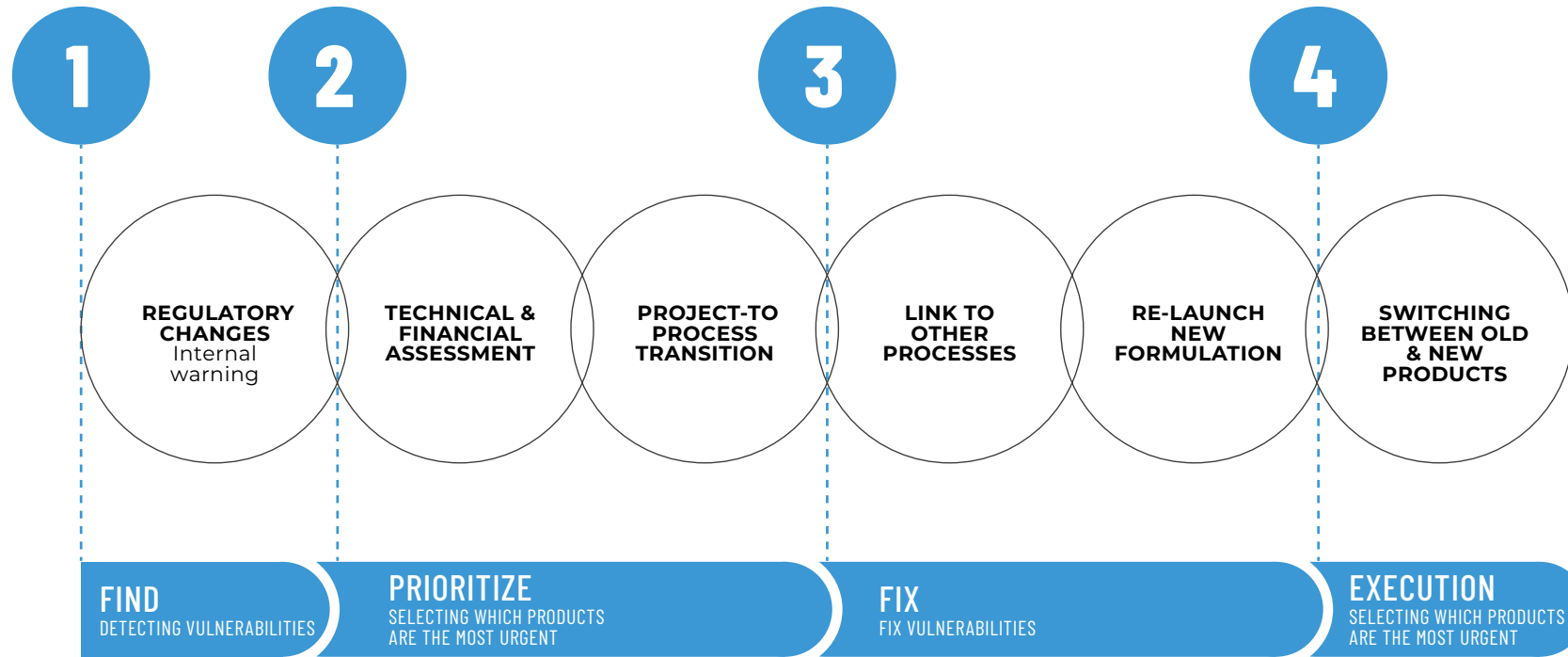
\*\* Productos en los Estados Unidos con filtros UV

\*\*\*"Libre de"

<sup>15</sup> Compliance Index (CI).

# PRODUCT REMEDIATION PROCESS

(SASB CG-HP-250a.3)



The Product Remediation Process arises when a non-conformity is detected in the audits performed by the regulatory area or following the periodic updates of the standards established by the health authorities of each country where we operate. It is a process performed continuously, given that whenever the list of restricted or prohibited substances for the manufacture of products is updated, our formulations must be reviewed and remediated.

The compliance area is in charge of reporting these changes and formally requesting the development area to remediate formulas containing these ingredients, following the deadline established by the authority to deplete stocks and switch to the disposal or adjustment of such substances

# LABELING AND ADVERTISING

(GRI 417-1, 3-3)

## RESPONSIBLE LABELING



The labeling support, management and review system is carried out based on what is established in the different global regulations regarding product labeling, for each of the categories of Genomma Lab products for their correct administration and use.

Additionally, in the case of the **Tio Nacho® Sustentable** product, we have incorporated all the good labeling practices established in international standards.

To design artwork/packaging that contains all the required claims, supported by the applicable safety or efficacy studies, the Brand Operation area gets support from the Medical Management area right from the product development stage. As an example, the widely used claim "Dermatologically Tested" is backed by a safety study, which guarantees that the packaging the customer finds at the point of sale is properly supported with truthful and verifiable information. This support is recorded in an internal document called **Claims Assessment and Claims Support Document**.



In the first stage of the regulatory assessment, texts and claims are defined, and the best support for each is determined. In the second stage, the safety of the product formulation is assessed, and any precautions or adjustments to the intended directions for use are defined to guarantee customer safety.

- For **personal care** products, the necessary precautions to ensure the safe use of the product are defined according to the product and target group.
- For **food**, the customer is properly informed about the content of allergens or other ingredients (e.g., colorants) so that they can take the necessary precautions.
- For **Over-The-Counter medicines**, labeling follows the pharmacological monograph and/or information approved by the health authorities of each country as required by regulation. In addition, for safety reasons, labels include the dosage, therapeutic indication of the product, warnings, indications and contraindications according to the target group, as well as adverse



reactions and special precautions for sensitive populations (such as pregnant women and children, among others).

In this way, we ensure that our labeling contains the necessary information for our customers to properly take and use our products.

Finally, the batch code is included to ensure the traceability of our products throughout the market and the customer service numbers are also included for the correct and transparent communication between the customer and the company.

It is worth mentioning that our Pharmacovigilance System takes part in the responsible labeling process by promoting changes in the labels of our products in case it identifies a risk that has not been previously described or in case there is sufficient evidence to be considered as having an impact on the safety of our customers, either on its own initiative or at the request of the regulatory authorities.

Genomma Lab's Ethical Advertising and Marketing activities during 2021 can be consulted in the **Superior Brand Value & Communication Chapter**.



# QUALITY MANAGEMENT SYSTEM

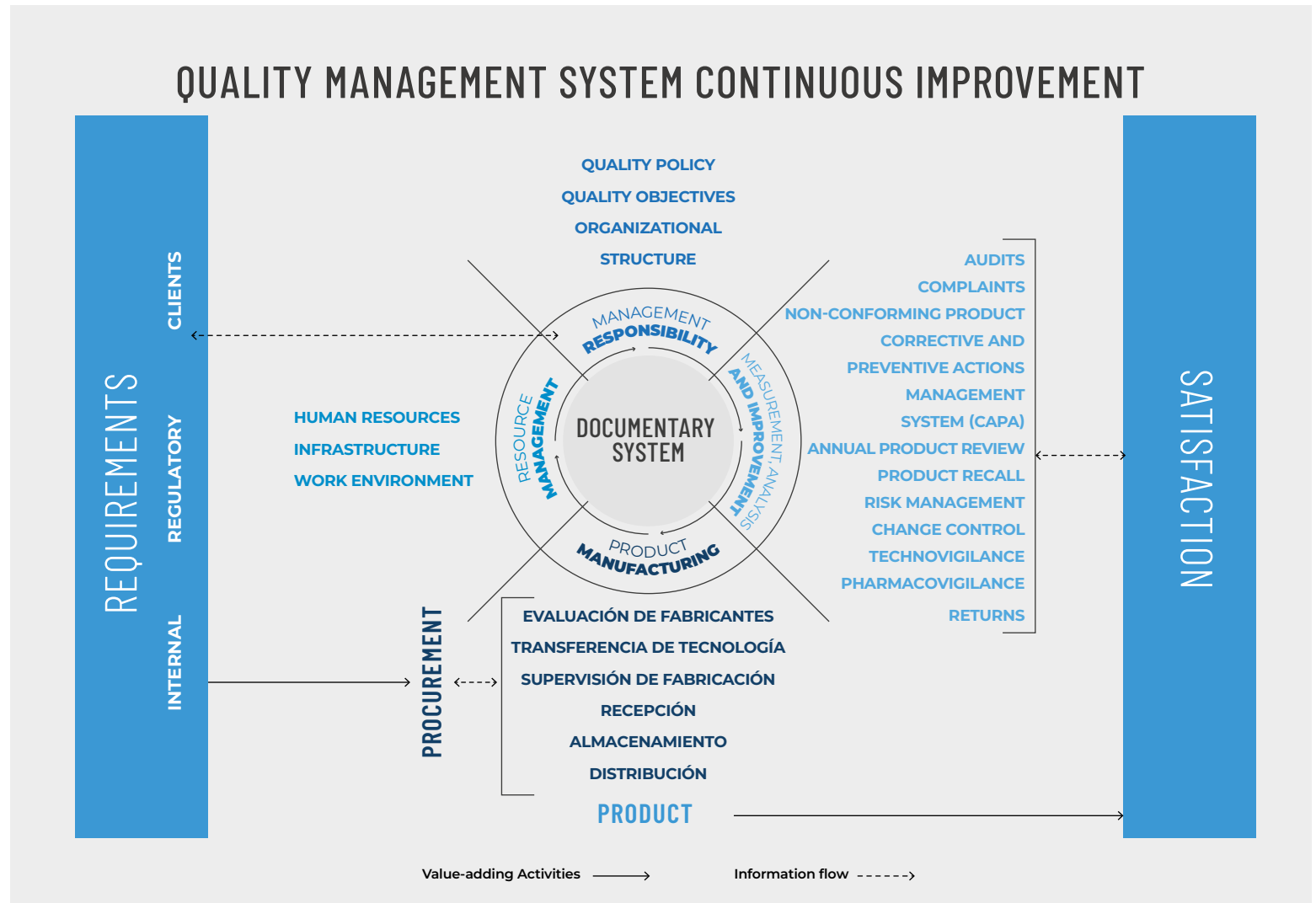
According to **Genomma Lab's Quality Manual**, our Quality Management System allows us to control our operations by implementing and verifying compliance with best practices and applicable local and international regulatory requirements, in order to ensure the quality, safety and efficacy of our products. This system is led by our Quality Committee.

The Quality Committee reports quarterly to the General Management on the progress of the performance indicators in order to monitor the key elements of the Quality Management System to ensure compliance with the established policies.

We also have a team of 94 professionals who ensure compliance with the Quality Management System, and we work with our suppliers to ensure that production standards are met at all times.<sup>16</sup> In this sense, during 2021 the global quality organization has developed several policies that have allowed us to align and reinforce all critical processes that define the path that each Genomma employee must follow to comply with the safety and quality of our products:

- Policy Issuance (POL-CA-001)
- Change Control (POL-CA-002)
- Quality Requirements for the Technical Implementation of the Innovation Process (POL-CA-003)
- Purchase of supplies and finished product (POL-CA-004)
- Customer Service (POL-CA-005)
- Selection, Approval and Termination of Maquiladoras (POL-CA-006)

The Quality Management System continuous improvement model is shown below:



<sup>16</sup> Mexican Stock Exchange.

# TRACEABILITY

(SASB HC-BP-260a.1)

Our products have a unique identification on their labels to preserve their traceability the supply chain. They also have primary and/or secondary packaging that integrate precise data such as sanitary registration, batch number and expiration date, as well as security elements such as holograms, security seals and security tape on opening points, among others.

In addition, customer service numbers are visibly displayed for the correct and transparent communication between the consumer and the company. Further details on this topic will be developed in the **Go to Market Chapter**.

In the event that a possible counterfeit is identified, the quality systems area evaluates the suspect product based on the standards and, if necessary, withholds it.



## RELEASING THE PRODUCT INTO THE MARKET

The owner of the sanitary registration performs the final release of the product, based on its procedures and the information provided by the corresponding production plant or maquila.

As part of the quality process, the batch file is reviewed at the plant or maquila, based on the Finished Product Release procedure, to verify that all GMP requirements, procedures, established limits and quality specifications have been met.

We have established commercial and quality agreements with the maquiladoras that manufacture our products for the proper control of our inputs and finished products. We conduct periodic audits of our suppliers and maquiladoras, which include the handling and control of our inputs and/or finished products.

*It is important to mention that during 2021 there was a significant decrease (-40%) of rejections in finished product, prior to commercialization. This figure includes our maquilas.*

## PRODUCT RECALLS

Product recall management is performed by the registration holder, i.e., it can be performed by Genomma Lab or by one of its maquiladoras, as appropriate. The responsibilities of both companies are established in the Technical Quality Agreement, which may include notifying the sanitary entity. The plant provides all the information required for the withdrawal management, which is coordinated by the sanitary responsible of the company holding the sanitary registration

## ANNUAL PRODUCT REVIEW

The Annual Product Review (APR) is performed jointly between the manufacturing plant or maquila and the holder of the sanitary registration (Quality Agreement). The goal is to obtain information on product performance and process consistency based on regulatory and legal requirements, in order to continuously improve the product and the process according to trend analysis and risk assessment.

19 Un producto rechazado es aquel que se sabe o se sospecha que esta fuera de especificación, y estos incumplimientos son detectados bajo el sistema de calidad interno (inspecciones, liberaciones de producto etc.) por lo que el inventario se encuentra bajo nuestro control.



# INNOVATION AND EXTERNAL INFLUENCE

(GRI 2-28)

2021 was a year of challenges in the face of the changes in Mexico, as well as the updating of regulatory schemes in several of the countries in the region, particularly the Andean countries. The direct approach with the authorities and the work with the industry chambers was key to navigate the new regulatory scenario with no major impacts.

One of the biggest challenges was the implementation of Andean Decision 833, which led each of the authorities in the Andean region to apply different criteria to the standard.

*Furthermore, Genomma Lab managed to keep its third consecutive term in the leadership of the Board of Directors of the Council of the Cosmetics, Personal Hygiene and Home Care Industry of Latin America (Consejo de la Industria de Cosméticos, Aseo Personal y Cuidado del Hogar de Latinoamérica, CASIC), with Luciana Santi (Global Regulatory Affairs Corporate Leader) elected as Secretary of the Board of Directors of CASIC.*

Our participation in external forums, such as industry chambers or associations, allows us to continue promoting best practices in our industry and to be an active part of regulatory developments in all the countries where we operate. It is also a way for us to stay current at the regulatory level. The list of chambers and associations we are part of is detailed in **Annex I Sectoral Associations.**

Currently, we belong to 23 regulatory and scientific-technical committees or forums in prestigious chambers and entities in the region - 12 in the personal care sector and 11 in the pharmaceutical sector. We are part of seven Steering Committees in the chambers where the Company is involved, actively participating in the relevant commissions for the categories in which we specialize.

During 2021 we invested **\$7'967,638.33 Mexican pesos** in memberships to chambers and sectorial associations internationally. However, no contribution was made to any chamber or association that has had an impact on the change of any public policy or legislation.





# BEST IN CLASS GO-TO-MARKET & E-COMMERCE

During 2021 we continued with the implementation and strengthening of the commercial strategy making strong advances; reflected both in physical points of sale and in digital channels, bringing us ever closer to our consumers.

# AFFORDABLE AND ACCESSIBLE PRODUCTS

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

In line with our growth strategy, our priority is to make products of the highest quality available to our customers at an affordable price, and through different channels for their convenience. To this end, our products are marketed in different presentations and points of sale (supermarkets, pharmacies, convenience stores and small businesses) so that they are available to all segments of the population.

Therefore, we continue to improve and perfect the implementation of our commercial strategy, which has had a positive impact on both the physical ecosystem (point of sale) and digital platforms. We have also focused on expanding our presence in sales channels with high growth potential, such as the traditional channel in Mexico, Colombia and the Andean region, reaching more than 500,000 points of sale<sup>1</sup> through the accelerated distribution of key brands such as Suerox®, X-Ray® y Medicasp®.

In this sense, we have also carried out disruptive actions, some of which are highlighted below:

- **Developing new sales channels**, driven by attractive advertising campaigns that contributed to increasing our market share.
- **Strengthening communication and marketing campaigns** eat the point of sale for major brands. This includes the deployment of Instore as Media pieces, that is, the use of the point of sale as a means of communication, to influence the purchase decision. In addition, display units were implemented under the concept of Wellness Centers (*Centros de Bienestar*), seeking to generate synergies among our main brands.
- **Perfect store<sup>2</sup>** execution through our innovations.

Channel	Net Sales % in 2021 (Mexico)
Independent pharmacies, grocery distributors and pharmaceutical chains (through wholesalers)	37.9%
Self-service and department stores	36.5%
Pharmacy chains	18.6%
Convenience stores and others	7.0%
<b>Total</b>	<b>100.0%</b>



*As for stability of prices of the Company, the product portfolio in Mexico had a price adjustment during 2021.*

*The product with the highest price increase was the 600ml Vanart Keratin shampoo, which increased by 27.9%.*

*As for the United States, the total portfolio of products for sale in the country had no price adjustment with respect to the previous period.*

*The average price of the Personal Care category during 2021 was \$4.7 USD and that of OTC was \$5.9 USD.*

<sup>1</sup> Information as of the end of the first quarter.

<sup>2</sup> Genomma Lab defines a perfect store as the implementation of best practices and strategies to improve the shopper's experience, including the correct arrangement of products, affordable prices, and communication pieces that spark interest and motivate the purchase.

# POINT-OF-SALE VISIBILITY

During 2021 we achieved five additional points of market coverage through Instore as Media strategies (loaded displays, promotional packs, additional displays, among others). We doubled pre-packaged displays in all distribution channels, impacting 68,000 points of sale with our brand communications and bringing our products to more than 145,000 points of sale in the traditional channel. We also improved our perfect store metric by seven points.

*In Chile, during 2021 we installed more than 2,066 display units, achieving 55% weighted visibility (11 points higher than the previous year). This was mainly driven by our innovations: Cicatricure® Gold, Asepxia® Gen, Tío Nacho® Restage and Groomen®; and from the entry of displays into the modern channel.*

In the United States, point-of-sale display **UNITS INCREASED BY 23%** contributing to double-digit growth in *sell-out*<sup>3</sup>

In Chile, showrooms with display units reach **17 POINTS HIGHER GROWTH** versus showrooms without them.



<sup>3</sup> The sell-out means the sales or quantity of product that leaves the points of sale.

# DIRECT DISTRIBUTION

We directly serve an average of more than 500,000 points of sale globally, of which more than 200,000 are located in Mexico and more than 300,000 in the United States and Latin America.

*The number of points of sale we serve under the direct distribution model continues to grow, reaching populations between 50 and 100 thousand inhabitants. In addition, we have managed to affiliate 7,500 independent pharmacies to our loyalty plan.*

Other factors that contributed to growth in distribution channels, and consequently made our products more accessible, were the standardization of our commercial strategy and the numerical distribution of innovations above 14 points in the first six months.

In Mexico, our Groomen® brand had a 2.8% market share after improving its performance in the modern channel, adding up a 1.6% market share after being launched in the traditional channel. In addition, our Suerox brand achieved 16.5% of the market, an increase of 1.2 points over the previous year. This growth is driven by an increased consumption by customers, a greater number of pieces distributed in the traditional channel, and the launch of a new flavor.

On the other hand, we have achieved a 25% increase in the number of batches of cosmetic products manufactured and a 33% increase in the number

of batches of medicinal products manufactured, compared to 2020. It is worth highlighting the effort carried out to maintain the supply of all our raw materials in a complex international context; it should be noted that we were able to secure more than 1,100 tons of paracetamol in a context of worldwide shortage. In this way, we reaffirm our commitment to our principles of accessibility and affordability for our customers.

In Central America and the Caribbean (CARICAM), we have achieved a presence in more than **+ 40,000 POINTS OF SALE**

In Brazil, the number of points of sale increased **25,000 POINTS OF SALE** over the last two years.

In Colombia, we achieved coverage of more than **+100,000 STORES** in the traditional channel through our network of distributors throughout the country.

In terms of number of sales, during 2021, approximately 395 million pieces have been sold, equivalent to 45,000 pieces sold every hour.

## GEN ORDER

During 2021, we concluded beta testing for Mexico for what will be our “Gen-Order” digital platform, a tool designed to connect directly with customers, as well as with points of sale within the traditional channel,

seeking to boost Genomma’s product portfolio based on a disruptive logistics model. Through this implementation, we expect to reach a greater number of points of sale more quickly and efficiently.



\* Numerical distribution is the number of points of sale in which a product or reference is available. This indicator is usually contrasted with the total number of points of sale in the universe under study to calculate the percentage numerical distribution.

# E-COMMERCE

As a consequence of the pandemic, the e-commerce channel has experienced a dizzying growth, as customers are changing their purchasing habits and opting more frequently for the use of digital platforms to carry out their transactions.

We have implemented sales in the different formats offered by e-commerce, guaranteeing sustained growth and adequate profitability. Likewise, we have strengthened our position reaching privileged levels in search engines with brands such as: Cicatricure®, Suerox®, Novamil®, among others.



# CUSTOMER SERVICE

(GRI 417-1)

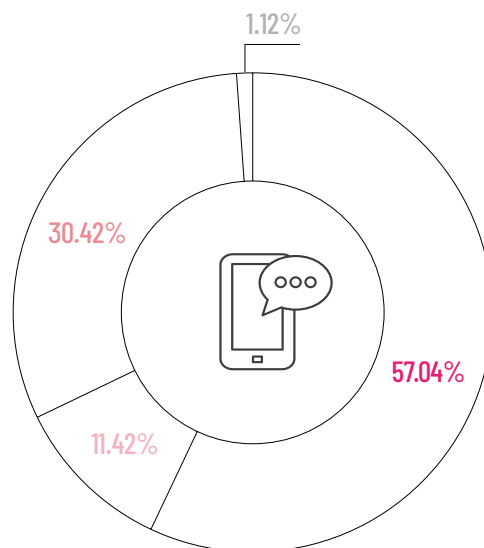
In accordance with our **Global Advertising and Communication Policy**, we are committed to providing honest and timely information through all our communication channels. This includes telephone support numbers, which are found on 100% of our product labels. In this way, we guarantee transparency in the information about their use, benefits and ingredients.

Our customer service is available to our customers 24 hours a day, 7 days a week, through different communication channels, such as

e-mail through [atención@genommalab.com](mailto:atención@genommalab.com) and telephone numbers in all the countries where we operate, which can be found on our product labels. It is worth mentioning that inbound calls are handled by external providers.

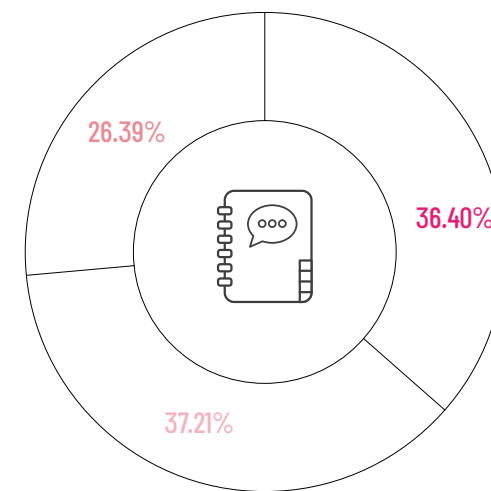
The number of reports received through the international helpline amounted to 27,338, equivalent to 0.007% of the total number of products sold.

Means of reception



- Telephone
- E-mail
- Social media
- Other means


Report classification





- Complaints
- Question solving
- Other issues (compliments, requests for product exchange, etc.)


## CONTINUOUS IMPROVEMENT PROCESS


We have implemented several improvements in the customer service process. These are detailed below:

 **Optimizing response times and quality** of the Call Center through the use of digital platforms..

 **In Brazil, we improved the response rate on Social Media** (Facebook and Instagram), using management tools to monitor and respond to customer queries.

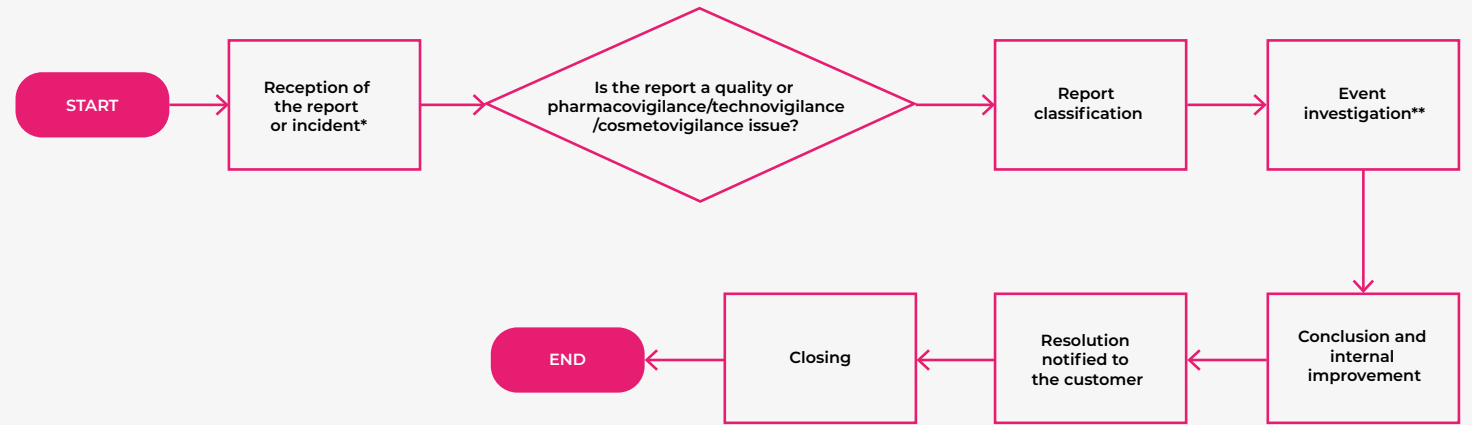
 **In Argentina, we were able to reduce response times** to 10 days for the Personal Care segment and 5 days for Medicinal Specialties.

 **In Mexico, we began a plan to standardize immediate responses,** call feedback, product and point of sale information updates.

 **We improved communication between Genomma Lab's internal areas** in order to be more efficient in the collection of multidisciplinary information, and thus be able to follow up and respond to specific cases.



### Customer Care Flowchart



\* It is received through any of our customer care channels available in the corresponding country and is directed to our customer care line.  
 \*\*The investigation of the reported event may involve several areas within the company.

## COMPLAINT MANAGEMENT

Management of external complaints is the responsibility of the registrant under their quality system. Each plant carries out the investigation of the root cause and the Corrective & Preventive Action (CPA) Plan, provided that the product involved was manufactured at this site.

*The management of direct customer complaints is handled according to internal guidelines established in the current procedure PNO-AS-022 "Complaint Management".*

Retention samples must be kept for each batch of product manufactured and each raw material analyzed, in accordance with the provisions of PNO-CC-018 Management of Retention Samples. This will ensure that the product is available for possible investigation following complaints received and/or the need for re-analysis.



# SUPPLY CHAIN

2021 was a key year for Genomma, with a strengthened supply chain that allowed the Company to obtain a significant competitive advantage over its competitors. Likewise, 2021 was marked by the recent approval by COFEPRIS of the certification of good manufacturing practices (GMP) of the solid and semi-solid production lines at the Pharma plant of the new industrial cluster.



# GENERATING SUSTAINABLE VALUE FOR YOU

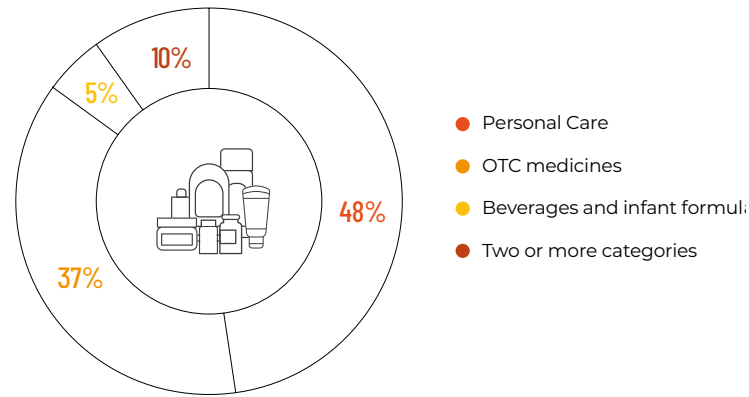
(GRI 2-6)

*Our supply chain is key to the sustainability of our operation. Therefore, as part of our strategy, we seek to implement increasingly efficient processes that have a positive impact on our different stakeholders, while maintaining an ethical and trusting relationship with each of our suppliers.*

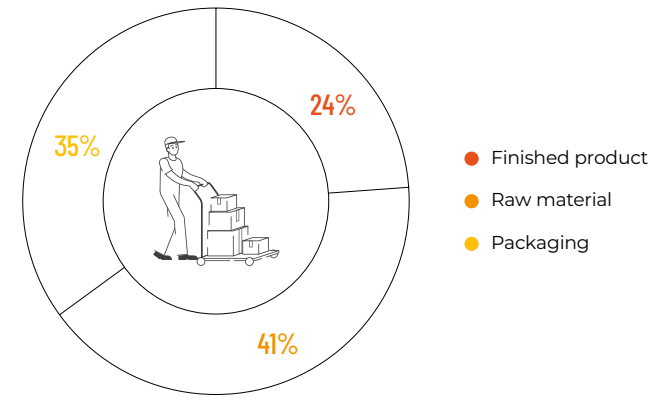
The pandemic brought with it serious challenges, such as permanent shortages of key raw materials, manufacturing outages due to affected personnel, and cost increases due to transportation, inflation and shortages. We have overcome these difficulties, improving our fill rate<sup>1</sup> to 90% and managing the cost and price of our products beyond our target.

Regarding our global supply chain, although we have suppliers in most of the countries where we do business, Argentina, Brazil, Colombia, the United States and Mexico are the countries with the largest number of trade agreements for manufacturing finished products. Genomma Lab has 498 suppliers globally, which are classified as follows

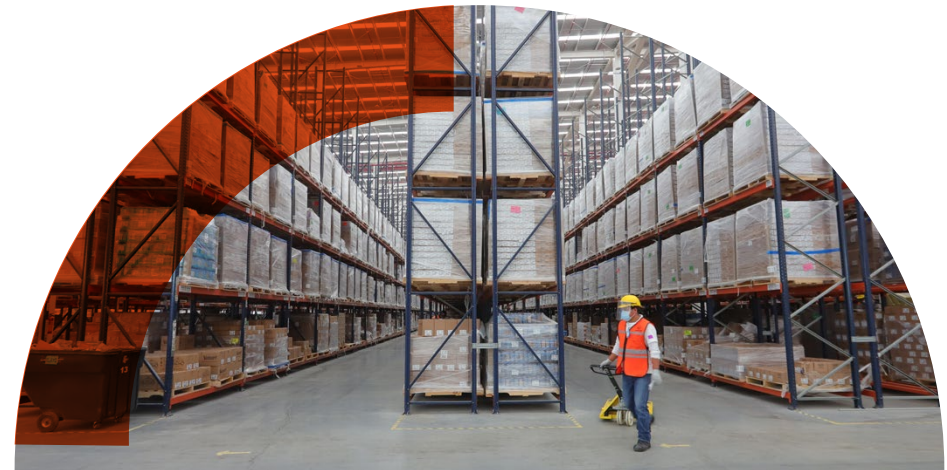
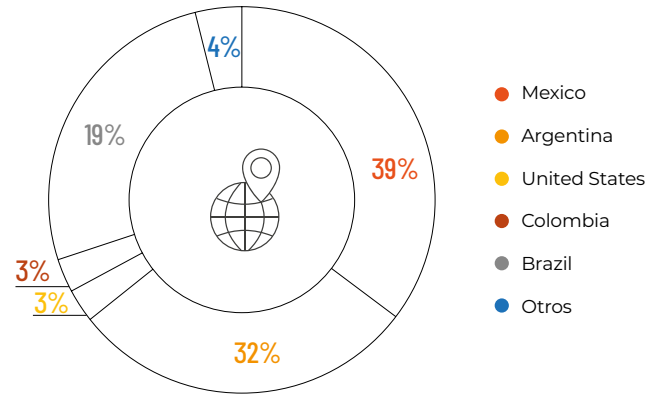
**Suppliers by category of product they supply**



**Type of suppliers in the supply chain**



**Supply chain vendors by country where the trade agreement is established**



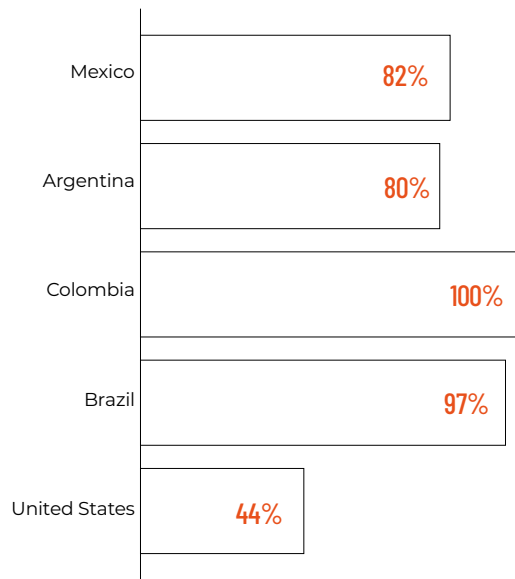
<sup>1</sup> Fill-Rate, or FR, is an indicator that measures the number of products delivered to customers in relation to what they ordered.

## LOCAL SUPPLIERS

(GRI 204-1, 3-3)

We seek to allocate most of our supply chain procurement budget to local suppliers, defined as those located in the same country of operations where the commercial agreement is reported.

**Percentage of budget allocated to local suppliers\***



\*Data for Colombia refer only to supply chain providers.

## CRITICAL SUPPLIERS

Our critical suppliers are all those who may have a significant impact on the continuity of our operation and business model. We identify our critical suppliers of finished products and raw materials through the Pareto Principle, considering the origin of best-selling products, both in terms of volume and price. We also consider supply volume, and supply of critical and non-substitutable components in our supply chain as criteria to identify critical vendors.

**Number of critical suppliers**



## GUAVA LEAF

Since 2010, La Joya del Campo S.A. de C.V., formerly DYCTRO S.A. de C.V., has been a strategic partner in our value chain. Within its production model in the Totonac farming communities of Veracruz, the company harvests and markets guava leaf (Psidium guajava). This is the raw material from which quercetin, the active ingredient in our QG5 treatment for colitis, is obtained. During 2021...



*...we acquired 27 tons of guava leaf, boosting the economic development of Totonac communities.*

# SUPPLIER SUSTAINABILITY PROGRAM

We aim to integrate sustainability into each of our decisions, with a special focus on the management of our value chain, which is a key process to ensure the continuity of our operation.

As part of our continuous improvement process, and in line with the company's standards, we implemented our **Supplier Sustainability Program**. This program promotes good practices in social, environmental and ethical matters in order to guarantee trustworthy, honest and upright relationships with our suppliers, prioritizing shared value.



## SUPPLIER CODE OF CONDUCT AND ETHICS

(GRI 205-2c, 3-3) (GRI 308-1, 3-3) (GRI 407-1, 3-3) (GRI 409-1,3-3) (GRI 414-1,3-3)

Our **Supplier Code of Conduct and Ethics** (hereinafter referred to as "the Code") is aligned with our **Code of Conduct and Ethics**, and aims to establish negotiation standards, strengthen relationships with our suppliers, and bring them into alignment with our commitments on ethical, social and environmental matters.

This Code considers important issues for the company's sustainability, such as business ethics, fair working conditions, human rights, occupational health and safety, and environmental management. Accepting the Code, complying with legislation and international standards, and implementing good practices are requirements for starting and maintaining a business relationship with Genomma Lab.

As part of our Supplier Sustainability Program and our Sustainability Strategy, we set a goal for 2021 to ensure that 100% of our global supply chain vendors are aware of and sign our **Supplier Code of Conduct and Ethics**. In the case of our critical suppliers in Mexico, Colombia and the United States, at the end of 2021 we had met the goal at 100%, while reaching 86% in Argentina and 48% in Brazil.

As part of said program and moving towards our 2022 goal, in 2021 100% of our critical suppliers in Mexico completed an environmental, social and ethical assessment, same that we will conduct for all new suppliers in 2022.

*We will continue working to meet this goal globally and integrate sustainability criteria into the supply chain vendor selection process.*

The medium-term objective of the Supplier Sustainability Program is to establish continuous improvement plans in sustainability, by providing them with ongoing training on sustainability matters applicable to their operations, thus reducing any potential risks and strengthening our relationship.

*100% of our suppliers know and signed our Code of Conduct and Ethics for Suppliers in Mexico, Colombia and the United States.*



# SUPPLIER QUALITY ASSURANCE

During 2021, we conducted 45 supplier audits, of which 22 corresponded to the supply of raw materials, 5 to packaging materials, 1 to services and 17 to maquilas. Critical issues for the operation were assessed, such as:

- Updating master documents.
- Referencing outdated regulations.
- Good documentation practices.
- Process Controls.
- Handling complaints.
- Generating Change Controls and Risk Management.
- Personnel Training.
- Humidity and temperature monitoring opportunities within warehouses.

The Standards and Certifications applicable to suppliers, although not limited to, are as follows:

- ISO 9001:2015: Quality management systems-requirements.
- ISO 15378: GMPs for manufacturers of primary packaging for medicinal products.
- ISO 17025: General requirements for the competence of testing and calibration laboratories.

- ISO 22000:2018 Food safety management systems — Requirements for any organization in the food chain.
- NOM-251-SSA1-2009, Mexican Official Standard, Hygiene practices for the processing of food products, beverages or food supplements.
- PROY-NOM-259-SSA1-2014, Mexican Official Standard, Products and services. Good manufacturing practices in cosmetic products.
- NOM-059-SSA1: Good manufacturing practices for medicines.
- NOM-176-SSA1: Health requirements to be met by manufacturers, distributors and suppliers of drugs used in the manufacture of medicines for human use.
- NOM-164-SSA1: Good Manufacturing Practices for Pharmaceuticals.
- Health Supplies Regulation.
- ICH Q7: Good Manufacturing Practice Guidance for Active Pharmaceutical Ingredients.
- ICH Q11: On development and manufacture of drug substances (chemical entities and biotechnological/biological entities).
- IPEC: Good Distribution Practices Guide for Pharmaceutical Excipients.



## SUPPLIER TRAINING

During 2021, 28 suppliers participated in training courses on the Quality Manual, Good Manufacturing Practices and Good Documentation Practices. Each time a supplier engaged in activities at the company, training was provided. Training sessions lasted 1.5 hours per supplier.

# MANUFACTURING: OUR INDUSTRIAL COMPLEX IN MEXICO

Our new Industrial Complex located in Mexico was designed and built with sustainable infrastructure and technology that allows for cleaner, safer and more environmentally friendly industrial processes. This Complex consists of a Pharmaceutical Plant, a Personal Care Plant and a Distribution Center.

*We have invested \$100 million to build one of the most modern production units in Latin America to manufacture pharmaceutical and personal care products with state-of-the-art, fully automated technology.*

Our new Industrial Complex covers a total area of 753,000 ft<sup>2</sup> (70,000 m<sup>2</sup>), equivalent to 14 soccer fields, and includes a central warehouse with capacity for more than 78,000 storage positions strategically located to easily export to 19 countries, increasing our efficiency and profitability. This project was financed and supported by IDB Invest and the World Bank Group's International Finance Corporation (IFC).

Our short-term goal is for this plant to be the first of its kind in Latin America to be certified as Edge (Excellence in Design for Greater Efficiencies) by the World Bank's International Finance Corporation (IFC). In order to obtain this certification, it is necessary to comply with certain requirements such as the following:

- Minimum energy savings of **20%**
- Minimum water savings of **20%**
- Minimum **energy savings of 20%**, as a result of the building materials

Our short-term objective is to obtain the Clean Industry certification from the Federal Attorney for Environmental Protection (*Procuraduría Federal de Protección al Ambiente, PROFEPA*) in Mexico through our participation in voluntary environmental audits that attest to our proper environmental performance.

Accordingly, in our Industrial Complex we have integrated technology that ensures the correct and efficient use of resources. As an example, we have implemented a cogeneration project through which we promote energy efficiency and LED lighting in our facilities. While we already treat part of our wastewater, our goal for 2022 is to treat all of it and implement water-saving technology for our restrooms. In addition, by 2025 we set a target of integrating 50% renewable energy sources into the energy grid of our Mexican manufacturing operation.

Our goal is working to be more efficient and to generate a lower environmental impact when manufacturing each of our products.



<sup>2</sup> *State of the art*, es una frase que se refiere "al nivel más alto de desarrollo conseguido a la fecha sobre un proceso, equipo, o método en cualquier área de las ciencias, la ingeniería y las humanidades. Algunos autores usan "de punta" o "lo más avanzado".

## START OF OPERATIONS

*2021 marked a milestone in Genomma Lab's history with the successful start of operations at our new Manufacturing Plant, Pharmaceutical Plant and Distribution Center in Mexico.*

To ensure operational excellence within the company's new Industrial Cluster, during the second quarter we launched the GPS (**Genomma Production System**), which consists of five stages: planning, start-up, stabilization, optimization and continuous improvement. This allowed us to align results, operating principles, systems and tools with our culture of growth and optimization.

Proof of this is that during the third quarter we obtained the Good Manufacturing Practices Certification (GMP) granted by Mexico's Federal Commission for Protection against Health Risks (Comisión Federal para la Protección contra Riesgos Sanitarios, COFEPRIS) for the solids line (direct compression and uncoated tablets) and the semisolids line (ointment, gel and cream) of our first pharmaceutical plant in Mexico.

As for the manufacturing of beverages and personal care products, the Suerox, Shampoo and Ointment production lines have completed their set-up phases and have reached an estimated 6.5 million bottles of Suerox, 470 thousand bottles of shampoo and 122 thousand bottles of ointment per month of production, respectively.

It should be noted that during this period we were visited twice by the relevant regulatory authorities related to the GMP, resulting in a successful outcome, with no observations.



*...production lines have completed their set-up phases and have reached an estimated 6.5 million bottles of Suerox, 470 thousand bottles of shampoo and 122 thousand bottles of ointment per month of production, respectively...*



# LOGISTICS

*As expressed in our 2025 Sustainability Strategy, our business model's primary activity is the transportation of products, and it is one of our greatest opportunities to reduce the environmental impact of our operation.*

Through the constant search for efficiency, we have been able to sustain the company's logistics operation. We have maintained our target expense of 3.7% versus sales, while absorbing the expense related to relocating our Distribution Center (CEDIS), the repatriation of one of the maquiladoras with the highest historical production volume in Genomma, the start-up of the plants' operations, and the growth of our Suerox brand.

## NEW DISTRIBUTION CENTER AND WAREHOUSES

Genomma Lab's new Distribution Center in Mexico located in our Industrial Complex started operations during the first quarter of 2021 with a successful migration and no major interruptions in operations.

CEDIS MEXICO	
Number of positions	32000
Number of pallets received per day	600
Ratio of pallets per man-hour	Inbound 28 pallets / hour y Outbound 20 pallets/hour
Average number of trucks leaving the CEDIS daily	25 – 60 trucks per month
Average number of outlets stocked per day	36
Main routes served or critical routes	State of Mexico 31 % Nuevo León 10% Jalisco 9% Mexico City 7% Rest of Mexico 44%
Resource-saving and sustainability initiatives	30% reduction in truckloads between finished product suppliers and CEDIS

Similarly, the Company's new distribution center and warehouse in Brazil successfully began operations after its relocation from the southern region of Brazil to Extrema, Minas Gerais, in the southeastern region of the country. This location has become an important commercial hub since it facilitates access to the main logistical routes in the southern, southeastern and central-eastern regions of Brazil.

As a result, delivery time to customers in the north and northeast of Brazil was optimized by an average of 7 days, reducing the consumption of diesel fuel and tires and cutting delivery times. From Genomma's warehouse, we guaranteed supplies for purchases, both for the online channel and at the point of sale, with an increase of more than 25% in merchandise dispatch capacity.



## PRODUCT TRANSPORTATION

We plan our logistics operations focusing on energy efficiency and route optimization, working directly with our logistics suppliers and seeking to reduce our greenhouse gas (GHG) emissions related to logistics transportation.

As part of our goals established in Our Logistics pillar of our 2025 Sustainability Strategy, our logistics fleet obtained a satisfactory rating by the Clean Transportation Program of the Mexican Ministry of Environment and Natural Resources (*Secretaría de Medio Ambiente y Recursos Naturales*, SEMARNAT). Similarly, our logistics providers in Colombia and the United States are members of local clean transportation programs.

In the United States, the transportation associated with Genomma Lab's products falls under the Environmental Protection Agency's (EPA) SmartWay program, which helps promote supply chain sustainability by measuring, benchmarking and improving freight transportation efficiency.

As part of the aforementioned program, the logistics operator in that country conducts several trainings on the efficient use of resources. Through the same operator, the company has an emissions control program that includes carbon footprint indicators and projects to renew the vehicle fleet with zero and low-emission units.

In Colombia, our logistics provider observes an Environmental Emissions Control Program, which aims to control the emissions generated by the company's different processes, in order to continue reducing the Carbon Footprint of our operation.







# SUPERIOR BRAND VALUE & COMMUNICATION

(GRI 417-1) (SASB - HC-BP-270A.2, (HC-BP-260a.2)

Aligned with the purpose we pursue as a company, placing the health and well-being of people as our sole priority, it is our responsibility to generate a relationship of trust and connect with our customers through our brands and through honest communication, guaranteeing at all times clear information about the use, benefits, ingredients, innovation and launches of our products.

As stated in our Global Advertising and Communication Policy, we are committed to being fully transparent in disseminating information through traditional media, as well as on our websites, social networks, telephone numbers, points of sale and product labels, among others. We seek to transmit the value of our products to our customers, always being aware of their needs.

# CREATION PROCESS OF ADVERTISING PIECES

## OUR CUSTOMER AT THE CENTER OF EVERYTHING

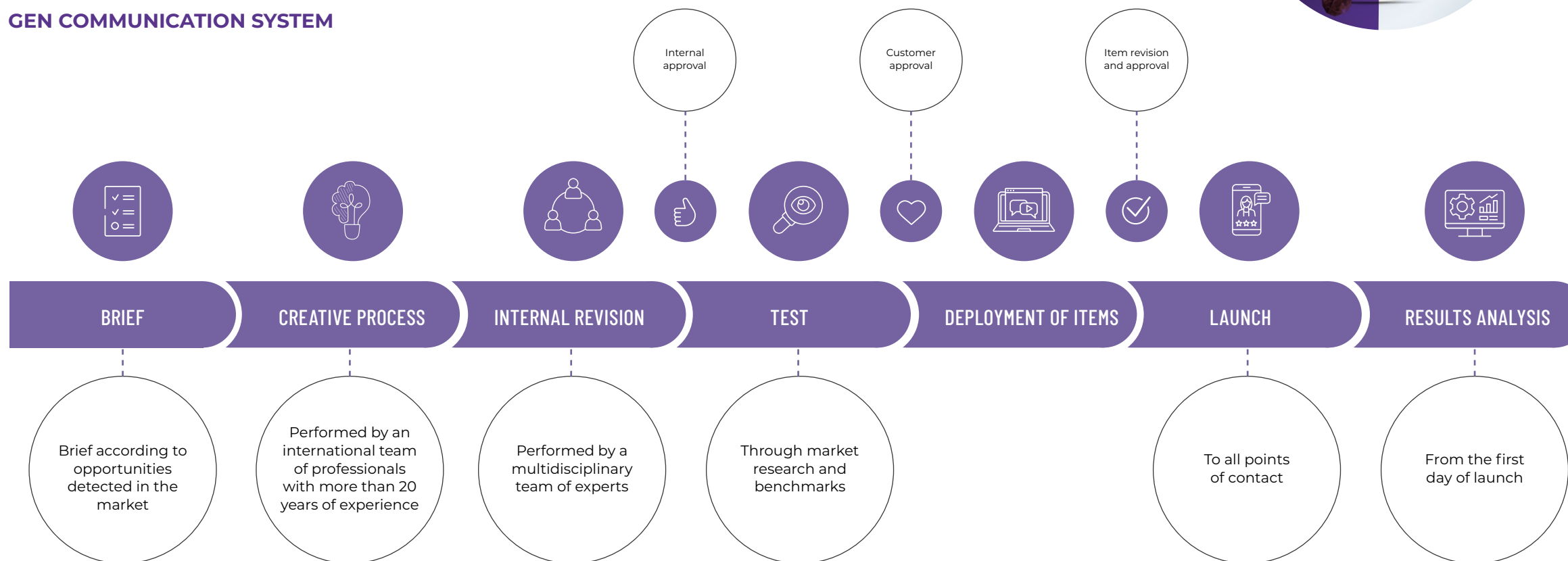
Our strategy involves our customers themselves from the creation of new products and concepts, exploring their needs and preferences through extensive market research. This includes customer surveys and benchmarking with competitors to identify categories with significant size and high growth potential.

Furthermore, we analyze the visual effects of our products on customers, so that they become an input for the creative process of packaging development, with the purpose of creating attractive designs that improve the appearance of our products in the eyes of the public and allow us to stand out from our competitors at the point of sale.

It is the customer who decides what product is launched onto the market and how to advertise it. This unconventional way of communicating, which we call the **“GEN Communication System”** (Sistema de Comunicación GEN), has proven to be an infallible seller, resulting in a four times faster execution, 70-80% lower costs, multiple interactions and a greater focus on the customer.



### GEN COMMUNICATION SYSTEM



Sales show that the GEN Communication System is a new direction that innovates, evolves and revolutionizes across all media and platforms according to the changing customer.

*We have 25 years of experience developing multimedia content for Latin America, transforming our communication campaigns around our main brands, expanding our reach across different points of contact, and promoting green innovations and sustainable solutions.*

During 2021, we developed more than 482 communication pieces for television, 33% more than in the same period of the previous year. We maintained our first place in the ranking of advertisers, with a 17% increase in GRP (Gross Rating Point), with a content production cost of less than 70%-80%, as all material is created by our audiovisual production department, made up of creatives, designers, producers and post-producers.

A couple of relevant examples were the “Testimonials” advertising campaign for Groomen, which boosted category sales by +50% during the second half of 2021, compared to the previous year, as well as the new Suerox advertising campaign for Mexico, seeking to position the brand as a beverage for “all occasions”.

<sup>1</sup> Index that indicates the advertising pressure exerted by a single insertion or a combination of insertions. It is also the total number of impacts generated by one or more advertising insertions per 100 people in the target audience.



# ETHICS AND COMMUNICATION

*In accordance with our **Global Advertising and Communication Policy**, at Genomma Lab we develop communication pieces that fully and reliably express the medical and scientific aspects of our products. We do not use terminology and/or scientific vocabulary to “confuse” our customers.*

Medical, Regulatory and Legal Management take part in reviewing and updating said policy. This document states our commitment to correctly transmitting the value of our products to our customers, providing them with the tools to achieve good health through the correct and rational use of our products, by means of an honest communication and guaranteeing at all times clear information about the use, benefits, possible risks and ingredients of our products, as well as regarding innovation and launches.



## OUR PRINCIPLES IN COMMUNICATION AND ADVERTISING

- All our communication must be legal, ethical, decent, honest and truthful.
  - Ningún tipo de comunicación y/o promoción deberá afectar la confianza del consumidor.
  - Commercial advertising should respect human dignity and should not encourage any form of discrimination based on ethnic or national origin, skin color, culture, social or economic status, religion, age, gender identity, sexual orientation and/or disability.
  - Through clear communication, we point out the correct use of our products, without putting consumers at risk.
  - Our commercial advertising must not, without exception, contain any visual representation or description of potentially dangerous practices, or situations that show disregard for safety or health.
  - We comply with international regulations and local standards applicable to product advertising in the countries where we operate, and we voluntarily align ourselves with codes of good business practices.
  - Our communication campaigns must comply with the principles of fair competition.
  - Our communication campaigns must comply with applicable legislation in terms of regulatory, consumer protection and intellectual property laws.
- Some of the codes to which we have voluntarily subscribed are:
- Code of Self-Regulation and Ethics in Advertising for Personal and Household Care Products
  - Code of Ethics in Advertising of the Association of Manufacturers of Over the Counter Medicines A.C.
  - Code of Ethics of the National Association of Entrepreneurs of Colombia
  - Code of Integrity, Ethics and Transparency of Health Care Supply Companies of the Pharmaceutical Industry Ethics and Transparency Board
  - Code of Ethics of the Council of the Cosmetics, Personal Hygiene and Home Care Industry of Latin America
  - Code of Self-Regulation and Ethics in Advertising of the Council of the Cosmetics, Personal Hygiene and Home Care Industry of Latin America
  - Advertising Practices for Nonprescription Medicines, Consumer Healthcare Products Association (CHPA).
  - Consumer Commitment Code, Personal Care Products Council (PCPC).

<sup>1</sup> Visual guide or reference for campaigns.

<sup>2</sup> Point-of-purchase (POP) advertising material refers to printed or digital advertising placed in close proximity to the products being advertised to allow the customer to interact with the product.

*The intervention of the cosmetic efficacy and clinical research process, led by the Medical Management area, aims at the verification of claims or disclosures for responsible advertising, which consists of the review and approval of advertising material such as advertising videos, key visuals, and POPs before they are released to the market. Claims must be in line with results obtained in safety and efficacy studies, carried out during the product development phase, and medical support.*





# STRATEGIC PARTNERSHIPS

We will continue to capitalize on commercial opportunities that align with the Company's values and long-term objectives, seeking to leverage our unique manufacturing and marketing capabilities. In this regard, we are forming alliances with different institutions, suppliers and commercial partners to include new categories, line extensions and launches that will allow us to make accessible, high-quality products available to our customers. Among the most noteworthy are the alliances with UP International (Novamil; infant nutrition) and Edgewell (Groomen; razors).

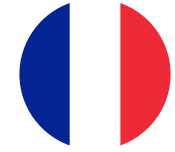
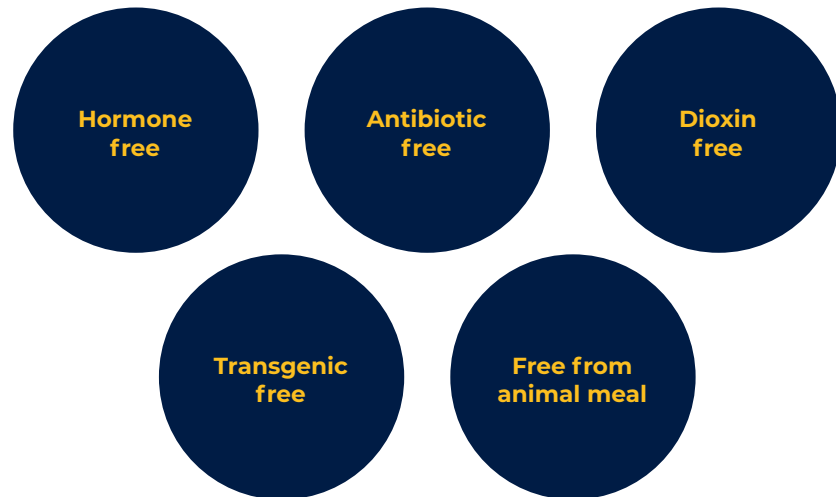
# ALLIANCE WITH UP INTERNATIONAL

Aiming to provide a nutritional solution to the specific needs of babies, Genomma Lab entered into an alliance with UP International, through which Genomma Lab was granted the exclusive license to market UPI's entire range of infant nutrition products under the Novamil and Novalac brands in Mexico.

UP International (France), which has been developing formulations for pregnant and lactating mothers since 1991. As for baby formula, they have been pioneers in the control and relief of digestive disorders that frequently occur in the first years of life, such as gastrointestinal discomfort, allergies, reflux and constipation, among others.

Their manufacturing plants located in France, The Netherlands, Germany and Spain, follow high quality standards when selecting, feeding, offering water and milking the cattle. Through the implementation of around 500 chemical and microbiological controls, all of the above ensures the total quality of their products.

It is important to point out that Novamil and Novalac origin formulas comply with the recommendations of the European Society of Pediatric Gastroenterology, Hepatology and Nutrition (ESPGHAN), CODEX<sup>1</sup> and the Mexican Official Standards (NOM)<sup>2</sup>. They also hold the Agriconfiance<sup>3</sup>, certificate, which guarantees a product that is:



On the commercial side, it is worth highlighting Novamil's leadership in the global market. It holds a 31% market share, is present in 60 countries and has the backing of leading pharmaceutical companies in the five continents. In addition, it is the number one brand in sales in France and Australia, and its efficacy has been demonstrated in more than 40 clinical trials and studies conducted on more than 48,000 babies around the world.

*In relation to the Mexican market, Novamil has a great growth potential due to the fact that, in the last 5 years, Specialty Formulas have grown +6%, a segment in which Novamil is the leader, with a 72% share.*

<sup>1</sup> The Codex Alimentarius Commission is the United Nations body responsible for setting food standards.

<sup>2</sup> NOMs are issued by different Mexican governmental agencies to establish technical regulations containing information, specifications, procedures, measurement instruments and methodologies that goods and services must comply with in order to be marketed in Mexico.

<sup>3</sup> Website: <https://www.agriconfiance.coop/en/who-we-are>

# ALLIANCE WITH EDGEWELL PERSONAL CARE



In 2021, we entered into an alliance with Edgewell, a leading razor company, thanks to its legacy of technological innovation and service focused on the customer experience. As a result of this alliance, we obtained the exclusive license for the Groomen brand, through which we seek to refresh the shaving category, providing access to the best technology and shopping experience.

This strategic alliance made it possible to launch the Groomen® brand, a disposable razor that managed to position itself in the traditional channel as an accessible, disruptive and excellent quality product. Groomen® has been designed to meet the new demands of today's male customer, who is more concerned about his personal care, health and environment.

This is reflected in the growth of personal care categories targeting men. It is estimated that the skin care segment for the male sector will be worth more than 55 billion pesos by 2022.

It is worth noting that, in line with our 2025 Sustainability Strategy, the Groomen® disposable razor integrates sustainable design elements in the Groomen® 200 and Groomen® 300 models, with 65% and 57% recycled material in their handles, respectively. Finally, we highlight the innovation in its distribution chain as it is an ideal product for commercialization through traditional and modern channels, as well as in the most important e-commerce platforms in the world.





# *The ideal Partner for Latin America and the U.S. Hispanic Market*



## UP International



### **Genomma Lab.®** *Internacional*





# CORPORATE CULTURE & SUSTAINABILITY

(GRI 401-1, 3-3)

In order to be the healthiest company in the world and in line with the Organization, Corporate Culture and Sustainability pillar of our growth strategy, we prioritize the well-being, development and ethics of our employees, promoting equal opportunities for development and growth, as well as a safe, transparent and inclusive environment.

# THE YEAR OF THE PEOPLE

*2021 was a very significant year for us, as we celebrated Genomma Lab's 25th anniversary.*

*We have named 2021 the "**Year of the People**", commemorating the contribution that each member of this great team makes to achieve all the goals we set for our company, even in times of complexity and uncertainty. This year's achievements are the result of a committed and talented team that was able to overcome challenges and turn them into opportunities to meet the goals set out in our operating and growth strategy.*



# WINNING CULTURE

As part of our business strategy, since 2018, the company's leadership has placed special emphasis on consolidating the organizational culture. To this end, we created the Gen Book, a document through which the key elements of our philosophy and DNA

are reflected. In this way, all of us who are part of Genomma Lab Internacional (GLI) share common meanings and reinforce our identity to continue building together the future and keep adding success to our history..



*"I firmly believe in the power of an engaged and energized organization to exceed our business goals and help everyone meet their personal and professional objectives. I have had the opportunity to live all kinds of experiences, but the most relevant have been related to the extraordinary power that people and organizations have to truly make a difference. [...] Life shows us time and time again that achieving all of this depends on our mind and our attitude.*

*I am fully committed to working hand in hand with each of you to build a winning culture and a winning organization at Genomma [...]¹"*

**Jorge Brake, CEO  
Genomma Lab Internacional**

We are people who work, who evolve, who see the future and who have a purpose: to empower people to have excellent health and well-being. How do we do it? By sharing a common work culture with a defined DNA that makes us strong, with values and principles that guide our path. We have a clear understanding of our priorities, and we know how to act at all times to move forward firmly.

*We are our people, we are our goals, we are the daily effort that will allow us to leave our mark and provide all the tools for people to build a life with excellent health and well-being. We are GEN: people with purpose.²*

¹ Source: GenBook  
² Video on GLI website

# OUR PEOPLE

## COMPOSITION

(GRI 2-7) (GRI 405-1, 3-3)

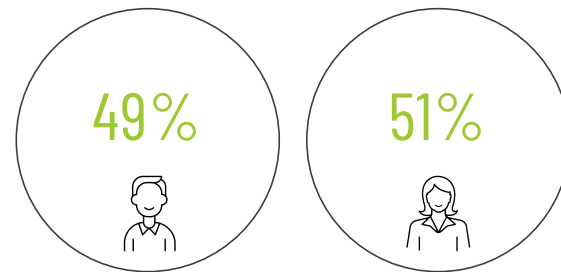
We are present in the United States, Central America, the Caribbean and most of South America. We want to offer the best working conditions to our employees, establish long-term relationships with

### Number of permanent employees by region and gender

COUNTRY	M	W	TOTAL	%
México	871	900	1,771	82,10%
Estados Unidos	21	8	29	1,34%
Brasil	32	41	73	3,38%
Argentina	70	85	155	7,19%
Colombia	10	24	34	1,58%
Ecuador	11	12	23	1,07%
Caricam	9	6	15	0,70%
Chile	14	17	31	1,44%
Perú	11	9	20	0,93%
Uruguay	0	3	3	0,14%
Bolivia	0	2	2	0,09%
Paraguay	1	0	1	0,05%
<b>Totales</b>	<b>1,050</b>	<b>1,107</b>	<b>2,157</b>	<b>100%</b>

them and provide them with open-ended contracts in all the countries where we operate.

Upon closing of the 2021 payroll, the team was made up as follows:



EMPLOYEES BY POSITION	
Executive	4
Country Manager	7
General Manager	84
Manager	195
Leader	143
Supervisor	64
Coordinator	101
Specialized Positions, Assistants, Analysts, Operative personnel, etc.	1,559
<b>Total</b>	<b>2,157</b>

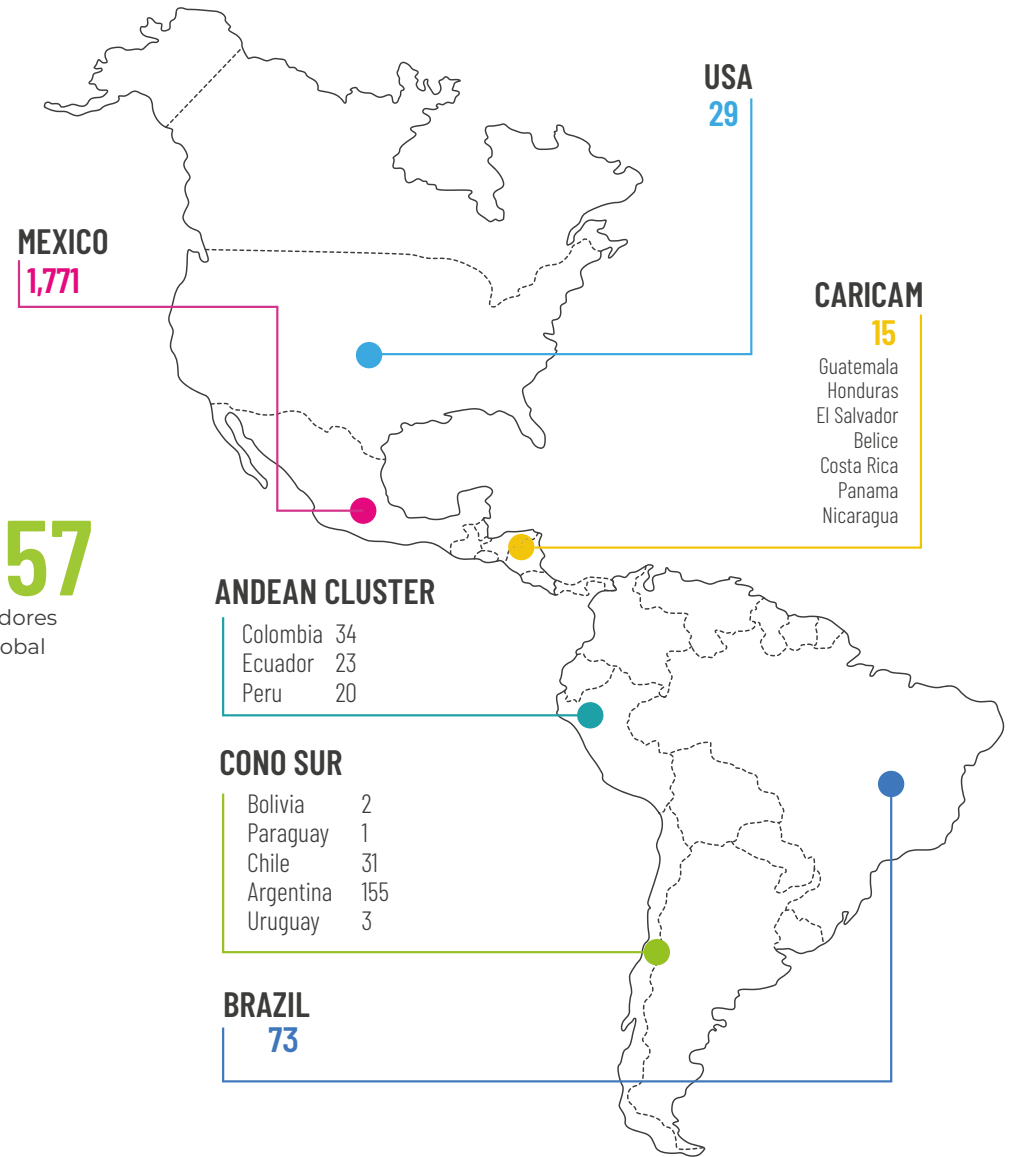
In Mexico there was a considerable increase in the number of collaborators in relation to the previous period, the latter due to the hiring made due to the

start of operations of the new manufacturing plant. Likewise, the direct hiring of the personnel that was under the outsourcing modality was carried out in

compliance with the new provisions established in the Federal Labor Law.

# 2,157

colaboradores a nivel global



<sup>3</sup> Anglicism that refers to the work modality where companies outsource some of their activities through subcontracting.

(GRI 2-7) (GRI 405-1)

## Number of temporary employees by region and gender

COUNTRY	TEMPORARY		FIXED		TOTAL
	M	W	M	W	
Mexico	0	0	871	900	1,771
USA	0	0	21	8	29
Brazil	0	0	32	41	73
Argentina	6	9	64	76	155
Colombia	0	0	10	24	34
Ecuador	0	0	11	12	23
Caricam	0	0	9	6	15
Chile	0	0	14	17	31
Peru	0	0	11	9	20
Uruguay	0	0	0	3	3
Bolivia	0	0	0	2	2
Paraguay	0	0	1	0	1
<b>Total</b>	<b>6</b>	<b>9</b>	<b>1,044</b>	<b>1,098</b>	<b>2,157</b>

Permanently contracted collaborators

48.4%



50.9%



Employees hired on a temporary basis

0.23%



0.44%



At Genomma Lab we do not enter into temporary contracts, except for exceptions such as the case of Argentina where the labor legislation allows it. It should be noted that the number of temporary contracts represents less than 1% of the company's total contracts.

## Employees by type of workday (Part-time & Full-time) by region and gender

COUNTRY	PART-TIME		FULL-TIME		TOTAL
	M	W	M	W	
Mexico	0	0	871	900	1,771
USA	0	0	21	8	29
Brazil	0	0	32	41	73
Argentina	3	2	67	83	155
Colombia	0	0	10	24	34
Ecuador	0	0	11	12	23
Caricam	0	0	9	6	15
Chile	0	0	14	17	31
Peru	0	0	11	9	20
Uruguay	0	0	0	3	3
Bolivia	0	0	0	2	2
Paraguay	0	0	1	0	1
<b>Total</b>	<b>2</b>	<b>3</b>	<b>1,047</b>	<b>1,105</b>	<b>2,157</b>

Full-time hired employees

48.5%



51.2%



Part-time hired employees

0.1%



0.1%



## Number of independent workers by region and type of work performed

(GRI 2-8)

In Argentina, 20 people were outsourced in 2021, 18 of whom worked as visibility and sales force executives, and 2 provided support to the administrative and quality control area.

In Brazil, under the same scheme, personnel were hired to support quality control processes at outsourced plants (1), billing and accounts payable processes (3), IT-related issues (3), and graphic design (1).

In Caricam, 7 people worked as third parties to support the logistics process (4), the administrative accounting process (2), and the Trade Marketing area (1); and in the case of Chile, 6 people supported the invoicing process.

In Colombia, assistance services in e-commerce, business intelligence (BI)<sup>4</sup>, foreign trade, accounting, logistics and courier services were outsourced (6). Also, under the same contracting scheme, 139 sales promoters, 2 quality inspectors, 8 perfect stores auditors and 2 specialists for script writing and advertising graphic design were hired.

In Ecuador, outsourcing companies were hired to provide support to the legal and accounting areas, and a third party was hired to perform the role of Country Manager.

In Peru, 5 professionals were outsourced to perform assistance tasks for the commercial, regulatory, logistics and BI areas.

<sup>4</sup> Business Intelligence (BI) is the ability to transform data into information, and information into knowledge, in order to optimize the business decision-making process.

<sup>5</sup> Genomma Lab defines a perfect store as the implementation of best practices and strategies to improve the shopper's experience, including the correct arrangement of products, affordable prices, and communication pieces that spark interest and motivate the purchase.

<sup>6</sup> Genomma Lab define como tienda perfecta la aplicación de las mejores prácticas y estrategias para mejorar la experiencia del comprador, con una correcta disposición de los productos, a precios accesibles, y con piezas de comunicación que despiertan el interés y motiven la compra.

# ATTRACTING TALENT

(GRI 401-1, 3-3)

## New hires

Our global recruitment process aims to hire the best talent in the market in the shortest possible time, ensuring that candidates are aligned with Genomma Lab's organizational culture.

The process is carried out as follows:

- Fill out and submit the Job Profile document to the Talent Management area to officially activate the search process.
- Candidate search.
- Interview by the Direct Manager and/or Directors.
- Interview by the Recruitment Committee.
- Dry Run: In this stage, the candidate must develop a business case or interact with at least two (2) members of the Recruitment Committee.
- Final interview: According to the hierarchical level of the position, candidates will be submitted for final approval by the Global COO or Country Managers (in case they have not participated in the previous step).
- Bid review: Performed in Mexico, coordinated with the corresponding country's Controller.
- Internal approval. All bids must go through the approval system that includes the Talent Leader, the Finance Leader and the COO.
- Formal proposal: Presented jointly by the Talent Leader and the Direct Manager, if so desired.

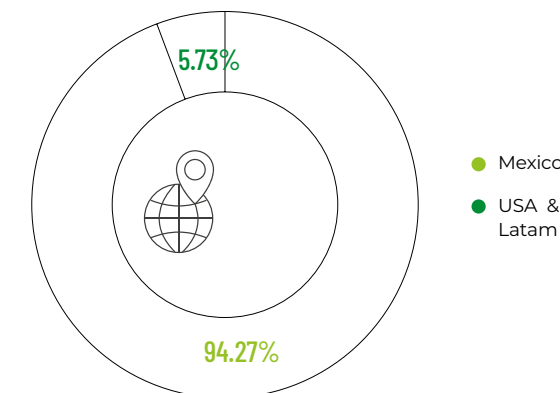
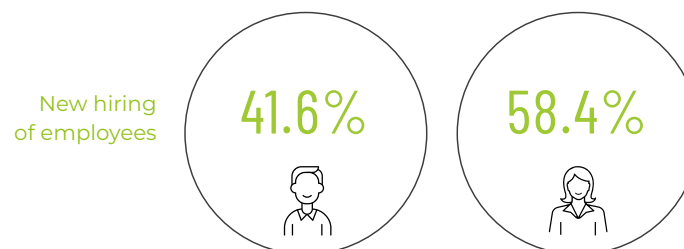
Notably, in line with our Diversity, **Inclusion and Gender Equality Policy**, the company requires a roster of gender-diverse candidates for all management roles.

## New hiring of employees

COUNTRY	Under 30 years old			Between 30-50 years old			TOTAL
	M	M	M	W	W	W	
Mexico	226	191	86	277	307	146	1.233
USA	1	0	0	0	0	0	1
Brazil	5	9	0	3	7	0	24
Argentina	5	7	0	1	6	0	19
Colombia	0	4	0	0	4	0	8
Ecuador	0	1	0	2	0	0	3
Caricam	1	3	0	1	1	0	6
Chile	4	1	0	1	4	0	10
Peru	0	0	0	0	2	0	2
Uruguay	0	0	0	0	1	0	1
Bolivia	0	0	0	0	1	0	1
Paraguay	0	0	0	0	0	0	0
<b>Totales</b>	<b>242</b>	<b>216</b>	<b>86</b>	<b>285</b>	<b>333</b>	<b>146</b>	<b>1.308</b>



New hires by contry



## New positions filled by internal promotions, by gender



# 21%

of new hires were covered by internal promotions, totaling 275 positions

We set up the **Global Recruitment Committee**, made up of the leadership team and other employees involved in the process. Through it, we are able to comply with the profile-person match, ensuring that the talent hired has chances of success in their position, giving them the opportunity to contribute to the company.



## Internship Program

(SASB - HC-BP-330a.1)

As an expanding company, we are committed to programs for identifying and incorporating potential talent that will share new ideas with us and be the future generations of talent at Genomma Lab.

With the internship programs (interns and trainees), we seek to prepare young people from public and private universities to be integrated and trained in the Genomma Lab culture, providing them with the tools to grow professionally and develop a global vision of the business, creating a hotbed of talent.

In addition, an alliance with the *Universidad Nacional Autónoma de México* (UNAM) is planned for 2022 to join efforts and achieve the recruitment and retention of scientific talent and research and development personnel.



### Interns

We have collaboration agreements with institutions and universities to promote vacancies among young people who wish to carry out their professional internships as students or graduates of university programs related to our company's line of business.

To contribute to their professional development and knowing that these young people are in the final phase of their academic preparation, we offer part-time and flexible work schedules so that they can meet their academic schedules and lessons without hindrance, besides offering them the accompaniment of area leaders who share their knowledge and experience.

Additionally, the program allows interns to learn by doing, putting their knowledge into practice, meeting performance objectives, and receiving feedback to identify their strengths and improve their opportunities. Our internship programs offer financial compensation to support expenses related to their participation.

### Trainee Program

This 18-month program was created with the purpose of attracting and developing a pool of young talent to be trained in the Genomma Lab culture, so that they can later fill strategic positions within the company. We offer an attractive and exciting career plan to position Genomma Lab as an employer brand.

Participants are students in their senior years of business-related degrees, from public and

private universities, who speak Spanish, English or Portuguese, and who demonstrate the following main competencies: initiative, results orientation, self-confidence, teamwork, entrepreneurial spirit and leadership.

The program has been implemented in the Andean-Caricam Cluster, and during 2022 it will be expanded to some other countries where we operate.

Trainees are selected through the talent attraction process and are subsequently incorporated into the company's corporate and industrial areas in the participating countries. Upon joining, they receive onboarding training, which includes a welcome session, the definition of the area they will work in, and the assignment of a mentor (a senior leader in the company).

Trainee development consists of the following phases:

- Department rotation. Twice a year, they rotate in a department other than their assigned area.
- Assignment of direct manager, objectives, project and deliverables. .
- Institutional and Competency Development Training Program.
- Biannual performance assessments including feedback from direct manager and mentor.

At the end of the program, permanent employment is defined, and the intern is assigned to a position according to their profile.

# STAFF TURNOVER

(GRI 401-1)

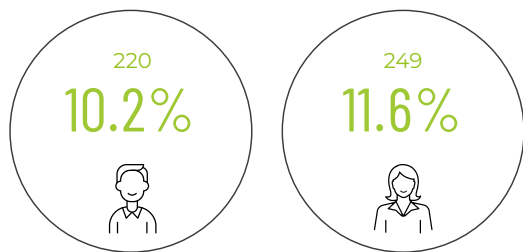
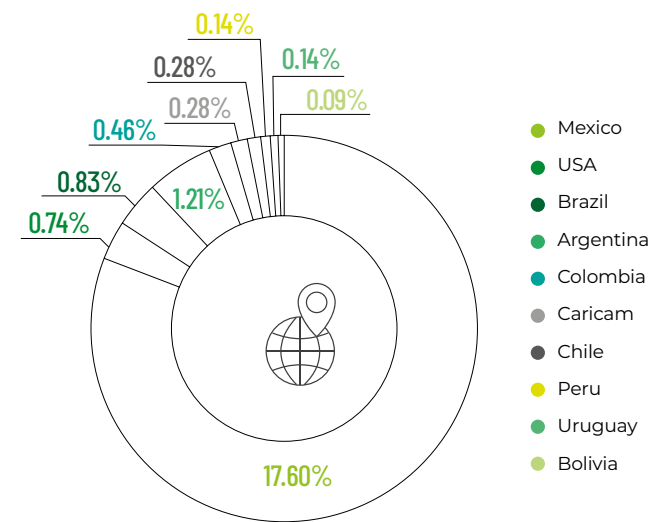
## Voluntary resignations

COUNTRY	Under 30 years old			Between 30-50 years old		Over 50 years old	TOTAL
	M	M	M	W	W	W	
Mexico	35	49	1	38	52	2	177
USA	0	4	0	0	4	1	9
Brazil	3	1	0	6	5	0	15
Argentina	1	6	0	5	4	0	16
Colombia	1	3	0	0	2	0	6
Ecuador	0	0	0	0	0	0	0
Caricam	0	1	0	0	0	0	1
Chile	0	0	0	0	1	0	1
Peru	0	0	0	0	2	0	2
Uruguay	0	0	0	0	0	0	0
Bolivia	0	0	0	0	1	0	1
Paraguay	0	0	0	0	0	0	0
<b>Total</b>	<b>40</b>	<b>64</b>	<b>1</b>	<b>49</b>	<b>71</b>	<b>3</b>	<b>228</b>

## Terminations

COUNTRY	Under 30 years old			Between 30-50 years old		Over 50 years old	TOTAL
	M	M	M	W	W	W	
Mexico	40	39	19	43	48	15	203
USA	1	6	0	0	0	0	7
Brazil	0	1	0	0	2	0	3
Argentina	0	4	0	0	6	0	10
Colombia	0	1	0	0	3	0	4
Ecuador	0	0	0	0	0	0	0
Caricam	0	3	0	0	2	0	5
Chile	0	2	0	1	1	1	5
Peru	0	0	0	0	1	0	1
Uruguay	0	0	0	0	3	0	3
Bolivia	0	0	0	0	0	1	1
Paraguay	0	0	0	0	0	0	0
<b>Total</b>	<b>41</b>	<b>56</b>	<b>19</b>	<b>44</b>	<b>66</b>	<b>17</b>	<b>242</b>

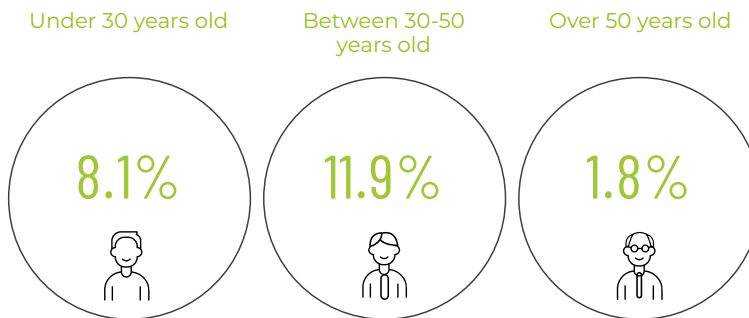
% Rotation by country



# 21.8%

is the total turnover percentage adding 470 people in total

## Turnover





# COMMITMENT TO OUR PEOPLE

## LIFE AND FAMILY BALANCE

(GRI 401-2) (GRI 405-1,3-3)

As stated in our Diversity, Inclusion and Gender Equality Policy, in our Human Rights Policy and in our Policy to Prevent, Analyze and Identify Psychosocial Risk Factors, at Genomma Lab we promote work-life balance among all members of our team, seeking to promote gender equality. Some of the following modalities may vary or be adjusted according to each country where the Company operates.

### Work from home, flexible hours and short Fridays

This benefit takes a results-oriented approach, providing work-life balance and supporting the shift to a performance culture based on flexibility and trust. Staggered schedules, work from home, and short Fridays were implemented.

### Daycare

We maintain agreements with daycare centers close to our operation centers, allowing our employees to receive a payroll discount and enjoy other benefits for the care of their children.

### Nursing room

We provide our employees with breastfeeding rooms for their well-being and comfort.

### Vacations

The vacation days granted to our employees are linked to their seniority in the Company.

SENIORITY	AVERAGE
1 years	10
2 years	12
3 years	14
4 years	16
5 - 9 years	18
10 - 14 years	20
15 - 19 years	22
20 - 24 years	24



### Paternity and maternity leave

(GRI 401-3, 3-3)

All our employees have this benefit, going even beyond what is required by law in the case of Mexico and Brazil.

	Number of weeks for maternity leave	Number of weeks for paternity leave
Mexico	12	2 + 1 in addition to what is required by law
USA	12	12
Brazil	17.1 + 8.5 in addition to what is required by law	1 + 2 in addition to what is required by law
Argentina	12.9	0.3
Colombia	18	1.4
Ecuador	12	1.4
Caricam	17.1	0
Chile	24	1
Peru	14	1.4
Uruguay	14	2
Bolivia	8.6	0.4
Paraguay	18	2

*We seek to offer the best working conditions for our employees with benefits<sup>7</sup> that contribute to their personal development and that of their families.*



<sup>7</sup> Los beneficios y prestaciones pueden variar por país y nivel administrativo, algunos han tenido una variación o restricción durante el periodo de distanciamiento social.

## COMPENSATION, BENEFITS AND SAVINGS

### Annual bonus

Days considered for the annual bonus are 45 days corresponding to sales corresponding to sales and 45 days corresponding to EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization). A growth target is established for the two indicators and the days to be paid as annual bonus are calculated depending on the percentage of compliance with the target.

### Savings fund

5% of the employee's payroll is allocated to a savings fund, and at the end of the year the Company equals the amount and pays it to the employee.

### Transportation

It is made available to employees at different times and for different operating sites.

### Employee sales

On a monthly basis, employees have the opportunity to purchase products from Genomma Lab's portfolio at a preferential discount.

### Food vouchers

### Life insurance

### Major medical insurance

## INTEGRATED WELL-BEING

### Canteen

Employees have access to a canteen as a Company benefit with nutritious and healthy options.

### Nutritional counseling

We promote a healthy lifestyle among our collaborators by offering nutritional advice to our collaborators.

### GENWELL Employee Assistance Program

In line with our 2025 Sustainability Strategy, we implemented the GENWELL Employee Assistance Program, which provides psychological counseling, legal assistance, financial-accounting assistance, nutritional counseling and training for leaders in critical moments. The service can be accessed through a toll-free telephone line or through a mobile application; its beneficiaries are our employees and their immediate family members.

The number of temporary workers represent less than 1% of the total workforce globally. The benefits granted to part-time and full-time workers are the same.



## FREEDOM OF ASSOCIATION

(GRI 2-30) (GRI 407-1, 3-3)

We are obliged to respect the rights of association, organization and collective bargaining of our employees, in compliance with the Federal Labor Law in Mexico, as well as the applicable regulations in each country in which we operate. 55% of the operating personnel of our new Industrial Complex in Mexico are covered by a collective bargaining agreement. For the rest of the personnel, labor conditions are not determined under any type of collective bargaining.

Employees are free to decide whether or not to join the union. In addition, each employee who joins the company is notified of the rights and obligations that apply to belonging to this type of contract through an induction course, where union delegates participate and share this information. Additionally, as a company, we support and provide the necessary forums for free dialogue between employees and the union.

Each employee has the duty to follow the established health and safety policies and protocols, as well as the Quality System corresponding to their workplace.

# ASSESSMENTS

## CONSOLIDATING THE PERFORMANCE ASSESSMENT PROGRAM

(GRI 404-3, 3-3)

Performance assessment is aimed at the professional growth of our employees aligned with business development, through objective and transparent feedback about their performance and expected business results. Likewise, the functional (or technical) and leadership competencies required to perform successfully in their current functions are evaluated, as well as those required to continue their professional development in Genomma.

It is an essential management tool that supports managers in achieving results through people, and leads employees to success, reaffirming our

commitment to meritocracy and the professional development of our team.

**For the first time, the performance assessment was conducted simultaneously for 100% of our team, at all levels and in all countries where we operate. As a result, we obtained a 90% compliance rate in the process, which means a positive impact on productivity and the established organizational goals.**

The performance assessment process consists of the following:



### 1. Setting annual goals:

- a. Business results/indicators: Each employee, together with their manager, should identify those 3-5 indicators that are most closely connected to their responsibilities and that, therefore, are expected to have a positive impact from their day-to-day work.
- b. Leadership skills related to the elements of the GEN Culture
  - i. Leadership
  - ii. Entrepreneurial spirit
  - iii. Collaboration, attitude and commitment
  - iv. Analytical and problem solving skills
  - v. v. Skills / technical knowledge to perform the job

### 2. Biannual performance review:

- a. Employee self-assessment
- b. Assessment by their immediate leader
- c. Feedback session: The employee and their leader align results, perceptions and expectations, while completing the Excel format of the performance assessment.
- d. Format uploading to TalentGEN.

Based on the results obtained in the assessment, the employee's development and career plan is defined, as well as whether the annual variable compensation (bonus) is applicable and in what percentage.

# WORK CLIMATE ASSESSMENT

At Genomma Lab we seek to know the degree of commitment<sup>8</sup> and satisfaction of our team, as well as identify the main needs to reduce turnover, improve effectiveness and improve our experience of working in the organization.

The dimensions evaluated were the following:

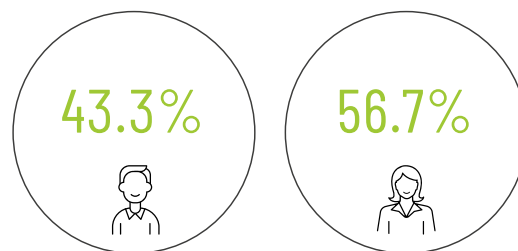
- **Agility and Innovation:** React quickly to market requirements, generate new ideas, learn from mistakes, respect job prospects.
- **Confidence:** Perception in the future of the company through the success of its management, adaptability and its products.
- **Effectiveness of the Management Team:** Topics related to the perception of honesty, communication, coherence, listening and assertiveness in decisions.
- **Strategic approach:** Understanding of the company's strategies and objectives, as well as the contribution of the collaborator's work.
- **Collaborator experience:** Feeling of being in a company that respects and cares for the collaborator, as well as issues that generate a taste for working at Genomma Lab.
- **Enabling and empowerment:** Resources and elements required for the collaborator to carry out their work.
- **Engagement:** Intention to stay, discretionary effort and organizational pride.
- **Direct Boss:** Issues related to the treatment and management style of the immediate boss.
- **Safety:** Confidence in physical conditions and workplaces.

Below we present the results of the organizational climate survey carried out in 2021:

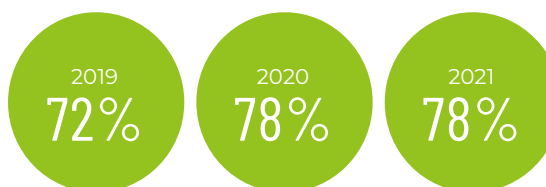
## 1,258

collaborators surveyed (92% of the total at the time of implementation)

% commitment of collaborators by gender



% commitment per year



<sup>8</sup> Engagement is the level at which employees commit their energy and effort to contribute to the success of the company. The components of the Commitment are: Pride Motivation Belonging, among others.

# RECOGNITIONS

## CEO AWARDS

This initiative has the purpose of acknowledging those collaborators who stood out for achieving results and who at the same time, demonstrated exceptional behavior to continue contributing to the growth of Genomma Lab.

During the year 2021, 24 collaborators were awarded in México, 2 in Argentina and 1 in each of the following countries: Brazil, Chile, Peru, Colombia, Ecuador and Cono Sur.

## SUSTAINABILITY AWARDS

In line with the goal of our 2025 Sustainability Strategy, which seeks to recognize our employees for the implementation of projects that reduce the environmental impact of our operation. In 2021, we had the first edition of our "Sustainability Awards" that recognized the contribution of our team members, who from their operation area promoted initiatives aligned with our sustainability goals. In this edition, the winners represented different areas and countries, Quality in Argentina, Logistics in Mexico and Innovation & Development in Mexico.



# DIVERSITY AND INCLUSION

(GRI 405-1, 3-3)

*"In Genomma Lab we are governed by respect for diversity, and we promote a work environment that is inclusive, healthy, safe, free of violence, without discrimination, that allows the full development of all people with equality to access growth opportunities. This is supported by our Diversity Policy."*<sup>9</sup>

As it is expressed in our **Diversity, Inclusion and Gender Equality Policy**, we promote differences expressed in: age, nationality, disability, physical and mental capacity, gender identity or expression, sexual orientation, ethnic origin, racial origin, marital status, pregnancy, health conditions, language, physical features, political affiliation, religion, personal beliefs, opinions, social or economic status, or any other analogous.

It is the responsibility of the **Ethics Committee**, as well as of the **Global Diversity, Inclusion and Gender Equality Committee**, to ensure compliance and protection of the established in the aforementioned policy.

<sup>9</sup> Source: <https://esr.genommalab.com/es/>

## GLOBAL COMMITTEE ON DIVERSITY, INCLUSION AND GENDER EQUALITY

It was created in 2021 and it is formed by representative members from various nationalities, ages, and administrative levels of our team. They work under the following action lines:

- **Women GEN:** Its purpose is to promote development, equal opportunities, visibility and form a support network.
- **Community LGBTQ+:** Seeks to direct initiatives and public activities to create a more inclusive work environment for all employees, free of discrimination.
- **Talent with Disabilities:** Its purpose is to eliminate stigmas and any barrier that may prevent the hiring and/or professional development of people with disabilities in the company.

### GLOBAL COMMITTEE ON DIVERSITY, INCLUSION AND GENDER EQUALITY



## TALENT WITH DISABILITIES

In 2021 we established an alliance with Éntrale, "Alliance for the labor inclusion of people with disabilities" from the Mexican Business Council, with whom we share the purpose of linking wills, connecting opportunities and changing paradigms, to favor the labor inclusion of people with disabilities in Mexico.



## LGBTQ+ COMMUNITY

In 2021, we received for the first time the HRC Equidad MX 2022 Certification from the Human Rights Campaign Foundation, Global Labor Equity Program in Mexico, for adopting protections against discrimination, having a Diversity Committee and a group of LGBTQ+ employees, and developing public activities, creating a more inclusive work environment for all employees.



## GENDER EQUALITY

### Target Gender Equality

In order to contribute to the construction of a society with greater gender equality, we participate in the Target Gender Equality initiative from the United Nations Global Compact, with the intention of accelerating the representation and leadership of women at all levels of the company.



### Women's Empowerment Principles

In addition, we have adhered to the United Nations Women's Empowerment Principles (WEPs). WEPs is a joint initiative of UN Women and the Global Compact that provides a business platform that allows companies to evaluate the policies and practices they carry out for the empowerment of women in their work environment, markets, and the community.

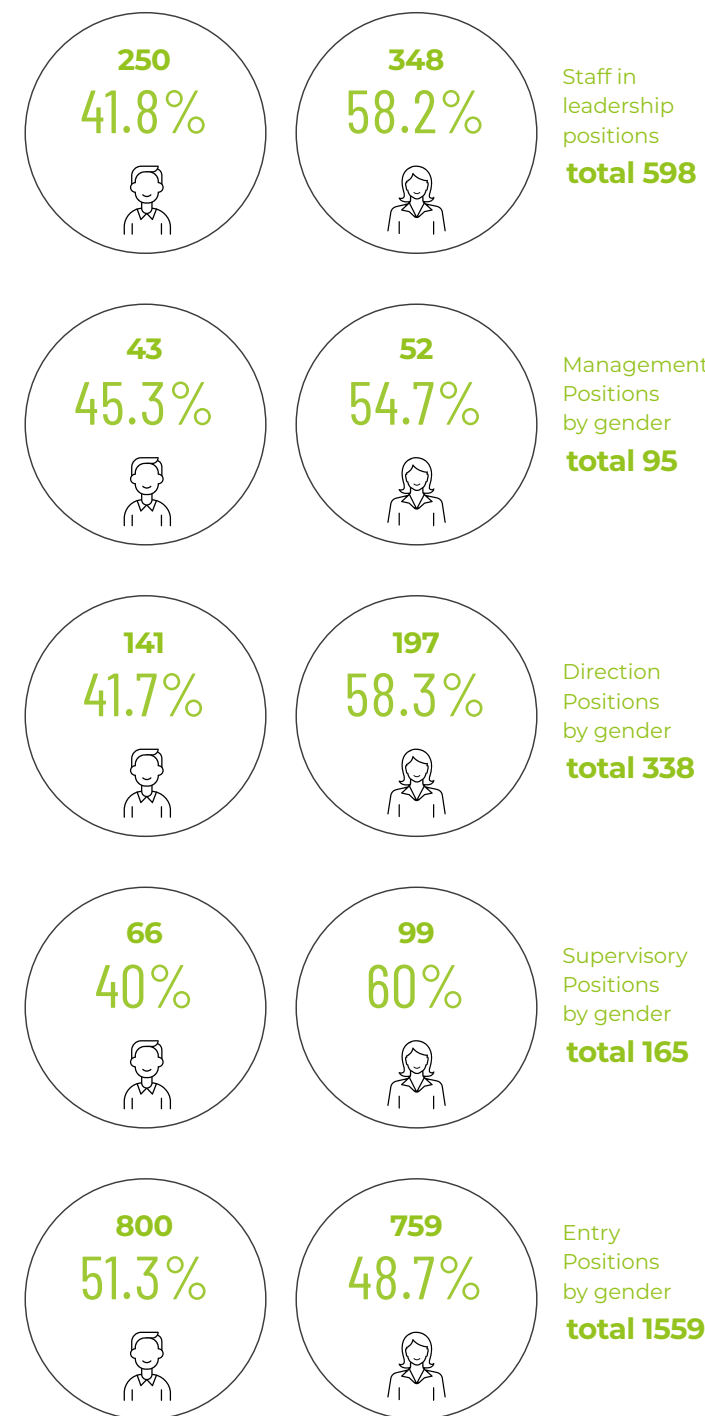
We present our results at the end of 2021, which show the achievements made and the opportunities for improvement we have, in order to meet our goals in terms of diversity.

In support of

### WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

The goals in terms of gender balance in our 2025 Sustainability Strategy, considered that by the year 2022, 50% of our global team would be represented by women; and by 2023, 50% of our leadership positions would be occupied by women, so we achieved the proposed goals in advance.<sup>10</sup>



<sup>10</sup> 2025 Sustainability Plan

**54.5%**

of management positions are made up of women, an increase of 11.74% compared to the previous year

**51%**

of the company's workforce are women, thus meeting our goal one year ahead of what was proposed

**58.2%**

of leadership positions in Genomma Lab are held by women

**4%**

of employees who were promoted during the fiscal year were women

**58.3%**

of the Direction positions are made up of women, 15% more than in 2020

**60%**

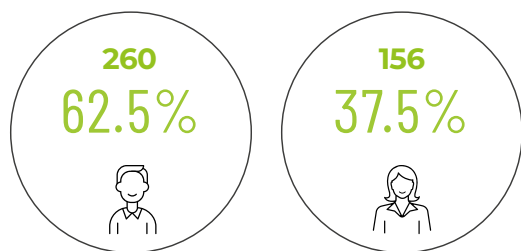
of supervisory positions in the company are women, which represents an increase of 14% compared to the previous year



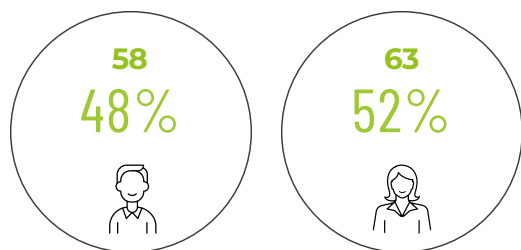
## Number of men and women who make up the following areas in the organization at a global level

POSITION	WOMEN	MEN
Administration	8	7
Promotion and Sales	107	113
Purchase	14	17
Quality	29	15
Communication and Publicity	35	49
Finance	68	65
Information Technology	0	3
Innovation & Development	20	11
Trade Marketing	61	21
Logistics	168	249
Manufacturing	39	166
Human Resources	14	5
Others	544	329
<b>Total</b>	<b>1.107</b>	<b>1.050</b>

### STEM<sup>8</sup> Positions<sup>9</sup>



Women in Leadership Positions<sup>10</sup> in areas that generate income<sup>11</sup>



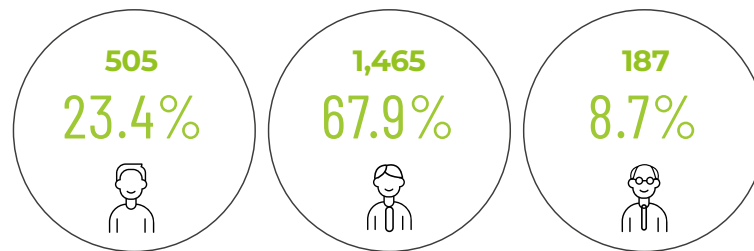
**52%**

of the leadership of the areas that generate income is made up of women

Although there is parity and even a predominance of women in the different areas of the company, the areas of Manufacturing, Logistics and Information Technology follow the path of continuous improvement to achieve greater representation of women.

COUNTRY	Under 30 years old			Between 30-50 years old			TOTAL
	M	M	M	F	F	F	
Mexico	196	627	48	238	556	106	1.771
USA	1	9	11	0	6	2	29
Brazil	7	23	2	9	29	3	73
Argentina	16	49	5	9	66	10	155
Colombia	1	9	0	7	17	0	34
Ecuador	1	10	0	3	9	0	23
Caricam	0	9	0	1	5	0	15
Chile	7	7	0	5	12	0	31
Peru	3	8	0	1	8	0	20
Uruguay	0	0	0	0	3	0	3
Bolivia	0	0	0	0	2	0	2
Paraguay	0	1	0	0	0	0	1
<b>Totales</b>	<b>232</b>	<b>752</b>	<b>66</b>	<b>273</b>	<b>713</b>	<b>121</b>	<b>2.157</b>

Under 30 years old    Between 30-50 years old    Over 50 years old



<sup>8</sup> The term STEM is an acronym for Science, Technology, Engineering and Mathematics. It is an area that continues to grow, as graduates from these fields are in high demand in the labor market.

<sup>10</sup> Scope: 416 employees from the areas of Quality, Finance, IT, R&D and Manufacturing.

<sup>11</sup> Positions considered: Brand Manager, Brand Operations Manager, Consumer & Shopper Insights Leader, Director of Beverages, Director of Marketing, Director of Skin Care, Director of Transformation and Master Data, Director of Brand Operations, Director of Commercial Operations, Franchise Leader, Andean E-Commerce Account Manager - Kam Copservir, Medical Communications and Training Manager, District Manager, Pharmacy and Perfumery Manager, Global Group Manager - Brand Manager, Operations Manager, Southern Cone Operations Manager, De Trade Manager Regional Marketing, Sales Manager, Ecommerce Manager, Traditional Channel Regional Manager, Grouper New Business, Grouper Skin Care, Head BU Suerox, Sales Manager, Key Account Manager, Marketing Global Business Leader, Marketing Manager, Sales Manager, Team Leader.

<sup>12</sup> Marketing and Commercial



(GRI 405-1)

## Number of employees by sex, age and job category

POSITION	Under 30 years old			total M	Between 30-50 years old			total W	TOTAL
	M	M	M		W	W	W		
Executive	0	0	4	4	0	0	0	0	4
Country Manager	0	4	2	6	0	1	0	1	7
Director	0	21	16	37	0	40	7	47	84
Manager	2	72	15	89	7	94	5	106	195
Leader	8	38	6	52	8	70	13	91	143
Supervisor	3	9	8	20	2	42	0	44	64
Coordinator	6	36	4	46	5	48	2	55	101
Specialists, Assistants, Operators and Analysts	319	402	79	800	184	530	45	759	1,559
<b>Total</b>				<b>1,054</b>				<b>1,103</b>	<b>2,157</b>

We recognize that cultural diversity strengthens the company's management and productivity, since it promotes teamwork, tolerance, creativity, resilience and team adaptability. Our work centers are made up of collaborators who come from various countries, this multiculturalism represents a fundamental part, not only of our corporate culture, but also of our achievements.



### NATIONALITIES

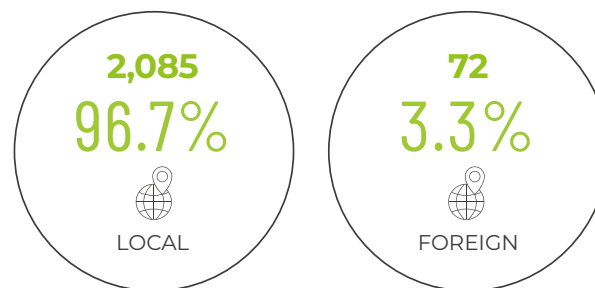
COUNTRY	LOCAL		FOREIGN		TOTAL
	M	W	M	W	
Mexico	860	888	11	12	1,771
USA	13	4	10	2	29
Brazil	31	41	1	0	73
Argentina	66	78	4	7	155
Colombia	8	24	2	0	34
Ecuador	11	10	0	2	23
Caricam	1	2	8	4	15
Chile	11	11	3	6	31
Peru	11	9	0	0	20
Uruguay	0	3	0	0	3
Bolivia	0	2	0	0	2
Paraguay	1	0	0	0	1
<b>Totales</b>	<b>1,013</b>	<b>1,072</b>	<b>39</b>	<b>33</b>	<b>2,157</b>



## Positions by ethnic group in United States

GRUPO ÉTNICO	NIVEL	W	M
Afroamericanos	Coordinator	0	1
Asiáticos	Headquarters	1	0
Blancos	Director	0	1
	Manager	1	0
Latinos o Hispanos	Director	2	2
	Manager	1	5
	Coordinator	1	3
	Headquarters	2	5
	Country Manager	0	1
	Supervisor	0	3
<b>Total</b>		<b>8</b>	<b>21</b>

### EMPLOYEES BY NATIONALITY



# TRAINING AND DEVELOPMENT

(GRI 404-1, 3-3)

Training is a key element to ensure the safety, efficiency, and quality in our operations. It is our responsibility to have trained and qualified collaborators who can perform the required functions for development, manufacture, control, and distribution of our products.



## IMPLEMENTATION OF THE GLOBAL GEN INSTITUTE TRAINING PROGRAM

Through GEN Institute, training and development programs have been implemented according to the identified needs and specific responsibilities of our employees. Lessons were given with institutional content, technical specialization, for skills and abilities development, continuous training, among others. They were given in face-to-face, remote or hybrid schemes, with the objective to benefit most of our collaborators.

**16.82 HRS**

Average hours of training per collaborator

Average hours of training by gender

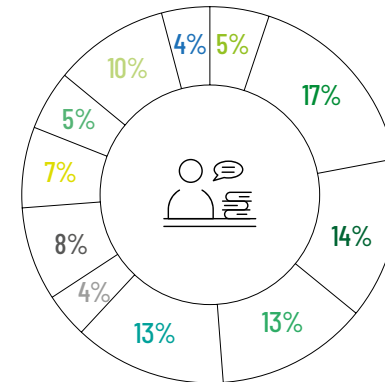
**2.49**



**3.08**



Average hours of training by job category



- Executive
- Country Manager
- Director
- Manager
- Leader
- Supervisor
- Coordinator
- Specialist
- Assistant
- Operator
- Analyst

## TRAINING FOR OPERATION

(GRI 404-2, 3-3)

In our Distribution Centers and Manufacturing Plants, we have established procedures that allow the Human Resources area to clearly know the activities of each position and thereby determine a matrix of skills that each collaborator must have to perform successfully in his role. This is complemented with the detection of needs by area, the Annual General Training Plan and with the training courses or workshops that are frequently given in various modalities.

In this line, the different teams in the company, mainly the innovation and development areas, as well as the commercial team are frequently trained through the Regulatory Affairs area, in order to keep them updated and aligned with the regulation, so that they can continue with the development and sale of our products in each country where we operate.

## ONBOARDING

The new GLI collaborators received an induction in order to transmit the origin, culture and strategy of the company, and in this way, build a sense of belonging to the organization.

We also had Inductions about our brands to learn in detail the products and the Genomma Lab line of business.

(GRI 404-2)

## SUSTAINABILITY

In line with our strategic pillar "Our Integrated management" of the 2025 Sustainability Strategy, we encourage critical thinking in all our employees in terms of sustainability and innovation. To this end, in 2021, the teams responsible for product development at a global level were trained in sustainability, seeking redesign and innovation with less environmental impact.

Likewise, our operational and administrative teams have received training in the same subject, but this time focused on acquiring the necessary theoretical and practical knowledge to promote sustainable development, with an emphasis on mitigation and adaptation to climate change.

## COMMERCIAL – SALES ACADEMY AND GLOBAL CONVENTION

Our commercial team participated in training programs to strengthen their sales skills, consolidate them in their work development and enrich their performance. Among the topics that were developed we find the following:

- Sales Fundamentals
- Perfect store
- Analytical thinking
- Negotiation
- Team development
- Logistics
- Finance

This year, once again we held the global sales meeting organized by the leadership team of the commercial area. In the same way, we had the opportunity to attend the "Consumer Week" at a global level, which included high-impact conferences, given by professional experts, transmitting their knowledge of trends and changes in the market.



## LEADERSHIP, ETHICS, AND INTEGRITY

At Genomma we believe that leaders are made, and we want our leaders to be the best in the industry.

For this reason, during 2021 we have invested in the development of leadership skills, through the first **leadership skills development program**, aimed at all employees who manage work teams. During the training, topics such as leadership, reliability, situational leadership, feedback, coaching and trust were worked on. The program will continue to run through 2022 until it reaches all the leaders of the organization.

## ALLIANCES WITH EDUCATIONAL INSTITUTIONS

At Genomma Lab we have committed ourselves to the development of internal talent to provide greater tools for their professional growth, which in turn generates an impact on business productivity. In this sense, we have made alliances with Educational Institutions to offer specialization programs according to our collaborators needs. As is the case of the alliance with IE University, an institution founded in 1973 in Madrid, Spain, which specializes in Business, Talent Development and Leadership, Marketing and Communication, Finance, Technology and Data Analysis, and has a portfolio of online programs and diplomas, created in order to provide companies with knowledge in these specialty areas.



## HIGH IMPACT ONLINE SPECIALIZATION PROGRAM

Since 2020, Genomma Lab created a specialization program aligned to current challenges, in its High Impact Online Programs modality. This program is aimed at employees who made a special contribution to the company during the year. The training is given as recognition and incentive for the level of commitment shown, becoming an aspirational option for other members of the team who wish to continue their training.

The objective is that the knowledge acquired in the program chosen by each participating collaborator is truly applicable to their professional life; so, the pedagogical approach is completely practical. Through videoconferences, individual sessions with professors and forums, our collaborators have an experience that is enriched by the exchange of knowledge from other companies, businesses and origin places.

The programs that can be accessed are:

- **Digital Marketing Digital, Social Networks and Analytics:** through this program, you learn to develop a successful omnichannel digital marketing strategy that allows you to reach more potential customers and retain current customers.
- **Financial Decision Making;** with a practical approach to understanding finance and applying financial concepts to decision making and evaluating financial statements or conducting investment analysis.
- **Innovation and growth;** It offers a vision of the leadership styles that promote innovation in companies and the creative process of innovation.

- **Leadership and strategy in the disruption age;** Teach how to analyze the company's situation in disruptive industries and anticipate changes in the global economy.
- **Data Science & Visualization for Business;** fundamentals of data science and application of the statistical concepts underlying data analytics for decision making.
- **Legal Tech;** the development of disruptive technologies in a typically traditional sector and technological innovation through new business models.
- **Fintech: Powering the Financial Revolution;** how the financial sector is being improved by the technological revolution, from its impact on payment schemes to the use of big data and machine learning to improve capital markets.
- **Digital strategies for business;** impact of digital disruption from a business point of view, and how companies take advantage of technology.
- **Talent management in the Digital Age;** methods to apply in order to transform a traditional company and how to create an employer brand to boost recruitment, the employee experience to strengthen commitment and how to develop talent with artificial intelligence and work automation.
- **Digital Marketing Analytics;** fundamentals of marketing analytics and development of a digital analytics plan.



GenA<sub>+</sub>



**Comunicación Corporativa  
Anuncios Organizacionales**

abril 30

Convocatoria de Excel e Inglés

Hoy es el último día para inscribirse.

¡No te pierdas esta gran oportunidad!

Quedan pocos... Ver más



## HIGHSCHOOL PROGRAM

(GRI 404-2, 3-3)

This project was born out of a particular interest in preparing employees in the manufacturing and distribution area to improve their academic level and have the possibility of aspiring to better positions within the company. With this, we seek to create a bond of commitment and promote the retention of our talent.

We work in association with The London School of Learning, a school with 25 years of experience in education, assisting young people and adults to study and/or complete their high school level. The institution offers personalized attention with the necessary parameters to train students academically and socially and has certification from the General Directorate of Baccalaureate of the Ministry of Public Education in Mexico and official registration with the Universidad Popular Autónoma de Veracruz (UPAV).

The program prepares collaborators in different subjects of study with the aim of promoting their technical-professional and personal development, so that they can present and accredit the high school level exam.

- Math
- Experimental Sciences
- Humanities
- Application for work
- Communication
- Social Sciences
- Training: Human Resources Management

# INTERNAL COMMUNICATION

## TOWN HALL GLOBAL

On monthly basis, our CEO informs the entire Genomma Lab team about news, organizational results and corporate strategy details. Business objectives, organizational changes, relevant events and achievements are also transmitted. In this way, senior management has a direct approach to collaborators, reporting firsthand what happens in the company.

The 2021 Town Halls maintained their relevance by being a space to generate certainty and connection among all team members, providing updates on the health contingency and how the company has been dealing with it. In addition, all team members were kept informed of the business plans in response to the pandemic, and the status of the pandemic in each country of operation.



## HAVE A COFFEE WITH THE CEO

Our CEO maintains and encourages spaces for virtual dialogue with groups of collaborators belonging to different countries, areas and hierarchical levels. This is a space for communication and feedback that takes place on a monthly basis. In this space, ideas for improving the operation can be presented and concerns and doubts can be expressed regarding organizational issues. And for his part, the CEO reinforces the area's corporate strategy according to the audience with which he interacts.



## GEN APP

With a website and application for mobile devices, GEN App represents a corporate communication network that allows the dissemination of organizational information, company initiatives, corporate communications and employees have the possibility of publishing their own information related to their work or sharing their achievements with the team.

Some benefits of this platform are:

- Global equipment connectivity
- Generation of an exclusive networking net for our collaborators
- Access to a global corporate information repository

## CORPORATE COMMUNICATIONS

Through this medium we release important announcements of the Company, organizational changes, initiatives, calls, invitations to corporate events, among others.

It is a formal information dissemination mechanism that seeks to reach the entire team to encourage the transmission of corporate information.



*Our objective is to achieve an effective and efficient communication that allows the culture of Genomma Lab to permeate, so that commitment can be generated among our collaborators, living our culture, improving the connection of our collaborators with our brands and generating a single identity.*

*Through the use of different technological tools and actions promoted by the General Management and our leaders, we have been able to face the challenge of staying united and aware of the company's strategy, both in business matters and in ways of working during the health emergency.*

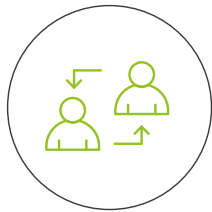
- Consultation of news regarding the company's operations in real time, anywhere and from any electronic device
- Consultation of news and events of global scope and specific by country
- It has an offer of benefits and discounts on products and services available to employees in all regions
- Two-way communication, which allows the collaborator to give comments or suggestions to the company and be listened to,
- It is a free expression, tolerant and transparent space that allows collaborators publications.



# HEALTH AND SAFETY AT WORK

(GRI 403-1, 3-3) (GRI 403-8, 3-3)

## KEY INDICATORS OF BEHAVIOR (KBI)



**Feedback**



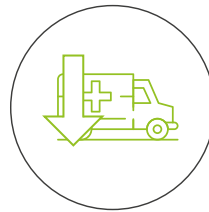
**Risk Elimination**



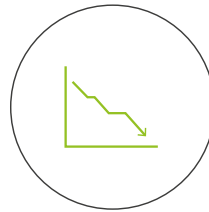
**Observation System of behavior (SOC)**



## KEY INDICATORS PERFORMANCE (KPI)



**Reduction of accidents**



**Decrease in the accident rate**



As expressed in our **Health and Safety Policy**, and the legal labor legislation in the countries in which we operate, it is our duty to provide and maintain a safe and healthy work space for our employees and contractors, by mitigating risks, preventing occupational incidents and illnesses.

That is why we have an Industrial Safety, Occupational Safety and Environment Management System (hereinafter SSMA) whose scope is 100% of Genomma Lab's operational and administrative staff, as well as its contractors.



# INDUSTRIAL SAFETY, OCCUPATIONAL HEALTH AND ENVIRONMENT MANAGEMENT SYSTEM

(GRI 403-2, 3-3)

We have an established process for the prevention, registration and monitoring of incidents that occur in the work centers. With these actions we seek to identify and reduce risks, as well as the number of occupational accidents and illnesses to which our employees may be exposed. All this in accordance with the regulations established by the Ministry of Labor and Social Promotion (STPS) or its analog in the different countries in which we have operations.

Likewise, we comply with the health and safety procedures established in our Environmental and Social Management System (SGAS), as well as the applicable regulations in each country where we operate, in addition to considering international standards to achieve continuous improvement.

Additionally, our SSMA processes are carried out in accordance with the regulations established in the Good Manufacturing Practices (GMP) of the FDA in the United States for pharmaceutical products, and we are working to apply them to the manufacture of personal care products.

According to the Pillar 9 "Our Team" from our Sustainability Strategy, we have a commitment for the year 2022, to voluntarily participate in the Program for Self-Management in Safety and Health at Work (PASST) of the Ministry of Labor and Social Welfare in Mexico.

## RISK MANAGEMENT

The identification of risks is carried out through the **Molecules of Risks** tool, which consists of the evaluation of 100% of the jobs and machinery in each area, following indicators of Frequency, Exposure and Consequences.

The evaluation team is made up as follows:

- One person for each job position that will be evaluated.
- Responsible of the area.
- Responsible for the line maintenance.
- Responsible for the Safety, Health and Environment pillar of the area in Genomma's Production System (GPS).

The steps to apply the tool are as follows:

- Filling out the GNM Risk Molecule 2022 format.
- Define members of the Molecule.
- Job evaluation by area.
- Risk analysis.
- Risk reduction (when applicable).
- Generation of One Point Lesson also known as OPL for the acronym of the terms, is a communication tool, used for the transfer of knowledge and simple or brief skills.
- Preparation of the Behavior Observation System (SOC).

This analysis can result in a low, medium or high level of risk, and from this, we make a plan for risk reduction, emphasizing the highest level risks.

Similarly, we promote transparent communication between middle managers and operational personnel to notify any situation that may be dangerous and attend it immediately. In addition, there is a direct communication group between brigade members and staff.



## NOTIFICATION OF LABOR INCIDENTS

(GRI 403-9)

In accordance with the procedure PNO-SIS-005.01 Report and investigation of accidents, once the incident has occurred, the following steps must be followed:

1. Notification of an event
2. Occupational health care..
3. Once controlled, the investigation begins (Record in FOR-SIS-005.01 format)
4. The person involved, supervisor, commission, HSE participates.
5. Root causes are defined.
6. Action plans are generated and implemented.

*The employee accident rate is 1.6864<sup>12</sup> of the 1,185,952 hours worked in 2021. Two worker accidents were reported, one at the Distribution Center in Mexico, and one at the Production Line in Mexico City manufacturing plant. The main types of injuries were wounds.*

*In the case of contractors, of the 4,739,328 hours worked, no accidents requiring specialized medical attention or days of disability were recorded.*

*The main types of injuries were abrasions or contusions.*

*It should be noted that during the 2021 period, there have been no worker or contractor fatalities, and we have managed to reduce disabling accidents<sup>13</sup> to 66%.*

## HEALTH ACTIONS

(GRI 403-3, 403-4, 403-6, 403-7, 403-10)

### Health Risk Prevention

The occupational health team led by the company's medical area is responsible for developing prevention strategies for occupational and chronic-degenerative diseases. To conduct this activity, we carry out prevention campaigns, annual laboratory studies, monthly training on disease prevention, active breaks, among others, giving constant follow-up to the collaborators health and involving them.

Similarly, the occupational health team keeps a record called "Clinical Records" of all plant workers, through which periodic monitoring is carried out for disease prevention and medical control.

On the other hand, in the month of December, a voluntary HIV detection program was carried out with the collaborators of the Industrial Complex in Mexico; and during the months of November and December, the application of the influenza vaccine to employees of the Industrial Complex was carried out.

### COVID-19

The sanitary protocol was continued at the entrance of the GLI corporate and industrial complex, by taking the temperature, applying gel with alcohol and questioning symptoms related to Covid-19.



## TRAINING IN SAFETY, HEALTH AND ENVIRONMENT (SHE)

(GRI 403-5)

Training in this area is essential at our operating sites. Programs focused primarily on preserving the safety and health of all employees who work there, were offered. More than 500 collaborators from our manufacturing plants were trained in activities related to their area of work, through the training matrix of procedures by position, in order to reinforce the knowledge and tools necessary for the good performance of their functions.

During 2021, induction training was carried out, as well as the annual training plan for plant personnel, which included topics and/or procedures related to: 1) Occupational health and medical service, 2) Emergency care plan 3) Use of uniform and personal equipment, 4) Medical examinations, 5) Control of infectious diseases and wounds, 6) Medical care, 7) Good manufacturing and distribution practices, 8) Safety, hygiene and environmental control, to name a few.

Likewise, a simplified explanatory video of the process was prepared, which is transmitted in all the inductions for new employees and in sessions such as the Town Hall of the plant.



<sup>12</sup> Rate per 1000000 hours worked.

<sup>13</sup> Event whose injury, as a result of the medical evaluation, gives rise to rest, excused absence from work and treatment.



# WELL-BEING IN COMMUNITIES

(GRI 413-1, 3-3)

As part of our Sustainability Strategy, we seek to strengthen the relationship we have with the communities near our operation centers globally and promote initiatives that create a sense of community and contribute to improving sustainability in our environment. We have programs in all the countries where we operate (100%).



## OUR SOCIAL IMPACT IN 2021



**+ 2 million**  
 people benefited



**+ 2.1 million**  
 products from the Genomma Lab  
 portfolio donated



**+ 50.9 million**  
 Mexican pesos invested  
 in social initiatives



**+ 90 NGOs**  
 health and educational  
 institutions benefited

## ACADEMIC CONNECTION: PARTICIPATION IN UNIVERSITIES, FORUMS AND CONGRESSES

Our participation in international forums, educational centers, societies and industry associations allows us to continue promoting the best sustainability practices and to be an active part in the evolution of these practices in all the countries in which we have a presence. During 2021, we participated in more than 10 congresses, panels and forums, seeking to collaborate with educational institutions and other industry leaders to jointly improve our environment.

### Argentina

#### Argentine Chamber of Personal Hygiene Products, Cosmetics and Perfumery Industry (CAPA for its name in Spanish).

Carlos Elías Caro Salas, Senior Global Manager of Regulatory Affairs, and Francisco Jordana, Global Coordinator of Regulatory Affairs, were invited to participate as keynote speakers in the Cosmetic Safety Assessment forum.

#### International Cooperation on Cosmetics Regulation (ICCR)

Luciana Santi, representing the CAPA Chamber of Argentina, participated in the *15th Annual Meeting of International Cooperation on Cosmetics Regulation*.



### Mexico

#### Universidad Nacional Autónoma de México (UNAM)

Rodrigo Herrera Aspra, Chairman of the Board of Directors, participated in the MiPyme Forum in collaboration with UNAM, seeking to empower university students to create new innovative businesses, with the keynote address "*Entrepreneurship during the pandemic and future prospects*".

#### Mexican Stock Exchange

Jorge Brake, General Director of Genomma Lab, participated in the *Foro Empresas Bolsa: Promoting sustainable development in Mexico*, with the support of the Mexican Stock Exchange, in which we reinforced our commitment to sustainability and the goals that we have established in the short and medium term.

#### National Chamber of Industry Cosmetic Products (CANIPEC, for its acronym in Spanish)

Jorge Brake, General Director of Genomma Lab, participated in a CANIPEC forum where he highlighted the role of human talent as part of resilience against the pandemic.



#### Universidad Iberoamericana

Fernanda Aguilar, Genomma Lab Sustainability Manager, was invited as a speaker at the conference *Transformation towards Sustainable Innovation*, organized by the Universidad Ibero Ciudad de México and Ibero Puebla.

#### Universidad Anáhuac

Magdalena García, Coordinator of Social Responsibility and Sustainability in Genomma Lab, participated in the *Biotechnology Session: The Entrepreneurial Biotechnologist as a Motor of Change in Modern Society*, where she highlighted the importance of having a sustainability strategy aligned with the business model of a pharmaceutical company.

#### Global Compact Mexico

Magdalena García, Coordinator of Social Responsibility and Sustainability in Genomma Lab, participated in the forum "*Global Compact, your sustainable guide. Be part of something bigger*" highlighting Genomma Lab's participation in the SDG Ambition program of Global Compact Mexico.

Similarly, Magdalena participated in the Testimonial Session of the SDG Ambition program: *Second Generation of the Global Compact Mexico*, sharing the experience of Genomma Lab as part of the first generation of the program.

#### Expansión Summit 2021

The company had an outstanding participation in the *Circular Economy forum: the reinvention of companies*, in which Fernanda Aguilar, Sustainability Manager of Genomma Lab, participated as a panelist along with other leaders from various sectors.

### Latin America

#### Cosmetics Industry Council, Grooming Personal and Home Care of Latin America (CASIC, for its acronym in English)

Genomma Lab was present at the *XXIX Virtual Plenary Meeting: The power of the Crisis and the future of our Industry*. Jorge Brake, General Director of Genomma Lab, participated in the CASIC Partners panel on the process of adapting to the situation.

Jorge Samudio, Global Sales Director, participated in the same event as part of the panel *Where do we expect Electronic Commerce to advance in Latin America?*

## GENOMMA LAB VOLUNTEERING

In our effort to promote social well-being and healthy practices, we carry out volunteer activities in line with our Sustainability Strategy, motivating each team member to participate in the social development of the communities near our operation centers in the countries where that we have presence.

Both employees and their families dedicate part of their time and talent to community development, environmental preservation and health promotion activities, consolidating our vocation as a company committed to incorporating social responsibility and sustainability throughout our entire value chain.



### GEN Contigo Volunteer Program

For the second time, we carried out our remote volunteering initiative GEN Contigo, which gives employees from any area, and from anywhere in the world, the opportunity to give back and have a significant impact on society, while developing their skills and experience.

*During 2021, this initiative benefited more than 38,000 people in 11 countries in the Americas, and actions were carried out in partnership with 34 assistance institutions and civil society organizations responsible for providing support to vulnerable groups and populations.*

*More than 350 collaborators donated more than 1,135 hours of their time and knowledge for volunteer activities during last year.*

*The initiative offered volunteers the opportunity to support causes not only in their own countries, but also in other regions where Genomma Lab has presence.*

Among the activities that were developed as part of this day, there were nutrition workshops, computer classes, reforestation days, preparation of meals for people in vulnerable situations, among many others.

Also, the volunteers were able to make monetary contributions to institutions that work for education, health care, and social welfare.



# ACTIONS FOR EDUCATION

## Colombia

As part of our GEN Contigo Volunteering, our team at Genomma Lab Colombia held a virtual painting workshop for the beneficiary boys and girls of **Operación Sonrisa Colombia**, sending art kits to spend an afternoon of fun and creativity.

## Costa Rica

In partnership with the **Aldeas Infantiles SOS** Costa Rica foundation, volunteers created educational videos on the importance of personal hygiene for 87 boys and girls in the town of Santa Ana, San José. Additionally, personal hygiene kits were donated so that they could put what they had learned into practice.

## Chile

Various videos with recreational and educational content were generated, such as telling stories and creating crafts, for the **benefit of more than 3,000 children** and older adults through the Versus Foundation.

## Ecuador

Our team at Genomma Lab Ecuador gave an oral hygiene workshop for the beneficiaries of **Operación Sonrisa Ecuador** and their families, considering the donation of oral hygiene kits, as part of our GEN Contigo Volunteering.

## Mexico

Volunteers taught virtual classes on how to use spreadsheet software, word processing and presentations from beginner to advanced level for parents, administrators and beneficiaries of three assistance institutions in order to promote their professional development.

Financial education workshops were held for the collaborators of **Fundación Pro Niños de la Calle, I.A.P.**

Employees gave digital marketing workshops in order to raise funds for the Almas Cautivas institutions, **Fundación Pro Niños de la Calle I.A.P., and the Boys and Girls Club of Baja California Sur.**

A talk on motivation and teamwork was given to the administrative team of **Fraternidad sin Fronteras I.A.P.**, in addition to a talk on leadership for women beneficiaries of Interculturality, Health and Rights A.C.

Workshops were given to provide advice on marketing campaigns and for the management of social networks to the **Foundation for the Promotion of Altruism and the Almas Cautivas Foundation**, so that the beneficiary institutions could communicate their work to their different interest groups, through various digital channels.

Cooking classes were held remotely with the aim of improving the eating habits of boys and girls, in partnership with the **Vida Plena Foundation**, and **the Boys and Girls Club of Baja California Sur.**

Genomma Lab volunteers organized a day of games and recreational activities with the beneficiaries of **Fundación Vuela.**

The volunteers recorded videos telling stories for the beneficiary boys and girls of various institutions, emphasizing **values such as honesty, empathy, and respect.**

Activities were carried out to benefit the institutional strengthening of three organizations, including the **translation of documents and the design of posters and institutional presentations.**

**The House of Friendship for Children with Cancer IAP** benefited from the writing of articles for digital media, seeking to raise awareness about the situation of childhood cancer in Mexico.



## ACTIONS FOR HEALTH AND WELLNESS

### Argentina

In benefit of the **Municipal Ecological Reserve of Vicente López**, a reforestation day was held for which 70 native trees and bushes were donated and planted.

Together with the Municipality of Vicente López, a day was dedicated to help cleaning the riverbank of La Plata River, in which we achieved to **collect 45 kg of garbage that polluted the riverbank**.

Volunteers prepared **500 homemade meals and non-perishable food packages**, which were donated to the foundations El Renuevo and Camino a Jericó, benefiting people with limited resources and in a food insecurity situation.

### Brazil

Our team collected **164 blankets for children and adults in vulnerable situations**, which allowed them to stay warm during the coldest time of the year in the country.

Volunteers participated by promoting creativity in older adults with the activity **Donando cariño**, in which we benefited 16 older adults from **Casa dos Velinhos Dona Adelaide**.

Using the **Kilómetro Solidário application**, which generates income that is donated to registered organizations, **volunteers traveled 1,858 kilometers to benefit various causes**.

In association with the **Casa dos Velinhos Dona Adelaide institution**, which cares for older adults at risk and/or social vulnerability, it aimed to sensitize employees to make a difference in the life of an older person at Christmas 2021. Using a list of required basic necessities, gifts were made **for the 25 residents of the institution**.

### Colombia

Thanks to the joint donation from collaborators and Genomma Lab through Operación Sonrisa Colombia, **eight surgeries were performed for boys and girls with Cleft Lip and Cleft Palate**, with the aim of giving them a better quality of life.

### Ecuador

Thanks to the joint donation from collaborators and Genomma Lab, through Operación Sonrisa Ecuador, **three surgeries were performed for boys and girls with Cleft Lip and Cleft Palate**, with the aim of giving them a better quality of life.

### USA

Around **40 trees were planted** in the towns of Houston, Chicago, Spokane, Bentonville, Miami, and Cincinnati by volunteers from the *Plant a tree in your city* initiative.

In support of local food banks, volunteers from Houston, Miami and Arkansas **collaborated in the preparation, collection and distribution of food for people in vulnerable situations**.

### Mexico

The Collaborators made physical activation videos aimed for the children and young people in the Fraternidad sin Fronteras Foundation, IAP, in which **they staged a choreography with their favorite song or performed exercises**.

The volunteers provided **dance and physical activation sessions** for the elders in **Fundación Vida Plena**, with the aim of promoting their health and well-being and combating a sedentary lifestyle.

Our team and their families sent 92 handwritten letters addressed to older adults from **Vida Plena Foundation and the Gonzalo Cosío Ducoing Home**, in order to accompany them from a distance during the health contingency. As an activity closure, on the eve of December holidays, a virtual song and dance session was held with the elder adults of **Vida Plena Foundation**.

### Peru

As part of our GEN Contigo Volunteering, our team at Genomma Lab Peru, with the support of experts, held a virtual nutritional education workshop for the beneficiary families of **Operación Sonrisa Peru**, in addition to sending nutrikits for the benefit of children and girls.

Additionally, thanks to the joint donation of collaborators and Genomma Lab, **10 surgeries were performed for boys and girls with Cleft Lip and Cleft Palate**, with the aim of giving them a better quality of life.



## WELL-BEING INITIATIVES

### Rehabilitation of the Carlos Chávez Kidergarten

At the beginning of the year, the Carlos Chávez community kindergarten, located in the community next to our Industrial Complex in Toluca, in the State of Mexico, was looted, making it impossible for boys and girls to return to school. In alliance with the Criantia Foundation and thanks to the work of volunteers from Genomma Lab, **the kindergarten was rehabilitated**, allowing 210 students to return to class in a safe and friendly space. As part of the rehabilitation, Genomma Lab donated the installation of surveillance cameras and lighting, the replacement of blackboards and signs for safety and hygiene.

### Continuous education for doctors in Mexico

We seek to provide continuous medical education as part of the actions of the Novamil brand, through digital platforms, with topics of interest in science and medical practice, being one of the main requirements for health professionals.

This online training modality has become more relevant and has replaced face-to-face events at a national and international level. We are committed to improving the population quality of life and health, providing in 2021 more than **50 hours of training through experts** on topics related to constipation in infants, diagnosis and treatment of constipation in pediatrics, functional gastrointestinal problems of infants, importance of the intestinal microbiota in pediatrics, reflux in infants, among others.

### DiabetTX Campaign “Dialogue Diabetes” in Brazil

In partnership with the **Brazilian National Association for Diabetes Care (ANAD)**, Genomma Lab carried out a campaign to increase diabetes awareness, creating a series of **10 educational videos**, which seek to help patients with type 1 and type 2 diabetes to establish a routine of care in relation to food, medication use and glycemic control. The videos were broadcast on the television channel TV Record, and include the participation of the journalist Tom Bueno, and the endocrinologist and president of the ANAD Dr. Fadlo Fraige.

### Decrease in child malnutrition in Colombia

Committed to childhood, we contribute to the reduction of child malnutrition in alliance with **Fundación Éxito, through monetary contributions.**

### Argentine Red Cross

We are committed to people well-being. For this reason, through the **Argentine Red Cross** we grant a monetary donation to contribute to social projects development in the metropolitan area of Buenos Aires for the benefit of people in vulnerable situations.

### @genomma for Well-being

We promote a healthy lifestyle, responsibly using digital platforms by providing information validated by doctors and scientists to more **than 2 million people**, with the aim of improving the health and promoting the well-being of our followers. By 2025, our goal is to benefit at least 500,000 people through our business initiatives that support social and environmental causes.



# GENOMMA LAB FOUNDATION

## Alliances for Well-being

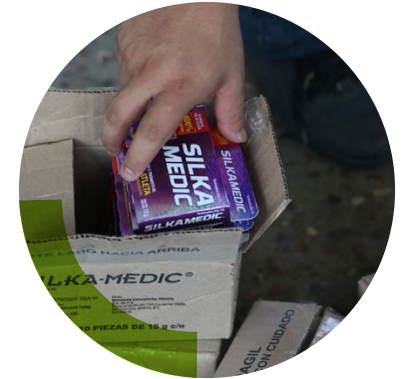
The “Alianzas para el Bienestar” program allows us to develop synergies with foundations, associations and health providers with a solid reputation, which generate high levels of performance and are recognized for their work with sectors and social groups that require different types of care and support.

*2,156,305 pieces of pharmaceutical and personal care products were donated globally with a value of \$43.3 million mexican pesos.*

Genomma Lab's goal for 2025 is to donate 5 million pharmaceuticals and personal care items to 5 million people, helping them live healthier lives.

### MEXICO

INSTITUTION	DONATION	BENEFIT
<b>Alimento Para Todos I.A.P.</b>	10,100 pieces of Asepxia, Goicochea, Teatrical, XI-3, Lomecan, Silka Medic and Tukol-D	Food bank for families in vulnerable situations.
<b>Asociación Pro Personas con Parálisis Cerebral I.A.P.</b>	2,900 pieces of Asepxia, Cicatricure, Goicochea, Teatrical and Tío Nacho	Patients with cerebral palsy.
<b>Asociación De Salud Y Bienestar Social De La Mujer Y Su Familia A.C.</b>	350 pieces of Asepxia, Cicatricure, Goicochea, Teatrical and Tío Nacho	Families interested in encouraging recycling in society.
<b>Asociación Mexicana De Ayuda A Niños Con Cáncer I.A.P.</b>	2,598 pieces of Asepxia, Goicochea, Teatrical, Tío Nacho, Allivix, Points, Tukol-D and QG5	Families of boys and girls with cancer.
<b>Asociación Mexicana De Malta A.C.</b>	15,400 pieces of Vanart, Kaopectate, Wildroot, XI-3, Zan Zusi and Unesia	Older adults and people in vulnerable situations.
<b>Club De Niños Y Niñas de BCS A.C.</b>	10,200 pieces of Genoprazol, Kaopectate, XI-3, Unesia, Asepxia and Vanart	Boys, girls and young people between 6 and 18 years old in a situation of vulnerability and social risk, through after-school programs within a healthy and safe space.
<b>Con Diabetes Sí Se Puede I.A.P.</b>	10,400 pieces of DiabetTX, Genoprazol, Medicasp, Nikzon, Nordiko, Shot B, Tukol-D and XI-3 Gel Antibacterial	700 patients with Diabetes + 150 people from the LGBT+ population deprived of liberty from the Santa Martha Acatitla Women's Center for Social Reintegration.
<b>Duerme Tranquilo Instituto Nacional de Perinatología Instituto Nacional de Neurología y Neurocirugía</b>	2,600 pieces of Asepxia, Nordiko, Tío Nacho, Teatrical and Goicochea	More than 2,600 patients and health personnel who attend these institutions.
<b>El Buen Samaritano I.A.P.</b>	1,450 pieces of XI-3, Vanart, Kaopectate, and Unesia	People in palliative care and care for chronic patients.
<b>Fundación Fraternidad Sin Fronteras I.A.P.</b>	2,444 pieces of Asepxia, Gargax, Dalay, Genoprazol, Goicochea, Teatrical, Lomecan, Next, Nikzon, Ultra Bengue, XI-3, Tukol-D, QG5, Nasalub and Unigastrozol	Caregivers and people with intellectual disabilities.
<b>Fundación Guillermo Romo Guzmán I.A.P.</b>	7,600 pieces of DiabetTX, Genoprazol, Medicasp, Nikzon, Nordiko, Shot B, Tukol-D and XI-3 Gel Antibacterial	Elderly people, boys and girls in a vulnerable situation at national level.



INSTITUTION	DONATION	BENEFIT
<b>Hogar Gonzalo Cosío Ducoing I.A.P.</b>	2,600 pieces of DiabetTX, Genoprazol, Medicasp, Nikzon, Nordiko, Shot B, Tukul-D, XI-3 Gel Antibacterial and Zan Zusi	Care for elderly people with limited resources, through the Casa Hogar service with the aim that people have a decent stay during their last period of life.
<b>Interculturalidad, Salud Y Derechos, A.C. (Almas Cautivas y Mujeres Unidas por la Libertad)</b>	12,100 pieces of Lomecan, Vanart, Kaopectate, Zan Zusi, Wildroot and Unesia	Populations in contexts of violence and crime, who are or have been directly or indirectly deprived of liberty at the regional level.
<b>Modelo De Formación Integral Diseña El Cambio A.C.</b>	3,584 pieces of Alliviax, Asepxia, Genoprazol, Silka Medic, Suerox and Goicochea	Children, young people and teachers who are winners of the Somos el Cambio 2021 contest.
<b>Patronato Pro Zona Mazahua A.C.</b>	7,312 pieces of Goicochea, Lomecan, Bioelectro, Nikzon, QG5, Goicochea DiabetTX, Genoprazol and Silka Medic	Rural medical clinic "Si Na Na Genze" in the State of Mexico.
<b>Por Un México Con Amor Propio A.C. (Criantia)</b>	55,628 pieces of Alliviax, Bengue, Bioelectro, Genoprazol, Next, Silka Medic, Goicochea, QG5, Tukul-D, Vanart, Tío Nacho and Pomada de la Campana	Support for communities affected by the rains in the municipalities of Tula and Apan, in the state of Hidalgo.
<b>Secretaría de Educación Publica</b>	912,928 pieces of Next Gel Antibacterial and XI-3 Gel Antibacterial	Students and teachers of the public institutions coordinated by the SEP, in response to Covid-19.
<b>DIF Oaxaca</b>	173,135 pieces of Novamil, Asepxia, Gargax, Goicochea, Lomecan, Medicasp, Nordiko, Tío Nacho, Dalay, Teatrical, Next, Ultra Bengue, XI-3 and Tukul-D	Rural and indigenous communities in vulnerable situations.
<b>DIF Chiapas</b>	4,250 pieces of DiabetTX, Genoprazol, Medicasp, Nordiko, Tukul-D, XI-3 Gel Antibacterial and Zan Zusi	People in a vulnerable situation living in shelters.
<b>Soluciones Circulares A.C.</b>	45,000 pieces of Silka Medic, XI-3, Tukul-D, Genoprazol and Goicochea	Reward program for recycling plastic waste in Guadalajara, Mexico.
<b>Unidos Distribuimos y Transformamos I.A.P.</b>	9,550 pieces of Asepxia, Teatrical, Tío Nacho, XI-3, Silka Medic, Alliviax, Lomecan and Goicochea	Food bank for families in vulnerable situations.

## Internacional

### ARGENTINA

INSTITUTION	DONATION	BENEFIT
<b>Banco de Alimentos</b>	43,638 pieces of Gel Antibacterial	Food bank for families in vulnerable situations.







## BRAZIL

INSTITUTION	DONATION	BENEFIT
<b>Instituto Beneficiente Aconhego</b>	266,889 pieces of Asepxia, Next, Tío Nacho, Teatrical, Medicasp, Revie, Goicoechea and Cicatricure	Mothers of hospitalized children and children undergoing medical treatment or follow-up in hospitals.

## CHILE

INSTITUTION	DONATION	BENEFIT
<b>Municipalidad de Renca</b>	12,144 pieces of Alcohol gel XL-3	General population affected by the contingency due to COVID-19.
<b>Municipalidad de la Florida</b>	25,080 pieces of Alcohol gel XL-3	General population affected by the contingency due to COVID-19.
<b>Municipalidad de Puente Alto</b>	25,080 pieces of Alcohol gel XL-3	General population affected by the contingency due to COVID-19.
<b>Hogar de Cristo</b>	10,032 pieces of Alcohol gel XL-3	Boys, girls, and older adults in vulnerable situations.
<b>Asociación de diabéticos de Chile (ADICH)</b>	29,157 pieces of Alcohol gel XL-3, DiabetTX and Tío Nacho	Patients in vulnerable conditions suffering from diabetes.
<b>Techo para Chile</b>	50,000 pieces of Alcohol gel XL-3	People in a state of housing emergency.
<b>Junta de Vecinos Pedro Aguirre Cerda</b>	20,064 pieces of Alcohol gel XL-3	General population affected by the contingency due to COVID-19.

## USA

INSTITUTION	DONATION	BENEFIT
<b>Dallas University in Texas</b>	25,000 pieces of Bufferin Alcohol in Gel	More than 36,000 students, professors and staff in the university campus.



## COLOMBIA

INSTITUTION	DONATION	BENEFIT
<b>Operación Sonrisa Colombia</b>	3,727 pieces of Alcohol gel XL-3	Boys and girls with cleft lip and palate.

## ECUADOR

INSTITUTION	DONATION	BENEFIT
<b>Fundación Karla Morales</b>	99,348 pieces of Vanart, Goicoechea, Asepxia, and Next Gel Antibacterial	Benefit to vulnerable families in the Nigeria sector on the Trinitaria Island south of Guayaquil; boys and girls Punta de Piedras, Nigeria Sector in the Las Malvinas neighborhood and people in a situation of vulnerability in the Galapagos Islands.
<b>PROCOSMÉTICOS</b>	7,252 pieces of Asepxia	Benefit to vulnerable families in the Nigeria sector on the Trinitaria Island south of Guayaquil; boys and girls Punta de Piedras, Nigeria Sector in the Las Malvinas neighborhood and people in a situation of vulnerability in the Galapagos Islands.
<b>Operación Sonrisa Ecuador</b>	80 pieces of Asepxia and Next Gel Antibacterial	Boys and girls with cleft lip and palate.

## PARAGUAY

INSTITUTION	DONATION	BENEFIT
<b>Fundación San Pio de Pietrelcina</b>	5,187 pieces of Cicatricure and Tafirol	Assistance to people in vulnerable situations.
<b>Hogar Geriátrico de la Merced</b>	14,290 pieces of Asepxia, Cicatricure, Tafirol and Tío Nacho	Care for older adults with limited resources.

## PERU

INSTITUTION	DONATION	BENEFIT
<b>Asociación Stella Maris</b>	3,479 pieces of Chao Gel Antibacterial, Vanart, Tío Nacho and Cicatricure	Provide social assistance to members of the Peruvian Navy, as well as various cases of help to the community.
<b>Soluciones Empresariales contra la Pobreza</b>	78,423 pieces of Chao Gel Antibacterial, Cicatricure, Teatrical, Vanart and Tío Nacho	Support in the fight against poverty.



# RESPONSE TO EMERGENCY SITUATIONS AND NATURAL DISASTERS

## Landslide at Surfside in Florida, United States

Gennoma Lab USA delivered 2,150 units of Suerox to rescue workers in Surfside, Florida. More than 500 rescuers, including some from Mexico and Israel, spent more than two weeks in extremely difficult conditions, working 12-hour shifts, searching through the rubble for people who sadly died as a result of this tragedy.



## Earthquake in Haiti

In support to families affected by the earthquake that hit Haiti on August 14, 2021, we donated 33 tons of personal hygiene products, infant formula and medicines from our portfolio. This effort was carried out in coordination with the Ministry of Foreign Affairs of Mexico, coordinating the shipment through a ship of the Mexican Navy to Port-au-Prince, Haiti.





# ENVIRONMENTAL MANAGEMENT

The innovation and development of our products converge with a proper optimization and operational efficiency of processes that demand water and energy resources, while using non-virgin inputs and reducing the amount of waste sent to landfills, promoting the circular economy in our operation.

# OUR MANAGEMENT SYSTEM

(GRI 3-3) (GRI 3-27) (EST-B)

## OUR ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)

*“As part of our business vision, we have placed environmental protection and good corporate governance practices at the center of our business strategy, as mandated by our purpose of empowering people to have excellent health and well-being.”<sup>1</sup>*



**Jorge Brake**  
CEO of Genomma Lab

We aim to achieve continuous improvement by evaluating the environmental performance of our operations in terms of prevention and mitigation of environmental pollution, while seeking to maintain a positive long-term relationship with the communities near our operation centers.

Therefore, our ESMS is supported by four categories, which comply with the quality standards that apply to each site.



**What is ESMS?**

An Environmental and Social Management System (ESMS) consists of a set of internal policies, procedures, tools and capabilities to determine and manage a financial institution's exposure to environmental and social risks to its clients or investment recipients. This management system is kept up to date, according to the requirements of Mexican regulations and Genomma Lab's internal procedures. It is important to mention that the scope of this system includes the entire Industrial Complex in Mexico.

Furthermore, it is important to mention that at the end of 2021, the ESMS consisted of 46 work procedures, including the Waste Management Procedure for our Pharmaceutical Plant and Distribution Center (*Centro de Distribución*, CEDIS), the Pest Control Procedure for the Personal Care Products Plant, and the Harmful Fauna Prevention and Control Procedure for the CEDIS. By doing so, we comply with the applicable regulations of the Mexican Ministry of Labor, the Ministry of Health and the Ministry of the Environment, as well as related international regulations.

### *Managing common issues with our stakeholders is of vital importance to Genomma Lab's sustainability.*

We review all legislative trends related to our operations, including those associated with climate change. Our legal department assesses potential impacts on the company in the short and medium term and ensures that Genomma Lab complies with applicable laws.

Such legislation is related to water management, environmental protection, waste management and climate change. For example, the laws applicable in Mexico are: National Water Law (*Ley de Aguas Nacionales*, LAN), General Law of Ecological Equilibrium and Environmental Protection (*Ley General de Equilibrio Ecológico y Protección al Ambiente*, LGEEPA), General Law of Prevention and Integral Management of Waste (*Ley General de Prevención y Gestión Integral de Residuos*, LGPGIR), and General Law of Climate Change (*Ley General de Cambio Climático*, LGCC). We ensure that our operations comply with any changes made to these laws.

It is important to mention that as of 2021, Genomma Lab has not generated significant fines or sanctions related to the environment or ecology.

<sup>1</sup> Source: [https://www.swissinfo.ch/spa/latinoamerica-sostenibilidad\\_empresa-genomma-lab-reafirma-su-estrategia-de-sostenibilidad/46768840](https://www.swissinfo.ch/spa/latinoamerica-sostenibilidad_empresa-genomma-lab-reafirma-su-estrategia-de-sostenibilidad/46768840)

# OUR WASTE MANAGEMENT COMMITMENT TO THE CIRCULAR ECONOMY

## OPERATION WASTE MANAGEMENT

(GRI 3-3) (GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Our progress in the short and medium term must be based on sustainable consumption and production, avoiding environmental degradation and promoting the efficient use of natural resources. Solid waste is an important issue for us since proper and integrated waste management contributes to controlling environmental impacts, protecting the social license and guaranteeing regulatory compliance.

We are committed to reducing our waste generation through prevention, reduction, recycling and reuse activities, thus contributing to the circular economy and preventing the loss of resources.

Some Genomma Lab operations carried out in the Industrial Complex in Mexico generate urban solid waste, hazardous waste and waste requiring special handling. This has led us to review in detail the way our waste management suppliers operate and, together with all the areas involved, a process was launched to create a comprehensive proposal that aligns with the company's goals.

We depend on the dedication of our operational team for proper waste classification. In this sense, our goals are to reduce the amount of hazardous waste and non-recoverable waste, thus reducing negative environmental impacts. In line with this, we have an **Environmental Policy<sup>2</sup>** where our main objective is to reduce environmental impacts in terms of waste, water and energy.

We have PNO-SH-001 and PNO-SIS-002 procedures that help in the proper management of waste internally, we have the authorizations of waste managers that provide us with collection, recycling and final disposal services. In addition, the company works on the culture of proper waste classification and final waste disposal, which, through co-processing, contributes to the generation of energy. Along the same lines, at Genomma Lab we ensure in person, and through our representatives, that the final disposal of solid waste through various treatments is carried out properly by our disposal service providers.

We consider that during 2021, one of our greatest achievements in environmental management was accomplished in the category of waste. The company carried out a bidding process to incorporate an integral supplier to manage all types of waste: Urban Solid Waste, Hazardous and Non-Hazardous Waste and Bio-Hazardous Infectious Waste (Residuos Peligrosos Biológico-Infeciosos, RPBI). This decision will imply a better traceability of waste and a lower amount of waste sent to landfills. Being more specific, in accordance with the alliance between Zerolandfill Martell Mexico and Genomma Lab Internacional, the main goal is to have zero waste sent to landfills, finding different alternatives to recycle or treat the waste generated by the Company.

*Our goal for 2022 is to prevent waste generated at our new Industrial Complex in Mexico from reaching the landfill through prevention and recycling. This will also help us to reduce the GHG emissions associated with discharging our waste into landfills, and at the same time is part of the progress of our 2025 Sustainability Strategy.*



A comparison was made in the generation of waste against the year 2020, however, not all the indicators have a history, since, in 2021, operations began in the new location of our Distribution Center as part of our new Industrial Complex in Mexico

that is also made up of two manufacturing plants (Pharmaceutical and Personal Care). These variables influence the increase in generation.

<sup>2</sup> Website: <https://esr.genommalab.com/wp-content/uploads/2020/04/Pol%C3%81tica-Ambiental-VF-ESP.pdf>

It is important to mention that our waste is generated throughout the entire production and distribution operations chain, as follows:



(GRI 306-4, 306-5)

SOLID WASTE DISPOSAL AT THE DISTRIBUTION CENTER IN MEXICO (METRIC TONS)

Type of waste	Disposal (Tons)	2019	2020
<b>Non-Hazardous</b>	Recovery	645.23	896.15
	Landfill	445.05	367.37
<b>Hazardous</b>	Confinement	0.807	4.74
	Co-processing <sup>3</sup>	1,335.07	1,405.08
<b>TOTAL</b>		<b>2,426.16</b>	<b>2,673.34</b>

During 2021, operations began at the Mexico Industrial Complex (Distribution Center, Pharmaceutical Plant and Personal Care Products Plant). Therefore, starting this year, we will begin to report the performance of our manufacturing sites, including the entire Mexico Industrial Complex and the Mexico City Production Line. It is also important to clarify that we only measure and manage indicators in solid waste management for our operations in Mexico.

MEXICO INDUSTRIAL COMPLEX

Type of waste	Disposal (Tons)	CEDIS 2021	Pharmaceutical Plant 2021	Personal Care Plant 2021	Mexico City Production Line 2021
<b>No Peligrosos</b>	Valorización	1,276.07	2.95	35.35	28.10
	Relleno Sanitario	300.64	2.77	27.65	190
<b>Peligrosos</b>	Confinamiento	0	0	0	8.13
	Coprocesamiento <sup>4</sup>	4,098.46	1.85	0	0
<b>TOTAL</b>		<b>5,675.17</b>	<b>7.57</b>	<b>63</b>	<b>226.23</b>

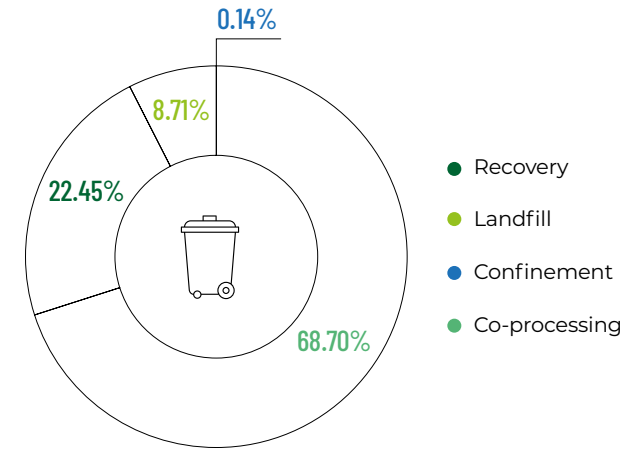
It is important to consider that by co-processing the waste generated, we avoid generating carbon dioxide emissions into the atmosphere. This means

that the co-processing of the 4,098.46 tons of waste produced by CEDIS avoided the emission of approximately 4,255<sup>5</sup> tons of CO<sub>2</sub> eq in 2021.

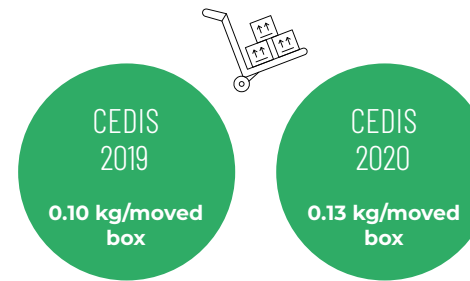
<sup>3</sup> and <sup>4</sup> A procedure by which waste goes through a shredding process that is then channeled to cement manufacturing, with the purpose of making better use of the waste generated as a substitute raw material, so as to reduce the impact on the environment.

<sup>5</sup> Calculation: 4,098.46 tons of waste disposed through co-processing by CEDIS, converted to kilograms and then multiplied by the Lower Heating Value (LHV) of the material (12.51 MJ/kg), then the result is converted to Gigajoules (GJ) and finally multiplied by the emission factor (83 kg CO<sub>2</sub>/GJ) to obtain the kilograms of CO<sub>2</sub> equivalent, which are converted to tons of CO<sub>2</sub>eq.

WASTE DISPOSAL BY TYPE OF TREATMENT 2021



YIELD - WASTE GENERATION RATIO



During 2021, operations began at the Mexico Industrial Complex (CEDIS, Pharmaceutical Plant and Personal Care Products Plant). Therefore, starting this year, we will begin to report the performance of our manufacturing sites, including the entire Mexico Industrial Complex and the Mexico City Production Line.

Mexico Industrial Complex

CEDIS 2021	Pharmaceutical Plant 2021	Personal Care Plant 2021
0.25 kg/moved box	5.61 kg/pieces	0.0016 kg/bot

Mexico City Production Line 2021

31.89 kg/ton
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It is important to mention that our sustainability strategy is aligned to comply with the General Law for the Prevention and Integral Management of Waste (*Ley General para la Prevención y Gestión Integral*

*de los Residuos*), and therefore one of our corporate objectives is to promote sustainable development through the use, recovery and prevention of solid waste generation.



## EXTERNAL CIRCULAR ECONOMY INITIATIVES

In line with our 2025 Sustainability Strategy goal of contributing to the implementation of comprehensive post-consumer waste management plans for our containers and packaging, as part of the National Association of the Personal and Household Care Products Industry in Mexico (*Asociación Nacional de la Industria de Productos del Cuidado Personal y del Hogar en México, CANIPEC*) Circular Economy Business Group (*Grupo Empresarial en Economía Circular, GEECI*), we have developed the Circular Economy and Post-consumer Waste Management Plan for Containers and Packaging of the Personal and Household Care Industry.

*In 2021 we joined GEECI to meet our goals linked to the Circular Economy Act and the Plastics Commitments, thus promoting regulatory, state and federal compliance regarding the circular economy and recycling.*



Among the achievements obtained in our first year of joining GEECI are the following:



### We have promoted waste minimization

shared responsibility of producers, distributors and marketers; communication for adequate source separation; segregation, collection, reuse and recycling of post-consumer resources,



### The Circular Economy and Post-consumer Waste Management Plan

Packaging for the Personal and Home Care Industry (*Plan de Economía Circular y Gestión de Residuos post-consumo de Envases y Empaques de la Industria del Cuidado Personal y del Hogar*) has been recognized and registered by the Ministry of the Environment of the State of Mexico.



### We have formed alliances with key players

such as CEMEX, which has the *Ecomunidades* (Ecommunities) Program, and Secotol, with the *Recicla y Recibe* (Recycle and Receive) Program. Thanks to these alliances, 800 kilograms of post-consumer waste were recovered during two collection days in the Barrientos community in the State of Mexico and in a housing development in Tecámac, State of Mexico.



### 16 containers were installed

in eight locations in the Municipality of Merida to increase the collection of HDPE, exotic PET, aerosols and cosmetic glass waste. Waste was also exchanged for Genomma Lab products, among others.

**This initiative allowed the collection of 192 kilograms of waste.**



### An agreement was reached with México Recicla

to use waste as raw material for containers through a collection center. In January, 220 tons were recovered, although the collection capacity of this initiative is expected to reach

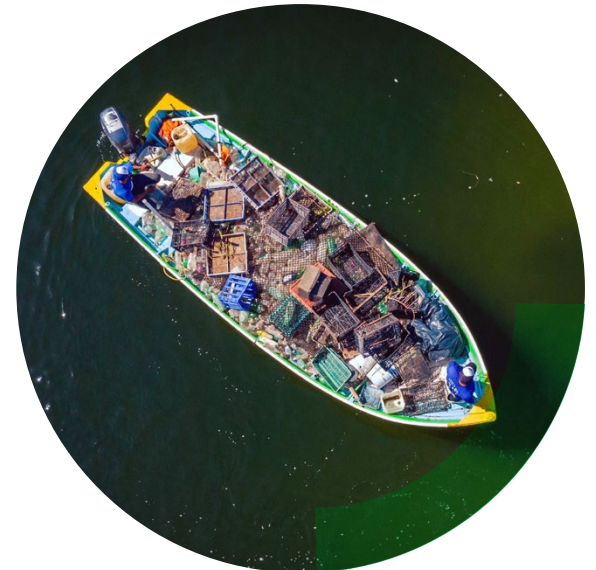
**2,640 tons per year.**

<sup>6</sup> Special program formed by a group of companies, called the Circular Economy Business Group (*Grupo Empresarial en Economía Circular, GEECI*), whose objective is to implement and execute the Circular Economy and Waste Management Plan.

We must highlight that, in line with our vision of working to raise environmental awareness alongside the community, we seek to promote recycling and the circular economy. That's why we joined Braskem Idesa<sup>7</sup> in Plastianguis in Guadalajara, Mexico, to collect 18 tons of plastic waste to be properly recycled. This campaign took place from November 1 to 13, 2021, during which we exchanged plastic waste for Genomma Lab product kits.

*We are very excited to participate in this activity that helps us raise awareness about ocean pollution and is aligned with our 2025 Sustainability Strategy, which seeks to contribute to protecting the planet by building alliances with companies and institutions that have the same vision of preserving and regenerating our environment and being responsible for the common good<sup>8</sup>.*

Similarly, under the coordination of ONAM, Braskem Idesa and Genomma Lab, the collection of tons of waste from the Pacific Ocean was undertaken through the convening of a waste plastic fishing tournament on the seawall of Altata in Sinaloa, Mexico for more than 30 local fishermen, who were previously made aware of the environmental impacts of plastic in the ocean. Finally, the collected plastics were taken to mechanical recycling for further reprocessing.



## OUR ENVIRONMENTAL MANAGEMENT EXTENDS WITH OUR GLOBAL COVERAGE

In Colombia, we have a program for saving and efficiently using resources - including water, energy and paper. In this sense, we have identified opportunities and carried out actions in the recovery and recycling of waste through the Integrated Solid and Hazardous Waste Management Program (*Programa de Gestión Integral de Residuos Sólidos y Peligrosos*) through the logistics operator.

The processes described are very relevant, as they are aligned with strict Colombian environmental legislation, which has 56 legal requirements applicable to storage and conditioning and 40 legal requirements applicable to solid waste transportation. These compliance efforts are also aligned with the Environmental Policy and, therefore, are audited. Therefore, we proudly report that the Logistics Operator has received the Pread certification (*Premio de Excelencia Ambiental Distrital*) for 12 years and has also been certified with ISO 140001 for 9 years.



<sup>7</sup> Founded in 2010, Braskem Idesa is a Mexican company formed by the association of Braskem (Brazil), the largest petrochemical company producing thermoplastics on the continent, and one of the leaders in the Mexican petrochemical industry, Grupo Idesa.

<sup>8</sup> Source: <http://www.braskemidesa.com.mx/noticia/con-un-torneo-de-pesca-de-plastico-crean-conciencia-sobre-el-cuidado-de-los-oceanos-y-la-economia-circular>

# OUR WATER MANAGEMENT

## WATER AS A SHARED RESOURCE

(GRI 3-3) (GRI 303-1) (SASB - CG-HP-140a.2)

We are aware of the importance of preserving water resources in the current context, and of the effects that their pollution has on the environment and on people's health.

It is therefore important to note that the water consumed in the operations of our Industrial Complex in Mexico comes from a ground source. It is also relevant to note that the well, which is located inside the property, as well as the extraction process, are duly authorized by CONAGUA<sup>9</sup> or Genomma Lab Internacional, through the NOM-003-CONAGUA-1996, which establishes the requirements to be followed during the construction of water extraction wells.

This water is used both for general services (restrooms and outdoors) and for production. Water has become a material issue for the company, since it is required both for producing Suerox, our product requiring the largest amount of water, as it is a beverage, and our shampoo line.

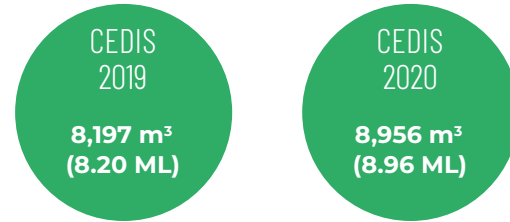
Nevertheless, it is important to clarify that for the production line in Mexico City and for administrative services, water is sourced from municipal systems.

## WATER MANAGEMENT

(GRI 303-3, 303-4) (SASB - CG-HP-140a.1)

Managing extracted water is not only focused on operational efficiency or, in other words, on controlling water consumption. Such management also considers the quality of water-dependent products. Take Suerox, for example. We performed a microbial load analysis (quality control) on its production lines, with the aim of reducing the washing frequency from 4 washes/week, which consumes 8 m<sup>3</sup> of water, to a frequency of 2 washes/week, which resulted in a consumption of 4 m<sup>3</sup>, saving 48 m<sup>3</sup> in a 6-month period..

### WATER MANAGEMENT<sup>10</sup>



During 2021, operations began at the Mexico Industrial Complex (CEDIS, Pharmaceutical Plant and Personal Care Products Plant). Therefore, starting this year, we will begin to report the performance of our manufacturing sites, including the entire Mexico Industrial Complex and the Mexico City Production Line. For this reason, water consumption meters have not been implemented in production lines to record water consumption related to manufacturing.

Mexico Industrial Complex 2021	Mexico City Production Line 2021
130,699.65 m <sup>3</sup>	902.80 m <sup>3</sup>
<b>(130.70 ML)</b>	<b>(0.90 ML)</b>

## WATER TREATMENT

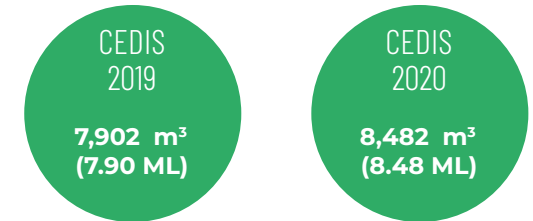
(GRI 303-2, GRI 303-5)

We are committed to the adequate treatment of all wastewaters derived from our operations, to implementing technologies that facilitate its recycling and reuse, and to ensuring the sustainability of water extraction, making efficient use of it.

We have defined a goal of 100% treatment of wastewater generated in our manufacturing plant and will implement technologies that facilitate its recycling and reuse. However, it is important to mention that our Mexico Industrial Complex started operations in 2021, at which time we also began the construction of our base platform for measuring water consumption, with the objective of establishing reduction goals related to production.



### VOLUME OF WATER TO BE TREATED



During 2021, operations began at the Mexico Industrial Complex (CEDIS, Pharmaceutical Plant and Personal Care Products Plant). Therefore, starting this year, we will begin to report the performance of our manufacturing sites, including the entire Mexico Industrial Complex.

Mexico Industrial Complex 2021
788.50 m <sup>3</sup>
<b>(0.79ML)</b>

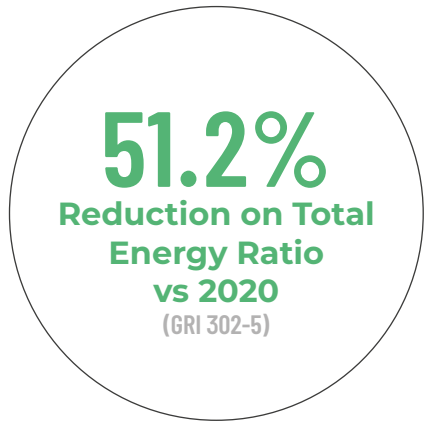
<sup>9</sup> The National Water Commission is a decentralized administrative agency of the Ministry of the Environment and Natural Resources, created in 1989, whose responsibility is to manage, regulate, control and protect Mexico's national waters.

<sup>10</sup> Nota: El alcance a reportar, en consumo de agua, para 2021 incluye al Centro de Distribución, la Planta Farmacéutica, y la Planta Productos de Cuidado Personal como un solo conjunto; y aparte a Playa Langosta.

# OUR ACTIONS IN THE FACE OF CLIMATE CHANGE - ENERGY EFFICIENCY

Like any industrial activity, energy (both electric and fuel) is an essential element for the development of new products, the transportation of human capital and the automation of production processes.

Although we do not currently consume energy from renewable sources, it is our commitment to be in the constant search for renewable energy sources and energy efficiency initiatives in our operations.



## OUR ENVIRONMENTAL MANAGEMENT EXTENDS WITH OUR GLOBAL COVERAGE

In Chile, we are committed to the Extended Producer Responsibility program (Responsabilidad Extendida del Productor), through which we declare our priority products such as wood, metals, paper, cardboard, plastics and glass. This commitment allows us to establish defined goals, by 2025, in the reduction of waste generated, improving the packaging of all products.



## EFFICIENT CONSUMPTION - ELECTRICITY

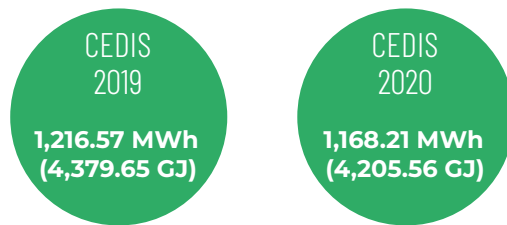
(GRI 302-1, 302-3, 302-4, 302-5, 3-3)

Both electricity and fuel consumption have an indirect and direct relationship with the emissions associated with such consumption. In this sense, and as mentioned above, Genomma Lab has carried out energy efficiency projects through the change of electronic equipment and lighting fixtures.

To motivate the development of these initiatives, in Genomma Lab we provide incentives related to operational efficiency and continuous improvement projects to reduce the environmental impact of our operation, called "Sustainability Awards (SA)". All areas of Genomma Lab are eligible through the SA. Although the supply chain areas and logistics teams have historically been the most participative, the rest of the areas are working on the proposal of new initiatives for operational efficiency and continuous improvement, with particular mention of the areas of Quality in Argentina and Research and Development in Mexico, which together with the Logistics area in Mexico received this recognition during 2021.

One of the energy saving initiatives was based on the substitution of inputs, such as the polyolefin<sup>11</sup> previously used, which was thicker and required more heat to be applied. Luminaires such as incandescent lamps have been replaced with LED luminaires. Fast-charging chargers for forklifts were purchased, consuming less power. In addition, throughout our Mexico Industrial Complex, we have invested heavily in the use of natural light, intelligent sensors and LED lights for efficient use of electrical energy.

### ELECTRICITY CONSUMPTION AT THE DISTRIBUTION CENTER (CEDIS)<sup>12</sup>

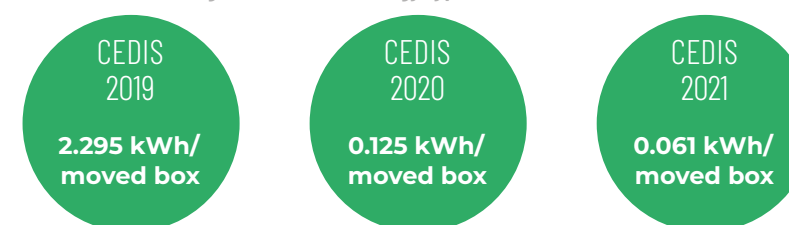


During 2021, operations began at the Mexico Industrial Complex (CEDIS, Pharmaceutical Plant and Personal Care Products Plant). Therefore, starting this year, we will begin to report the performance of our manufacturing sites, including the entire Mexico Industrial Complex and the Mexico City Production Line.

Mexico Industrial Complex 2021	Mexico City Production Line 2021
7,024.15 MWh	441.77 MWh
<b>(25,286.94 GJ)</b>	<b>(1,590.37 GJ)</b>

In the same line, it is worth mentioning that we have completed the construction of the new electric energy cogeneration<sup>13</sup> plant, which will contribute significantly to our energy efficiency in the short term.

### TOTAL ENERGY RATIO (GRI 302-3) (Energía consultada: Energy types included: Electric, Gas and Fuel)



<sup>11</sup> Polyolefins are a family of thermoplastics, composed of Polyethylene (PE) and Polypropylene (PP), among other minor polymers.

<sup>12</sup> Note: The scope of electricity consumption reporting for 2021 includes the Distribution Center, the Pharmaceutical Plant, and the Personal Care Products Plant as a single unit, and separately Playa Langosta.

<sup>13</sup> Cogeneration is a system that produces heat and electricity simultaneously in a single plant, powered by a single primary energy source.

## EFFICIENT CONSUMPTION - FUELS

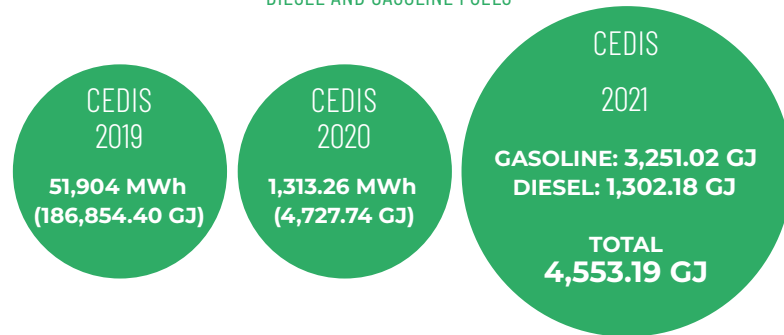
(GRI 302-1, 302-3, 302-4, 302-5)

Because we want to manage our resources more efficiently and thus reduce our greenhouse gas emissions, we decided to implement several strategies that will help us reduce our fuel consumption in the short term.

Logistics in our operations have been made more efficient, we have implemented re-distributions, we have reached agreements with other distributors such as Casa Marzam. We have increased the filling capacity of utility vehicles and thus reduced the number of trips. Our logistics vehicles and the vehicles of our logistics suppliers are members 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*), and we hope to continue this trend and increase coverage in these programs.



### ENERGY CONSUMPTION THROUGH DIESEL AND GASOLINE FUELS



During 2021, operations began at the Mexico Industrial Complex (CEDIS, Pharmaceutical Plant and Personal Care Products Plant). Therefore, starting this year, we will begin to report the performance of our manufacturing sites, including the entire Mexico Industrial Complex.



### Mexico Industrial Complex 2021 Natural Gas

725,439.63 m <sup>3</sup>
21,763.19 GJ

### TOTAL ENERGY CONSUMPTION (GIGAJOULES - GJ)

	2019	2020	2021
Fuels	186,854.40 GJ	4,727.74 GJ	26,316.38 GJ
Electricity	4,379.65 GJ	4,205.56 GJ	26,877.31 GJ
<b>Total</b>	<b>191,234.05 GJ</b>	<b>8,933.30 GJ</b>	<b>53,193.69 GJ</b>

## OUR ENVIRONMENTAL MANAGEMENT EXTENDS WITH OUR GLOBAL COVERAGE

In **Uruguay**, as in the rest of Genomma Lab's countries of operation, materials and waste management plays an important role for the organization. Likewise, all obsolescence is revalued to the extent that they are recyclable materials (paper, cardboard, plastics and lids).



# OUR ACTIONS ON CLIMATE CHANGE - OUR CARBON FOOTPRINT

## RENEWABLE ENERGY SUPPLY

In order to achieve greater stability in our energy matrix and to be less vulnerable to weather events that could cause power outages, we decided to create a transition plan toward a diversification of energy supply sources for our new Industrial Complex in Mexico, whose operations began in 2021.

Our goal is that in the short term, 50% of the energy we use will come from cogeneration produced by a power plant. And we plan to integrate 50% of renewable energy sources into the energy matrix of our Mexican manufacturing operation by 2025. The idea is to gradually reduce our dependence on electricity from the national grid and generate our own energy.



## CARBON INVENTORY

(GRI 305-1, 305-2, 305-3, 305-5) (GRI 302-1, 302-3, 302-4, 302-5)

Our 2025 Sustainability Strategy is aligned with the Sustainable Development Goals (SDGs) established by the United Nations. The main pillars of our 2025 Sustainability Strategy are plans to improve relevant aspects for the company, such as our products, logistics, manufacturing plant, supply chain, waste management, water management, climate change actions, integrated management, our team and our contribution to society.

Since 2017, we have quantified and analyzed the greenhouse gas (GHG) emissions derived from our productive activities in Mexico in order to better understand our impact on climate change and mitigate it through various short and medium-term actions.

In line with trends in the use of plastic, Genomma Lab is developing innovations in our packaging materials, in order to incorporate packaging with better performance in its life cycle and thus reduce GHG emissions related to the production and post-consumer waste of our packaging. The expected trend in the market is to offer more sustainable products with a lower carbon footprint due to the impending climate crisis. Specifically, we are reducing our reliance on virgin resin for some of our plastic packaging presentations. An emblematic case is our product Tío Nacho: its packaging (bottle, cap, box and label) is produced through a carbon neutral process.

*We are committed to significantly reducing energy use, and thus the emissions associated with its consumption, through energy efficiency programs and the implementation of technologies with a lower environmental impact at our new Mexico Industrial Complex.*

Regarding direct initiatives to reduce our carbon footprint, it is worth mentioning the mitigation of diesel emissions, which we have been

working on since 2020, as a result of raising awareness and achieving savings in third-party vehicles by adhering to the Clean Transportation program (*Transporte Limpio*) of the Mexican Ministry of Environment and Natural Resources (*Secretaría de Medio Ambiente y Recursos Naturales en México, SEMARNAT*)<sup>14</sup>. We can also mention the savings and efficient use of diesel fuel consumption in vehicles as a result of agreements made with some distribution partners, such as Casa Marzam, to carry out the distribution of products and thus increase the efficiency of the company's logistics. Likewise, we can mention certain actions such as the substitution of specific materials that have led to savings in electricity consumption, such as the replacement of the polyolefin input from thicker to thinner material, requiring less heat to be processed. Also, there is the acquisition of fast-charging forklifts, which consume less power. Finally, we should mention our goal of preventing waste generated at our new Mexico Industrial Complex from reaching the landfill through prevention and recycling, as well as other methods of waste-to-energy management. This will help us reduce GHG emissions associated with the disposal of our waste.

It is important to mention that our greatest logistics demand is associated with the distribution of our products through the transportation we employ, which generates an opportunity to reduce greenhouse gas (GHG) emissions.

*Along these lines, in 2021, both our logistics transportation and that of our suppliers have adhered to Mexico's SEMARNAT Clean Transportation Program (Transporte Limpio). As for our logistics operations in Colombia and the United States, our suppliers are part of a similar program in their respective countries.*

<sup>14</sup> Transporte Limpio: <https://www.gob.mx/semarnat/acciones-y-programas/programa-transporte-limpio-190236>  
Voluntary program, which seeks to make freight and passenger transportation in the country more efficient, safe, competitive and environmentally friendly.

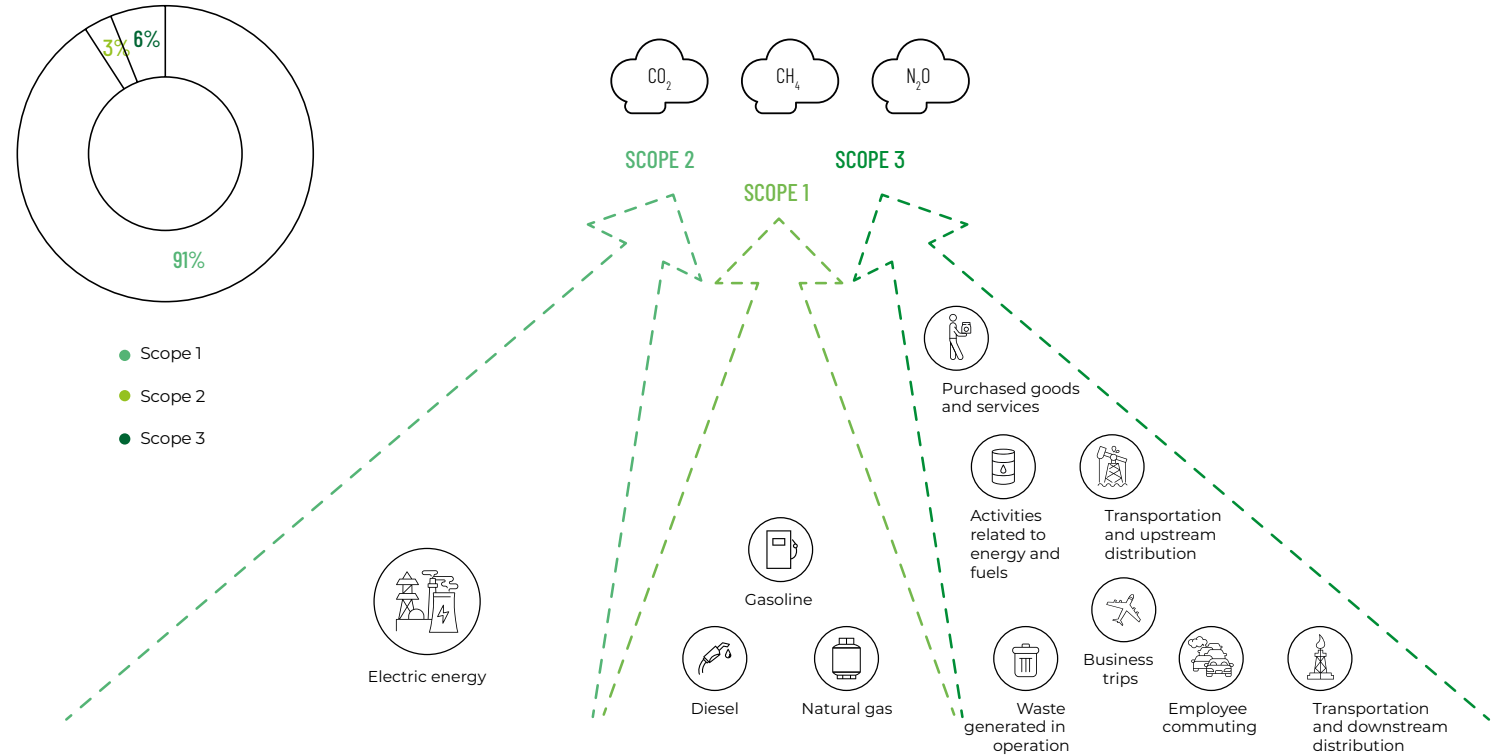
The operational limits for calculating the carbon footprint are defined according to direct and indirect emissions:

**Scope 1 Emissions:** Direct emissions are generated from sources owned or controlled by the Company. For example, derived from the consumption of diesel for the operation of an emergency system when electric power is unavailable due to some unexpected event; derived from the consumption of fuel and diesel for transportation vehicles owned by the company and for mobile equipment used in our facilities, such as forklifts; derived from combustion in boilers and furnaces in manufacturing plants owned by the company, and derived from chemical production in process equipment owned or controlled by the company.

**Scope 2 Emissions:** Scope 2 includes emissions related to the generation of electricity purchased and consumed by the company, which is subject to energy efficiency and continuous improvement projects, detailed in the “energy efficiency” subchapter. At the moment, all electrical energy used by Genomma Lab is provided by the supplier of the national electricity system. We are currently exploring various projects or scenarios to include clean and renewable energy in our energy matrix.

**Scope 3 Emissions:** Scope 3 is an optional reporting category that allows the inclusion of the remaining indirect emissions. Scope 3 emissions are a consequence of the company’s activities, but result from sources that are not owned or controlled by the company. Examples of Scope 3 activities include extraction and production of purchased materials; transportation of purchased fuels; and use of products and services sold.

During 2021, operations began at the Mexico Industrial Complex (CEDIS, Pharmaceutical Plant and Personal Care Products Plant). Therefore, starting this year, we will begin to report the performance of our manufacturing sites, which includes the entire Mexico Industrial Complex and Mexico City Production Line.



DISTRIBUTION CENTER (CEDIS)		
Carbon Emissions	Total emissions (tCO <sub>2</sub> e) 2019	Total emissions (tCO <sub>2</sub> e) 2020
Scope 1	1,310.8	337
Scope 2	614.4	577.1
Scope 3	3,590.7	3,590.7
<b>Total emissions</b>	<b>5,515.9</b>	<b>4,504.8</b>

MEXICO INDUSTRIAL COMPLEX + MEXICO CITY PRODUCTION LINE <sup>15</sup>		
Carbon Emissions	Total emissions (tCO <sub>2</sub> e) 2021	Composition (%)
Scope 1	1,704.93	3%
Scope 2	3,158.08	6%
Scope 3	52,039.77	91%
<b>Total emissions</b>	<b>57,262.76</b>	<b>100%</b>

The scope of the emissions inventory calculated for 2021 includes the following categories for the Mexico Industrial Complex and the Mexico City Production Line facilities.

<sup>15</sup> Note: The 2021 reporting scope, in emissions, includes the Distribution Center, the Pharmaceutical Plant, and the Personal Care Products Plant as a single unit; and separately the Mexico City Production Line.

<sup>15</sup> To calculate the organization's carbon footprint, the following greenhouse gases have been considered: CO<sub>2</sub>, CH<sub>4</sub>, y N<sub>2</sub>O.



# ETHICS AND CORPORATE GOVERNANCE

The Company is convinced that part of the performance achieved is due to the fact that our business model is supported by an excellent Corporate Governance, defined by its high degree of commitment and that it implements the best practices, based at all times on transparency and absolute ethics. We are highly committed to seeking sustainable economic growth, adhering to our high standards of integrity, respecting compliance with the laws and regulations of all the countries in which we operate.

Each member of the team understands the essence of a winning culture, demonstrating ethical and transparent management at all times, the actions that we undertake on a daily basis have as their ultimate meaning the creation of value for our stakeholders.



# CORPORATE GOVERNANCE



*“Genomma Lab is committed to improving social welfare by increasing its consumers quality of life, through research and analysis of the best ingredients for the development and marketing of personal care products and over-the-counter medicines (OTC), thus seeking to generate the highest possible levels of return to its investors.”*

**Rodrigo Herrera Aspra**  
Founder and Chairman of the Board of Directors  
Genomma Lab Internacional



Find out more about our Corporate Government [here](#).

Our Corporate Governance is governed by the best practices suggested by the Mexican Stock Exchange, reaffirming our transparency towards our stakeholders.



# BOARD OF DIRECTORS<sup>1</sup>

(GRI 2-9)

Our management is entrusted to the Board of Directors, whose member bodies are designated or, as the case may be, ratified each year at the company's ordinary annual general meeting of shares. The Board of Directors meets once every quarter in accordance with the provisions of the Securities Market Law (hereinafter LMV) and the Company's bylaws. In addition, we ensure that at least 25% of the members Company's Board of Directors are independent, as required by the LMV.

Our committees in charge of making decisions or managing environmental, social and corporate governance (ESG) impacts in the organization are three:

## Board of Directors

## Audit and Corporate Practices Committee

## Operating Committee

The Board of Directors is elected by the Ordinary Annual General Meeting of Shareholders. The bylaws dictate that it can be made up of a maximum of 21 members, where at least 25% must be independent, in accordance with the Securities Market Law in Mexico.

The current Board of Directors is made up of 10 proprietary directors, of which seven are independent.

## Related Proprietary Board Members

Rodrigo Alonso Herrera Aspra  
Sabrina Lucila Herrera Aspra

## Independent Proprietary Board Members

Jorge Ricardo Gutiérrez Muñoz  
Juan Alonso  
Javier Vale Castilla  
Ignacio González Rodríguez  
Carlos Javier Vara Alonso  
Marco Francisco Forastieri Muñoz

## Independent Patrimonial Board Member

Juan Carlos Gavito Aspe

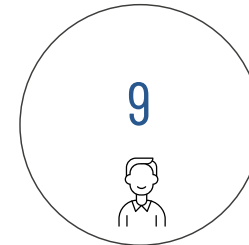
## Equity Proprietary Board Member

Burkhard Wittek

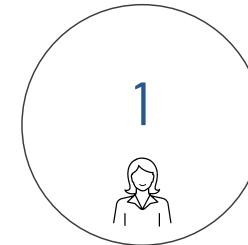
## Alternate Board Member

Renata Virginia Herrera Aspra

## By gender

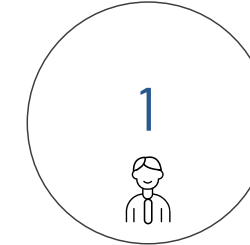


Between 30-50 years

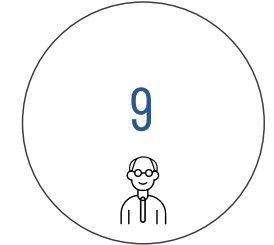


More than 50 years

## By age range



Between 30-50 years

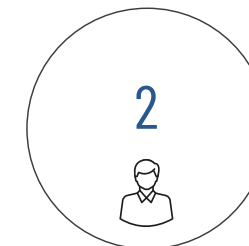


More than 50 years

## By independence



Independent Proprietary Board Members\*



Related Proprietary Board Members



Independent Patrimonial Board Member\*



Equity Proprietary Board Member

It is important to note that the debate on gender equity is part of Genomma's organizational culture, as evidenced by its **Diversity, Inclusion and Gender**

**Equality Policy**, and is promoted by the leadership team and Human Resources.

<sup>1</sup> Considered independent under the criteria established in Art. 26 of the Mexican Securities Market Law.

\*They are deemed independent under the criteria of Art. 26 of Mexican Securities.

## Biographical information of the Board of Directors

(GRI 2-9, 2-17)

The Board of Directors members, given the professional profile they handle and the different activities they carry out outside the Company, are constantly updated on economic, tax, compliance, social and environmental issues. Of the 11 members, five have relevant experience

in the sector<sup>2</sup>. Additionally, the Legal Department, with the support of the Non-Member Secretary of the Board of Directors, updates the members of the board on relevant regulatory and compliance issues.

### Rodrigo Alonso Herrera Aspra

Chairman of the Board of Directors

Founder and main shareholder of Genomma Lab Internacional. He has more than 23 years of experience in marketing and brand positioning strategies, he is ultimately responsible for the proper functioning of the Board of Directors and the evaluation of the Operating Committee. He has a degree in Engineering and Administration from the Anahuac University, and a master's degree in senior management from the College of Graduates in Senior Management. He is a Director of Grupo Financiero Multiva S.A.B. de C.V., a company unrelated to Genomma Lab. ***He has been part of the Board of Directors of Genomma Lab Internacional for 12 years.***

### Javier Vale Castilla

Independent Proprietary Board Member

Founder and President of Grupo Vale Euro RSCG, which is one of the four leading agencies in its field in Mexico, has extensive experience in advertising, marketing and corporate communications, directs the operations of the advertising agency in 18 Latin American countries. He served as General Manager of the television group of the Pacific in Sinaloa, later spent a decade at Televisa, where he was the Director of Sales, managing five radio stations, five magazines, four television channels and the T.V. by cable. He has an engineering in communications and electronics from the Higher School of Mechanical and Electrical Engineering (ESIME) of the Instituto Politécnico Nacional, due to his merits and achievements in the field of communication and advertising, the Centro Universitario de Comunicación awarded him the recognition Doctor Honoris Causa. ***He has been part of the Board of Directors of Genomma Lab Internacional for 5 years.***

### Juan Carlos Gavito Aspe

Independent Patrimonial Board Member  
Member of the Audit and Corporate Practices Committee

Founder of Airos Capital, an investment fund specialized in investments and private capital. Previously, he was a director of Nexxus Capital, where he participated in the IPOs of Genomma Lab and Grupo Hotelero Santa Fe, as well as private merger and acquisition transactions (for example, Harmon Hall, Nasoft, Crédito Real and Marmoles Arca), and has also served on the Board of Directors of various companies including Taco Holdings and Recubre. He has a degree in industrial engineering from the Universidad Iberoamericana and a master's degree in Business Administration from the Instituto Panamericano de Alta Dirección de Empresa (IPADE). ***He has been part of the Genomma Lab Board of Directors for 4 years.***

### Juan Alonso

Independent Proprietary Board Member  
Member of the Audit and Corporate Practices Committee

He is currently the General Director of ZAO Future Technologies, one of the largest luxury home construction companies in Russia. The brand is known in Russia as SUN CITY Developments. In March 2007, he entered into a partnership agreement with Israel's BSG Investments, the real estate developer in Russia and the Commonwealth of Independent States, to develop nearly one million square meters of commercial and residential real estate in Russia. He is also a majority shareholder in ZAO SILVER Nizhny Novgorod, Nestlé's national water bottler in Russia. He was previously president of Domino's Pizza Jalisco. S.A. de C.V., master franchisee of Domino's Pizza in central Mexico, as well as the majority shareholder of Baskin Robbins D.F. ***He has been part of the Board of Directors of Genomma Lab Internacional for 13 years.***

<sup>2</sup> Burkhard Wittek, Sabrina Lucila Herrera Aspra, Rodrigo Alonso Herrera Aspra, Ignacio González Rodríguez y Javier Vale Castilla

(GRI 2-9)

**Carlos Javier Vara Alonso**

Independent Proprietary Board Member

Founder of Vace Partners, before joining Vace Partners he worked for 9 years at Citigroup as Director of the Investment Banking team in Mexico and Latin America. He is currently a member of the Board of Directors and Finance Committee of Grupo Gigante, a member of the Board of Directors and Chairman of the Hotel Development Committee Chairman, shareholder and member of the Board of Directors of Fhipo and was also a member of the Board of Directors and Committee of Aeromexico Finance. His experience includes projects in companies from various industries such as financial institutions, consumer goods, retailers, industrial conglomerates, education, transportation and mining metals mainly. He has a degree in economics from the Instituto Autónomo de México (ITAM) and an MBA from the Yale School of Management. **He has been part of the Board of Directors at Genomma Lab Internacional for 4 years.**

**Sabrina Lucila Herrera Aspra**

Related Proprietary Board Members

She collaborated for 15 years in different companies, including Posadas de México, in the areas of public relations and administration and finance. Starting in 1998, she joined Genomma Lab to manage the Company's international sales. In 2004, already as Director of International Operations, she begins the opening in Latin American markets, replicating the Company's business model. She has a bachelor's degree in information from the Universidad Anáhuac, she has a master's degree in senior management from the Colegio de Graduados de Alta Dirección. She is Chairman of the Board of Directors and shareholder of HEROE, S.A. de C.V., member of the Board of Directors of Alimentos Siosi, S.A. of C.V. She is also a member of the Board of Directors of Outhinkers Fund, Inc. None of these companies is related to Genomma Lab. **She has been part of the Board of Directors of Genomma Lab Internacional for 10 years and is responsible for the Genomma Lab Foundation.**

**Jorge Ricardo Gutiérrez Muñoz**

Chairman of the Audit and Corporate Practices Committee

Independent Proprietary Board Member

Public Accountant from the Instituto Politécnico Nacional with a Master's Degree in Finance from Universidad La Salle, he is a Member of the Board of Directors of: Mexichem, S.A.B. de C.V., Grupo Aeroportuario del Centro Norte, S.A.B. de C.V., Grupo Pochteca, S.A.B de C.V. and the Mexican Stock Exchange, S.A.B de C.V. Likewise, he has served as General Director of Mexichem, S.A.B. de C.V., General Director and Member of the Board of Directors of Grupo Industrial Camesa and Industrias Synkro, Vice President of Corporate Development at Empresas Lanzagorta and Director of Finance at Indetel/Alcatel. **He has been part of the Board of the Board of Directors at Genomma Lab Internacional for 7 years.**

**Marco Francisco Forastieri Muñoz**

Independent Proprietary Board Members

He has a law degree from the Escuela Libre de Derecho (ELD). He has more than 30 years of experience in transactional, corporate, financial and securities law, both in Mexico and worldwide. He was a Founding Partner of the firm Forastieri Abogados. He was also a Senior Partner in the legal practice of Ernst & Young (EY), where he held the position of Leader for the Northern Region of Latin America. Likewise, he is Secretary of the Board of Directors of other Mexican companies, he held the position of Non-Member Secretary of the Board of Directors of the Company until February 2020. **He has been part of the Board of Directors at Genomma Lab Internacional for 2 years.**

**Ignacio González Rodríguez**

Independent Proprietary Board Member

He is the General Director of FAGO and a member of the Board of Directors of Grupo Pavisa S.A. de C.V., a 60-year-old company specializing in the manufacture and marketing of specialized glass and crystal packaging for a wide variety of industries including cosmetics and pharmaceuticals, as well as ultra-premium liquors and quality food and beverages. He has a degree in marketing from the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM) and a diploma from the Instituto Panamericano de Alta Dirección de Empresa (IPADE). **He has been part of the Board of Directors at Genomma Lab Internacional for 4 years.**

**Burkhard Wittek**

Equity Proprietary Board Member

Founding partner and CEO of Forum Family Office Services GmbH ("FFO"), a Company located in Munich, Germany, with assets exceeding \$100 million euros. He has over 35 years of asset management experience, having been a partner with global responsibility for the consumer goods/retail and healthcare sectors for the Boston Consulting Group and an advisor to the private equity fund of MTH München Trust Holding GmbH. He has a doctorate in administration and finance from the University of Innsbruck and an MBA from the Harvard Graduate School of Business. Currently, he participates as Non-Executive Chairman of the Board of Directors of Immunodiagnostic Systems Holdings PLC, Cobo Fluid System GmbH, rdl Group GmbH and Suxseed Sales Four Your Suxseed GmbH. **He has been part of the Board of Directors at Genomma Lab Internacional for 4 years.**

**Renata Virginia Herrera Aspra**

Alternate Board Member

She held various management positions at Genomma Lab Internacional, S.A.B. de C.V., such as Director of Research and Development, Special Releases, Human Resources and Production. Previously, she developed "tailor-made" programs for Seguros La Comercial, in the major medical expense's insurance subsidiary. She also worked for several years with cancer patients, reporting to the Government in the State of Querétaro and was a professor at the Universidad Autónoma de Querétaro for 3 years. She has a degree in computer science from the Universidad Anáhuac. **She has been part of the Board of Directors at Genomma Lab Internacional for 10 years.**

## Nomination and Performance Evaluation

(GRI 2.10)

The members of the Board of Directors are elected and re-elected individually by the Ordinary Annual General Meeting of Shareholders.

The shareholders (investor public) each year based on the annual performance of the business (which encompasses all aspects of the business including economic, social and environmental issues) and taking into account the Activities Report of the Board, the Activities Report of the General Director and the Activity Report of the Audit and Corporate Practices Committee, decide and vote if the Board Members are ratified in their position or changed.

In the recent history of Genomma Lab Internacional S.A.B. of C.V. no requests have been submitted by the shareholders to change the Board of Directors. However, the company is in a process of continuous improvement in all aspects of its operation, including economic, social and environmental issues.



## Conflicts of interest

(GRI 2-11, 2-15)

The Securities Market Law maintains stipulations regarding the management of conflicts of interest, to which we strictly adhere. By virtue of the foregoing, the people who are in this situation refrain from knowing and voting on the matter in question. In addition, there are mechanisms to prevent conflicts of interest that are established by the Ethics Committee and in the event of any possible conflict, the Company's management bodies analyze those issues and take the corresponding actions. It is worth mentioning that the Chairman of the Board of Directors does not hold an executive position in the company.

## Functions of the Board of Directors

(GRI 2-12, 2-13, 2-14, 2-16)

The function of the Council is to establish the general strategies for conducting the business. Similarly, monitor the management and conduct of the Company and the legal entities it controls, considering their relevance in the financial, administrative and legal, as well as the performance of the relevant directors. Approve, with the prior opinion of the competent committee:

- The policies and guidelines for the use or enjoyment of the assets that make up the Company's assets and of the legal entities that it controls, by the related people.
- The operations, of each one individually, with related people, that they intend to celebrate with the Company or the legal entities that it controls.
- The guidelines regarding internal control and internal auditing of the Company and of the legal entities controlled by it.
- The Company's accounting policies, adjusting to the accounting principles recognized or issued by the National Banking and Securities Commission.

In accordance with the guidelines established in the Mexican Securities Market Law, the Board of Directors relies on the CEO and certain relevant directors for the management, conduct and execution of the business, delegating to them within the limits permitted by law. The Institutional Relations Vice President is responsible for consulting stakeholders on economic, environmental and social issues.

Likewise, one of its functions is to manage responsibility in economic, environmental and social matters, through the Executive Committee and the Global Sustainability Committee, in line with the provisions of the company's 2025 Sustainability Strategy.

## Efficiency of the Board of Directors

(GRI 2-18)

The members of the Board of Directors carry out a self-assessment of performance based on The Four Pillars of Effectiveness of the Board of Directors of the International Institute for Management Development (IMD).

The shareholders (investing public), each year, based on the annual performance of the business, decide and vote if the Board Members are ratified in their position or changed. We consider that the evaluation is independent since it is carried out by the shareholders, and it is carried out on an annual basis.

The average attendance of the members of the Board of Directors at the meetings held during 2021 was 95%, with the minimum attendance required being 51%.

The members of the Board of Directors with four or fewer terms in other companies (CEO positions or members of the Board of Directors in other companies) are six: Juan Gavito Aspe, Ignacio González Rodríguez, Jorge Ricardo Gutiérrez Muñoz, Javier Vale Castilla, Carlos Javier Vara Alonso and Burkhard Wittek.



## Compensation Process

(GRI 2-19, 2-20, 2-21)

The Annual Ordinary Shareholders' Meeting is the body that annually determines and regulates the compensation of the Members of the Board of Directors and the Audit and Corporate Practices Committee. Likewise, the compensation of senior executives is determined by the Board of Directors with the opinion of the Audit and Corporate Practices Committee, both bodies seek that this compensation is linked to the results of the business, at the same time that it is based on reasonable market rates and prices.

In the case of the CEO, financial metrics such as Economic Profitability or better known as Return on Assets (ROA), Financial Profitability or Return on Equity (ROE), Return on Capital or Return on Invested Capital (ROIC) and the performance of the share price in relation to the Price and Quotation Index (IPC) of the Mexican Stock Exchange.

For security reasons, quantitative information about the salary scale of the Board of Directors and the Audit and Corporate Practices Committee is excluded. Likewise, the compensation of the Company's senior executives.

## Management of Environmental, Social and Corporate Governance matters

(GRI 2-13)

The Board of Directors, in terms of the Securities Market Law, relies on the General Director and certain relevant directors for the management, conduct and execution of the business, delegating to them, within the limits permitted by Law, the authority to address social, economic and environmental issues.

The Global Sustainability Committee, made up of the Chairman of the Board of Directors and representatives from various areas of the Company, is responsible for monitoring the implementation and progress of sustainability initiatives.



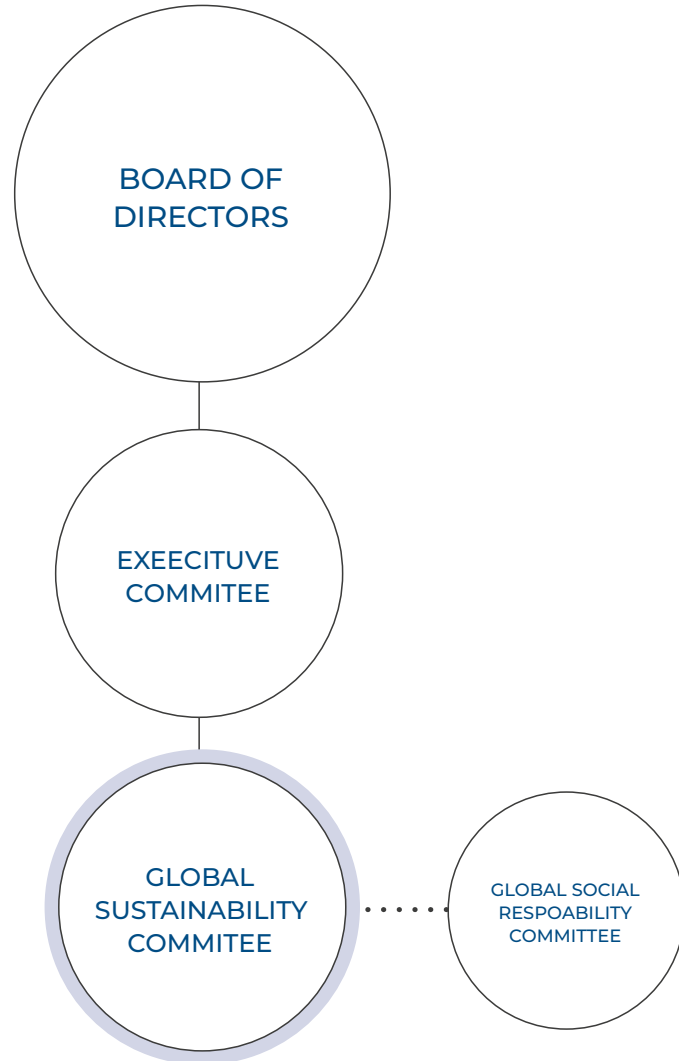
## GLOBAL SUSTAINABILITY COMMITTEE

As part of our commitment to bring sustainability to every link in our operation, in 2020 we set up the **Global Sustainability Committee**, with the aim of outlining the Company's short- and long-term environmental, social, and economic objectives. The Committee, in addition to monitoring the implementation and progress of sustainability initiatives, is responsible for designing action plans, policies and procedures that respond to the risks and opportunities of our business model in this area.

The Committee is led by the Chairman of the Board of Directors and the CEO, and is made up of leaders from the following areas:



## Structure of the Sustainability Committee



At the same time, the Global Social Responsibility Committee emerges from this Committee, which makes possible the execution of social initiatives with local and international impact. This committee is chaired by the Vice President of Institutional Relations and made up of Ambassadors with Purpose for each country or region where we have operations.

## AUDIT AND CORPORATE PRACTICES COMMITTEE

Como parte de nuestro compromiso de llevar la sostenibilidad a cada eslabón de nuestra operación en el 2020 constituimos el **Comité de Sostenibilidad Global**, con el objetivo de trazar los objetivos de la Compañía a corto y largo plazo en materia ambiental, social y económica. El Comité, además de monitorear la implementación y el progreso de las iniciativas de sostenibilidad, es responsable de diseñar planes de acción, políticas y procedimientos que respondan a los riesgos y oportunidades de nuestro modelo de negocio en esta materia.

El Comité es liderado por el Presidente del Consejo de Administración y el Director General, y está conformado por líderes de las siguientes áreas:

### Members:

Jorge Ricardo Gutiérrez Muñoz  
**President**

Juan Carlos Gavito Aspe  
**Member**

Juan Alonso  
**Member**



## Functions

- Give an opinion on the Company's external auditors, in addition to evaluating their performance and analyzing their reports.
- Analyze and supervise the preparation of the Company's financial statements and inform the Board of Directors of any irregularity detected in matters of internal control and auditing of the issuer.
- Receive and analyze recommendations and opinions from shareholders, members of the Board of Directors, executive directors, external auditors and any third party, as well as take the necessary actions.
- Give an opinion to the Board of Directors on the matters that fall under the Mexican Securities Market Law.
- Request the opinion of independent experts in the cases it deems convenient, for the adequate functions performance or when it is required in accordance with the Mexican Securities Market Law, or the general provisions emanating from it.
- Summon the Shareholders' Meeting and have the items they deem pertinent included in the agenda.
- Support the Board of Directors in preparing the reports referred to in article 28, section IV, subsections d) and e) of the Mexican Securities Market Law.

The chairman of the Audit and Corporate Practices Committee must prepare and present to the Board of Directors an annual report, which must contain, among others:

- Transactions with related parties, during the reporting period, detailing the characteristics of the significant transactions.
- The state of the internal controls of the Company and the audits, as well as any derivation or deficiency, considering the corresponding reports of the external auditors and independent experts.
- The results of any preventive or corrective actions adopted based on investigations related to non-compliance with operating or accounting policies.

- The evaluation carried out by the external auditors.
- The results obtained from the review of financial statements of the Company and its subsidiaries.
- The description and effects of changes in accounting policies.
- The actions taken as a result of the observations of the Company's shareholders, members of the Board of Directors, executive directors and third parties in relation to accounting, internal controls and internal and external audits.
- Compliance with the resolutions adopted by the Shareholders' Meeting and the Board of Directors.

El presidente decidirá también la forma de incorporar esas aspiraciones y metas en los procesos de planificación, las políticas y las estrategias de negocio de la Compañía.



## Report of the Chairman of the Audit and Corporate Practices Committee

Mexico City, Mexico, April 12<sup>th</sup>, 2022

To the Board of Directors and the Shareholders' Meeting of Genomma Lab Internacional, S.A.B. of 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. of C.V. (the "Company"), I present to you the following Annual Report approved by all the members of said Committee, corresponding to the fiscal year ended on December 31, 2021:

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

1. To carry out the auditing activities conferred by law to support the Board of Directors.
2. To hold periodic and continuous meetings with the Management, as well as with the external auditors.
3. To develop the activities around corporate practices conferred by law to support the Board of Directors.

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

### 1. In Audit matters:

#### A. Internal Control and Internal Auditing System of the Company and legal entities it controls.

Considering 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 conducts.

The differences in internal control matters that were analyzed by the Committee had no significant impact on the Company

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

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

The Committee has ensured the objectivity and integrity of the accounting records, as well as compliance with the Company's Guidelines and Operation and Accounting Record Policies, which were applied consistently in the preparation of the Company's financial statements on December 31, 2021. Likewise, the work plans of the function that develops the internal audit in the Company were reviewed and approved.

#### C. External Auditor's Performance Evaluation.

A favorable opinion was issued to ratify the firm Galaz, Yamazaki, Ruiz Urquiza, S.C. as external auditor of the Company, to audit the consolidated financial statements for the Company's 2021 fiscal year, as well as for the ratification and/or appointment of the external auditors to audit the financial statements of the Company's main subsidiaries.

For the year ended on December 31, 2021, for the audit services of the consolidated financial statements of the Company and its main subsidiaries, a budget of \$4,741,000.00 M.N. (four million seven hundred and forty-one thousand pesos 00/100 National Currency) plus VAT.

The work plans for auditing the financial statements and internal control compliance provided by the external auditing firms were reviewed and approved in their entirety.

In interviews and Committee sessions with the external auditors, we ensured that they met the independence requirements.

For the 2021 financial year, we reviewed with the external auditors and with the Company's Management their comments on internal control and the procedures and scope applied in their audit.

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

#### D. Result of the Revisions to the Financial Statements of the Company and of the Legal Entities that it Controls.

The Committee reviewed the consolidated financial statements of the Company and subsidiaries as of December 31, 2021, which were prepared based on the Financial Reporting Standards applied consistently, and in accordance with the applicable auditing standards and procedures, as well as the opinion of the corresponding external auditor, which was issued without exceptions.

The Committee has recommended to the Board of Directors the approval of the aforementioned financial statements, by virtue of the fact that they reasonably reflect the financial situation and results of the Company, that the relevant



events have been properly disclosed and that the application of the policies and Accounting criteria have been consistent and adequate, with the Company's management complying with the processes of implementation and assurance of internal control systems and with the recommendations made

**E. Opinion of the Audit and Corporate Practices Committee on the report referred to in article 28, section IV, subparagraph c) of the Securities Market Law to submit it for consideration by the Company's Board of Directors.**

In accordance with the provisions of article 42, section II, subsection (e) of the Securities Market Law, after having held various meetings with the Company's General Director and with the relevant directors of the Company and of the companies controlled by it, regarding the content of the General Director's Report 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 Galaz office, Yamazaki, Ruiz Urquiza, S.C., as External Auditor of the Company, the Committee considers that the General Director's Report that will be presented to the Shareholders' Meeting is adequate and sufficient and that: (i) the accounting and information policies and criteria followed by the Company are adequate and sufficient taking into consideration the particular circumstances of the Company; (ii) policies and criteria have been applied consistently in the information presented by the CEO; and (iii) as a consequence of subparagraphs (i) and (ii) above, the information presented by the General Director reasonably reflects the financial situation and results of the Company.

**F. Measures Adopted Due to Relevant Observations.**

During fiscal year 2021, no relevant observations were made by the shareholders, directors, relevant directors, employees of the Company and, in general, by any third party, regarding accounting, internal controls and issues related to internal auditing or external, nor were complaints filed about 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 promptly complied with the resolutions and recommendations issued by the Company's Shareholders Meeting and Board of Directors during fiscal year 2020.

**2. Regarding Corporate Practices**

**A. Performance of Relevant Directors:**

During fiscal year 2021, the Company obtained satisfactory results and observed a favorable performance of the Relevant Directors of the Company, since the objectives and priorities presented by the Company to the Board of Directors for the year 2021 were achieved.

**B. Transactions with Related Parties:**

The Committee has verified the operations carried out by the Company during the 2021 financial year, which have been carried out at market prices or, where appropriate, supported by valuations carried out by external specialists.

**C. Packages of emoluments or integral compensation of the General Director and/or Relevant Directors:**

The Committee reviewed the annual remuneration of the General Director and the Executive President and the proposed remunerations for other Company directors and issued its favorable opinion in this regard.

Likewise, it issued a favorable opinion to ratify the General Director of the Company and on the package of emoluments and General Director's variable compensation.

**D. Waivers granted by the Board of Directors:**

During the fiscal year ended on December 31, 2021, there were no operations in which it was necessary to grant any exemption to the directors, Relevant Executives or persons with power of command of the Company, in order for those 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 that it controls or in which it has a significant influence.

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

During fiscal year 2021, the Audit and Corporate Practices Committee has reviewed, analyzed and issued its favorable opinion regarding the following matters:

- 1) It was reported about certain lawsuits of the Company and its subsidiaries.
- 2) A favorable opinion was issued for the approval of the Company's annual audited financial statements and its subsidiaries with figures as of December 31, 2020.

3) A favorable opinion was issued for the approval of the Company's financial information corresponding to the fourth quarter of 2020, as well as that corresponding to the first, second and third quarters of 2021.

4) A favorable opinion was issued for the (i)ratification of different, unrelated and additional professional services to the external audit services (the "Additional Services") provided to the Company and its subsidiaries during fiscal year 2020 by the external auditor , as well as the fees paid by the Company and its subsidiaries for said additional services, and (ii) approval of the provision of Additional Services during fiscal year 2021 and the fees to be paid for them, provided that the Additional Services are provided 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 endangering their independence.

5) 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.

**F. Composition of the Audit and Corporate Practices Committee and meetings held The Audit and Corporate Practices Committee is made up of the following members:**

Nombre  
 Jorge Ricardo Gutiérrez Muñoz Juan Carlos Gavito Aspe Juan Alonso  
 Independent Proprietary Board Member

The Company's Audit and Corporate Practices Committee held sessions or adopted resolutions out of session on February 22<sup>nd</sup>, April 13<sup>th</sup>, April 27<sup>th</sup>, July 26<sup>th</sup> and October 25<sup>th</sup>, 2021, and on each of them a minute was drawn up or resolutions were recorded regarding the adopted agreements.

Sincerely,



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

# OPERATIVE COMMITTEE

The Operating Committee is made up, as detailed below, of highly trained professionals in their area, with an excellent track record and a high sense of leadership. The team is committed to achieving the Company's growth objectives, working together in each part of the process.

Rodrigo Alonso Herrera Aspra  
**President**  
 Chairman of the Board of Directors

Jorge Luis Brake Valderrama  
**Member**  
 General Director

Antonio Zamora Galland  
**Member**  
 Executive Vice President of Finance and Administration

Juan Marco Sparvieri  
**Member**  
 Executive Vice President of Operations

In addition to the members of the Operating Committee, **Mr. Alejandro Bastón Patiño**, Executive Vice President of Institutional Relations, Media, Human Resources and Sustainability, is responsible for consulting stakeholders on economic, environmental and social issues, through the study of materiality carried out during 2020, and whose results are presented to the Global Sustainability Committee, Operating Committee and Board of Directors for their consideration within the Company's comprehensive strategy. Learn more about our materiality analysis and our stakeholder consultation processes on **page 190**.



# ETHICS AND INTEGRITY

## ETHICS COMMITTEE

The Ethics Committee is the internal body that monitors the correct compliance and application of each of the values and principles presented in our **Code of Conduct and Ethics**, policies, applicable laws and in the Gen Book. The Committee is responsible for receiving, investigating and providing a solution to cases of non-compliance presented by employees, suppliers, business partners or members of the communities near our operation centers.

For the proper management of its functions, the Ethics Committee is made up of strategic areas of the Company, with a comprehensive vision of the business, which are:

1. General Management, represented by our CEO, Jorge Brake.
2. Legal, represented by the area leader, Efraín Tapia.
3. Human Resources, represented by the area leader, Alejandro Bastón.



## INTEGRITY POLICIES

(GRI 2-23, 2-24) (GRI 409-1, 3-3) (SASB HC-BP-510a.2)

### Stakeholders Engagement Policy

We seek to generate value for all our stakeholders, through our commitment with practices that promote transparency and adherence to our values.

### Anticorruption Policy

We establish guidelines to prevent and avoid any act of corruption, money laundering and influence peddling by collaborators and/or third parties with whom we have a relationship, in order to comply with applicable anti-corruption laws in the countries where we operate.

It applies to all directors, officers and employees of Genomma, regardless of where they reside or where they conduct their business, as well as direct or indirect subsidiaries of Genomma, and third parties over which Genomma has control under rule IFRS 10 ( which includes any other rule that replaces it), including joint ventures, as well as all agents, consultants, business partners and other third party representatives when they act on behalf of and/or on behalf of, interest or benefit of Genomma. The Anti-Corruption Policy is global and supersedes any local policy or practice inconsistent with its terms or with Anti-Corruption laws.

### Diversity, Inclusion and Gender Equality Policy

We are governed by respect and promotion of diversity, promoting a healthy, safe, violence-free, non-discriminatory and inclusive work environment that allows the full development of all people with equal opportunities.

### Human Rights Policy

We are committed to promoting, defending and monitoring compliance with universal principles on Human Rights throughout our operation, respecting the principles of non-discrimination, prohibition of child exploitation, as well as forced labor.

### Policy for the Prevention and Attention of Workplace Harassment

This policy is global and applies to each collaborator, direct or indirect subsidiaries, activities, processes and facilities of the Company. This policy is extensive to suppliers, business partners, shareholders and third parties that establish business relationships or collaborative agreements with Genomma Lab.

At Genomma Lab, sexual harassment is considered unacceptable and will not be tolerated under any circumstances.

As expressed in the policy, we are committed to preventing harassment, workplace violence and/or sexual harassment in the workplace, providing the necessary information to promote and develop a culture of prevention and reporting against sexual harassment, harassment workplace and/or workplace violence. In this sense, we make available to our collaborators a procedure for the reception, as well as the proper handling and treatment of complaints of sexual harassment, harassment, and/or workplace violence through the various communication channels of our Ethical System of Attention **Gen – Te escucha**, which we make available to our stakeholders.

All policies are available and were communicated and approved by the CEO.

### Code of Conducts and Ethics

This Code is mandatory for all the people who make up the Genomma team, in any action, deal, operation, contract or negotiation, in all the countries where we operate, so Genomma expects that its suppliers and other partners business act consistently with this Code of Conduct and Ethics.

### Code of Conducts and Ethics for Suppliers

The Code of Conduct and Ethics for Suppliers (hereinafter "the Code") is aligned with our Code of Conduct and Ethics, and is intended to establish

negotiation standards, strengthen relationships with our suppliers, and align them with our commitments on issues ethical, social and environmental.

This Code considers important issues for the company's sustainability, such as business ethics, fair labor conditions, human rights, occupational health and safety, and environmental management. It should be noted that its acceptance, compliance with legislation and international standards, as well as the implementation of good practices, are requirements for the start of a commercial relationship with Genomma Lab, and its continuity will depend on its compliance.

## Health and Safety Policy

Our priority is to provide a safe work environment that guarantees their comprehensive development, maintaining a culture of safety and well-being at all times throughout our operation.

## Environmental Policy

People's health and well-being is our purpose as a company and the center of our business model, we are committed to caring for our environment and preserving natural resources, through continuous improvement in all our processes, the search for new technology that reduce our environmental impacts, and at the same time permeate an environmental culture throughout our value chain.

## Integrated Management Policy

Through this policy, the company recognizes the value of its employees and is committed from the highest level of the organization with quality, physical and

mental well-being of its employees, environmental performance, social bonding, ethics, transparency and profitability in all its management.

## Confidential Information Policy

Its objective is to establish specific guidelines, derived from what is established in the Genomma Code of Conduct and Ethics, to maintain the confidentiality of Genomma Lab information, ensuring that its use is only in the interest of Genomma and safeguarding its confidentiality.

The foregoing also applies to desktop computers, laptops, servers, printers, cell phones, mobile devices and other equipment, as well as applications, software in which Confidential Information is stored, and/or through which it is managed, including internal users, temporary collaborators and visitors.

## Global Advertising and Communication Policy

It is our responsibility to generate a relationship of trust and connect with the consumer through our brands and through honest communication, guaranteeing clear information at all times about the use, benefits, ingredients, innovation and launches of our products. We are committed to being totally transparent in disseminating information through traditional media, as well as on our websites, social networks, telephone service numbers, points of sale, product labels, among others. We seek to convey to the consumer the value of our products, and always being aware of their needs.

## Cybersecurity Policy

Our Cybersecurity Policy presents our guidelines and provisions to preserve the security of our data and technology infrastructure. We increasingly rely on technology to collect, store and manage information, making us more vulnerable to serious security breaches. Human errors, cyber attacks and system malfunctions could cause great financial damage and jeopardize our company's reputation. For this reason, we have implemented a series of security measures. We have also prepared instructions that can help mitigate security risks. We have described both provisions in this Policy.

## Policy to Prevent, Analyze and Identify Psychosocial Risk Factors

These are the principles and commitments that we have established to prevent psychosocial risk factors and workplace violence, and to promote a favorable organizational environment, with the aim of developing a culture in which decent or dignified work and the continuous improvement of working conditions are sought.



<sup>3</sup> Website: <https://gen-teescucha.ethicsglobal.com/#modal>

# ETHICAL SYSTEM "GEN – TE ESCUCHA"

(GRI 2-26) (GRI 406-1, 3-3)

At Genomma Lab we encourage the identification and reporting of illegal acts, actual or potential breaches of our Code of Conduct and Ethics, Policies, Procedures and/or inappropriate behavior in our operations<sup>3</sup>.

Based on this, GEN – TE ESCUCHA, was born, a tool that allows us to listen to our collaborators through a completely external to Genomma ally, with absolute confidentiality, contributing to generate a prevention culture and to promptly attend to acts and/or behaviors that are not aligned with our values.

The information received is processed by specialized personnel from the company "Global Ethics", who analyze the implications of the information to finally send it to the Genomma Lab Ethics Committee, which is responsible for receiving, investigating and providing a solution to cases of non-compliance presented by collaborators, suppliers, commercial partners or members of the communities near our operation centers.

The information may be related to the following:

- Theft of company property or information
- Illegal agreements with suppliers or customers
- Use or disclosure of confidential company information for personal gain
- Falsification or adulteration of documents
- Harassment, mistreatment or discrimination within the company



## Communication channels GEN – Te escucha

The enabled channels to make a complaint through GEN – Te Escucha are:

- Telephone
- Email
- Website

To make a telephone complaint, you must contact the number corresponding to each country. The telephone operators are available from Monday to Saturday from 8 am to 10 pm, in all the countries where we operate, with the exception of Panama and Nicaragua, which may use the other reporting channels.

To file a complaint by email, the declarant must send it to the following address: **genteescucha@ethicsglobal.com**, including all relevant information to follow up on the case.

To make a complaint through the website, go to **gen-teescucha.ethicsglobal.com**

## How to make a complaint

(GRI 406-1)

Once the Ethics Global Privacy Policy has been read and accepted, the complainant must follow the next steps:

1. Complete your personal information, specifying your relationship with Genomma Lab, as well as your work location. You can choose whether you want your report to be anonymous, or you can provide your personal data.
2. Classify the complaint by choosing the option that corresponds to the case.
3. Indicate the place and time in which the events occurred.
4. Describe the facts of the event in as much detail as possible.
5. Mention the people involved in the event.
6. You can add evidence that serves to follow up on the case: videos, photographs, documents, etc.

At the end of the report, the system will deliver a sheet through which the complainant can follow up on the status of his complaint, and in this way:

- Know the progress of the investigation
- Know the conclusion and applicable corrective measures.
- Provide additional information

- Provide more evidence of the case
- Answer possible questions from those responsible for the investigation

According to the registry made by the company "Global Ethics", during 2021 there were 11 cases, of which three were considered inadmissible for not having substantial information to achieve timely follow-up. From the remaining eight cases, it can be inferred that there was an increase in cases where poor leadership and abuse of authority were reported (4), followed by workplace harassment by peers (2), a case of inappropriate behavior in dealing with a supplier, and a report of lack of follow-up of internal protocols in the operation.

During the reporting period, no case related to issues of corruption and/or discrimination in the Company or in the relationship with our stakeholders was recorded.

In accordance with current legislation, there were no substantiated claims in terms of privacy or data leakage, nor were there cases of discrimination.

The corrective measures applied in response to the investigations considered conciliation between the parties involved, training on leadership skills and the identification of weaknesses and areas for improvement; and follow-up in the performance evaluation of the person involved.

<sup>4</sup> Sitio web: <https://gen-teescucha.ethicsglobal.com/#modal>

## CLIENT'S INFORMATION SECURITY

(GRI 418-1, 3-3)

In our client's case, the Global Ethics company safeguards access to personal data and sensitive information obtained in complaints from the channel GEN - Te Escucha, through multiple protection systems, encryption, constant auditing of best practices of independent security, platforms and infrastructure.

Likewise, in the case of our final consumers, the company SATELCO, in charge of the customer service line, has an Information Security Committee, which is responsible for the planning, implementation and maintenance of the Information Security Policies; as well as disseminating policies among users. Here are some of its functions:

- Coordinate and control the implementation of security actions and collaborate with the Information Security Policy Manual dissemination.
- Coordinate and control the mechanisms that allow access to the information contained in the databases.

- Manage data access permissions by identified authorized users.
- Enable the record of incidents for all users, so that they report incidents related to data security; as well as agreeing about corrective measures with the Data Protection Officer.
- Check, at least every six months, the validity of the authorized users list, the existence and validity of data recovery backup copies, as well as compliance with the measures related to data inputs and outputs.
- Receive and analyze the audit report to raise its conclusions and propose corrective measures to the data controller.

*During the period covered by the report, no case of violation of the use of personal data has been recorded in any of our channels.*



# HUMAN RIGHTS APPROACH

(GRI 2-24)

We have a Human Rights approach that works across our entire operation, linked to each of our Integrity Policies. We also provide tools so that each stakeholder group can report any anomaly or violation of this commitment. At the same time, we are signatories to the UN Global Compact, aligning with its ten principles on Human Rights, labor, the environment and anti-corruption. We endorse our commitment to these principles annually, presenting a letter of ratification from the CEO, as well as our Advanced Communication on Progress (COP).

*As part of the main guidelines, the Human Rights Policy, Engagement with Stakeholders, Health and Safety, Diversity, Code of Conduct and Ethics, GEN BOOK, as well as our Code of Conduct and Ethics for Suppliers, reflect the commitment and position that we maintain towards the promotion and defense of Human Rights, both of our own collaborators and of our groups of interest.*

Similarly, our 2025 Sustainability Strategy seeks to actively contribute to the fulfillment of the United Nations Sustainable Development Goals (SDGs).

Each of the actions that make up our strategy are aligned with specific Sustainable Development Goals, which are priorities for our business model, materiality and stakeholders. All of these is supported by our Ethics Committee, which is made up of members of the Executive Committee. Although we have solid mechanisms, such as the Human Rights Policy, there may always be the possibility that our collaborators, the subcontracted companies and the recruitment agencies with which we operate, carry out some type of breach of the established in our policy.

In response to the mentioned above, we carried out a risk analysis in social matters and working conditions in our Industrial Complex in Mexico. Derived from the above, we identify the risk factors applicable to our operations, using as a reference the standards defined by the International Finance Corporation (IFC), part of the World Bank.

Subsequently, we analyze the probability and severity of each factor, determining a level of risk. Finally, we define the controls in our operation corresponding to each risk to achieve its mitigation. Some of the risk factors and mitigation measures identified from this exercise are the following:

RISK FACTOR	MITIGACION MEASURES
<b>Inadequate salaries, benefits and contracts in the subcontracted companies we rely on to fill some operational positions</b>	<p>Evidence of the agreement with subcontracted companies, where respect for the law and our labor policies are established.</p> <p>Communication of our Code of Conduct and Ethics for Suppliers.</p>
<b>Discrimination against foreign collaborators and non-compliance with local migration law</b>	<p>Compliance with the Diversity, Inclusion and Gender Equality Policy and the Human Rights Policy.</p> <p>Awareness initiatives generated by the Diversity, Inclusion and Gender Equality Committee.</p> <p>Training for employees to identify cases of discrimination and harassment.</p> <p>Training employees to identify unconscious biases.</p>
<b>Verbal and physical harassment of employees</b>	<p>Communication and training on the Prevention and Attention to Labor Harassment Policy</p> <p>Communication and training on the Human Rights Policy and the Code of Conduct and Ethics.</p> <p>Training for employees to identify cases of discrimination and harassment.</p>

# ANTI-CORRUPTION

(GRI 205-1, 205-3, 3-3) (SASB HC-BP-510A.1)

*Our commitment is that in Genomma Lab there is an ethical culture and open listening, which allows us to have a work environment of trust and compliance based on a corporate governance attached to the best practices, standards and applicable laws in each country where we operate, through the prevention of unethical conduct and fostering a culture of legality both within the company and in the relationship with our stakeholders.*

We have an **Anti-Corruption Policy**, which establishes zero tolerance towards any practice or act of corruption, in any of its forms, so it is our obligation to comply with the Anti-Corruption Laws, as well as to avoid and report acts of corruption, influence peddling and any similar or analogous acts.

This Policy applies to all directors, officers and employees of Genomma, regardless of where they reside or where they conduct their business, as well as direct or indirect subsidiaries of Genomma, and third parties over which Genomma has control

under the International Standards. Reporting (IFRS 10), including joint ventures, as well as all agents, consultants, business partners and other third-party representatives when they act on behalf of and/or on behalf, interest or benefit of Genomma.

Our team has the duty and responsibility to sign the Code of Conduct and Ethics when joining the Company, in addition to being trained on its content as well as of the other Genomma Lab **Integrity Policies**. Employees are urged to seek the advice of the legal area or Human Resources in case of suspicion of any action or situation that could be in breach of the Code of Conduct and Ethics, the Integrity Policies or the applicable law in each country where we operate. Compliance with both the Code of Conduct and Ethics and the Integrity Policies is monitored by the Genomma Lab Ethics Committee, which is responsible for reviewing and resolving each reported case.

During 2021, no cases related to practices or acts of corruption have been reported, so there were no monetary losses due to legal proceedings arising from this issue.





## ANTI-CORRUPTION TRAINING

(GRI 2-23) (GRI 205-2, 3-3)

During 2021, through the Gen Institute platform, mandatory training was carried out for 100% of our employees and new hires about our Code of Conduct and Ethics and Integrity Policies. In this way, we promote a culture of legality and ethics, considering respect for human rights, anti-corruption practices, the correct handling of confidential information, respect for the environment and neighboring communities, among other issues, as well as due behavior and values that make up the organizational base.

Likewise, we have the Code of Conduct and Ethics for Suppliers, which is aligned with our Code of Conduct and Ethics, and is intended to establish negotiation standards, strengthen relationships with our suppliers, and align them with our commitments on ethical issues, social and environmental. Additionally, suppliers must sign a certificate of having become aware of all the Company's Integrity Policies.

It should be noted that acceptance of the Code of Conduct and Ethics for Suppliers is one of the requirements for starting a business relationship with Genomma Lab, and its continuity depends on compliance.

At the end of 2021, 100% of our critical suppliers in Mexico have signed the code, and with the rest of our global suppliers we have made a progress of 86% in Argentina, 48% in Brazil, 100% in Colombia and 100% in the United States.

## TAX STRATEGY

Corporate income tax is paid on the profits obtained by Genomma Lab Internacional, as provided by the tax laws in the countries in which we operate.

Our goal is to pay the right amount of taxes, at the right time, on the profits we generate and where they are generated. We are committed not to transfer the value created to jurisdictions with lower taxes. For this reason, we have the following guidelines:

- We comply with the tax laws and regulations in each country where we operate, also considering the intent of the tax policy.
- In our operation we do not use tax structures that have the purpose of eroding the tax base.
- We do not make use of secrecy jurisdictions or so-called "tax havens".

We establish guidelines to prevent and avoid any act of corruption, money laundering and influence peddling by collaborators and/or third parties with whom we have a relationship, in order to comply with applicable anti-corruption laws in the countries where we operate.



## CONTRIBUTION TO POLITICAL PARTIES AND/OR REPRESENTATIVES

(GRI 415-1)

We recognize the importance of contributing to the comprehensive development of the regions where we operate, mainly evidenced by our performance during the global health crisis. Therefore, we participate in government programs in the different countries where we have a presence, which seek to improve living conditions and access to opportunities for various groups.

However, we do not make any type of contribution to political campaigns and/or political parties. On the other hand, no government institution holds more than 5% of the total voting rights among the Company's shareholders.

# RISK MANAGEMENT

( GRI 2-25)

We carry out the identification and management of short, medium, and long-term risks that could significantly affect the business, operations, financial situation or operating results of Genomma Lab Internacional.

This process is essential to provide the Board of Directors and other corporate bodies with the necessary tools to establish mitigation plans that reduce the impact of these risks, in addition to generating strategies to take advantage of the opportunities that these risks may represent.

The supervision of the mitigation plans is the responsibility of the Board of Directors, with the support of the Audit and Corporate Practices Committee.



## RISK MANAGEMENT PROCESS

The Risk Management process is carried out by a multidisciplinary team, made up of collaborators from various areas and administrative levels of Genomma Lab in charge of the main business processes. This team is responsible for risk identification and measurement process, considering international methodologies.

In this process, both the internal and external context of Genomma Lab is considered, according to its geographical location, operations, and characteristics of the locations in scope, as well as the trends and opportunities that could have an impact on the operation.

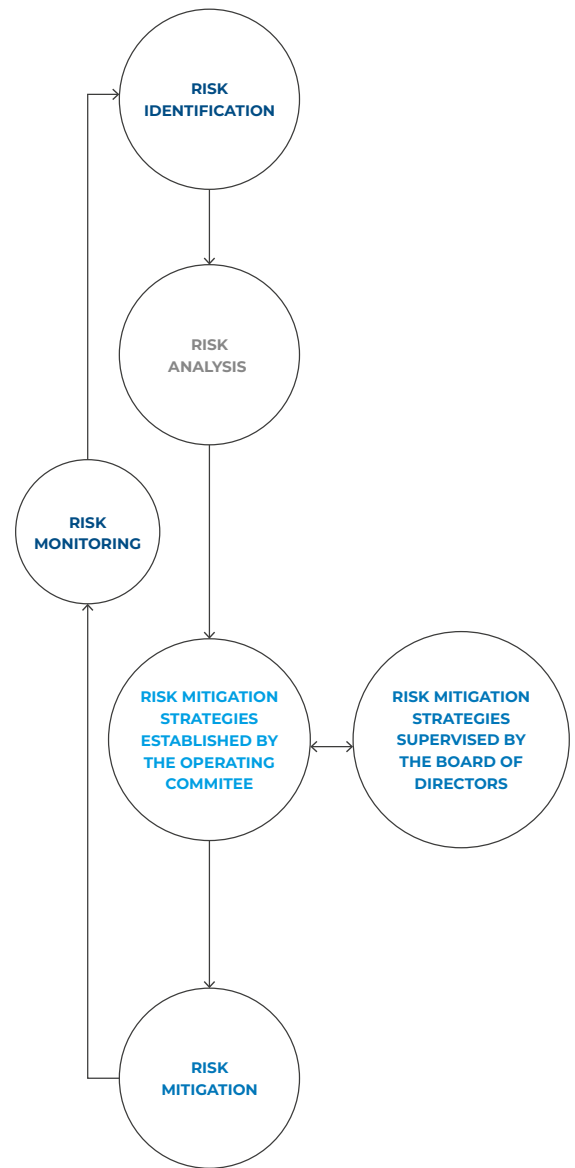
These processes document and qualify the assets and threats of the main components of the risk analysis, following the Assets, Threats, Vulnerability, Probability, and Impact scheme. Based on this analysis, the Operating Committee establishes mitigation plans in order to reduce the impact of the identified risks on the operation, while developing strategies that allow the Company to take advantage of the opportunities that these risks may represent.

The monitoring of mitigation plans is responsibility of the Board of Directors, through the Audit and Corporate Practices Committee. The risk mitigation plans are implemented and monitored by the operational teams responsible for each business process that may be impacted according to the risk analysis.

*Climate-related risks and opportunities are overseen by the Global Sustainability Committee. The Sustainability Strategy execution is one of the main responsibilities of this committee.*

The strategy contains established action plans to address climate change, such as: energy efficiency projects, emission reduction goals and integration of renewable energies in our operations. In addition, the Committee is responsible for monitoring and evaluating the risks and opportunities of climate change that impact the company, as well as promoting the creation of mitigation plans, policies, and procedures to respond to the identified risks and opportunities.

The findings of the climate assessment, considering risks and opportunities, are presented to the Committee by the Sustainability Vice President, who particularly supervises the process. For further details, consult our report on the **Task Force on Climate-Related Financial Disclosures (TCFD)**.



## MAIN RISKS AND MITIGATION STRATEGIES

Some of the main short, medium and long-term risks that we have identified, and their corresponding mitigation strategy are mentioned and summarized below. For more information on our risk factors, review the **Annual Report** to the Mexican Stock Exchange.

### Pandemics resulting from human-to-human transmitted diseases

As a consequence of the pandemic declared by the World Health Organization (WHO) due to the virus called COVID-19, the authorities and governments from different countries, including Mexico, through the Agreement by which the General Health Council of The United Mexican States recognizes the epidemic of SARS-CoV2 virus disease (COVID-19) in the United Mexican States, have decreed measures to prevent its spread, which have caused a slowdown in various activities of the economy in all countries where the Company operates, such as consumption, tourism, supply chains, among others. During most of 2021, due to the pandemic, there was a reduction in activities considered non-essential. A similar situation has been reflected in other key regions where the Company operates, causing a decrease in traffic in the sales centers, and a lower demand for certain products the Company sells.

The Company cannot guarantee that the health situation in Mexico and/or in the different regions where it operates is controlled, nor can it anticipate the effects of possible future pandemics and/or global health risks. These effects could generate an economic slowdown, recession, and even political and social instability, which could negatively affect the Company's business and financial situation.

#### Mitigation actions

Monitoring of established strategies for crisis management and ensuring business continuity.

Follow-up of the health and safety protocols established for our collaborators and groups of interest protection.

Adaptation of the product portfolio to meet current consumer needs.

Strengthening of our strategy for electronic commerce channels (e-commerce) for our customers and consumers benefit.

Activation of the "Alliances for Wellbeing" program of the Genomma Lab Foundation, as well as our remote corporate volunteering in support of communities in vulnerability situations.

### Adverse economic conditions

A big part of the operations depends on the economy performance in the countries in which the Company operates. As a result, the Company's business, financial situation, and operating results could be affected by the volatility of consumption in the countries it operates, and it directly affects the markets in which it participates.

If consumption in the countries the Company operates is affected, as a result of a fall in the markets the company participates, the business, financial situation or results of operations could be affected.

#### Mitigation actions

Updating our corporate growth strategy, adding two pillars.

Optimization and innovation of our portfolio.

Strengthening of our "Go-To-Market" strategy, promoting initiatives that promote the accessibility of products by diversifying their commercial channels.

Strengthening of our direct distribution initiative in the traditional channel.

Strengthening our strategy for electronic commerce channels (e-commerce) for our customers and consumers benefit.

### Price instability

Genomma Lab is a Mexican company and an important part of its operations, 43% as of December 31st, 2021, are carried out in Mexico and depend on the performance of the Mexican economy. As a result, the business, financial situation, and operating results of the Company could be affected by the general conditions of the Mexican economy, the depreciation of the peso against the dollar, price instability, inflation, interest rates, variations in oil prices, regulations, taxes, social instability, and other political, social, and economic events in or related to Mexico, over which the Company has no control. In the past, Mexico has experienced periods of adverse economic conditions, as well as periods in which economic conditions have deteriorated, and such

circumstances have had a negative impact on the Company. It is not possible to predict that those conditions will not be repeated or that, if repeated, will not have an adverse effect on the Company's business, financial condition or results of operations.

Any decrease in the growth rate of the Mexican economy, the decrease in the gross domestic product and/or increases in inflation or interest rates could result in a lower demand for Genomma Lab products or a decrease in their products prices. Since a high percentage of the Company's costs and expenses are fixed, it may be the case that the Company cannot reduce its costs and expenses if any of the aforementioned events occurs, which could negatively affect the company's profit margins.

#### Mitigation actions

Diversification of local suppliers

Purchase of local raw material

Strategic commercial agreements with our suppliers

Absence of debt denominated in US dollars

## Changes in applicable regulations

The Company currently operates in 18 countries, all of which have different regulations regarding products. Any changes in laws, regulations, and interpretations of the laws or regulations could alter the environment in which the Company conducts its business in each country.

This includes changes to, among others, laws and regulations regarding health care, pharmaceuticals, advertising, consumer protection, environmental management, as well as changes in accounting standards and tax policies. If the Company fails to comply with applicable laws or regulations, it could face legal action, including fines or sanctions that would negatively affect the results of its international operations.

The eventual impossibility of the Company to handle legal, regulatory and fiscal matters (including responsibility derived from the sale of its products, and matters related to intellectual and industrial property rights) and to resolve matters related to the government registration of the products, that are required for its sale under current regulations, could significantly and adversely affect the Company's international business.

### Mitigation actions

Compliance with laws and regulations of each country where we operate.

Commitment to carry out all our business activities in strict adherence to applicable regulations.

Strengthening and continuous development of our regulatory support area.

Constant training of our work teams in regulatory and legal matters.

Compliance with our Integrity Policies, as well as the Code of Conduct and Ethics, which address issues such as human rights; non-discrimination and harassment; security and health; relationship with the community; environment; culture of legality; conflicts of interest; use of assets; confidential information; anti-money laundering and anti-corruption; relationship with authorities; political contributions; competition; relationship with customers and suppliers; marketing; gifts, hospitality and other courtesies; among other topics.

Promote the use of "GEN- Te Escucha" ethical attention system to present reports of cases of non-compliance with our Integrity Policies, Code of Conduct and Ethics and/or the applicable regulations.

Promote among the members of our value chain alignment with our Code of Conduct and Ethics and compliance with applicable regulations.

## Affection to our brand's reputation

The financial success of the Company depends directly on its brands. The success of such brands could be affected if marketing plans, or product initiatives do not have the desired impact on the brand's image or its ability to attract and retain customers. Additionally, the Company's results could be affected if any of the main brands suffer significant damage to their reputation as a result of real or apparent quality problems.

Likewise, OTC products could give rise to unexpected uncertainty regarding safety or efficacy, whether scientifically justified or not, which could result in increased regulations, withdrawal of products from the market, decrease in sales, as well as liability

actions, and any of the foregoing matters could have an adverse impact on the Company's business or results of operations. If any of the Company's products are found to be defective or fail to meet applicable specifications, Genomma Lab and its distributors may be subject to legal action.

Any prolonged or significant damage to the Company's costumers or consumers' confidence, regarding the reputation, safety or effectiveness of its brands or products could have an adverse effect on operating and financial results.

### Mitigation actions

Assurance of the safety and efficacy of our products through clinical and cosmetic efficacy studies supported by our Medical Management and the Regulatory Affairs team.

Application, monitoring and continuous improvement of the pharmacovigilance process to monitor our products safety. Application, monitoring and continuous improvement of our Quality Management System (QMS).

Compliance with and commitment to the responsible labeling of our products under the applicable regulations, endorsed by the areas of Medical Management and Regulatory Affairs.

Monitoring and verification of the advertising content creation process, endorsed by the areas of Medical and Regulatory Management. Signing of codes of advertising ethics in the industrial chambers in which the Company participates

## Customer expectations

The Company's success largely depends on the attractiveness of its products to a broad spectrum of customers whose preferences cannot be anticipated with certainty and are subject to change. If the Company's current products do not meet customer expectations, sales could decrease.

Additionally, Genomma Lab's growth depends on its ability to develop new products by expanding its current lines and through modifications to existing products, which implies various risks. The Company may not be able to accurately identify the preferences of its customers and translate its knowledge into products with consumer acceptance or successfully integrate these new products into its current platform of products or operations. The Company could suffer the consequences of an increase in expenses for product development, marketing, and advertising, and that such additional costs are not subsequently covered by a sufficient level of sales, which could negatively affect the Company's margins.

In addition, product development could divert the attention of the Company's senior officers from other business matters, and this could adversely affect sales of its existing products. In this regard, even when new products are developed within the expected times, the new products may not contribute favorably to the results of the Company's operations.

### Mitigation actions

Strengthening of our Consumer Intelligence & Analytics (CIA) team.

Optimization of the portfolio and promotion of product innovation.

Strengthening of the "Go-To-Market" strategy.

Incorporation of elements of circular economy and eco-design in our products.

## Risks in the value chain

The Company relies on various manufacturers to deliver high-quality products, to meet all Genomma Lab specifications and applicable regulatory requirements, to meet product delivery times, and to be competitive in terms of price. If these manufacturers deliver products that are defective or otherwise do not meet Genomma Lab's quality control specifications or applicable regulatory requirements, the Company's defect and return rates could be increased, and the Company and its manufacturers could incur liability to its customers or final consumers, and be subject to legal action, in addition to the credibility and reputation of the Company's products would be affected.

Additionally, the Company imports into Mexico and the countries with local supplies, such as Argentina, Brazil, Peru, Ecuador, Colombia and the United States, various products and supplies from manufacturers or suppliers located mainly in Mexico, the United States, China, Israel, and France. Imported products could give rise to concerns regarding their compliance with regulatory requirements. If the imported products do not meet or it seems that they do not meet the requirements established in the regulation corresponding to

each country, their entry could be prohibited and, if they were already in the corresponding territory, they could be withdrawn from the market, and this could give rise to the beginning of legal actions against their manufacturers and distributors.

On the other hand, if manufacturers or suppliers contracted by the Company, fail to meet delivery requirements, or cease to do business with the Company for any reason (including, for example, the insolvency or bankruptcy of any supplier), the Company may be in default. With delivery times to its distributors and customers, which in turn would cause those customers to cancel orders, refuse to accept product deliveries, demand a lower price, or reduce the volume of subsequent orders.

In the event that Genomma Lab registers insufficient inventories to supply products to its customers, sales could decrease significantly and the business would be affected. Likewise, if the Company's manufacturers or suppliers were unable to deliver the products on time or could not continue manufacturing them, the Company would have to seek other suppliers of its products, which would imply identifying and certifying new manufacturers. The Company may not promptly identify or certify manufacturers of existing or new products, and such manufacturers may not meet Company requirements. Additionally, identifying alternative manufacturers and suppliers with insufficient lead times could compromise required production targets, which could result in additional production expense, production delay, the production of substandard products, or loss of competitive advantage or positioning in the market.

The consequences of not ensuring, on time and adequately, the manufacture and merchandise supply, would cause a negative impact on inventories, sales and gross margins, and ultimately on the Company's operating results. Additionally, the Company's current manufacturers and suppliers may increase the costs of the products the Company purchases from them. If manufacturers and suppliers increased their prices, Genomma

Lab's sales costs would increase, and margins would be affected if these cost increases are not passed on to its customers or consumers.

On the other hand, the operation of our suppliers and manufacturers could be compromised by breaches in terms of sustainability and social responsibility, such as those related to the violation of human rights, the lack of industrial safety measures, the breach of ethical criteria, incorrect environmental management or violation of applicable labor and environmental regulations, among others. These factors may result in the interruption of the Company's supply due to the closure of suppliers' facilities, in addition to the generation of reputational risks for Genomma Lab.

### Mitigation actions

Strengthening of the Sustainability Program for Suppliers.

Compliance with the goals established in our 2025 Sustainability Strategy in relation to our Value Chain.

Identification of critical suppliers in the value chain, and establishment of commercial agreements with critical suppliers.

Application, monitoring, and continuous improvement of our Quality Management System (QMS).

Supplier quality audits prior to negotiations. Ensure alignment of suppliers to our Code of Conduct and Ethics for Suppliers.

Evaluation of our suppliers in social, environmental and ethical matters.

Strengthening and updating of the supply team.

## Protection of our intellectual and industrial property

The inability of the Company to obtain or maintain adequate protection of its intellectual and industrial property rights, whatever the cause, could have a negative effect on the business, operating results, and financial condition of the Company. Additionally, Genomma Lab cannot guarantee that its intellectual and industrial property rights will have the same degree of protection in Mexico as in other countries.

The existence of a market for the Company's products depends largely on the image and reputation associated with its trademarks and trade names. The trademarks and trade names of the Company's products are the vehicle through which the Company communicates that those products are "branded products", and therefore the Company considers that its customers attribute a certain value to the brands. Genomma Lab owns the main trademarks and trade names that are used for the packaging and labeling, marketing, and sale of the Company's most important products. Ownership of its trademarks prevents them from being used by the Company's competitors and new market participants.

Therefore, the protection of trademarks and trade names is fundamental in the Company's business. Although most of the trademarks are registered in Mexico and in the countries in which it currently has operations, the Company may not be successful in maintaining the protection of its trademarks and trade names. Any third party could violate the intellectual and industrial property rights of the Company, which could cause a decrease in the brands value.

If Genomma Lab loses the exclusive rights over its trademarks and trade names, or their value decreases, or if its competitors introduce trademarks onto the market that could cause confusion with the Company's trademarks, the value that the customers attribute to the Company's brands could be affected, which could have an adverse effect on its sales and operating results.

Any violation of the Company's intellectual or industrial property rights could result in the Company devoting substantial time and resources to the defense and protection of such rights through litigation, which could cause an adverse effect on the business, operating results or in the financial situation of the Company. Genomma Lab cannot guarantee that it will have the resources to assert its intellectual property rights or that it will be successful in defending them.

The Company faces the risk that third-party lawsuits may be filed against it for violation of intellectual or industrial property rights. The Company's defense of any claim for infringement of intellectual or industrial property rights, including those that are unfounded, could be expensive and take too long, which could cause the Company to (i) cease to manufacture, license, or use products that incorporate the intellectual or industrial property rights in dispute; (ii) redesign, reengineer, and rebrand products or packaging, if possible; (iii) divert the attention and resources of the main executives of the Company; or (iv) has to enter into, if possible, license agreements to obtain the right to use the intellectual or industrial property of the third parties in question.

The Company's inability to exploit the brands subject to claims could have a material adverse impact on the Company's sales and results of operations.

### Mitigation actions

Comply with and safeguard all applicable regulations regarding intellectual and industrial property.

Management and monitoring of the brand portfolio.

Comply with our Integrity Policies and Code of Conduct and Ethics that address issues such as culture of legality; conflicts of interest; use of assets; confidential information; competition; relationship with customers and suppliers; marketing; among other topics.

Alignment with the codes of ethics of the chambers and industry associations to which we belong, adhere to the rules of fair competition, respecting all principles such as legality, truthfulness, honesty, verification, and support, among others.

## Risks or Effects of Climate Change

The Company is exposed to negative effects due to climate change such as increases in raw material and/or production costs, more rigorous sanitary regulations, promulgation of new laws and stricter regulations, and/or reforms to existing laws and/or regulations in environmental matters, specifically related to climate change, changes in consumption patterns and trends, etc., which could affect the Company's sales; That is why Genomma Lab has committed itself to the environment and has taken actions to raise awareness in the community about risks associated with climate change.

For more detail on identifying the Company's weather, physical and transition risks, see the **Report of the Task Force on Climate-Related Financial Disclosures** (TCFD).

### Mitigation actions

Compliance with the goals established in our 2025 Sustainability Strategy in relation to Our Waste Management, Our Water Management and Our Actions against Climate Change.

Improved efficiency in production and distribution processes.

Increased use of recycled raw materials.

Increased use of low-emission energy sources.

Training on sustainability for the entire organization.

Launch of packages and containers with less environmental impact.

## Cybersecurity

The Company relies on information technology and automated operating systems to manage and support our operations and to deliver our products to customers. Our systems and technology, as well as the services offered by third-party providers, may be vulnerable to damage, alteration or intrusion, caused by events beyond our control, such as a physical or electronic intrusion, interruption in power supply, natural disasters, computer system or network failures, viruses or malware, unauthorized access or cyberattacks.

Any material disruption to our systems and information leaks or theft could affect our compliance with data privacy laws, harm our relationships with employees, customers, and suppliers, and have a material adverse effect on our business, financial condition, results of operations and reputation.

### Mitigation actions

Compliance with our Integrity Policies, as well as the Code of Conduct and Ethics, which address issues such as conflicts of interest; use of assets; confidential information; anti-money laundering and anti-corruption; among others.

Compliance with our Cybersecurity Policy and training of collaborators on its content.

Have cybersecurity controls and monitoring. Have disaster recovery plans and rapid response teams.

Strengthen insurance coverage.

Supervise the cybersecurity strategy through the member of the Board of Directors and Chairman of the Corporate Practices and Audit Committee, specialized in the matter. The cybersecurity strategy is implemented by the Director of Information Technologies, supervised by the Global Director of Finance and Administration and the General Director, responsible for issues related to IT and Cybersecurity.

## Technological infrastructure failure

The Company has to make continuous investments and improvements in its technological infrastructure, such as those pertaining to Artificial Intelligence (AI) in order to maintain its level of competitiveness in the market. Information generated, obtained, or received by the Company through its current technology systems may not be timely or sufficient to generate revenue more effectively, manage its risks or react to future events.

The Company could experience difficulties in updating, developing, and expanding such systems quickly enough to accommodate the growth of its operation. The Company's inability to anticipate current market trends could have an adverse effect on its competitiveness, financial condition, and operation results.

Genomma Lab's inability to timely fill high-level job vacancies could affect its ability to implement business strategies, resulting in harm to the Company's business and operations results.



### Mitigation actions

Investment and continuous improvement of technological infrastructure.

Implementation of our product demand planning model based on the fluctuation of the initial price applied at the point of sale.

Implementation of a model applicable to our Manufacturing Plant to carry out the analysis and projection of the offer required by the market for a particular product based on the national and international consumption trend and the present economic moment.

## Talent Retention and Attraction

The Company's success depends largely on the performance of the Company's officers and other key employees, as well as its ability to recruit highly qualified executives and other key personnel.

The future operations of the Company could be affected if any of its senior executives or key personnel cease to provide their services. The market competition to recruit senior executives is intense and the Company cannot assure you that it will be able to retain current personnel or attract additional qualified personnel. The loss of a senior executive of the Company would result in the other executives of the Company immediately diverting their attention to carrying out that executive's duties and seeking a replacement.

### Mitigation actions

Compliance with the goals established in our 2025 Sustainability Strategy in relation to Our Team.

Strengthening our corporate culture.

Development of strategies and action plans according to the areas of opportunity identified in the work environment survey and focus groups.

Implementation of training and development programs for our employees.  
Communication and application of our Integrity Policies.

Implementation of wellness programs for our employees.

Development of initiatives that promote diversity, inclusion and non-discrimination.  
Strengthening of our talent attraction strategy.

Integration of the Talent Committee.  
Strengthening of the Performance Evaluation Program.

**For more information about our risk factors consult the Annual Report to the Mexican Stock Exchange.**



# RESULTS ANALYSIS AND DISCUSSION

## CONSOLIDATED RESULTS FOR THE FULL YEAR 2021

### Net sales 2021

Net Sales during the 12 months of 2021 reached Ps. 15.49 billion; an increase of 11.7%, year over year. The increase in sales was mainly attributed to innovation initiatives highlighting several line extensions, a strong performance of new categories, as well as aggressive marketing and advertising campaigns at the point of sale.

**Net Sales 2021  
grew Ps. 1.62 billion; +11.7%  
year-on-year**

### EBITDA 2021

EBITDA for the year 2021 was Ps. 3.21 billion, compared to Ps. 2.92 billion in 2020. The EBITDA margin for the full year 2021 closed at 20.7%. EBITDA margin contraction by 40bp is mainly due to FX headwinds in some regions where the company operates, the negative impact due to inflationary effects of some raw materials, as well as non-recurring expenses related to new products launches and e-commerce platform investments. To a lesser extent, the margin contraction was also due to a negative effect on the sales mix of lower-margin products, as well as the investments made to start operations of the Genomma Industrial Cluster.

**EBITDA 2021 increased  
Ps. 286.8 million,  
EBITDA margin of 20.7%**

### Gross Profit 2021

Gross Profit reached Ps. 9.56 billion during the twelve months of 2021, compared to Ps. 8.59 billion in 2020. The gross margin for 2021 decreased 20 bps, to close at 61.7%. The contraction in the gross profit margin was mainly due to inflation in costs associated with the sale, as well as FX headwinds in some regions where the company operates.

### Selling, General, Marketing and Administrative Expenses 2021

Selling, General, Marketing and Administrative Expenses increased as a percentage of sales during the year 2021, to close at 41.4% compared to 39.7% for 2020, primarily attributed to increased payroll resulting from Mexican Labor Reform on subcontracting. In addition, this effect was due to certain investments made in marketing to increase net sales, as well as operating expenses related to the new Genomma Industrial Cluster.

### Comprehensive Financing Result 2021

The Comprehensive Financing Result represented an expense of Ps. 734.3 million during 2021, compared to an expense of Ps. 597.1 million reported in 2020. The Ps. 137.2 million increase is mainly due to: i) a Ps. 151.3 million increase in the Company's monetary position within its inflationary subsidiary; ii) a net decrease of Ps. 36.7 million year-on-year in foreign exchange gain (loss). This was offset by i) an increase of Ps. 34.0 million in financial interest gains during 2021; ii) and a decrease of Ps. 16.7 million in financial interest expenses during the year 2021.

### Income Taxes for 2021

Income Taxes for 2021 reported an increase of Ps. 147.2 million, to close at Ps. 914.0 million, compared to Ps. 766.8 million reported in 2020. The increase is mainly due to the tax effects derived from the repatriation of dividends from subsidiaries abroad.

### Net Income 2021

Net Income closed at Ps. 1.31 billion during 2021, compared to Ps. 1.40 billion net income for the year 2020, which represented a negative variation of Ps. 95.6 million year over year.

### Financial Position 2021

- 2021 Working Capital: Working Capital was adjusted during the quarter and the cash conversion cycle closed at 109 days; an increase of 13 days against the end of December 2020.
- Accounts Receivable 2021: Accounts Receivable reached Ps. 4.23 billion by December 31, 2021. The days of accounts receivable reached 100 days; a decrease of 5 days compared to the end of December 2021. The decrease was mainly due to a continuous improvement in management and collection initiatives achieved during the quarter.
- Inventories 2021: Inventories reached Ps. 2.20 billion as of December 31, 2021. Days of inventories reached 130 days; a decrease of 9 days compared to the end of December 2020. The foregoing is the result of the improvement in the execution and control of inventories result of the operation of the new demand planning system (S&OP).





- Trade Payables 2021: Trade Payables reached Ps. 1.44 billion as of December 31, 2021. Supplier days decreased to 121 days, from 148 days reported as of December 31, 2020.

## Fixed Assets 2021

The Company invested Ps. 616.6 million in the twelve months, ended December 31, 2021, mainly related to the start of operations of the manufacturing lines of the new industrial cluster located in the State of Mexico.

## Net Financial Debt 2021

Net Financial Debt showed a decrease compared to the end of 2021:

- Cash and Equivalents reached Ps. 1.26 billion as of December 31, 2021, which represented a decrease of 39.9% during 2021, mainly related to debt payment.
- Gross Financial Debt reached Ps. 5.90 billion as of December 31, 2021, compared to Ps. 6.42 billion at the end of 2020, which represented a decrease of Ps. 519.6 million year over year. The Company's total long-term debt represented 64.9% of total debt at the end of 2021.
- Net Financial Debt reached Ps. 4.64 billion at the end of December 2021; an increase of Ps. 319.4 million compared to December 31, 2020.

During 2021, the Net Debt to EBITDA ratio closed at 1.45x, in line with the Company's leverage expectations.

## 2021 Share Buyback Program

The Share Buyback Program reached a total balance of 44,562,667 shares as of December 31, 2021, equivalent to **Ps. 871.4 million**. In other words, during the 12 months of 2021, the net increase was 2,802,499 shares with a value of **Ps. 53.2 million**.

## Free Cash Flow from Operations 2021

Excluding investments in the Company's new Industrial Cluster, free cash flow would have reached Ps. 1.43 billion for the twelve months of 2021. Most of the cash flow generated during the year was invested in the Personal Care Plant and the new Central Warehouse, as well as in working capital investments to drive growth strategies.

## Main Financial Ratios

FINANCIAL RATIO	AS OF DECEMBER 31, 2021
EV/EBITDA	8.46x
DN/EBITDA	1.45x
PE	17.21x
EPS	1.30 MXN

## 2021 ANALYST COVERAGE

As of December 31, 2021, LAB B is covered by 12 sell-side analysts at the following brokerages: Casa de Bolsa Credit Suisse; Banco Itaú BBA; BBVA Bancomer; UBS Casa de Bolsa; Vector Casa de Bolsa; Barclays Bank; BTG Pactual US Capital; GBM Grupo Bursátil Mexicano.; Grupo Financiero Banorte; Actinver Casa de Bolsa; JP Morgan Securities; y Monex Grupo Financiero.



Genomma Lab Internacional,  
S. A. B. de C. V. and Subsidiaries

# CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEARS ENDEND  
DECEMBER 31, 2021, 2020 AND  
2019, AND JANUARY 1ST 2019, AND  
INDEPENDENT AUDITORS' REPORT  
DATED OF APRIL, 2022



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To consult the official audited information that was reported to the Mexican Stock Exchange (BMV) in Annex N and in the section of the issuer on the BMV page, please consult the following link:



# INFORME DE LOS AUDITORES INDEPENDIENTES AL CONSEJO DE ADMINISTRACIÓN Y ACCIONISTAS DE GENOMMA LAB INTERNACIONAL, S. A. B. DE C. V.

## Opinión

Hemos auditado los estados financieros consolidados adjuntos de Genomma Lab Internacional, S. A. B. de C. V. y Subsidiarias ("la Entidad" o "el Grupo"), los cuales comprenden los estados consolidados de posición financiera al 31 de diciembre de 2021, 2020, 2019 y 1 de enero de 2019, los estados consolidados de resultado integral, los estados consolidados de cambios en el capital contable y los estados consolidados de flujos de efectivo, correspondientes a los años que terminaron en esas fechas, así como las notas explicativas de los estados financieros consolidados que incluyen un resumen de las políticas contables significativas.

En nuestra opinión, los estados financieros consolidados adjuntos presentan razonablemente, en todos los aspectos importantes, la posición financiera consolidada de Genomma Lab Internacional, S. A. B. de C. V. y Subsidiarias al 31 de diciembre de 2021, 2020, 2019 y 1 de enero de 2019, así como su desempeño financiero consolidado y sus flujos de efectivo consolidados por los años que terminaron en dichas fechas, de conformidad con las Normas Internacionales de Información Financiera (NIIF), emitidas por el Consejo de Normas Internacionales de Contabilidad.

## Fundamentos de la opinión

Llevamos a cabo nuestras auditorías de conformidad con las Normas Internacionales de Auditoría (NIA). Nuestras responsabilidades bajo esas normas se explican más ampliamente en la sección de Responsabilidades de los auditores independientes en relación con la auditoría de los estados financieros consolidados de nuestro informe. Somos independientes de la Entidad de conformidad con el Código de Ética para Profesionales de la Contabilidad del Consejo de Normas Internacionales de Ética para Contadores (Código de Ética del IESBA) y con el emitido por el Instituto Mexicano de Contadores Públicos (Código de Ética del IMCP), y hemos cumplido las demás responsabilidades de ética de conformidad con el Código de Ética del IESBA y con el Código de Ética del IMCP. Consideramos que la evidencia de auditoría que hemos obtenido proporciona una base suficiente y adecuada para nuestra opinión.

## Párrafo de énfasis

Como se menciona en la nota 2, los estados financieros consolidados adjuntos al 31 de diciembre de 2020, 2019 y al 1 de enero de 2019 fueron reformulados.

## Asuntos clave de auditoría

Los asuntos clave de auditoría son asuntos que, según nuestro juicio profesional, han sido del mayor significado en nuestra auditoría de los estados financieros consolidados del ejercicio 2021. Estos asuntos han sido tratados en el contexto de nuestra auditoría de los estados financieros consolidados en su conjunto y en la formación de nuestra opinión sobre éstos, y no expresamos una opinión por separado sobre esos asuntos. Hemos determinado que los asuntos clave de auditoría que se describen a continuación son aquellos que se deben comunicar en nuestro informe.

## Activos intangibles – Pruebas de deterioro

(Ver Nota 10 - Activos intangibles)

Los activos intangibles comprenden principalmente marcas.

Cada año, la Entidad realiza un análisis de deterioro de sus marcas y otros activos intangibles como lo establece la NIIF 36 ("IAS 36", por sus siglas en inglés) "Deterioro del valor de los activos", en el que se calculan flujos futuros descontados para determinar si el valor de estos activos se ha deteriorado en función de los ingresos que cada una generará en los siguientes años. Como en toda proyección de resultados futuros, existe la posibilidad de que los supuestos utilizados por la administración para calcular los flujos, difieran respecto de los resultados reales, tanto por aquellos relacionados con la capacidad de producción de la planta y de venta de los productos, como de aquellos relativos a condiciones externas a la Entidad, por lo que se requiere del juicio de la administración en su determinación. Esto incrementa el juicio que ejerce el auditor en la evaluación de la razonabilidad de supuestos.

Nuestros procedimientos de auditoría se enfocaron en evaluar la razonabilidad de los valores de los activos intangibles cubriendo el riesgo de deterioro, principalmente, a través de realizar una evaluación de los juicios y supuestos utilizados por la administración para determinar las proyecciones de flujos futuros descontados, considerando la tendencia de las ventas, demanda de productos y la capacidad de producción de la nueva planta que se encuentra en proceso de construcción; asimismo, evaluamos la razonabilidad de las tasas de descuento utilizadas, con el apoyo de expertos internos en metodologías de valuación.

## Reconocimiento de ingresos – Ventas en exceso a los canales de distribución

(Ver Nota 3w – Reconocimiento de ingresos)

Conforme a las normas internacionales de auditoría, debemos asumir que existe un riesgo significativo de fraude en el reconocimiento de ingresos. Definimos el riesgo de que se reconozcan ingresos a través de ventas en exceso a los canales de distribución de los productos de la Entidad.

Nuestros procedimientos de auditoría en respuesta a este riesgo incluyeron probar los controles de la Entidad en torno al otorgamiento de descuentos, obtener un entendimiento de los principales descuentos otorgados en los últimos meses del año, llevar a cabo pruebas analíticas sobre los descuentos del año y pruebas respecto las devoluciones en los meses posteriores al cierre, y, finalmente solicitar confirmaciones a ciertos clientes respecto de los términos acordados.

## Otra información incluida en el documento que contienen los estados financieros consolidados auditados

La administración de la Entidad es responsable por la otra información. La otra información comprenderá la información que será incorporada en el Reporte Anual que la Entidad está obligada a preparar conforme al Artículo 33 Fracción I, inciso b)

del Título Cuarto, Capítulo Primero de las Disposiciones de Carácter General Aplicables a las Emisoras y a otros Participantes del Mercado de Valores en México y al Instructivo que acompaña esas disposiciones (las Disposiciones). El Reporte Anual se espera esté disponible para nuestra lectura después de la fecha de este informe de auditoría.

Nuestra opinión de los estados financieros consolidados no cubre la otra información y nosotros no expresamos ninguna forma de seguridad sobre ella.

En relación con nuestra auditoría de los estados financieros consolidados, nuestra responsabilidad será leer la otra información mencionada, cuando esté disponible y cuando lo hagamos, considerar si la otra información es inconsistente en forma material con los estados financieros consolidados o nuestro conocimiento obtenido durante la auditoría, o que parezca contener un error material. Cuando leamos el Reporte Anual emitiremos la leyenda sobre la lectura del mismo, requerida en el Artículo 33 Fracción I, inciso b) numeral 1.2. de las Disposiciones o si concluimos que existe un error material en la otra información tendríamos que informar este hecho.

## Responsabilidades de la administración y de los responsables del gobierno de la Entidad en relación con los estados financieros consolidados

La Administración de la Entidad es responsable de la preparación y presentación razonable de los estados financieros consolidados adjuntos de conformidad con las NIIF, y del control interno que la administración considere necesario para permitir la preparación de los estados financieros consolidados libres de error material, debido a fraude o error.

En la preparación de los estados financieros consolidados, la administración es responsable de la evaluación de la capacidad de la Entidad de continuar como empresa en funcionamiento, revelando, según corresponda, las cuestiones relacionadas con la Entidad en funcionamiento y utilizando el principio contable de empresa en funcionamiento, excepto si la administración tiene intención de liquidar la Entidad o detener sus operaciones, o bien no exista otra alternativa realista.

Los responsables del gobierno de la Entidad son responsables de la supervisión del proceso de información financiera consolidada de la Entidad.

## Responsabilidades de los auditores independientes en relación con la auditoría de los estados financieros consolidados

Nuestros objetivos son obtener una seguridad razonable de que los estados financieros consolidados en su conjunto están libres de errores materiales, debido a fraude o error, y emitir un informe de auditoría que contiene nuestra opinión. Seguridad razonable es un alto nivel de seguridad, pero no garantiza que una auditoría realizada de conformidad con las NIA siempre detecte un error material cuando existe. Los errores pueden deberse a fraude o error y se consideran materiales si, individualmente o de forma agregada, puede preverse razonablemente que influyen en las decisiones económicas que los usuarios toman basándose de los estados financieros consolidados.

Como parte de una auditoría ejecutada de conformidad con las NIA, ejercemos nuestro juicio profesional y mantenemos una actitud de escepticismo profesional durante toda la auditoría. Nosotros también:

- Identificamos y evaluamos los riesgos de incorrección material de los estados financieros consolidados, debido a fraude o error, diseñamos y aplicamos procedimientos de auditoría para responder a dichos riesgos, y obtuvimos evidencia de auditoría que es suficiente y apropiada para proporcionar las bases para nuestra opinión. El riesgo de no detectar desviaciones importantes que resulten de un fraude es mayor de las que resulten de un error, ya que el fraude puede implicar colusión, falsificación, omisiones deliberadas, manifestaciones intencionalmente erróneas, o la elusión del control interno.

- Obtuvimos un entendimiento del control interno relevante para la auditoría con el fin de diseñar procedimientos de auditoría que sean adecuados en función de las circunstancias y no con el fin de expresar una opinión sobre la efectividad del control interno de la Entidad.
- Evaluamos lo apropiado de las políticas contables aplicadas y la razonabilidad de las estimaciones contables y la correspondiente información revelada por la administración.
- Concluimos sobre lo adecuado de la utilización por la administración, de la norma contable de empresa en funcionamiento y, basándonos en la evidencia de auditoría obtenida, concluimos sobre si existe o no una incertidumbre material relacionada con hechos o condiciones que pueden generar dudas significativas sobre la capacidad de la Entidad para continuar como empresa en funcionamiento. Si concluimos que existe una incertidumbre material, se requiere que llamemos la atención en nuestro informe de auditoría sobre la correspondiente información revelada en los estados financieros o, si dichas revelaciones no son adecuadas, que expresemos una opinión modificada. Nuestras conclusiones se basan en la evidencia de auditoría obtenida hasta la fecha de nuestro informe de auditoría. Sin embargo, hechos o condiciones futuros pueden ser causa de que la Entidad deje de ser una empresa en funcionamiento.
- Evaluamos la presentación global, la estructura y el contenido de los estados financieros consolidados, incluida la información revelada, y si los estados financieros consolidados representan las transacciones y eventos relevantes de un modo que logran la presentación razonable.
- Obtuvimos evidencia de auditoría suficiente y adecuada en relación con la información financiera de las entidades o actividades empresariales dentro del Grupo para expresar una opinión sobre los estados financieros consolidados. Somos responsables de la dirección, supervisión y realización de la auditoría del Grupo. Somos los únicos responsables de nuestra opinión de auditoría.

Comunicamos a los responsables del gobierno de la Entidad en relación con, entre otras cuestiones, el alcance y el momento de la realización de la auditoría planificados y los hallazgos significativos de la auditoría, así como cualquier deficiencia significativa en el control interno que identificamos en el transcurso de la auditoría.

También proporcionamos a los responsables del gobierno de la Entidad una declaración de que hemos cumplido con los requerimientos de ética aplicables en relación con la independencia y comunicado con ellos acerca de todas las relaciones y demás cuestiones de las que se puede esperar razonablemente que pueden afectar nuestra independencia, y en su caso, las correspondientes salvaguardas.

Entre los asuntos que han sido objeto de comunicaciones con los responsables del gobierno de la Entidad, determinamos los que han sido de la mayor importancia en la auditoría de los estados financieros consolidados del ejercicio 2021 y que son en consecuencia, los asuntos clave de auditoría. Describimos esos asuntos en este informe de auditoría, salvo que las disposiciones legales o reglamentarias prohíban revelar públicamente la cuestión o, en circunstancias extremadamente poco frecuentes determinemos que un asunto no se debería comunicar en nuestro informe porque cabe razonablemente esperar que las consecuencias adversas de hacerlo superarían los beneficios de interés público de la misma.

### Galaz, Yamazaki, Ruiz Urquiza, S.C.

Miembro de Deloitte Touche Tohmatsu Limited

C.P.C. Jorge Omar Esquivel Romero  
28 de abril de 2022

## ESTADOS CONSOLIDADOS DE POSICIÓN FINANCIERA

Al 31 de diciembre de 2021, 2020, 2019 y 1 de enero de 2019

(En miles de pesos)

ACTIVOS	NOTAS	31 DIC 2021	31 DIC 2020	31 DIC 2019	1 ENE 2019
			REFORMULADO	REFORMULADO	REFORMULADO
<b>Activo circulante:</b>					
Efectivo, equivalentes de efectivo y efectivo restringido	6	\$ 1,264,832	\$ 2,103,870	\$ 922,941	\$ 1,414,641
Cuentas por cobrar y otras cuentas por cobrar – Neto	7	7,251,559	7,235,086	6,218,410	5,261,822
Cuentas por cobrar a partes relacionadas	18	148,353	75,792	86,996	57,354
Inventarios – Neto	8	2,201,872	2,045,983	1,907,843	1,697,032
Pagos anticipados		654,441	576,743	681,359	566,715
Total de activo circulante		11,521,057	12,037,474	9,817,549	8,997,564
<b>Activo a largo plazo:</b>					
Inmuebles, propiedades y equipo – Neto	9	3,317,346	2,795,312	2,159,455	1,870,234
Inversión en asociadas	11	765,000	909,258	909,863	845,834
Activos por derecho de uso		48,772	56,853	61,293	-
Impuestos a la utilidad diferidos	20	500,762	540,106	576,442	624,888
Activos intangibles – Neto	10	5,169,138	4,908,365	4,913,215	4,934,397
Otros activos – Neto		220,885	93,515	92,075	94,340
Total de activo a largo plazo		10,021,903	9,303,409	8,712,343	8,369,693
<b>Total de activos</b>		<b>\$ 21,542,960</b>	<b>\$ 21,340,883</b>	<b>\$ 18,529,892</b>	<b>\$ 17,367,257</b>

PASIVOS Y CAPITAL CONTABLE	NOTAS	31 DIC 2021	31 DIC 2020	31 DIC 2019	1 ENE 2019
			REFORMULADO	REFORMULADO	REFORMULADO
<b>Pasivo circulante:</b>					
Préstamos bursátiles, bancarios y porción circulante de la deuda a largo plazo	13	\$ 2,072,309	\$ 1,970,239	\$ 1,550,006	\$ 676,022
Cuentas por pagar a proveedores		1,439,640	1,644,766	1,881,177	1,774,441
Cuentas por pagar a partes relacionadas	18	761	947	2,471	2,087
Otras cuentas por pagar y pasivos acumulados	12	2,569,841	2,669,456	2,008,134	1,858,060
Impuesto sobre la renta		438,568	275,791	194,307	168,177
Pasivos por arrendamientos a corto plazo		32,818	36,829	19,004	-
Participación de los trabajadores en las utilidades		17,204	15,943	23,440	6,531
Total de pasivo circulante		6,571,141	6,613,971	5,678,539	4,485,318
<b>Pasivo a largo plazo:</b>					
Préstamos bursátiles, bancarios y deuda a largo plazo	13	3,832,033	4,453,747	4,484,666	5,197,350
Dividendos por pagar	17	408,244	800,000	800,000	800,000
Acreedores diversos		37,902	36,794	34,916	36,283
Beneficios a los empleados al retiro	14	42,998	21,491	21,537	30,116
Pasivos por arrendamiento a largo plazo		23,717	20,783	46,166	-
Impuestos a la utilidad diferidos	20	554,699	551,643	214,818	100,370
Total de pasivo a largo plazo		4,899,593	5,884,458	5,602,103	6,164,119
Total de pasivos		11,470,734	12,498,429	11,280,642	10,649,437
<b>Capital contable:</b>					
Capital social		1,912,967	1,912,967	1,912,967	1,914,306
Prima en recolocación de acciones		39,749	39,749	39,749	39,749
Recompra de acciones		(1,166,018)	(1,143,484)	(1,512,895)	(1,430,089)
Pagos basados en acciones		(87,821)	(31,450)	70,067	70,067
Utilidades acumuladas		9,418,955	8,084,693	6,757,049	6,096,181
Efecto de conversión de operaciones extranjeras		(47,944)	(22,359)	(20,025)	27,606
Ganancia en activos financieros a valor razonable		2,338	2,338	2,338	-
Total de capital contable	17	10,072,226	8,842,454	7,249,250	6,717,820
<b>Total de pasivos y capital contable</b>		<b>\$ 21,542,960</b>	<b>\$ 21,340,883</b>	<b>\$ 18,529,892</b>	<b>\$ 17,367,257</b>

Las notas adjuntas son parte de los estados financieros consolidados.

# ESTADOS CONSOLIDADOS DE RESULTADO INTEGRAL

Por los años que terminaron el 31 de diciembre de 2021, 2020 y 2019

(En miles de pesos, excepto la utilidad por acción que se expresa en pesos)

	NOTAS	2021	2020	2019
			REFORMULADO	REFORMULADO
Ventas netas		\$ 15,487,059	\$ 13,870,148	\$ 12,712,890
Costo de ventas		5,923,861	5,282,059	4,614,966
Utilidad bruta		9,563,198	8,588,089	8,097,924
Gastos de venta, generales y de administración		6,570,309	5,665,985	5,823,570
Otros (ingresos) gastos, neto	<b>19</b>	(59,182)	154,102	(56,468)
Deterioro de activos de larga duración		5,520	-	-
		6,516,647	5,820,087	5,767,102
Utilidad de operación		3,046,551	2,768,002	2,330,822
Resultado integral de financiamiento:				
Gasto por intereses		(444,390)	(461,107)	(606,683)
Ingreso por intereses		65,429	31,396	28,777
(Pérdida) utilidad cambiaria, neta		(25,917)	10,782	(151,261)
		(404,878)	(418,929)	(729,167)
Pérdida por posición monetaria en subsidiaria en economía hiperinflacionaria		(329,418)	(178,132)	(120,354)
Participación en la utilidad de asociadas	<b>11</b>	(90,378)	(605)	64,029
Utilidad antes de impuestos a la utilidad		2,221,877	2,170,336	1,545,330
Impuestos a la utilidad	<b>20</b>	914,010	766,833	795,725
Utilidad neta consolidada		1,307,867	1,403,503	749,605

	NOTAS	2021	2020	2019
Otros resultados integrales, netos de impuestos a la utilidad:				
<i>Partidas que se reclasificarán a resultados en el futuro</i>				
Diferencias de cambio por conversión de operaciones extranjeras		(25,585)	(2,334)	(47,631)
Utilidad integral consolidada		\$ 1,282,282	\$ 1,401,169	\$ 701,974
Utilidad básica y diluida por acción ordinaria		\$ 1.30	\$ 1.39	\$ 0.74
Promedio ponderado de acciones en circulación (en miles de acciones)		1,007,626	1,011,806	1,013,099

Las notas adjuntas son parte de los estados financieros consolidados.

# ESTADOS CONSOLIDADOS DE CAMBIOS EN EL CAPITAL CONTABLE

Por los años que terminaron el 31 de diciembre de 2021, 2020, 2019 y 1 de enero de 2019  
(En miles de pesos)

	CAPITAL CONTRIBUIDO				CAPITAL GANADO			TOTAL DE CAPITAL CONTABLE
	CAPITAL SOCIAL	PRIMA EN RECOLOCACIÓN DE ACCIONES	RECOMPRA DE ACCIONES	PAGOS BASADOS EN ACCIONES	UTILIDADES ACUMULADAS	EFEECTO DE CONVERSIÓN DE OPERACIONES EXTRANJERAS	GANANCIA EN ACTIVOS FINANCIEROS A VALOR RAZONABLE	
Saldos al inicio de 2019 (Reformulado)	\$ 1,914,306	\$ 39,749	\$ (1,430,089)	\$ 70,067	\$ 6,096,181	\$ 27,606	\$ -	\$ 6,717,820
Recompra de acciones propias	(1,339)	-	(82,806)	-	-	-	-	(84,145)
Efecto por transacciones con acciones propias	-	-	-	-	(88,737)	-	2,338	(86,399)
Utilidad integral consolidada (Reformulado)	-	-	-	-	749,605	(47,631)	-	701,974
Saldos al 31 de diciembre de 2019 (Reformulado)	1,912,967	39,749	(1,512,895)	70,067	6,757,049	(20,025)	2,338	7,249,250
Recompra de acciones propias	-	-	(11,070)	-	-	-	-	(11,070)
Efecto por transacciones con acciones propias	-	-	380,481	(101,517)	(75,859)	-	-	203,105
Utilidad integral consolidada (Reformulado)	-	-	-	-	1,403,503	(2,334)	-	1,401,169
Saldos al 31 de diciembre de 2020 (Reformulado)	1,912,967	39,749	(1,143,484)	(31,450)	8,084,693	(22,359)	2,338	8,842,454
Recompra de acciones propias	-	-	(155,805)	-	-	-	-	(155,805)
Efecto por transacciones con acciones propias	-	-	133,271	(56,371)	26,395	-	-	103,295
Utilidad integral consolidada	-	-	-	-	1,307,867	(25,585)	-	1,282,282
Saldos al 31 de diciembre de 2021	\$ 1,912,967	\$ 39,749	\$ (1,166,018)	\$ (87,821)	\$ 9,418,955	\$ (47,944)	\$ 2,338	\$ 10,072,226

Las notas adjuntas son parte de los estados financieros consolidados.



# ESTADOS CONSOLIDADOS DE FLUJOS DE EFECTIVO

Por los años que terminaron el 31 de diciembre de 2021, 2020 y 2019  
(En miles de pesos)

	2021	2020	2019
		REFORMULADO	REFORMULADO
<b>Flujos de efectivo de actividades de operación:</b>			
Utilidad neta consolidada del año	\$ 1,307,867	\$ 1,403,503	\$ 749,605
Ajustes por:			
Depreciación y amortización	170,266	158,991	142,198
Impuestos a la utilidad reconocidos en resultados	914,010	766,833	795,725
Deterioro de equipos	20	35	-
Deterioro de activos de larga duración	5,500	-	-
Pérdida por bajas de equipo	4,257	1,013	1,060
Costo neto del período por beneficios a los empleados al retiro	21,282	207	(168)
Fluctuaciones cambiarias no realizadas	(1,777)	17,347	(5,210)
Posición monetaria y ajustes por inflación en subsidiaria en economía hiperinflacionaria, neta	214,918	105,633	64,611
Participación en la utilidad de asociada	90,378	605	(64,029)
Amortización de gastos por emisión de deuda	12,116	16,362	9,845
Intereses a favor	(65,429)	(31,396)	(28,777)
Intereses a cargo	444,390	461,107	606,683
	3,117,798	2,900,240	2,271,543
<b>Cambios en el capital de trabajo:</b>			
(Aumento) disminución en:			
Cuentas por cobrar	(183,098)	(766,840)	(1,449,834)
Cuentas por cobrar a partes relacionadas	(62,185)	11,204	(29,512)
Inventarios	(227,600)	(227,554)	(359,898)
Pagos anticipados	(96,033)	17,884	378,206
Otros activos	(53,269)	135	-
Aumento (disminución) en:			
Cuentas por pagar a proveedores	(171,621)	(210,355)	179,629
Otras cuentas por pagar y pasivos acumulados	(18,261)	751,735	333,702
Cuentas por pagar a partes relacionadas	(186)	(1,524)	101
Participación de los trabajadores en las utilidades	856	(8,858)	15,046
Impuestos a la utilidad pagados	(838,050)	(751,542)	(332,052)
Flujos netos de efectivo generados en actividades de operación	1,468,351	1,714,525	1,006,931

	2021	2020	2019
		REFORMULADO	REFORMULADO
<b>Flujos de efectivo de actividades de inversión:</b>			
Adquisición de inmuebles, propiedades y equipo	(630,209)	(696,852)	(845,945)
Venta de propiedades y equipo	5,904	9,029	6,357
Adquisición de intangibles y otros activos	(206,579)	(7,778)	(30,656)
Intereses cobrados	65,268	31,949	25,603
Flujos netos de efectivo (aplicados) en actividades de inversión	(765,616)	(663,652)	(844,641)
<b>Flujos de efectivo por actividades de financiamiento:</b>			
Préstamos obtenidos	2,053,614	4,832,375	3,587,663
Pago de préstamos	(2,576,053)	(4,399,920)	(3,437,102)
Efecto por transacciones con acciones propias	76,900	278,964	-
Recompra de acciones	(155,805)	(15,441)	(90,900)
Venta de acciones recompradas	-	4,371	6,755
Pagos de pasivos por arrendamientos	(57,459)	(74,378)	(56,522)
Pago de dividendos a accionistas	(391,756)	-	-
Intereses pagados	(418,678)	(436,123)	(632,130)
Flujos netos de efectivo aplicados en actividades de financiamiento	(1,469,237)	189,848	(622,236)
(Disminución) aumento neto de efectivo, equivalentes de efectivo y efectivo restringido	(766,502)	1,240,721	(459,946)
Ajustes a los flujos de efectivo por variaciones en tipos de cambio	(72,536)	(59,792)	(31,754)
Efectivo, equivalentes de efectivo y efectivo restringido al principio del año	2,103,870	922,941	1,414,641
Efectivo, equivalentes de efectivo y efectivo restringido al final del año	\$ 1,264,832	\$ 2,103,870	\$ 922,941

Las notas adjuntas son parte de los estados financieros consolidados.



# NOTAS A LOS ESTADOS FINANCIEROS CONSOLIDADOS

Por los años que terminaron el 31 de diciembre de 2021, 2020 y 2019  
(En miles de pesos)

## 1. Actividades y eventos importantes

### Actividades

Genomma Lab Internacional, S. A. B. de C. V. y Subsidiarias ("Genomma Lab", y en conjunto con sus subsidiarias, la "Entidad") se dedica a la venta de productos farmacéuticos de libre venta (en adelante productos OTC) y productos de cuidado personal (en adelante productos PC) con una creciente presencia en mercados internacionales. La Entidad está constituida en México y el domicilio de sus oficinas es Antonio Dovalí Jaime 70, Piso 2, Torre A, Col. Santa Fe, C.P. 01210, Ciudad de México.

La Entidad desarrolla, vende y comercializa una amplia gama de productos de primera clase integrado por más de 350 productos farmacéuticos OTC y productos para el cuidado personal, los cuales son comercializados a través de más de 40 marcas activas. Al 31 de diciembre de 2021, la Entidad es titular o licenciataria autorizada de los derechos de Propiedad Industrial e Intelectual necesarios para la fabricación, mercadeo, distribución y venta de sus productos farmacéuticos OTC, cosméticos y productos para el cuidado de la piel. Los derechos de Propiedad Industrial mencionados incluyen marcas y avisos comerciales. En México, la Entidad es titular de 1,100 registros de marcas y de un total de 1,862 registros de marcas en distintos países como: Argentina, Bolivia, Brasil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Estados Unidos de América, Guatemala, Honduras, Jamaica, Nicaragua, Panamá, Paraguay, Perú, Puerto Rico, República Dominicana, Trinidad y Tobago, Uruguay y Venezuela. Las ventas de productos realizadas por las subsidiarias en el extranjero representan aproximadamente un 58%, 57 % y 54% de las ventas netas consolidadas al 31 de diciembre de 2021, 2020 y 2019, respectivamente.

### Eventos importantes

#### 2021

**a. Emisión de deuda** En febrero de 2021, la Entidad concluyó la colocación exitosa de Certificados Bursátiles de corto plazo en el mercado mexicano por un monto total de \$800 millones de pesos en cuatro emisiones de deuda bursátil al amparo de su programa dual, a plazos de 196, 280 y 364 días a una tasa de TIIE más 15, 23 y 24 puntos base. Los Certificados Bursátiles fueron colocados entre una base diversificada de inversionistas.

**b. El 24 de febrero de 2021**, la Entidad acordó el pago voluntario de impuestos por 750 millones de pesos, resolviendo así las diferencias de criterio con la Administración General de Grandes Contribuyentes del Servicio de Administración Tributaria (SAT). Con este pago se terminan las diferencias de criterio y las auditorías abiertas con el SAT desde los ejercicios fiscales del 2013 a la fecha.

**c. Al 31 de diciembre de 2020**, la Entidad contaba con un centro de distribución en arrendamiento (Cedis Doña Rosa), con una superficie aproximada de 36,000 metros cuadrados ubicado en el Estado de México. Una vez concluida la mudanza a la nueva planta de manufactura y centro de distribución en San Cayetano la Entidad entregó el centro de distribución en marzo de 2021.

**d. El 23 de abril de 2021** se publicó en el Diario Oficial de la Federación el Decreto mediante el cual se modificaron diversos ordenamientos de carácter laboral y fiscal con el objetivo de prohibir la subcontratación de personal y establecer las reglas bajo las cuales se podrán subcontratar servicios especializados o de ejecución de obras especializadas que no formen parte del objeto social ni de la actividad económica preponderante de la beneficiaria de los mismos.

La reforma incluye la posibilidad de considerar como especializados aquellos servicios u obras complementarias o compartidas prestadas entre empresas de un mismo grupo empresarial, siempre y cuando no formen parte del objeto social ni de la actividad económica preponderante de la empresa que los reciba.

A la fecha de emisión de estos estados financieros, la Entidad ya cuenta con contratos laborales y personal designado en cada una de las empresas del mismo grupo empresarial, para cumplir las nuevas disposiciones legales.

**e. Emisión de deuda** – En julio de 2021, la Entidad concluyó la colocación exitosa de Certificados Bursátiles de corto plazo en el mercado mexicano por un monto total de \$500 millones de pesos en cuatro emisiones de deuda bursátil al amparo de su programa dual, a plazos de 252, 245, 357 y 364 días a una tasa de TIIE más 10, 9, 13 y 14 puntos base. Los Certificados Bursátiles fueron colocados entre una base diversificada de inversionistas.

**f. Emisión de deuda** – En agosto de 2021, la Entidad concluyó la colocación exitosa de Certificados Bursátiles de corto plazo en el mercado mexicano por un monto total de \$314 millones de pesos en cuatro emisiones de deuda bursátil al amparo de su programa dual, a plazos de 105, 112, 357 y 364 días a una tasa de TIIE más 5, 4, y 10 puntos base. Los Certificados Bursátiles fueron colocados entre una base diversificada de inversionistas.

**g. Emisión de deuda** – En septiembre de 2021, la Entidad concluyó la colocación exitosa de Certificados Bursátiles de corto plazo en el mercado mexicano por un monto total de \$242 millones de pesos en dos emisiones de deuda bursátil al amparo de su programa dual, a plazos de 224 y 364 días a una tasa de TIIE más 6 y 9 puntos base. Los Certificados Bursátiles fueron colocados entre una base diversificada de inversionistas.

**h. El 7 de septiembre de 2021**, la Comisión Federal para la Protección contra Riesgos Sanitarios (COFEPRIS) otorgó la Certificación de Buenas Prácticas de Fabricación a Medicinas y Medicamentos Nacionales, S. A. de C. V., subsidiaria de la Entidad, para sus líneas de producción de sólidos y semisólidos en la planta de manufactura en San Cayetano.

**i. Emisión de deuda** – En octubre de 2021, la Entidad concluyó la colocación exitosa de Certificados Bursátiles de corto plazo en el mercado mexicano por un monto total de \$150 millones de pesos en una emisión de deuda bursátil al amparo de su programa dual, a plazos de 336 días a una tasa de TIIE más 9 puntos base. Los Certificados Bursátiles fueron colocados entre una base diversificada de inversionistas.

**j. El 18 de noviembre de 2021**, la Entidad y Oramed Pharmaceuticals, Inc. anunciaron la formación de una alianza estratégica (50/50) entre Genomma Lab y Oravax Medical, Inc. empresa subsidiaria de Oramed, para elaborar las pruebas necesarias que permitan comercializar Oravax, la candidata a vacuna oral para el virus COVID-19, en México.

La Entidad contribuirá a la alianza estratégica con recursos para desarrollar las pruebas clínicas que permitan comercializar la vacuna oral COVID-19 en México, mismas que serán coordinadas por ambas empresas. La Entidad apalancará sus capacidades de cadena de suministro y extensa presencia en el mercado de América Latina para impulsar el desarrollo del negocio y el eventual despliegue de las vacunas en toda la región.

Con el fin de alinear intereses y profundizar la relación de negocios entre ambas empresas, Oramed y Genomma Lab anuncian su intención de celebrar un canje de acciones (swap) por un monto equivalente a US\$20 millones. Se espera que el precio de intercambio de la acción se calcule con base en el precio de cierre promedio de las respectivas acciones durante los últimos 15 días bursátiles previos. Así mismo, la Entidad se compromete a participar en una inversión futura en Oravax.

**k. El 26 de noviembre de 2021**, la Entidad presentó el Aviso de Derechos, a través de la Bolsa Mexicana de Valores, comunicando el pago de un dividendo a los accionistas por la cantidad total de \$400 millones (cuatrocientos millones de pesos 00/100 Moneda Nacional) y que se realizó el 10 de diciembre de 2021, a razón de \$0.381679389 pesos por cada una de las acciones representativas del capital social de la Entidad que se encuentren en circulación conforme a la tenencia accionaria y en proporción a su participación en el capital social de la Entidad. Se hace constar que la cantidad que será pagada como dividendos a los accionistas de la Entidad proviene de la Cuenta de Utilidad Fiscal Neta (CUFIN) de la Sociedad anterior al ejercicio 2014.

El dividendo fue aprobado por la Asamblea General Anual Ordinaria y Extraordinaria de Accionistas del 27 de abril de 2017, delegándose en el Consejo de Administración la facultad para determinar las fechas de pago de dicho dividendo, una vez que concluyera la fase de inversión en la Planta de Manufactura e iniciara la etapa de generación de flujo de efectivo y mejoras importantes en la calidad de los productos gracias a la nueva infraestructura.

**l. Negocio en marcha** – Los estados financieros consolidados han sido preparados por la Administración asumiendo que la Entidad continuará operando como una empresa en funcionamiento.

Durante los primeros meses de 2020, apareció la enfermedad infecciosa COVID-19 causada por el coronavirus que fue declarado por la Organización Mundial de la Salud (OMS) como Pandemia Global el 11 de marzo de 2020, su reciente expansión global ha motivado una serie de medidas de contención en las diferentes geografías donde opera la Entidad y se han tomado ciertas medidas sanitarias tanto por las autoridades mexicanas como por los distintos gobiernos donde opera la Entidad para detener la propagación de este virus. Derivado de la incertidumbre y duración de esta pandemia, la Entidad con la capacidad de innovación y adaptación que la caracteriza, tuvo una ágil respuesta a los cambios en patrones de consumo asociados a la pandemia del COVID-19.

La Entidad inició la producción y distribución de la nueva línea de productos antibacteriales bajo las marcas XL-3® para México y Next® para Estados Unidos. Los primeros lotes de producción han sido para gel antibacterial, producto con una alta demanda, y ya se encuentran en los principales supermercados y farmacias en México y Estados Unidos de América. La Entidad continuo con el lanzamiento de nuevos productos para la línea antibacterial incluyendo, jabón de manos, toallas y aerosoles desinfectantes, entre otros productos, mismos que serán lanzados conforme se alcancen las innovaciones y desarrollos, en los diferentes países donde opera.

Esta línea de nuevos lanzamientos ha permitido a la Entidad atraer nuevos consumidores, de los cuales, se analiza sus cambios en el estilo de vida y necesidades. La Entidad buscará llevar esta línea antibacterial a todas las regiones en las que opera. Adicionalmente, la comunicación y marketing de marcas clave del portafolio, también se ha modificado y adaptado rápidamente al escenario actual, específicamente para productos antivirales y medicamentos para aliviar los síntomas relacionados con la gripe, dentro del segmento OTC en México y América Latina, así como para los productos para la higiene y cuidado de la piel.

Este contexto nacional y macroeconómico mundial podría afectar directa o indirectamente la situación financiera de la empresa en el futuro, sin embargo, a la fecha de emisión de estos estados financieros, no se identifica algún impacto que esta situación pudiera tener en la posición financiera de la empresa y en el resultado de sus operaciones. En consecuencia, los valores de los activos y pasivos fueron determinados de conformidad con las Normas Internacionales de Información Financiera con base en las condiciones existentes al 31 de diciembre de 2021.

## 2020

**m. Emisión de deuda** – Durante el ejercicio de 2020, la Entidad realizó la colocación de \$1,250 millones de pesos en diferentes emisiones de Certificados Bursátiles de corto plazo a través de la Bolsa Mexicana de Valores, cuyos plazos son de 364 días y solo uno de 168 días.

**n. Índice sustentable “S&P/BMV Total México ESG Index”** – El 30 de junio de 2020, la Entidad anunció que fue seleccionada para formar parte de la muestra “S&P/BMV Total Mexico ESG Index”, el nuevo índice sustentable lanzado el 22 de junio de 2020 por el S&P Dow Jones Indices (“S&P DJI”) y la Bolsa Mexicana de Valores (“BMV”), el cual busca medir el rendimiento de las empresas del mercado de valores mexicano que cumplen con los objetivos de inversión ESG (“Environmental, Social, and Governance”).

**o. Emisión de deuda** - El 31 de agosto de 2020, la Entidad concluyó la colocación exitosa de certificados bursátiles en el mercado mexicano por un monto de \$2,500,000 denominados “LAB 20” con vencimiento a tres años. La transacción fue colocada entre una base diversificada de inversionistas con una sobredemanda de 2.33 veces del monto total ofertado. La tasa de interés es igual a la Tasa de Interés Interbancaria de Equilibrio (TIIE) más 1.1%. Los recursos obtenidos fueron utilizados para el refinanciamiento de pasivos mejorando el perfil de vencimientos de la compañía y optimizando la vida promedio de los pasivos.

**p. Pago anticipado de Certificado Bursátil LAB 18 de largo plazo** – El 14 de septiembre de 2020, la Entidad anunció que realizó la amortización total anticipada de los certificados bursátiles que estaban en circulación bajo la clave de pizarra “LAB 18” y que tenía programado su vencimiento para el 19 de marzo de 2020, sumando al capital los intereses devengados.

**q. Índice Dow Jones Sustainability MILA Pacific Alliance** – El 23 de noviembre de 2020, la Entidad anunció su inclusión en el índice de entre un grupo selecto de empresas reconocidas por su excelencia en prácticas de Sostenibilidad y Gobiernos Corporativo con los más altos estándares en México y en otros países de América Latina.

## 2019

**a. Licencia sanitaria** – El 15 de julio de 2019, Genomma Lab anunció que la Comisión Federal para la Protección de Riesgos Sanitarios (COFEPRIS) ha otorgado la Licencia Sanitaria a la nueva planta de manufactura de la Compañía, lo que le permitirá iniciar operaciones de las primeras líneas de manufactura con tecnología de punta para la fabricación de productos sólidos (píldoras) y semi-sólidos (ungüentos) de OTC.

La Entidad iniciará los trámites ante la COFEPRIS para obtener los certificados de buenas prácticas de fabricación (GMP por sus siglas en inglés) requeridos tanto para el mercado mexicano, como para todos los países en donde la Entidad tiene operaciones. En este sentido, Genomma Lab realizará las gestiones necesarias con las Autoridades Nacionales de cada país a donde exportará, con el fin de obtener los certificados GMP correspondientes.

**b. Emisión de deuda** – El 5 de septiembre de 2019, Genomma Lab anunció la colocación de \$300 millones de pesos en dos emisiones de Certificados Bursátiles de corto plazo a través de la Bolsa Mexicana de Valores, cuyos plazos fueron de 168 y 364 días respectivamente.

Esta es la primera colocación de deuda bursátil de corto plazo en la historia de la Compañía. Ambas emisiones presentaron una sobredemanda cercana a las 5 veces sobre el monto original ofertado por 300 millones de pesos. Actinver y BBVA Casa de Bolsa actuaron como agentes colocadores en conjunto para ambas emisiones.

**c. Licencia exclusiva de nutrición infantil NOVAMIL® / NOVALAC®** - El 12 de septiembre de 2019, la Entidad anunció que cerró con UP International, S.A. (UPI) un acuerdo de licencia exclusiva para la comercialización de toda su gama de productos de nutrición infantil bajo las marcas Novamil® y Novalac® en México.

UPI ha desarrollado suplementos nutricionales para madres embarazadas y fórmulas infantiles únicas para la nutrición de los lactantes, entre las que destacan productos especialmente diseñados para controlar y aliviar los trastornos digestivos que ocurren con frecuencia en los primeros años de vida, así como molestias gastrointestinales, alergias, reflujo y estreñimiento, entre otros.

**d. Emisión de deuda** – El 19 de septiembre de 2019, la Entidad anunció la colocación de \$300 millones de pesos en dos emisiones de Certificados Bursátiles de corto plazo a través de la Bolsa Mexicana de Valores, cuyos plazos fueron de 168 y 364 días, respectivamente.

**e. Pago anticipado de Certificado Bursátil LAB 14 de largo plazo** – El 30 de septiembre de 2019, la Entidad anunció que realizó la amortización total anticipada de los certificados bursátiles que estaban en circulación bajo la clave de pizarra “LAB 14” y que tenía programado su vencimiento para enero de 2020, sumando al capital los intereses devengados.

## 2. Reformulación de estados financieros consolidados

Posterior a la fecha de emisión de los estados financieros consolidados al 31 de diciembre de 2020, la Entidad identificó diversos factores claves que no se consideraron en la realización de los análisis de deterioro de la inversión en acciones en su asociada Marzam por los años terminados el 31 de diciembre de 2020, 2019 y 2018. Durante 2021, la Entidad realizó nuevos análisis de deterioro de dicha inversión en acciones, considerando los factores antes mencionados, e identificando un deterioro en dicha inversión generado principalmente en el año terminado el 31 de diciembre de 2018. Lo anterior ocasionó que la Entidad reconociera retrospectivamente dicho deterioro, reformulando sus estados financieros consolidados al y por los años terminados al 31 de diciembre de 2020 y 2019, así como al 1 de enero de 2019. A continuación, se presentan las cifras como originalmente se presentaron, los ajustes de reformulación y los saldos reformulados, de conformidad con la Norma Internacional de Contabilidad 8, “Políticas Contables Cambios a las Estimaciones Contables y Errores”:

	ORIGINALMENTE PRESENTADO	AJUSTES POR REFORMULACIÓN	REFORMULADO
<b>31 de diciembre de 2020</b>			
Inversión en asociadas	\$ 1,700,991	\$ (791,733)	\$ 909,258
<b>Total de activos</b>	<b>\$ 22,132,616</b>	<b>\$ (791,733)</b>	<b>\$ 21,340,883</b>
Utilidades acumuladas	\$ 8,876,426	\$ (791,733)	\$ 8,084,693
Utilidad neta consolidada	\$ 1,470,378	\$ (66,875)	\$ 1,403,503
<b>Total de capital contable</b>	<b>\$ 9,634,187</b>	<b>\$ (791,733)</b>	<b>\$ 8,842,454</b>

	ORIGINALMENTE PRESENTADO	AJUSTES POR REFORMULACIÓN	REFORMULADO
<b>31 de diciembre de 2019</b>			
Inversión en asociadas	\$ 1,634,721	\$ (724,858)	\$ 909,863
<b>Total de activos</b>	<b>\$ 19,254,750</b>	<b>\$ (724,858)</b>	<b>\$ 18,529,892</b>
Utilidades acumuladas	\$ 7,481,907	\$ (724,858)	\$ 6,757,049
Utilidad neta consolidada	\$ 764,463	\$ (14,858)	\$ 749,605
<b>Total de capital contable</b>	<b>\$ 7,974,108</b>	<b>\$ (724,858)</b>	<b>\$ 7,249,250</b>

	ORIGINALMENTE PRESENTADO	AJUSTES POR REFORMULACIÓN	REFORMULADO
<b>1 de enero de 2019</b>			
Inversión en asociadas	\$ 1,555,834	\$ (710,000)	\$ 845,834
<b>Total de activos</b>	<b>\$ 18,077,257</b>	<b>\$ (710,000)</b>	<b>\$ 17,367,257</b>
Utilidades acumuladas	\$ 6,806,181	\$ (710,000)	\$ 6,096,181
<b>Total de capital contable</b>	<b>\$ 7,427,820</b>	<b>\$ (710,000)</b>	<b>\$ 6,717,820</b>

## 3. Adopción de las Normas Internacionales de Información Financiera nuevas y revisadas

### Normas IFRS nuevas y modificadas que aún no son efectivas

En la fecha de autorización de estos estados financieros consolidados, la Entidad no ha aplicado las siguientes IFRS nuevas y modificadas que se han emitido pero que aún no están vigentes:

IFRS 17	Contratos de Seguro
IFRS 10 e IAS 28 (modificaciones)	Venta o contribución de activos entre un inversionista y su asociada o negocio conjunto
Modificaciones a IAS 1	Clasificación de los pasivos como corrientes o no corrientes.
Modificaciones a IFRS 3	Referencias al marco conceptual
Modificaciones a IAS 16	Propiedad, Planta y Equipo - antes de ser utilizados
Mejoras anuales a IFRS ciclo del 2018 - 2020	Modificaciones a IFRS 9 Instrumentos Financieros, IFRS 16 Arrendamientos
Modificaciones a la IAS 1 y a las declaraciones de prácticas 2 de IFRS	Revelación de las políticas contables
Modificaciones a la IAS 8	Definición de las estimaciones contables
Modificaciones a la IAS 12	Impuestos diferidos relacionados a los activos y pasivos que surgen de una sola transacción.

La administración no espera que la adopción de los estándares antes mencionados tenga un impacto importante en los estados financieros consolidados de la Entidad en períodos futuros, excepto como se indica a continuación:

### IFRS 17 Contratos de Seguro

La IFRS 17 establece los principios para el reconocimiento, medición, presentación y divulgación de los contratos de seguro y reemplaza a la IFRS 4 Contratos de seguro.

La IFRS 17 describe un modelo general, que se modifica para los contratos de seguro con características de participación directa, que se describe como el Enfoque de tarifa variable. El modelo general se simplifica si se cumplen ciertos criterios al medir la responsabilidad de la cobertura restante mediante el método de asignación de primas.

El modelo general utilizará los supuestos actuales para estimar el monto, el tiempo y la incertidumbre de los flujos de efectivo futuros y medirá explícitamente el costo de esa incertidumbre, toma en cuenta las tasas de interés del mercado y el impacto de las opciones y garantías de los asegurados.

En junio de 2020, el Consejo de Normas Internacionales de Contabilidad (IASB por sus siglas en inglés) emitió las modificaciones a la IFRS 17 para enfocarse en las preocupaciones e implementación de los cambios que se identificaron después de que la IFRS 17 fue publicada. Las modificaciones difieren la fecha de aplicación inicial de la IFRS 17 (incorporando las modificaciones) para el reporte anual que comience en o después del 1 de enero de 2023. Al mismo tiempo, el IASB emitió una Extensión Temporal de Exención para Aplicar IFRS 9 (Modificaciones a la IFRS 4) que extiende la fecha de expiración de la excepción temporal para aplicar la IFRS 9 en la IFRS 4 para periodos anuales empezando en o después del 1 de enero de 2023.

IFRS 17 debe ser aplicada retrospectivamente a menos de que no sea práctico, en dado caso se modificará el enfoque retrospectivo o se aplicará el enfoque del valor razonable.

De acuerdo con los requisitos de transición, la fecha de la aplicación inicial es el comienzo del período de informe anual en el que la entidad aplica la Norma por primera vez y, la fecha de transición es el comienzo del período inmediatamente anterior a la fecha de la aplicación inicial.

### **Modificaciones a IFRS 10 e IAS 28 Venta o contribución de activos entre un inversionista y su asociada o negocio conjunto**

Las modificaciones a la IFRS 10 y la IAS 28 tratan con situaciones donde hay una venta o contribución de activos entre un inversionista y su asociada o negocio conjunto. Específicamente, las modificaciones establecen que las ganancias o pérdidas resultantes de la pérdida de control de una subsidiaria que no contiene un negocio en una transacción con una asociada o un negocio conjunto que se contabiliza utilizando el método de participación, se reconocen en el beneficio o pérdida de la controladora sólo en la medida en que la participación de los inversionistas no relacionados en esa asociada o empresa conjunta. Del mismo modo, las ganancias y pérdidas resultantes de la remediación de las inversiones retenidas en cualquier antigua subsidiaria (que se ha convertido en una asociada o un negocio conjunto que se contabiliza utilizando el método de capital) al valor razonable, se reconocen en el beneficio o pérdida de la controladora anterior, sólo en la medida de la participación de los inversionistas no relacionados en la nueva asociada o negocio conjunto.

La fecha de entrada en vigor de las modificaciones aún no ha sido fijada por el IASB; sin embargo, se permite la aplicación anticipada. La administración de la Entidad prevé que la aplicación de estas modificaciones puede tener un impacto en los estados financieros consolidados de la Entidad en períodos futuros en caso de que tales transacciones surjan.

### **Modificaciones a IAS Clasificación de Pasivos como Circulante y No-circulante**

Las modificaciones a IAS 1 afectan solo a la presentación de los pasivos como circulantes y no circulantes en el estado de posición financiera y no por el monto o tiempo en el cual se reconoce cualquier activo, pasivo, ingreso o gasto, o la información revelada acerca de esas partidas.

Las modificaciones aclaran que la clasificación de los pasivos como circulantes y no circulantes se basa en los derechos de la existencia al final del periodo de reporte, especifica que la clasificación no se ve afectada por las expectativas acerca de si la entidad va a ejercer el derecho de aplazar la cancelación del pasivo, explicar que existen derechos si hay convenios que se deban cumplir al final del periodo de reporte, e introducir una definición del 'acuerdo' para dejar en claro que el acuerdo se refiere a la transferencia de efectivo de la contraparte, instrumentos de capital, otros activos o servicios.

Las modificaciones son aplicadas retrospectivamente para periodos anuales que inician en o después del 1 de enero de 2023, con la aplicación anticipada permitida.

### **Modificaciones a IFRS 3 - Referencia al Marco Conceptual**

Las modificaciones actualizan IFRS 3 para que se pueda referir al Marco Conceptual 2018 en lugar del Marco de 1989. También añadieron un requerimiento que, para obligaciones dentro del alcance de IAS 37, un comprador aplica la IAS 37 para determinar si la fecha de adquisición es una obligación presente o existe como resultado a partir de un evento pasado. Por gravámenes que estén dentro del alcance de IFRIC 21 Gravámenes, el comprador aplica IFRIC 21 para determinar si la obligación da lugar a un pasivo para pagar el gravamen que ocurrió en la fecha de adquisición.

Finalmente, las modificaciones agregan una declaración explícita que el comprador no reconocerá un activo contingente adquirido de una combinación de negocios.

Las modificaciones son efectivas para las combinaciones de negocios cuya fecha de adquisición sea en o después del periodo inicial del primer periodo anual iniciando en o después del 1 de enero de 2022. Con opción a aplicación anticipada si la entidad también aplica todas las otras referencias actualizadas (publicadas junto con el Marco Conceptual) al mismo tiempo o anticipadamente.

### **Modificaciones a IAS 16 - Propiedad, Planta y Equipo - Antes de ser usados**

Las modificaciones prohíben la deducción del costo de un activo de propiedad, planta o equipo cualquier ingreso de vender el activo después de que esté listo para usarse, por ejemplo, ingresos mientras el activo se lleva a la ubicación y se realiza el acondicionamiento necesario para que sea operable en la manera que está destinado de acuerdo con la administración. Por consiguiente, una entidad debe reconocer esos ingresos por ventas y costos en resultados. La entidad mide los costos de esas partidas conforme a la IAS 2 Inventarios.

Las modificaciones aclaran el significado de 'probar si un activo funciona adecuadamente'. Ahora IAS 16 especifica esto como una evaluación en la cual el desempeño físico y técnico del activo es capaz de ser usado en la producción o en el suministro de bienes o servicios, para renta u otros, o propósitos administrativos. Si no se presenta por separado en el estado de resultados integrales, los estados financieros deberán revelar las cantidades de ingresos y costos en resultados relacionados a partidas que no son una salida por las actividades ordinarias de la entidad, en la línea de partida(s) en el estado de resultados integrales donde se incluyan los ingresos y costos.

Las modificaciones son aplicadas retrospectivamente, pero solo a las partidas de propiedad, planta y equipo que son traídas a la ubicación y condiciones necesarias para que sean capaces de operarse como la administración lo tiene planeado en o después del inicio del periodo en el cual se presentan los estados financieros de la entidad en los cuales aplique por primera vez las modificaciones.

La entidad deberá reconocer el efecto acumulado de la aplicación inicial de las modificaciones como un ajuste al balance en las utilidades retenidas (o algún componente de capital, que sea apropiado) al inicio del primer periodo que se presente. Las modificaciones son efectivas para periodos anuales que inician el 1 de enero de 2022 con opción de aplicación anticipada.

### **Modificaciones a IAS 37 - Contratos Onerosos - Costos por Cumplir un Contrato**

Las modificaciones especifican que los 'costos por cumplir' un contrato comprende los 'costos relacionados directamente al contrato'. Los costos que se relacionan directamente a un contrato consisten en los costos incrementales y los costos por cumplir un contrato (ejemplo: mano de obra o materiales) y la asignación de otros costos que se relacionen directamente para cumplir un contrato (como la asignación de la depreciación a las partidas de propiedad, planta y equipo para cumplir el contrato).

Las modificaciones aplican para contratos en los cuales la entidad no ha cumplido aún con todas sus obligaciones al inicio del periodo anual de reporte en los cuales la entidad aplique por primera vez las modificaciones. Los comparativos no deben reformularse. En cambio, la entidad debe reconocer el efecto acumulado de la aplicación inicial de las modificaciones como

un ajuste al balance en las utilidades retenidas o algún otro componente de capital, como sea apropiado, para la fecha de aplicación inicial.

Las modificaciones son efectivas para periodos anuales que inicien en o después del 1 de enero de 2022, con opción de aplicación anticipada.

## Modificaciones Anuales a las normas IFRS 2018-2020

Las Modificaciones Anuales incluyen la modificación a las siguientes normas.

### IFRS 9 Instrumentos Financieros

La modificación aclara que al aplicar la prueba del '10%' para evaluar si se debe dar de baja un pasivo financiero, una entidad incluye solo las cuotas pagadas o recibidas entre la entidad (el prestatario) y el prestador, incluyendo cuotas pagadas o recibidas por la entidad o el prestador. Las enmiendas son aplicadas prospectivamente a las modificaciones o cambios que ocurran en o después de la fecha que la entidad aplica por primera vez la enmienda.

La modificación es efectiva para periodos anuales que empiezan en o después del 1 de enero de 2022, con opción a aplicación anticipada.

### IFRS 16 Arrendamientos

Las modificaciones eliminan la figura del reembolso por mejoras a los arrendamientos. Como las modificaciones a la IFRS 16 solo son con respecto a un ejemplo ilustrativo, no hay fecha de inicio establecida. Las modificaciones se aplican prospectivamente, por ejemplo, la medición del valor razonable en o después de la fecha inicial de aplicación de las modificaciones aplicadas a la entidad.

Las modificaciones son efectivas para los periodos anuales que inician en o después del 1 de enero de 2022, con opción de adopción inicial.

## Enmiendas a la IAS 1 y a las Declaraciones de Prácticas 2 de IFRS Revelación de Políticas Contables

Las enmiendas cambian los requerimientos a la IAS 1 con respecto a la revelación de las políticas contables. La modificación reemplaza los términos "políticas contables significativas" con "información de las políticas contables materiales". La información de las políticas contables son materiales cuando se considera que, en conjunto con otra información incluida en los estados financieros de una entidad, pueden influir en la toma de decisiones de los usuarios primarios de los estados financieros de uso general y que son hechos en la base a dichos estados financieros.

Los párrafos de soporte en la IAS 1 se modifican para aclarar la información de las políticas contables que se relacionan a transacciones inmateriales, otros eventos o condiciones que sean por sí solos materiales.

Para darle soporte a estas modificaciones, el IASB ha desarrollado una guía y ejemplos para explicar y demostrar la aplicación de los "4 pasos del proceso de materialidad" descrito en las declaraciones de las prácticas 2 de IFRS.

Las modificaciones a la IAS 1 estarán vigentes por los periodos anuales que empiecen el 1 de enero de 2021, con opción a aplicación anticipada y son aplicadas prospectivamente. Las modificaciones a las declaraciones de las prácticas 2 de IFRS no contienen una fecha de vigencia o requerimientos de transición.

## Modificaciones a la IAS 8 Definición de las estimaciones contables.

Las modificaciones reemplazan la definición de un cambio en estimaciones contables. Bajo la nueva definición, las estimaciones contables son "cantidades monetarias en los estados financieros que son sujetas a medir incertidumbre".

La definición de un cambio en las estimaciones contables fue eliminada. Sin embargo, el IASB mantuvo el concepto de cambios en una estimación contable en la norma con las siguientes aclaraciones:

- Un cambio en una estimación contable son los resultados de nueva información o un nuevo desarrollo no son las correcciones de un error.
- Los efectos de un cambio en un dato de entrada o una técnica de valuación usada para desarrollar una estimación contable son cambios en las estimaciones contables si no resultan de una corrección de errores de periodos previos.

El IASB agregó dos ejemplos (ejemplo 4-5) para la Guía de implementación de la IAS 8 que acompaña la norma. El IASB ha eliminado un ejemplo (ejemplo 3) ya que podría causar confusión por las modificaciones.

Las modificaciones estarán vigentes por los periodos anuales que empiecen el 1 de enero de 2023 para los cambios en las políticas contables y los cambios en estimaciones contables que ocurran en o después del inicio de dicho periodo con opción a aplicación anticipada.

## Modificaciones a la IAS 12 Impuestos diferidos relacionados a los activos y pasivos que surgen de una sola transacción.

Las modificaciones introdujeron otra excepción adicional aparte de la exención del reconocimiento inicial. En las modificaciones, una entidad no aplica la excepción de reconocimiento inicial para las transacciones que dan lugar a diferencias temporales gravables y deducibles.

Dependiendo en la ley aplicable de impuestos, las diferencias temporales gravables y deducibles pueden darse en el reconocimiento inicial de un activo y un pasivo en una transacción que no sea una combinación de negocios y no afecte la contabilidad ni las utilidades gravables. Por ejemplo, puede darse con un reconocimiento de un pasivo por arrendamiento y el correspondiente activo por derecho de uso aplicando la IFRS 16 Arrendamientos en la fecha del inicio de un arrendamiento.

Siguiendo las modificaciones a la IAS 12, se requiere que una entidad reconozca los impuestos diferidos activo y pasivo, con el reconocimiento de cualquier impuesto diferido activo estando sujeto al criterio de recuperabilidad.

El IASB también añade un ejemplo ilustrativo a la IAS 12 que explica cómo se aplican las modificaciones.

Las modificaciones aplican a las transacciones que ocurran en o después del primer periodo comparativo del periodo que se presenta. Adicionalmente, al inicio del primer periodo comparativo una entidad reconoce:

- Un impuesto diferido activo (en la medida que sea probable que el ingreso gravable está disponible contra la diferencia temporal deducible) y un impuesto diferido pasivo para todas las deducciones gravables y temporales asociadas con:
  - Activos por derecho de uso y pasivos por arrendamientos
  - Desmantelamiento restauración y pasivos similares que correspondan a montos reconocidos como parte de los costos relacionados al activo.
- El efecto acumulado al inicio de la aplicación de las modificaciones como un ajuste en los saldos iniciales de las utilidades retenidas (o algún otro componente de capital, como corresponda) a la fecha.

Las modificaciones estarán vigentes por los periodos anuales que empiecen el 1 de enero de 2023, con opción a aplicación anticipada.

## 4. Principales políticas contables

### a. Declaración de cumplimiento

Los estados financieros consolidados de la Entidad han sido preparados de acuerdo con las IFRS emitidas por el IASB.

### b. Bases de preparación

Los estados financieros consolidados de la Entidad han sido preparados sobre la base de costo histórico, excepto por la inversión en acciones de asociada, que se valuó a su valor razonable en la fecha de reconocimiento inicial y con el método de participación subsecuentemente, como se explica en las políticas contables incluidas más adelante.

#### i. Costo histórico

El costo histórico generalmente se basa en el valor razonable de la contraprestación entregada a cambio de bienes y servicios.

#### ii. Valor razonable

El valor razonable se define como el precio que se recibiría por vender un activo o que se pagaría por transferir un pasivo en una transacción ordenada entre participantes en el mercado a la fecha de valuación independientemente de si ese precio es observable o estimado utilizando directamente otra técnica de valuación. Al estimar el valor razonable de un activo o un pasivo, la Entidad tiene en cuenta las características del activo o pasivo, si los participantes del mercado tomarían esas características al momento de fijar el precio del activo o pasivo en la fecha de medición. El valor razonable para propósitos de medición y/o revelación de estos estados financieros consolidados se determina de forma tal, a excepción de las transacciones con pagos basados en acciones que están dentro del alcance de la IFRS 2, y las modificaciones que tienen algunas similitudes con valor razonable, pero no es un valor razonable, tales como el valor neto de realización de la IAS 2 o el valor en uso de la IAS 36.

Además, para efectos de información financiera, las mediciones de valor razonable se clasifican en el Nivel 1, 2 ó 3 con base en el grado en que se incluyen datos de entrada observables en las mediciones y su importancia en la determinación del valor razonable en su totalidad, las cuales se describen de la siguiente manera:

- Nivel 1 - Se consideran precios de cotización en un mercado activo para activos o pasivos idénticos;
- Nivel 2- Datos de entrada observables distintos de los precios de cotización del Nivel 1, sea directa o indirectamente,
- Nivel 3 - Considera datos de entrada no observables.

### c. Bases de consolidación de estados financieros

Los estados financieros consolidados incluyen los de Genomma Lab Internacional, S. A. B. de C. V. y los de sus subsidiarias en las que tiene control. El control se obtiene cuando la Entidad cumple con los siguientes supuestos:

- a) Tiene poder sobre la inversión,

b) Está expuesta, o tiene derecho a los retornos variables derivados de su participación en dicha entidad, y

c) Tiene la capacidad de afectar tales rendimientos a través de su poder sobre la entidad en la que invierte.

La Entidad reevalúa si tiene o no el control en una entidad si los hechos y circunstancias indican que hay cambios a uno o más de los tres elementos de control que se listaron anteriormente.

La participación accionaria en su capital social se muestra a continuación:

ENTIDAD	PARTICIPACIÓN			ACTIVIDAD
	2021	2020	2019	
<b>México</b>				
Genomma Laboratories México, S. A. de C. V.	100%	100%	100%	Investigación y desarrollo de productos OTC y PC
Televisión Products Retail, S. A. de C. V.	100%	100%	100%	Prestación de servicios profesionales
Aero Lab, S. A. de C. V.	100%	100%	100%	Servicios de transportación aérea y a partir de 2019 servicios logísticos
Gibart, S. A. de C. V.	100%	100%	100%	Distribución de productos farmacéuticos, artículos para la salud y belleza
Servicios Logísticos Genomma, S. A. de C. V.	100%	100%	100%	Servicios logísticos hasta 2019, actualmente sin operación
Medicinas y Medicamentos Nacionales, S. A. de C. V.	100%	100%	100%	Venta de medicamentos genéricos, actualmente sin operación
Iniciativas de Éxito, S.A. de C.V.	100%	100%	100%	Venta de productos OTC y PC
<b>Internacional</b>				
Genomma Lab USA, Inc.	100%	100%	100%	Venta de productos OTC y PC
Genomma Laboratories Argentina, S.A. <sup>(1)</sup>	100%	100%	100%	Venta de productos OTC y PC
Genomma Laboratories do Brasil, LTDA <sup>(2)</sup>	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Chile, S.A.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Colombia, LTDA	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Perú, S.A.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Ecuador, S.A.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Centroamérica, S.A.	100%	100%	100%	Venta de productos OTC y PC
GL Nicaragua, S.A.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Dominicana, S.R.L.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Guatemala, S.A.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab El Salvador, S. A. de C. V.	100%	100%	100%	Venta de productos OTC y PC

ENTIDAD	PARTICIPACIÓN			ACTIVIDAD
	2021	2020	2019	
Genomma Lab Honduras, S. A. de C. V.	100%	100%	100%	Venta de productos OTC y PC
Genomma Laboratorios Médicos, S.L.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Panamá, S.A.	100%	100%	100%	Venta de productos OTC y PC
GLB Laboratorios Bolivia, S.A.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Uruguay, S.A.	100%	100%	100%	Venta de productos OTC y PC
Genomma Lab Paraguay, S.R.L.	100%	100%	100%	Venta de productos OTC y PC
The Dutch-LATEM Royalty Company, B.V.	100%	100%	100%	Investigación y desarrollo de productos OTC y PC

(1) Derivado de la clasificación de Argentina como un país con inflación mayor al 100% en tres años acumulados, el país es considerado altamente o hiper inflacionario de acuerdo a la Norma Internacional de Contabilidad 29 (IAS 29, por sus siglas en inglés) "Información Financiera en Economías Hiperinflacionarias", por lo que Genomma Laboratories Argentina para efectos de su información financiera actualizó los resultados del año por la inflación del país, utilizando índices oficiales. De acuerdo con la IAS 21 los resultados actualizados de cada mes fueron convertidos a pesos mexicanos utilizando el tipo de cambio del 31 de diciembre de 2021.

ENTIDAD	PARTICIPACIÓN			ACTIVIDAD
	2021	2020	2019	
		(Reformulado)	(Reformulado)	
Grupo Comercial e Industrial Marzam, S. A. P. I. de C. V. y subsidiarias (Marzam) <sup>(1)</sup>	49.99%	49.99%	49.99%	Distribución de productos farmacéuticos, artículos para la salud y belleza
Inversión en asociada <sup>(2)</sup>	50%	50%	50%	Fabricación y comercialización de muebles exhibidores para punto de venta

(1) A partir del 29 de septiembre de 2016 Marzam es una asociada de la Entidad.

(2) Ver compra de la inversión asociada en la Nota 11, a partir del 28 de agosto de 2019 es una asociada de la Entidad.

Cuando la Entidad tiene menos de la mayoría de los derechos de voto de una participada, tiene poder sobre la misma cuando los derechos de voto son suficientes para otorgarle la capacidad práctica de dirigir sus actividades relevantes, de forma unilateral. La Entidad considera todos los hechos y circunstancias relevantes para evaluar si los derechos de voto de la Entidad en la participada son suficientes para otorgarle poder, incluyendo:

- El porcentaje de participación de la Entidad en los derechos de voto en relación con el porcentaje y la dispersión de los derechos de voto de los otros tenedores de los mismos;
- Los derechos de voto potenciales mantenidos por la Entidad, por otros accionistas o por terceros;
- Los derechos derivados de otros acuerdos contractuales, y
- Cualquier hecho y circunstancia adicional que indiquen que la Entidad tiene, o no tiene, la capacidad actual de dirigir las actividades relevantes en el momento en que las decisiones deben tomarse, incluidas las tendencias de voto de los accionistas en las asambleas anteriores.

Las subsidiarias se consolidan desde la fecha en que se transfiere el control a la Entidad, y se dejan de consolidar desde la fecha en la que se pierde el control. Las ganancias y pérdidas de las subsidiarias adquiridas o vendidas durante el año se incluyen en los estados consolidados de resultado integral desde la fecha que la tenedora obtiene el control o hasta la fecha que se pierde, según sea el caso.

La utilidad y cada componente de los otros resultados integrales se atribuyen a las participaciones controladoras y no controladoras. El resultado integral de las subsidiarias se atribuye a las participaciones controladoras y no controladoras aún si da lugar a un déficit en estas últimas.

Cuando es necesario, se realizan ajustes a los estados financieros de las subsidiarias para alinear sus políticas contables de conformidad con las políticas contables de la Entidad.

Todos los saldos y operaciones entre las entidades consolidadas han sido eliminados.

#### Cambios en las participaciones de la Entidad en subsidiarias existentes

Los cambios en las inversiones en las subsidiarias de la Entidad que no den lugar a una pérdida de control se registran como transacciones de capital. El valor en libros de las inversiones y participaciones no controladoras de la Entidad se ajusta para reflejar los cambios en las correspondientes inversiones en subsidiarias. Cualquier diferencia entre el importe por el cual se ajustan las participaciones no controladoras y el valor razonable de la contraprestación pagada o recibida se reconoce directamente en el capital contable y se atribuye a los propietarios de la Entidad.

Cuando la Entidad pierde el control de una subsidiaria, la ganancia o pérdida en la disposición se calcula como la diferencia entre (i) la suma del valor razonable de la contraprestación recibida y el valor razonable de cualquier participación retenida y (ii) el valor en libros anterior de los activos (incluyendo el crédito mercantil) y pasivos de la subsidiaria y cualquier participación no controladora.

Los importes previamente reconocidos en otras partidas del resultado integral relativos a la subsidiaria se registran (es decir, se reclasifican a resultados o se transfieren directamente a otras partidas de capital contable según lo especifique/permita la IFRS aplicable) de la misma manera establecida para el caso de que se disponga de los activos o pasivos relevantes. El valor razonable de cualquier inversión retenida en la subsidiaria a la fecha en que se pierda el control se considera como el valor razonable para el reconocimiento inicial, según la IAS 39, Instrumentos Financieros: Reconocimiento y Valuación o, en su caso, el costo en el reconocimiento inicial de una inversión en una asociada o negocio conjunto.

#### d. Instrumentos financieros

Los activos y pasivos financieros se reconocen cuando la Entidad se convierte en una parte de las disposiciones contractuales de los instrumentos.

Los activos y pasivos financieros se valúan inicialmente a su valor razonable. Los costos de la transacción que son directamente atribuibles a la adquisición o emisión de activos y pasivos financieros (distintos de los activos financieros a valor razonable con cambios en resultados) se suman o reducen del valor razonable de los activos o pasivos financieros, en su caso, en el reconocimiento inicial. Los costos de transacción directamente atribuibles a la adquisición de activos y pasivos financieros a su valor razonable con cambios en resultados se reconocen inmediatamente en resultados.

#### e. Activos financieros

Todas las compras o ventas regulares de activos financieros se reconocen y se dan de baja en una fecha de negociación. Las compras o ventas regulares son compras o ventas de activos financieros que requieren la entrega de activos dentro del plazo establecido por la regulación o prácticas habituales en el mercado.





Todos los activos financieros reconocidos se miden posteriormente en su totalidad, ya sea a costo amortizado o valor razonable, según la clasificación de los activos financieros.

### Clasificación de activos financieros

Instrumentos de deuda que cumplan con las siguientes condicionales se miden subsecuentemente a costo amortizado:

- Si el activo financiero se mantiene en un modelo de negocio cuyo objetivo es mantener activos financieros con el objetivo de obtener flujos contractuales de efectivo; y
- Los términos contractuales del activo financiero dan lugar en fechas específicas a flujos de efectivo que son únicamente pagos de principal e interés sobre el monto del principal.

Instrumentos de deuda que cumplan las siguientes condiciones se miden subsecuentemente a valor razonable a través de otros resultados integrales:

- El activo financiero es mantenido dentro de un modelo de negocio cuyo objetivo se cumple al obtener flujos contractuales de efectivo y vendiendo activos financieros; y
- Los términos contractuales del activo financiero dan lugar, en fechas específicas, a flujos de efectivo que son únicamente pagos de principal y del interés sobre el monto pendiente del principal.

Por defecto, todos los otros activos financieros se miden subsecuentemente a valor razonable a través de resultados.

A pesar de lo anterior, la Entidad puede hacer la siguiente elección /designación irrevocable en el reconocimiento inicial de un activo financiero:

- La Entidad puede elegir irrevocablemente presentar cambios subsecuentes en el valor razonable de una inversión de capital en otros resultados integrales si se cumplen ciertos criterios (ver (iii) posterior); y
- La Entidad podrá designar irrevocablemente un instrumento de deuda que cumpla los criterios de costo amortizado o de valor razonable a través de otros resultados integrales si al hacerlo elimina o reduce significativamente una asimetría contable (ver (iv) posterior).

#### *(i) Costo amortizado y método de interés efectivo*

El método de interés efectivo es un método para calcular el costo amortizado de un instrumento de deuda y para asignar los ingresos por intereses durante el período relevante.

Para los activos financieros que no fueron comprados u originados por activos financieros con deterioro de crédito (por ejemplo, los activos que tienen deterioro de crédito en el reconocimiento inicial), la tasa de interés efectiva es la tasa que descuenta exactamente las entradas futuras de efectivo esperadas (incluidas todas las comisiones y puntos pagados o recibidos que forma parte integrante de la tasa de interés efectiva, los costos de transacción y otras primas o descuentos) excluyendo las pérdidas crediticias esperadas, a lo largo de la vida esperada del instrumento de deuda o, en su caso, un período más corto, al importe en libros bruto del instrumento de deuda en el reconocimiento inicial. Para los activos financieros con deterioro crediticio comprados u originados, una tasa de interés efectiva ajustada por crédito se calcula descontando los flujos de efectivo futuros estimados, incluidas las pérdidas crediticias esperadas, al costo amortizado del instrumento de deuda en el reconocimiento inicial.

El costo amortizado de un activo financiero es el monto al cual el activo financiero se mide en el reconocimiento inicial menos los reembolsos del principal, más la amortización acumulada utilizando el método de interés efectivo de cualquier diferencia entre ese monto inicial y el monto de vencimiento, ajustado por cualquier pérdida. El valor bruto en libros de un activo financiero es el costo amortizado de un activo financiero antes de ajustar cualquier provisión para pérdidas.

Los ingresos por interés se reconocen usando el efecto de interés efectivo para los instrumentos de deuda medidos subsecuentemente a costo amortizado y a valor razonable a través de otros resultados integrales. Para los activos financieros comprados u originados distintos de los activos financieros con deterioro de crédito, los ingresos por intereses se calculan aplicando la tasa de interés efectiva al valor en libros bruto de un activo financiero, excepto para los activos financieros que posteriormente han sufrido deterioro de crédito (ver debajo). Para los activos financieros que posteriormente se han deteriorado el crédito, los ingresos por intereses se reconocen aplicando la tasa de interés efectiva al costo amortizado del activo financiero. Si en periodos de reporte posteriores el riesgo crediticio en el instrumento financiero con deterioro crediticio mejora, de modo que el activo financiero ya no tiene deterioro crediticio, los ingresos por intereses se reconocen aplicando la tasa de interés efectiva al valor en libros bruto del activo financiero.

Para los activos financieros adquiridos u originados que tengan deterioro crediticio, la Entidad reconoce los ingresos por intereses aplicando la tasa de interés efectiva ajustada por crédito al costo amortizado del activo financiero a partir de su reconocimiento inicial. El cálculo no vuelve a la base bruta, incluso si el riesgo crediticio del activo financiero mejora posteriormente, de modo que el activo financiero ya no tiene deterioro crediticio.

Los ingresos por interés se reconocen en resultados (ganancias / pérdidas) y se incluyen en el concepto "Ingresos financieros – Ingresos por intereses" en el estado de resultado integral.

#### *(ii) Instrumentos de deuda clasificados a valor razonable a través de otros resultados integrales*

Los bonos corporativos mantenidos por la Entidad se clasifican a Valor razonable a través de otros resultados integrales. Los bonos corporativos son inicialmente medidos a valor razonable más costos de transacción. Subsecuentemente, los cambios en el valor en libros de estos bonos corporativos como resultado de ganancias y pérdidas cambiarias, el deterioro de las ganancias o pérdidas, e ingresos por interés calculado a través del método de interés efectivo son reconocidos en ganancias o pérdidas. Los montos que son reconocidos como resultados son los mismos que hubieran sido reconocidos como resultados si estos hubieran sido medidos a costo amortizado. Todos los demás cambios en el valor en libros de estos bonos corporativos son reconocidos en otros resultados integrales u acumulado bajo el título de reserva de la revaluación de inversiones. Cuando estos bonos corporativos son desconocidos, las ganancias o pérdidas acumuladas reconocidas previamente en otros resultados integrales son reclasificadas como resultados (ganancias / pérdidas).

#### *(iii) Inversiones en capital designado como Valor Razonable a través de otros resultados integrales*

En el reconocimiento inicial, la Entidad puede realizar una elección irrevocable (instrumento por instrumento) para designar inversiones en instrumentos de capital como en Valor razonable a través de otros resultados integrales. La designación en valor razonable a través de otros resultados integrales no está permitida si la inversión de capital se mantiene para negociar o si es una contraprestación contingente reconocida por un adquirente en una combinación de negocios.

Las inversiones en instrumentos de capital en valor razonable a través de otros resultados integrales se miden inicialmente al valor razonable más los costos de transacción.

Posteriormente, se miden a valor razonable con ganancias y pérdidas que surgen de los cambios en el valor razonable reconocidos en otros resultados integrales y acumulados en la reserva de revaluación de inversiones. La ganancia o pérdida acumulada no se puede reclasificar a utilidad o pérdida en la disposición de las inversiones de capital, sino que se transfiere a ganancias retenidas.

Los dividendos de estas inversiones en instrumentos de capital se reconocen en utilidad o pérdida de acuerdo con la IFRS 9- Instrumentos Financieros, a menos que los dividendos representen claramente una recuperación de parte del costo de la inversión. Los dividendos se incluyen en la partida de Pérdida (utilidad) por instrumentos financieros derivados, en el resultado del ejercicio.

La Entidad ha designado todas las inversiones en instrumentos de capital que no se mantienen para negociar como en valor razonable a través de otros resultados integrales en la aplicación inicial de la IFRS 9.

Un activo financiero es mantenido para negociación si:

- Ha sido obtenido con el objetivo principal de venderse en el corto plazo; o
- El reconocimiento inicial es parte de un portafolio de instrumentos financieros identificados que la Entidad maneja juntas y tiene evidencia de un patrón reciente de obtención de ganancias en el corto plazo; o
- Es un derivado (excepto por derivados que son garantías financieras contractuales o un instrumento efectivo de cobertura).

*(iv) Activos Financieros a valor razonable a través de resultados*

Los activos financieros que no cumplen con los criterios para ser medidos al costo amortizado o valor razonable a través de otros resultados integrales se miden a valor razonable a través de resultados. Específicamente:

- Las inversiones en instrumentos de capital se clasifican como en valor razonable a través de resultados, a menos que la Entidad designe una inversión de capital que no se mantiene para negociar ni una contraprestación contingente que surja de una combinación de negocios como en valor razonable a través de otros resultados integrales en el reconocimiento inicial.
- Los instrumentos de deuda que no cumplen con los criterios de costo amortizado o con los criterios de valor razonable a través de otros resultados integrales se clasifican con valor razonable a través de resultados. Además, los instrumentos de deuda que cumplen con los criterios de costo amortizado o los criterios valor razonable a través de otros resultados integrales pueden designarse como valor razonable a través de resultados en el momento del reconocimiento inicial si dicha designación elimina o reduce significativamente una inconsistencia de medición o reconocimiento (denominada "disparidad contable") que surgiría de la medición activos o pasivos o el reconocimiento de las ganancias y pérdidas sobre ellos en diferentes bases. La Entidad no ha designado ningún instrumento de deuda con valor razonable a través de resultados.

Los activos financieros en Valor razonable a través de resultados integrales se miden a valor razonable al final de cada período de reporte, con cualquier ganancia o pérdida de valor razonable reconocida en utilidad o pérdida en la medida en que no sean parte de una relación de cobertura designada. La ganancia o pérdida neta reconocida en utilidad o pérdida incluye cualquier dividendo o interés ganado en el activo financiero y se incluye en la partida de "otras ganancias y pérdidas".

## Ganancias y pérdidas cambiarias

El valor en libros de los activos financieros denominados en una moneda extranjera se determina en esa moneda extranjera y se convierte al tipo de cambio al final de cada período sobre el que se informa. Específicamente;

- Para los activos financieros medidos al costo amortizado que no forman parte de una relación de cobertura designada, las diferencias cambiarias se reconocen en el estado consolidado de resultado integral;
- Para los instrumentos de deuda medidos en valor razonable a través de otros resultados integrales que no son parte de una relación de cobertura designada, las diferencias cambiarias en el costo amortizado del instrumento de deuda se reconocen en el estado consolidado de resultados y otros resultados integrales. Otras diferencias cambiarias se reconocen en otro resultado integral en la reserva de revaluación de inversiones;
- Para los activos financieros medidos a valor razonable a través de resultados que no forman parte de una relación de cobertura designada, las diferencias cambiarias se reconocen en el estado consolidado de resultado integral; y
- Para los instrumentos de capital medidos en valor razonable a través de otros resultados integrales, las diferencias cambiarias se reconocen en otro resultado integral en la reserva de revaluación de inversiones.

Véase la política de contabilidad de coberturas respecto a las diferencias cambiarias donde el componente de riesgo de una moneda extranjera para un activo financiero designado como un instrumento de cobertura de riesgo de una moneda extranjera.

## Deterioro de activos financieros

La Entidad reconoce una provisión para pérdidas por pérdidas crediticias esperadas en inversiones en instrumentos de deuda que se miden a costo amortizado o en valor razonable a través de otros resultados integrales, cuentas por cobrar por arrendamiento, cuentas por cobrar comerciales y activos contractuales, así como en contratos de garantía financiera. El monto de las pérdidas crediticias esperadas se actualiza en cada fecha de reporte para reflejar los cambios en el riesgo crediticio desde el reconocimiento inicial del instrumento financiero respectivo.

La Entidad reconoce pérdidas crediticias esperadas de por vida para las cuentas por cobrar comerciales, los activos contractuales y las cuentas por cobrar por arrendamiento. Las pérdidas crediticias esperadas en estos activos financieros se estiman utilizando una matriz de provisión basada en la experiencia histórica de pérdidas crediticias de la Entidad, ajustada por factores que son específicos de los deudores, las condiciones económicas generales y una evaluación tanto de la dirección actual como de la previsión de condiciones en la fecha de reporte, incluyendo el valor temporal del dinero cuando sea apropiado.

Para todos los demás instrumentos financieros, la Entidad reconoce la pérdida crediticia esperada de por vida cuando ha habido un aumento significativo en el riesgo crediticio desde el reconocimiento inicial. Sin embargo, si el riesgo crediticio en el instrumento financiero no ha aumentado significativamente desde el reconocimiento inicial, la Entidad mide la provisión para pérdidas para ese instrumento financiero en una cantidad igual a la pérdida crediticia esperada a 12 meses.

La pérdida crediticia esperada de por vida representa las pérdidas crediticias esperadas que resultarán de todos los eventos de incumplimiento posibles durante la vida útil esperada de un instrumento financiero. En

contraste, la pérdida crediticia esperada a 12 meses representa la parte de la pérdida esperada de por vida que se espera que resulte de los eventos predeterminados en un instrumento financiero que sean posibles dentro de los 12 meses posteriores a la fecha del informe.

*(i) Incremento significativo en el riesgo de crédito*

Al evaluar si el riesgo de crédito en un instrumento financiero ha aumentado significativamente desde el reconocimiento inicial, la Entidad compara el riesgo de que ocurra un incumplimiento en el instrumento financiero en la fecha de reporte con el riesgo de un incumplimiento en el instrumento financiero en la fecha de inicio. reconocimiento. Al realizar esta evaluación, la Entidad considera información tanto cuantitativa como cualitativa que sea razonable y fundamentada, incluida la experiencia histórica y la información prospectiva que está disponible sin costo o esfuerzo innecesario. La información prospectiva considerada incluye las perspectivas futuras de las industrias en las que operan los deudores de la Entidad, obtenidas de informes de expertos económicos, analistas financieros, organismos gubernamentales, grupos de expertos pertinentes y otras organizaciones similares, así como la consideración de varias fuentes externas de información real e información económica proyectada relacionada con las operaciones centrales de la Entidad.

En particular, la siguiente información se toma en cuenta al evaluar si el riesgo de crédito ha aumentado significativamente desde el reconocimiento inicial:

- Un deterioro significativo existente o esperado en la calificación externa (si existe) o interna del instrumento financiero;
- Deterioro significativo en indicadores de mercado externos de riesgo de crédito para un instrumento financiero específico, por ejemplo, un aumento significativo en el diferencial de crédito, permuta de incumplimiento crediticio para el deudor, o el período de tiempo o el alcance al cual el valor razonable de un activo financiero es menor que su costo amortizado;
- Cambios adversos existentes o esperados en las condiciones económicas, financieras o de negocios que se espera que causen una disminución significativa en la capacidad del deudor de cumplir su obligación de deuda;
- Un deterioro significativo actual o esperado en los resultados operativos del deudor;
- Aumentos significativos en el riesgo de crédito en otros instrumentos financieros del mismo deudor;
- Un cambio adverso existente o esperado en las condiciones regulatorias, económicas o tecnológicas del deudor que resulta en una disminución significativa de la capacidad del deudor de cumplir sus obligaciones.

Independientemente del resultado de la evaluación anterior, la Entidad supone que el riesgo de crédito en un activo financiero ha aumentado significativamente desde el reconocimiento inicial cuando los pagos contractuales tienen un vencimiento de más de 30 días, a menos que la Entidad tenga información razonable y confiable que demuestre lo contrario.

A pesar de lo anterior, la Entidad asume que el riesgo de crédito en un instrumento financiero no ha aumentado significativamente desde el reconocimiento inicial si se determina que el instrumento financiero tiene un riesgo crediticio bajo en la fecha de reporte. Se determina que un instrumento financiero tiene un riesgo de crédito bajo si:

- (1) El instrumento financiero tiene un riesgo de incumplimiento bajo,
- (2) El deudor tiene una notoria capacidad de cumplir sus obligaciones de flujos contractuales de efectivo en el corto plazo, y
- (3) Cambios adversos en condiciones económicas y de negocios en el largo plazo pueden reducir la habilidad de que el deudor pueda cumplir con sus obligaciones contractuales de efectivo, pero no sucederá necesariamente.

La Entidad considera que un activo financiero tiene bajo riesgo de crédito cuando el activo tiene una calificación crediticia externa de "grado de inversión" de acuerdo a la definición globalmente aceptada, o en caso de que no haya una calificación externa disponible, que el activo tenga una calificación interna "realizable". Realizable significa que la contraparte tiene una fuerte posición financiera y no hay montos pasados pendientes.

Para los contratos de garantía financiera, la fecha en que la Entidad se convierte en parte del compromiso irrevocable se considera la fecha del reconocimiento inicial a los efectos de evaluar el deterioro del instrumento financiero. Al evaluar si ha habido un aumento significativo en el riesgo crediticio desde el reconocimiento inicial de los contratos de garantía financiera, la Entidad considera los cambios en el riesgo de que el deudor especificado incurra en impago del contrato.

La Entidad monitorea regularmente la efectividad de los criterios utilizados para identificar si ha habido un aumento significativo en el riesgo crediticio y los revisa según corresponda para asegurar que los criterios sean capaces de identificar un aumento significativo en el riesgo crediticio antes de que el monto se haya vencido.

*(ii) Definición de incumplimiento*

La Entidad considera que lo siguiente constituye un evento de incumplimiento para fines de administración de riesgo de crédito interno, ya que la experiencia histórica indica que los activos financieros no son recuperables cuando cumplen con cualquiera de los siguientes criterios:

- Cuando el deudor incumple los convenios financieros;
- La información desarrollada internamente u obtenida de fuentes externas indica que es improbable que el deudor pague a sus acreedores, incluida la Entidad, en su totalidad (sin tener en cuenta ninguna garantía que tenga la Entidad).

Independientemente del análisis anterior, la Entidad considera que el incumplimiento ha ocurrido cuando un activo financiero tiene más de 90 días de vencimiento, a menos que la Entidad tenga información razonable y confiable para demostrar que un criterio de incumplimiento más atrasado es más apropiado.

*(iii) Activos financieros con deterioro crediticio*

Un activo financiero tiene deterioro crediticio cuando se han producido uno o más eventos que tienen un impacto perjudicial en los flujos de efectivo futuros estimados de ese activo financiero. La evidencia de que un activo financiero tiene deterioro crediticio incluye datos observables sobre los siguientes eventos:

- (a) dificultad financiera significativa por parte del emisor o del deudor;

(b) el incumplimiento de un contrato, como un incumplimiento o un evento vencido (ver (ii) arriba);

(c) los prestamistas del deudor, por razones económicas o contractuales relacionadas con la dificultad financiera del deudor, le otorgan al deudor una concesión que los prestamistas no considerarían de otra manera;

(d) es cada vez más probable que el deudor entre en bancarrota o alguna otra reorganización financiera; o

(e) la extinción de un Mercado funcional para el activo financiero por sus dificultades financieras.

#### (iv) Política de bajas

La Entidad da de baja un activo financiero cuando hay información que indique que el deudor se encuentra en una dificultad financiera grave y no existe una perspectiva realista de recuperación, por ejemplo, cuando el deudor ha sido colocado en liquidación o ha entrado en un proceso de quiebra, o en el caso de cuentas por cobrar comerciales, cuando los montos vencen a más de dos años, lo que ocurra antes. Los activos financieros dados de baja aún pueden estar sujetos a actividades de cumplimiento bajo los procedimientos de recuperación de la Entidad, teniendo en cuenta el asesoramiento legal cuando sea apropiado. Cualquier recuperación realizada se reconoce en resultados.

#### (v) Medición y reconocimiento de pérdidas crediticias esperadas

La medición de las pérdidas crediticias esperadas es una función de la probabilidad de incumplimiento, la pérdida dada el incumplimiento (es decir, la magnitud de la pérdida si existe un incumplimiento) y la exposición en el incumplimiento. La evaluación de la probabilidad de incumplimiento y la pérdida dada por defecto se basa en datos históricos ajustados por información prospectiva como se describe anteriormente. En cuanto a la exposición al incumplimiento, para los activos financieros, esto está representado por el valor en libros bruto de los activos en la fecha de reporte; para los contratos de garantía financiera, la exposición incluye el monto establecido en la fecha de reporte, junto con cualquier monto adicional que se espera obtener en el futuro por fecha de incumplimiento determinada en función de la tendencia histórica, la comprensión de la Entidad de las necesidades financieras específicas de los deudores, y otra información relevante a futuro.

Para los activos financieros, la pérdida crediticia esperada se estima como la diferencia entre todos los flujos de efectivo contractuales que se deben a la Entidad de acuerdo con el contrato y todos los flujos de efectivo que la Entidad espera recibir, descontados a la tasa de interés efectiva original. Para un arrendamiento por cobrar, los flujos de efectivo utilizados para determinar las pérdidas crediticias esperadas son consistentes con los flujos de efectivo utilizados en la medición del arrendamiento por cobrar de acuerdo con la IAS 17 Arrendamientos.

Para un contrato de garantía financiera, donde la Entidad está obligada a realizar pagos solo en caso de incumplimiento por parte del deudor de acuerdo con los términos del instrumento que está garantizado, la previsión de pérdida esperada es el pago esperado para reembolsar al titular por una pérdida de crédito en la que incurre menos cualquier monto que la Entidad espera recibir del tenedor, el deudor o cualquier otra parte.

Si la Entidad ha medido la provisión para pérdidas para un instrumento financiero en una cantidad igual a la pérdida crediticia esperada de por vida en el período del informe anterior, pero determina

en la fecha de presentación actual que ya no se cumplen las condiciones para la pérdida crediticia esperada de por vida, la Entidad mide el margen de pérdida en una cantidad igual a pérdida crediticia esperada a 12 meses en la fecha de reporte actual, excepto por los activos para los cuales se utilizó el enfoque simplificado.

La Entidad reconoce una pérdida o pérdida por deterioro en el resultado de todos los instrumentos financieros con un ajuste correspondiente a su valor en libros a través de una cuenta de provisión para pérdidas, excepto las inversiones en instrumentos de deuda que se miden en valor razonable a través de otros resultados integrales, para los cuales se reconoce la provisión para pérdidas en otros resultados integrales y acumulados en la reserva de revaluación de inversiones, y no reduce el importe en libros del activo financiero en el estado de situación financiera.

#### Baja de activos financieros

La Entidad da de baja un activo financiero solo cuando los derechos contractuales de los flujos de efectivo del activo expiran, o cuando transfiere el activo financiero y sustancialmente todos los riesgos y beneficios de la propiedad del activo a otra entidad. Si la Entidad no transfiere ni retiene sustancialmente todos los riesgos y beneficios de la propiedad y continúa controlando el activo transferido, la Entidad reconoce su interés retenido en el activo y un pasivo asociado por los montos que deba pagar. Si la Entidad retiene sustancialmente todos los riesgos y beneficios de la propiedad de un activo financiero transferido, la Entidad continúa reconociendo el activo financiero y también reconoce un préstamo garantizado por los ingresos recibidos.

Al darse de baja de un activo financiero medido al costo amortizado, la diferencia entre el valor en libros del activo y la suma de la contraprestación recibida y por cobrar se reconoce en resultados. Además, al darse de baja de una inversión en un instrumento de deuda clasificado como valor razonable a través de otros resultados integrales, la ganancia o pérdida acumulada previamente acumulada en la reserva de revaluación de inversiones se reclasifica a utilidad o pérdida. En contraste, en la baja de una inversión en un instrumento de capital que la Entidad eligió en el reconocimiento inicial para medir en valor razonable a través de otros resultados integrales, la ganancia o pérdida acumulada previamente acumulada en la reserva de revaluación de inversiones no se reclasifica a utilidad o pérdida, sino que se transfiere a utilidades (déficit) acumulado.

#### Pasivos financieros y capital

##### i. Clasificación como deuda o capital

Los instrumentos de deuda y de capital se clasifican como pasivos financieros o como capital de acuerdo con el contenido de los acuerdos contractuales y las definiciones de un pasivo financiero y un instrumento de capital.

##### ii. Instrumentos de capital

Un instrumento de capital es cualquier contrato que evidencie un interés residual en los activos de una entidad después de deducir todos sus pasivos. Los instrumentos de capital emitidos por la Entidad se reconocen a los ingresos recibidos, netos de los costos directos de emisión.

La recompra de los instrumentos de capital propios de la Entidad se reconoce y se deduce directamente en el capital. No se reconoce ninguna ganancia o pérdida en utilidad o pérdida en la compra, venta, emisión o cancelación de los instrumentos de capital propios de la Entidad.



## f. Pasivos financieros

Todos los pasivos financieros se miden subsecuentemente a costo amortizado utilizando el método de interés efectivo o en valor razonable a través de resultados.

Sin embargo, los pasivos financieros que surgen cuando una transferencia de un activo financiero no califica para la baja o cuando se aplica el enfoque de participación continua, y los contratos de garantía financiera emitidos por la Entidad, se miden de acuerdo con las políticas contables específicas que se detallan a continuación.

### Pasivos financieros a valor razonable a través de resultados

Los pasivos financieros se clasifican en valor razonable a través de resultados cuando el pasivo financiero es (i) contraprestación contingente de una adquirente en una combinación de negocios, (ii) se mantiene para negociar o (iii) se designa como valor razonable a través de resultados.

Un pasivo financiero se clasifica como mantenido para negociar si:

- Se ha adquirido principalmente con el fin de recomprarlo a corto plazo; o
- En el reconocimiento inicial, es parte de una cartera de instrumentos financieros identificados que la Entidad gestiona conjuntamente y tiene un patrón real reciente de toma de ganancias a corto plazo; o
- Es un derivado, a excepción de lo derivado que son un contrato de garantía financiera o un instrumento de cobertura designado y efectivo.

Un pasivo financiero que no se tenga para negociar o la consideración contingente de una adquirente en una combinación de negocios puede designarse como valor razonable a través de resultados en el momento del reconocimiento inicial si:

- Dicha designación elimina o reduce significativamente una inconsistencia de medición o reconocimiento que de otro modo surgiría; o
- El pasivo financiero forma parte de una Entidad de activos financieros o pasivos financieros o ambos, que se gestiona y su desempeño se evalúa sobre la base del valor razonable, de acuerdo con la gestión de riesgos documentada o la estrategia de inversión de la Entidad, y la información sobre la agrupación es proporcionado internamente sobre esa base; o
- Forma parte de un contrato que contiene uno o más derivados implícitos, y la IFRS 9 permite que todo el contrato combinado se designe como valor razonable a través de resultados.

Los pasivos financieros en valor razonable a través de resultados se miden a valor razonable, y las ganancias o pérdidas que surgen de los cambios en el valor razonable se reconocen en resultados en la medida en que no forman parte de una relación de cobertura designada (consulte la política de contabilidad de cobertura). La ganancia o pérdida neta reconocida en utilidad o pérdida incorpora cualquier interés pagado en el pasivo financiero y se incluye en el estado consolidado de resultados integral.

Sin embargo, para los pasivos financieros que se designan en valor razonable a través de resultados, la cantidad de cambio en el valor razonable del pasivo financiero que es atribuible a los cambios en el riesgo de crédito de ese pasivo se reconoce en otro resultado integral, a menos que el reconocimiento de los efectos de los cambios en el riesgo de crédito del pasivo en otros ingresos comprensivos crearían o ampliarían un desajuste contable en resultados. El monto restante del cambio en el valor razonable del pasivo se reconoce en resultados. Los cambios en

el valor razonable atribuibles al riesgo de crédito de un pasivo financiero que se reconocen en otro resultado integral no se reclasifican posteriormente a resultados. En su lugar, se transfieren a ganancias retenidas una vez que se da de baja el pasivo financiero.

Las ganancias o pérdidas en los contratos de garantía financiera emitidos por la Entidad que son designados por la Entidad como en valor razonable a través de resultados se reconocen en resultados.

El valor razonable se determina de la manera descrita en la Nota 16.

Pasivos financieros medidos subsecuentemente a costo amortizado

Los pasivos financieros que no son (i) consideración contingente de un adquirente en una combinación de negocios, (ii) mantenidos para negociar, o (iii) designados como valor razonable a través de resultados, se miden posteriormente al costo amortizado utilizando el método de interés efectivo.

El método de interés efectivo es un método para calcular el costo amortizado de un pasivo financiero y para asignar gastos de intereses durante el período relevante. La tasa de interés efectiva es la tasa que descuenta exactamente los pagos en efectivo futuros estimados (incluidos todos los cargos y puntos pagados o recibidos que forman parte integral de la tasa de interés efectiva, los costos de transacción y otras primas o descuentos) durante la vida esperada del pasivo financiero, o (cuando sea apropiado) un período más corto, al costo amortizado de un pasivo financiero.

### Pasivos contractuales de garantía financiera

Un contrato de garantía financiera es un contrato que requiere que el emisor realice pagos específicos para reembolsar al titular por una pérdida en la que incurre debido a que un deudor específico no realiza los pagos cuando vencen de acuerdo con los términos de un instrumento de deuda.

Los pasivos del contrato de garantía financiera se miden inicialmente a sus valores razonables y, si no se designan como en valor razonable a través de resultados integrales y no surgen de una transferencia de un activo, se miden posteriormente al mayor de:

- El monto de la provisión para pérdidas determinada de acuerdo con la IFRS 9 (ver activos financieros más arriba); y
- La cantidad reconocida inicialmente menos, cuando corresponda, la amortización acumulada reconocida de acuerdo con las políticas de reconocimiento de ingresos establecidas anteriormente.

### Ganancias y pérdidas cambiarias

Para los pasivos financieros que están denominados en una moneda extranjera y se miden al costo amortizado al final de cada período de reporte, las ganancias y pérdidas en moneda extranjera se determinan con base en el costo amortizado de los instrumentos. Estas ganancias y pérdidas en moneda extranjera se reconocen en la partida "Otras ganancias y pérdidas" en resultados para pasivos financieros que no forman parte de una relación de cobertura designada.

Para aquellos que están designados como un instrumento de cobertura para una cobertura de riesgo de moneda extranjera, las ganancias y pérdidas en moneda extranjera se reconocen en otro resultado integral y se acumulan en un componente separado del patrimonio.

El valor razonable de los pasivos financieros denominados en una moneda extranjera se determina en esa moneda extranjera y se convierte al tipo de cambio al final del período sobre el que se informa. Para los pasivos financieros que se miden como en valor razonable a través de resultados, el componente de moneda extranjera forma parte de

las ganancias o pérdidas del valor razonable y se reconoce en utilidad o pérdida para los pasivos financieros que no forman parte de una relación de cobertura designada.

### Baja de pasivos financieros

La Entidad da de baja los pasivos financieros si, y solo si, las obligaciones de la Entidad se cumplen, cancelan o han expirado. La diferencia entre el importe en libros del pasivo financiero dado de baja y la contraprestación pagada y pagadera se reconoce en resultados.

Cuando la Entidad intercambia con el prestamista existente un instrumento de deuda en otro con términos sustancialmente diferentes, dicho intercambio se contabiliza como una extinción del pasivo financiero original y el reconocimiento de un nuevo pasivo financiero. De manera similar, la Entidad considera la modificación sustancial de los términos de un pasivo existente o parte de él como una extinción del pasivo financiero original y el reconocimiento de un nuevo pasivo. Se asume que los términos son sustancialmente diferentes si el valor presente descontado de los flujos de efectivo bajo los nuevos términos, incluyendo cualquier tarifa pagada neta de cualquier tarifa recibida y descontada utilizando la tasa efectiva original es al menos un 10% diferente de la actual descontada y del valor de los flujos de efectivo remanentes del pasivo financiero original. Si la modificación no es sustancial, la diferencia entre: (1) el importe en libros de la responsabilidad antes de la modificación; y (2) el valor presente de los flujos de efectivo después de la modificación debe reconocerse en resultados como la ganancia o pérdida por modificación dentro de otras ganancias y pérdidas.

## g. Combinaciones de negocios

Las adquisiciones de negocios se contabilizan utilizando el método de compra. La contraprestación transferida en una combinación de negocios se mide a valor razonable, el cual se calcula como la suma de los valores razonables de los activos transferidos a la Entidad, menos los pasivos incurridos por la Entidad con los anteriores propietarios de la empresa adquirida y las participaciones de capital emitidas por la Entidad a cambio del control sobre la empresa adquirida a la fecha de compra. Los costos relacionados con la adquisición generalmente se reconocen en el estado consolidado de resultado integral conforme se incurren.

A la fecha de adquisición, los activos identificables adquiridos y los pasivos asumidos se reconocen a valor razonable con excepción de:

- Impuestos diferidos activos o pasivos y activos o pasivos relacionados con beneficios a empleados que se reconocen y miden de conformidad con IAS 12 Impuestos a la Utilidad e IAS 19 Beneficios para Empleados, respectivamente;
- Pasivos o instrumentos de capital relacionados con acuerdos de pagos basados en acciones de la empresa adquirida o acuerdos de pagos basados en acciones de la Entidad celebrados para reemplazar acuerdos de pagos basados en acciones de la empresa adquirida que se miden de conformidad con la IFRS 2 Pagos Basados en Acciones a la fecha de adquisición; y
- Activos (o un grupo de activos para su disposición) que se clasifican como mantenidos para venta de conformidad con la IFRS 5, Activos no Circulantes Mantenidos para la Venta y Operaciones Discontinuas que se miden de conformidad con dicha norma.

El crédito mercantil se mide como el exceso de la suma de la contraprestación transferida, el monto de cualquier participación no controladora en la empresa adquirida, y el valor razonable de la tenencia accionaria previa del adquirente en la empresa adquirida (si hubiere) sobre el neto de los montos de activos adquiridos identificables y pasivos asumidos a la fecha de adquisición. Si después de una revaluación el neto de los montos de activos adquiridos

identificables y pasivos asumidos a la fecha de adquisición excede la suma de la contraprestación transferida, el monto de cualquier participación no controladora en la empresa adquirida y el valor razonable de la tenencia accionaria previa del adquirente en la empresa adquirida (si hubiere), el exceso se reconoce inmediatamente en el estado consolidado de resultado integral como una ganancia por compra a precio de ganga.

Las participaciones no controladoras que son participaciones accionarias actuales y que otorgan a sus tenedores una participación proporcional de los activos netos de la Entidad en caso de liquidación, se pueden medir inicialmente ya sea a valor razonable o al valor de la participación proporcional de la participación no controladora en los montos reconocidos de los activos netos identificables de la empresa adquirida. La opción de base de medición se realiza en cada transacción. Otros tipos de participaciones no controladoras se miden a valor razonable o, cuando aplique con base en lo especificado en otra IFRS.

Cuando la contraprestación transferida por la Entidad en una combinación de negocios incluya activos o pasivos resultantes de un acuerdo de contraprestación contingente, la contraprestación contingente se mide a su valor razonable a la fecha de adquisición y se incluye como parte de la contraprestación transferida. Los cambios en el valor razonable de la contraprestación contingente que califican como ajustes del período de medición se ajustan retrospectivamente con los correspondientes ajustes contra crédito mercantil. Los ajustes del período de medición son ajustes que surgen de la información adicional obtenida durante el “período de medición” (que no puede ser mayor a un año a partir de la fecha de adquisición) sobre hechos y circunstancias que existieron a la fecha de adquisición.

El tratamiento contable para cambios en el valor razonable de la contraprestación contingente que no califiquen como ajustes del período de medición depende de cómo se clasifique la contraprestación contingente. La contraprestación contingente que se clasifique como capital no se vuelve a medir posteriormente y su posterior liquidación se contabiliza dentro del capital. La contraprestación contingente que se clasifique como un activo o pasivo se vuelve a medir en fechas de informe posteriores de conformidad con IAS 39, o IAS 37 Provisiones, Pasivos Contingentes y Activos Contingentes, según corresponda, reconociendo la ganancia o pérdida resultante en el estado consolidado de resultado integral.

Cuando una combinación de negocios se logra por etapas, la participación accionaria previa de la Entidad en la empresa adquirida se remide a su valor razonable a la fecha de adquisición y la ganancia o pérdida resultante, si hubiere, se reconoce en el estado consolidado de resultados y otros resultados integrales. Los montos que surgen de participaciones en la empresa adquirida antes de la fecha de adquisición que han sido previamente reconocidos en otros resultados integrales se reclasifican al estado consolidado de resultados y otros resultados integrales cuando este tratamiento sea apropiado si dicha participación se elimina.

Si el tratamiento contable inicial de una combinación de negocios está incompleto al final del período de informe en el que ocurre la combinación, la Entidad reporta montos provisionales para las partidas cuya contabilización esté incompleta. Dichos montos provisionales se ajustan durante el período de medición o se reconocen activos o pasivos adicionales para reflejar la nueva información obtenida sobre los hechos y circunstancias que existieron a la fecha de adquisición y que, de haber sido conocidos, hubiesen afectado a los montos de activos o pasivos reconocidos a dicha fecha.

## h. Información por segmento

Los segmentos operativos son reportados de manera consistente con los reportes internos elaborados para proveer información al Director General, quien es el responsable de asistir a la Presidencia del Consejo de Administración de Genomma Lab, por lo que se considera el Director General la persona que toma las decisiones estratégicas para la asignación de recursos y la evaluación de los segmentos operativos sobre la plataforma establecida de Gobierno Corporativo.



## i. Efectivo, equivalentes de efectivo y efectivo restringido

Consisten principalmente en depósitos bancarios en cuentas de cheques e inversiones en valores a corto plazo de gran liquidez, fácilmente convertibles en efectivo, con vencimiento hasta de tres meses a partir de la fecha de su adquisición y sujetos a riesgos poco importantes de cambios en valor. El efectivo se presenta a valor nominal y los equivalentes se valúan a su valor razonable. Los equivalentes de efectivo están representados principalmente por inversiones en mesas de dinero. Al 31 de diciembre de 2021, 2020 y 2019 la Entidad tiene fondos restringidos designados para cumplir con compromisos contractuales.

## j. Inventarios

Los inventarios se valúan al menor entre el costo de adquisición y valor neto de realización. El costo comprende de materiales directos y, cuando corresponda, costos directos y los gastos generales en los que se incurrió para llevar los inventarios a su ubicación y condición actuales. El costo se calcula utilizando el método del costo promedio. El valor neto de realización representa el precio de venta estimado menos todos los costos estimados de finalización y los costos en que se incurre en la comercialización, venta y distribución.

## k. Pagos anticipados

Los pagos anticipados están representados principalmente por anticipos a proveedores y gastos de publicidad, los cuales se amortizan a resultados conforme se devenga el servicio. La Entidad clasifica a largo plazo el gasto de publicidad que espera devengar a más de un año.

## l. Inmuebles, propiedades y equipo

Los inmuebles, propiedades y equipo se registran inicialmente al costo de adquisición.

Los terrenos y edificios se presentan en el estado consolidado de posición financiera a costo, menos cualquier depreciación acumulada o pérdidas por deterioro acumuladas.

Las propiedades que están en proceso de construcción para fines de producción o para propósitos aún no determinados, se registran al costo menos cualquier pérdida por deterioro reconocida. El costo podría incluir honorarios profesionales y, en el caso de activos calificables, costos por préstamos capitalizados conforme a la política contable de la Entidad. Dichas propiedades se clasifican a las categorías apropiadas de inmuebles, propiedades y equipo cuando estén completas para su uso planeado. La depreciación de estos activos, al igual que en otras propiedades, se inicia cuando los activos están listos para su uso planeado.

Los terrenos no se deprecian.

El mobiliario y equipo se presentan al costo menos la depreciación acumulada y cualquier pérdida acumulada por deterioro.

La depreciación se reconoce para llevar a resultados el costo, sobre sus vidas útiles utilizando el método de línea recta. La vida útil estimada, el valor residual y el método de depreciación se revisan al final de cada año, y el efecto de cualquier cambio en la estimación registrada se reconoce sobre una base prospectiva.

Un elemento de inmuebles, propiedades y equipo se da de baja cuando se vende o cuando no se espera obtener beneficios económicos futuros que deriven del uso continuo del activo. La ganancia o pérdida que surge de la venta o retiro de una partida de inmuebles, propiedades y equipo, se calcula como la diferencia entre los recursos que se reciben por ventas y el valor en libros del activo, y se reconoce en los resultados.

## m. Inversión en asociada

Una asociada es una entidad sobre la cual la Entidad tiene influencia significativa. Influencia significativa es el poder de participar en decisiones sobre políticas financieras y de operación de la entidad en la que se invierte, pero no implica un control o control conjunto sobre esas políticas.

Los resultados y los activos y pasivos de la entidad asociada son incorporados a los estados financieros consolidados utilizando el método de participación.

Una inversión en una asociada se registra utilizando el método de participación desde la fecha en que la participada se convierte en una asociada. En la adquisición de la inversión en una asociada, el exceso en el costo de adquisición sobre la participación de la Entidad en el valor razonable neto de los activos y pasivos identificables en la inversión se reconoce como crédito mercantil, el cual se incluye en el valor en libros de la inversión. Cualquier exceso de participación de la Entidad en el valor razonable neto de los activos y pasivos identificables en el costo de adquisición de la inversión, luego de su re-evaluación, se reconoce inmediatamente en los resultados del período en el cual la inversión se adquirió.

Los requerimientos de IAS 36 se aplican para determinar si es necesario reconocer una pérdida por deterioro con respecto a la inversión de la Entidad en una asociada. Cuando es necesario, se prueba el deterioro del valor en libros total de la inversión de conformidad con IAS 36 Deterioro de Activos como un único activo, comparando su monto recuperable (mayor entre valor en uso y valor razonable menos costo de venta) contra su valor en libros. Cualquier pérdida por deterioro reconocida forma parte del valor en libros de la inversión. Cualquier reversión de dicha pérdida por deterioro se reconoce de conformidad con IAS 36 en la medida en que dicho monto recuperable de la inversión incrementa posteriormente.

La Entidad discontinúa el uso del método de participación desde la fecha en que la inversión deja de ser una asociada, o cuando la inversión se clasifica como mantenida para la venta. Cuando la Entidad mantiene la participación en la antes asociada la inversión retenida se mide a valor razonable a dicha fecha y se considera como su valor razonable al momento del reconocimiento inicial de conformidad con IAS 9. La diferencia entre el valor contable de la asociada en la fecha en que el método de participación se discontinuó y el valor razonable atribuible a la participación retenida y la ganancia por la venta de una parte del interés en la asociada se incluye en la determinación de la ganancia o pérdida por disposición de la asociada. Adicionalmente, la Entidad contabiliza todos los montos previamente reconocidos en otros resultados integrales en relación a esa asociada con la misma base que se requeriría si esa asociada hubiese dispuesto directamente los activos o pasivos relativos. Por lo tanto, si una ganancia o pérdida previamente reconocida en otros resultados integrales por dicha asociada se hubiere reclasificado al estado de resultados al disponer de los activos o pasivos relativos, la Entidad reclasifica la ganancia o pérdida del capital al estado de resultados (como un ajuste por reclasificación) cuando el método de participación se discontinúa.

Cuando la Entidad reduce su participación en una asociada, pero la Entidad sigue utilizando el método de participación, la Entidad reclasifica a resultados la proporción de la ganancia o pérdida que había sido previamente reconocida en otros resultados integrales en relación a la reducción de su participación en la inversión si esa utilidad o pérdida se hubieran reclasificado al estado de resultados en la disposición de los activos o pasivos relativos.

Cuando la Entidad lleva a cabo transacciones con su asociada, la utilidad o pérdida resultante de dichas transacciones con la asociada se reconoce en los estados financieros consolidados de la Entidad sólo en la medida de la participación en la asociada que no se relacione con la Entidad.

## n. Activos intangibles

Estos activos representan erogaciones que dan origen a beneficios económicos futuros porque cumplen con ciertos requisitos para su reconocimiento como activos.

### 1. Activos intangibles adquiridos de forma separada

Los activos intangibles con vida útil indefinida adquiridos de forma separada se reconocen al costo de adquisición menos la pérdida acumulada por deterioro. Los activos intangibles de vida útil indefinida que se adquieren por separado se registran al costo menos las pérdidas por deterioro acumuladas.

Los activos intangibles con vida útil definida, se amortizan con base en el método de línea recta sobre su vida útil estimada. La vida útil estimada y el método de amortización se revisan al final de cada año, y el efecto de cualquier cambio en la estimación registrada se reconoce sobre una base prospectiva.

### 2. Activos intangibles que se generan internamente - desembolsos por investigación y desarrollo

Los desembolsos originados por las actividades de investigación se reconocen como un gasto en el período en el cual se incurren.

Un activo intangible que se genera internamente como consecuencia de actividades de desarrollo (o de la fase de desarrollo de un proyecto interno) se reconoce si, y sólo si todo lo siguiente se ha demostrado:

- Técnicamente, es posible completar el activo intangible de forma que pueda estar disponible para su uso o venta;
- La intención de completar el activo intangible para usarlo o venderlo;
- La habilidad para usar o vender el activo intangible;
- La forma en que el activo intangible vaya a generar probables beneficios económicos en el futuro;
- La disponibilidad de los recursos técnicos, financieros y otros recursos apropiados, para completar el desarrollo y para utilizar o vender el activo intangible; y
- La capacidad para valorar confiablemente, el desembolso atribuible al activo intangible durante su desarrollo.

El monto que se reconoce inicialmente para un activo intangible que se genera internamente será la suma de los desembolsos incurridos desde el momento en que el activo intangible cumple las condiciones para su reconocimiento, establecidas anteriormente. Cuando no se puede reconocer un activo intangible generado internamente, los desembolsos por desarrollo se cargan a los resultados en el período en que se incurren. Posterior al reconocimiento inicial, un activo intangible que se genera internamente se reconoce a su costo menos la amortización acumulada y el importe acumulado de las pérdidas por deterioro, sobre la misma base que los activos intangibles que se adquieren de forma separada.

### 3. Activos intangibles adquiridos en una combinación de negocios

Cuando se adquiere un activo intangible en una combinación de negocios y se reconocen separadamente del crédito mercantil, su costo inicial será su valor razonable en la fecha de adquisición.

Con posterioridad a su reconocimiento inicial, un activo intangible adquirido en una combinación de negocios se reconocerá por su costo menos la amortización acumulada y el importe acumulado de las pérdidas por deterioro, sobre la misma base que los activos intangibles que se adquieren de forma separada.

## 4. Baja de activos intangibles

Un activo intangible se da de baja por venta, o cuando no se espera tener beneficios económicos futuros por su uso o disposición. Las ganancias o pérdidas que surgen de la baja de un activo intangible, medido como la diferencia entre los ingresos netos y el valor en libros del activo, se reconocen en resultados cuando el activo sea dado de baja.

La Entidad clasifica sus activos intangibles en activos con vida útil indefinida y activos con vida útil definida, de acuerdo con el periodo en el cual la Entidad espera recibir los beneficios.

### i. Activos de vida útil indefinida

Corresponden a marcas, licencias y otros derechos, por los que la Entidad espera generar ingresos de manera indefinida por lo que no se amortizan, pero su valor se sujeta a pruebas de deterioro de manera igual.

### ii. Activos de vida útil definida

Corresponden principalmente a costos erogados en la fase de desarrollo de sistemas de información integral y se amortizan con base en el método de línea recta de acuerdo a la vida útil del proyecto y con máximo de 5 años. Asimismo, se incluyen licencias para la comercialización de los productos de la Entidad, los cuales se amortizan con base en el método de línea recta en el período de vigencia de dichas licencias.

## o. Deterioro de activos tangibles e intangibles

Al final de cada período sobre el cual se informa, la Entidad revisa los valores en libros de sus activos tangibles e intangibles a fin de determinar si existe un indicativo de que estos activos han sufrido alguna pérdida por deterioro. Si existe algún indicio, se calcula el monto recuperable del activo a fin de determinar el alcance de la pérdida por deterioro (de haber alguna). Cuando no es posible estimar el monto recuperable de un activo individual, la Entidad estima el monto recuperable de la unidad generadora de efectivo a la que pertenece dicho activo. Cuando se puede identificar una base razonable y consistente de distribución, los activos corporativos también se asignan a las unidades generadoras de efectivo individuales, o de lo contrario, se asignan al grupo más pequeño de unidades generadoras de efectivo para los cuales se puede identificar una base de distribución razonable y consistente.

Los activos intangibles con una vida útil indefinida o todavía no disponibles para su uso, se sujetan a pruebas para efectos de deterioro al menos cada año, y siempre que exista un indicio de que el activo podría haberse deteriorado.

El monto recuperable es el mayor entre el valor razonable menos el costo de venderlo y el valor de uso. Al evaluar el valor de uso, los flujos de efectivo futuros estimados se descuentan a su valor presente utilizando una tasa de descuento antes de impuestos que refleje la evaluación actual del mercado respecto al valor del dinero en el tiempo y los riesgos específicos del activo para el cual no se han ajustado las estimaciones de flujos de efectivo futuros.

Si se estima que el monto recuperable de un activo (o unidad generadora de efectivo) es menor que su valor en libros, el valor en libros del activo (o unidad generadora de efectivo) se reduce a su monto recuperable. Las pérdidas por deterioro se reconocen inmediatamente en resultados.

Cuando una pérdida por deterioro se llega posteriormente a revertir, el valor en libros del activo (o unidad generadora de efectivo) se ajusta aumentando el valor estimado revisado al monto recuperable, de tal manera que el valor en libros ajustado no exceda el valor en libros que se habría determinado si no se hubiera reconocido una pérdida por deterioro para dicho activo (o unidad generadora de efectivo) en años anteriores.





La reversión de una pérdida por deterioro se reconoce inmediatamente en resultados.

## p. Arrendamientos

Clasificación y valuación de arrendamientos bajo NIC 17, vigentes hasta el 31 de diciembre de 2019

### La Entidad como arrendatario

Hasta el 31 de diciembre de 2019, la Entidad clasificaba sus arrendamientos como financieros u operativos dependiendo de la sustancia de la transacción más que la forma del contrato.

Los arrendamientos en los cuales una porción significativa de los riesgos y beneficios de la propiedad son retenidos por el arrendador, eran clasificados como arrendamientos operativos. Los pagos realizados bajo arrendamientos operativos (netos de incentivos recibidos por el arrendador) eran registrados en el estado consolidado de resultados con base en el método de línea recta durante el período del arrendamiento.

Los arrendamientos en los cuales la Entidad asume sustancialmente todos los riesgos y beneficios inherentes a la propiedad del bien, eran clasificados como arrendamientos financieros. Los arrendamientos financieros se capitalizaban al inicio del arrendamiento al menor entre valor razonable de la propiedad en arrendamiento y el valor presente de los pagos mínimos. Si su determinación resultaba práctica, para descontar a valor presente los pagos mínimos se utilizaba la tasa de interés implícita en el arrendamiento, de lo contrario, se debía utilizar la tasa incremental de préstamo del arrendatario. Cualquier costo directo inicial del arrendatario se añadía al importe original reconocido como activo. Cada pago del arrendamiento era asignado entre el pasivo y los cargos financieros hasta lograr una tasa constante en el saldo vigente. Las obligaciones de renta correspondientes se incluían en la porción circulante de deuda no circulante y en deuda no circulante, netas de los cargos financieros. El interés de los costos financieros se cargaba al resultado del año durante el período del arrendamiento, a manera de producir una tasa periódica constante de interés en el saldo remanente del pasivo para cada período. Las propiedades, planta y equipo adquiridas bajo arrendamiento financiero eran depreciadas entre el menor de la vida útil del activo y el plazo del arrendamiento.

### La Entidad como arrendador

Los arrendamientos para los cuales la Entidad funge como arrendador se clasifican como financieros u operativos. Siempre que los términos del contrato de arrendamiento transfieran sustancialmente todos los riesgos y beneficios de la propiedad al arrendatario, el contrato se clasifica como un arrendamiento financiero. Los demás arrendamientos se clasifican como arrendamientos operativos.

Los ingresos por arrendamientos operativos se reconocen en línea recta durante el plazo del arrendamiento correspondiente. Los costos directos iniciales incurridos en la negociación y la organización de un arrendamiento operativo se agregan al valor en libros del activo arrendado y se reconocen en línea recta durante el plazo del arrendamiento. Los importes por arrendamientos financieros se reconocen como cuentas por cobrar por el monto de la inversión neta de la Entidad en los arrendamientos.

Clasificación y valuación de arrendamientos bajo IFRS 16, vigentes a partir del 1 de enero de 2020

### La Entidad como arrendatario

La Entidad evalúa si un contrato contiene un arrendamiento en su origen. La Entidad reconoce un activo por derechos de uso y un pasivo por arrendamiento correspondiente respecto a todos los contratos de arrendamiento en los que sea arrendatario, exceptuando los arrendamientos de corto plazo (plazo de 12 meses o menos) y los de activos de bajo valor (como tabletas electrónicas, computadoras personales y objetos pequeños de mobiliario de oficina y teléfonos).

Para estos arrendamientos, la Entidad reconoce los pagos de renta como un gasto operativo bajo el método de línea recta a través del periodo de vigencia del arrendamiento, a menos que otro método sea más representativo del patrón del tiempo en que los beneficios económicos proveniente del consumo de los activos arrendados.

El pasivo por arrendamiento es medido inicialmente al valor presente de los pagos de renta que no sean pagados en la fecha de inicio, descontado por la tasa implícita en el contrato. Si esta tasa no puede ser fácilmente determinada, la Entidad utiliza tasas incrementales.

Los pagos de renta incluidos en la medición del pasivo por arrendamiento consisten en:

- Pagos de renta fijos (incluyendo pagos fijos en sustancia), menos cualquier incentivo por arrendamiento recibido;
- Pagos de renta variables que dependen de un índice o tasa, inicialmente medidos usando el índice o tasa en la fecha de inicio;
- El monto esperado a pagarse por el arrendatario bajo garantías de valor residual;
- El precio de ejercicio de opciones de compra, si el arrendatario está razonablemente certero de ejercitar las opciones; y
- Pagos por penalizaciones resultantes de la terminación del arrendamiento, si el periodo del arrendamiento refleja el ejercicio de una opción de terminación del arrendamiento.

El pasivo por arrendamiento se presenta como un concepto separado en el estado consolidado de posición financiera.

El pasivo por arrendamiento es medido subsecuentemente con el aumento del valor en libros para reflejar los intereses devengados por el pasivo por arrendamiento (usando el método de interés efectivo) y reduciendo el valor en libros para reflejar los pagos de renta realizados.

La Entidad reevalúa el pasivo por arrendamiento (y realiza el ajuste correspondiente al activo por derechos de uso relacionado) siempre que:

- El plazo del arrendamiento es modificado o hay un evento o cambio significativo en las circunstancias del arrendamiento resultando en un cambio en la evaluación del ejercicio de opción de compra, en cuyo caso el pasivo por arrendamiento es medido descontando los pagos de renta actualizados usando una tasa de descuento actualizada.
- Los pagos de renta se modifican como consecuencia de cambios en índices o tasa o un cambio en el pago esperado bajo un valor residual garantizado, en cuyos casos el pasivo por arrendamiento se reevalúa descontando los pagos de renta actualizados utilizando la misma tasa de descuento (a menos que el cambio en los pagos de renta se deba a un cambio en una tasa de interés variable, en cuyo caso se usa una tasa de descuento actualizada).
- Un contrato de arrendamiento se modifique y la modificación del arrendamiento no se contabilice como un arrendamiento separado, en cuyo caso el pasivo por arrendamiento se reevalúa basándose en el plazo del arrendamiento del arrendamiento modificado, descontando los pagos de renta actualizados usando una tasa de descuento actualizada a la fecha de entrada en vigor de la modificación.



La Entidad no realizó ninguno de los ajustes mencionados en los periodos presentados. Los activos por derechos de uso consisten en la medición inicial del pasivo por arrendamiento correspondiente, los pagos de renta realizados en o antes de la fecha de inicio, menos cualquier incentivo por arrendamiento recibido y cualquier costo inicial directo. La valuación subsecuente es el costo menos la depreciación acumulado y pérdidas por deterioro.

Si la Entidad incurren una obligación surgida de costos de desmantelar y remover un activo arrendado, restaurar el ligar en el cual está localizado o restaurar el activo subyacente a la condición requerida por los términos y condiciones del arrendamiento, se debe reconocer una provisión medida conforme a la IAS 37. En la medida en que los costos se relacionen a un activo por derechos de uso, los costos son incluidos en el activo por derechos de uso relacionado, a menos que dichos costos se incurran para generar inventarios.

Los activos por derechos de uso se deprecian sobre el periodo que resulte más corto entre el periodo del arrendamiento y la vida útil del activo subyacente. Si un arrendamiento transfiere la propiedad del activo subyacente o el costo del activo por derechos de uso refleja que la Entidad planea ejercer una opción de compra, el activo por derechos de uso se depreciará sobre la vida útil. La depreciación comienza en la fecha de inicio del arrendamiento.

Los activos por derechos de uso son presentados como un concepto separado en el estado consolidado de posición financiera.

La Entidad aplica IAS 36 para determinar si un activo por derechos de uso está deteriorado y contabiliza cualquier pérdida por deterioro identificada como se describe en la política de 'Propiedades, planta y equipo'.

Los arrendamientos con rentas variables que no dependen de un índice o tasa, no son incluidos en la medición del pasivo por arrendamiento y del activo por derechos de uso. Los pagos relacionados son reconocidos como un gasto en el periodo en el que sucede el evento o condición que desencadena los pagos y son incluidos en el concepto de "Otros gastos" en el estado consolidado de resultados.

Como expediente práctico, la IFRS 16 permite no separar los componentes de no arrendamiento y en su lugar contabilizar cualquier arrendamiento y sus componentes de no arrendamientos asociados como un solo acuerdo. La Entidad no ha utilizado este expediente práctico. Para contratos que contienen componentes de arrendamiento y uno o más componentes de arrendamiento o de no arrendamiento adicionales, la Entidad asigna la consideración del contrato a cada componente de arrendamiento bajo el método del precio relativo de venta independiente del componente de arrendamiento y precio relativo de venta independiente agregado para todos los componentes de no arrendamiento.

#### La Entidad como arrendador

La Entidad entra en contratos de arrendamiento como arrendador respecto a algunas de las propiedades de inversión. La Entidad también renta a los minoristas el equipo necesario para la presentación y desarrollo de sus actividades y equipo manufacturado por la Entidad.

Los arrendamientos en los que la Entidad funge como arrendador son clasificados como arrendamientos financieros o arrendamientos operativos. Cuando los términos del contrato transfieren sustancialmente todos los riesgos y beneficios de la propiedad al arrendatario, el contrato se clasifica como un arrendamiento financiero. Todos los demás contratos se clasifican como contratos operativos.

Cuando la Entidad es un arrendador intermedio, contabiliza el arrendamiento principal y el subarrendamiento como dos contratos separados. El subarrendamiento se clasifica como arrendamiento financiero o arrendamiento operativo en referencia al activo por derechos de uso originado del arrendamiento principal.

El ingreso por rentas proveniente de arrendamientos operativos se reconoce bajo línea recta a través del plazo del arrendamiento relevante-. Los costos iniciales directos incurridos en la negociación y arreglo del arrendamiento

operativo son agregados al valor en libros del activo arrendado y son reconocidos bajo línea recta a través del plazo del arrendamiento.

Subsecuente al reconocimiento inicial, la Entidad revisa regularmente la estimación de valores residuales no garantizados y aplica los requerimientos de deterioro de IFRS 9, reconociendo una estimación por pérdidas esperadas en las cuentas por cobrar por arrendamientos.

El ingreso por arrendamientos financieros se calcula con referencia al valor en libros bruto de las cuentas por cobrar por arrendamientos, excepto por activos financieros con deterioro de crédito, a los cuales se les calcula un ingreso por interés con referencia al costo amortizado (i.e. después de la deducción de la reserva de pérdidas).

Cuando un contrato incluye componentes de arrendamiento y de no arrendamiento, la Entidad aplica la IFRS 15 para asignar la contraprestación correspondiente a cada componente bajo el contrato.

#### q. Transacciones en monedas extranjeras

Al preparar los estados financieros de cada entidad, las transacciones en moneda distinta a la moneda funcional de la Entidad (moneda extranjera) se reconocen utilizando los tipos de cambio vigentes en las fechas en que se efectúan las operaciones. Al final de cada período, las partidas monetarias denominadas en moneda extranjera se reconvierten a los tipos de cambio vigentes a esa fecha. Las partidas no monetarias registradas a valor razonable, denominadas en moneda extranjera, se reconvierten a los tipos de cambio vigentes a la fecha en que se determinó el valor razonable. Las partidas no monetarias que se calculan en términos de costo histórico, en moneda extranjera, no se reconvierten.

Las diferencias en tipo de cambio en partidas monetarias se reconocen en los resultados del período, excepto cuando surgen por:

- Diferencias en tipo de cambio provenientes de préstamos denominados en monedas extranjeras relacionados con activos en construcción para uso productivo futuro, las cuales se incluyen en el costo de dichos activos cuando se consideran como un ajuste a los costos por intereses sobre dichos préstamos denominados en monedas extranjeras;
- Diferencias en tipo de cambio provenientes de partidas monetarias por cobrar o por pagar a una operación extranjera cuya liquidación no está planeada ni es probable realizar el pago (formando así parte de la inversión neta en la operación extranjera), las cuales se reconocen inicialmente en otros resultados integrales y se reclasifican desde el capital contable a resultados en reembolso de las partidas monetarias.

Para fines de la presentación de los estados financieros consolidados, los activos y pasivos en moneda extranjera de la Entidad se expresan en pesos mexicanos, utilizando los tipos de cambio vigentes al final del período. Las partidas de ingresos y gastos se convierten a los tipos de cambio promedio vigentes del período, a menos que éstos fluctúen en forma significativa durante el período, en cuyo caso se utilizan los tipos de cambio a la fecha en que se efectúan las transacciones. Las diferencias en tipo de cambio que surjan, dado el caso, se reconocen en los otros resultados integrales y son acumuladas en el capital contable (atribuidas a las participaciones no controladoras cuando sea apropiado).

En la venta de una operación extranjera (es decir, venta de toda la participación de la Entidad en una operación extranjera, o una disposición que involucre una pérdida de control en la subsidiaria que incluya una operación extranjera, pérdida parcial de control conjunto sobre una entidad controlada conjuntamente que incluya una operación extranjera, parcial de la cual el interés retenido se convierte en un instrumento financiero; todas las diferencias en tipo de cambio acumuladas en capital relacionadas con esa operación atribuibles a la Entidad se reclasifican a los resultados.

Adicionalmente en la disposición parcial de una subsidiaria que incluye una operación extranjera, la Entidad volverá a atribuir la participación proporcional del importe acumulado de las diferencias en cambio reconocidas en los otros resultados integrales a las participaciones no controladoras en esa operación extranjera y no se reconocen en resultados. En cualquier otra disposición parcial de una operación extranjera (es decir, de asociadas o entidades controladas conjuntamente que no involucre una pérdida de influencia significativa o control conjunto) la Entidad reclasificará a resultados solamente la participación proporcional del importe acumulado de las diferencias en cambio.

Los ajustes correspondientes al crédito mercantil y al valor razonable de activos adquiridos identificables y pasivos asumidos generados en la adquisición de una operación en el extranjero se consideran como activos y pasivos de dicha operación y se convierten al tipo de cambio vigente al cierre del período de reporte. Las diferencias de cambio resultantes se reconocen en otros resultados integrales.

## r. Costos por préstamos

Los costos por préstamos atribuibles directamente a la adquisición, construcción o producción de activos calificables, los cuales requieren de un período de tiempo substancial hasta que están listos para su uso o venta, se adicionan al costo de esos activos durante ese tiempo hasta el momento en que estén listos para su uso o venta.

En la medida que la tasa variable de préstamos usados para financiar un activo calificado y que son cubiertos en una cobertura efectiva de flujos de efectivo de riesgo de tasa de interés, la porción efectiva del derivado es reconocida en otros resultados integrales y es reclasificada a resultados cuando el activo calificado impacta en resultados. En la medida que la tasa fija de préstamos es usada para financiar los activos calificables y son cubiertos por una cobertura efectiva de riesgo de tasa de interés, los costos capitalizados de préstamos reflejan la cobertura de tasa de interés.

El ingreso que se obtiene por la inversión temporal de fondos de préstamos específicos pendientes de ser utilizados en activos calificables, se deduce de los costos por préstamos elegibles para ser capitalizados.

Todos los otros costos por préstamos se reconocen en los resultados durante el período en que se incurren.

## s. Beneficios a empleados

### Beneficios a empleados por terminación y retiro

Las aportaciones a los planes de beneficios al retiro de contribuciones definidas se reconocen como gastos al momento en que los empleados han prestado los servicios que les otorgan el derecho a las contribuciones.

En el caso de los planes de beneficios definidos, que incluyen prima de antigüedad y pensiones, su costo se determina utilizando el método de crédito unitario proyectado, con valuaciones actuariales que se realizan cada año o cada dos años al final del período sobre el que se informa dependiendo de si el efecto es material o no dependiendo de la subsidiaria a la que correspondan los conceptos de beneficios a empleados. Las remediciones, que incluyen las ganancias y pérdidas actuariales, el efecto de los cambios en el piso del activo (en su caso) y el retorno del plan de activos (excluidos los intereses), se refleja de inmediato en el estado consolidado de posición financiera con cargo o crédito que se reconoce en otros resultados integrales en el período en el que ocurren. Las remediciones reconocidas en otros resultados integrales se reflejan de inmediato en las utilidades acumuladas y no se reclasifican a resultados. El costo por servicios pasados se reconoce en resultados en el período de la modificación al plan. Los intereses netos se calculan aplicando la tasa de descuento al inicio del período de la obligación el activo o pasivo por beneficios definidos. Los costos por beneficios definidos se clasifican de la siguiente manera:

- Costo por servicio (incluido el costo del servicio actual, costo de los servicios pasados, así como las ganancias y pérdidas por reducciones o liquidaciones).
- Los gastos o ingresos por interés netos.
- Remedaciones

La Entidad presenta los dos primeros componentes de los costos por beneficios definidos como un gasto o un ingreso según corresponda. Las ganancias y pérdidas por reducción del servicio se reconocen como costos por servicios pasados.

Las obligaciones por beneficios al retiro reconocidas en el estado consolidado de posición financiera, representan las pérdidas y ganancias actuariales en los planes por beneficios definidos de la Entidad. Cualquier ganancia que surja de este cálculo se limita al valor presente de cualquier beneficio económico disponible de los reembolsos y reducciones de contribuciones futuras al plan.

Cualquier obligación por indemnización se reconoce al momento que la Entidad ya no puede retirar la oferta de indemnización y/o cuando la Entidad reconoce los costos de reestructuración relacionados.

### Beneficios a los empleados a corto plazo

Se reconoce un pasivo por beneficios que correspondan a los empleados con respecto a sueldos y salarios, vacaciones anuales y licencia por enfermedad en el período de servicio en que es prestado por el importe no descontado por los beneficios que se espera pagar por ese servicio.

Los pasivos reconocidos por los beneficios a los empleados a corto plazo se valúan al importe no descontado por los beneficios que se espera pagar por ese servicio.

### Participación de los trabajadores en las utilidades (PTU)

La PTU se registra en los resultados del año en que se causa y se presenta en el rubro de gastos de operación en el estado consolidado de resultado integral.

Como resultado de la Ley del Impuesto Sobre la Renta de 2014, al 31 de diciembre de 2021, 2020 y 2019, la PTU se determina con base en la utilidad fiscal conforme a la fracción I del artículo 9 de la misma Ley.

## t. Pagos basados en acciones

### Transacciones con pagos basados en acciones de la Entidad

Las transacciones con pagos basados en acciones liquidables mediante instrumentos de capital a empleados y terceros que suministren servicios similares a la Entidad se valúan al valor razonable de los instrumentos de capital a la fecha en que se otorgan.

El valor razonable determinado a la fecha de otorgamiento de los pagos basados en acciones liquidables mediante instrumentos de capital se registra como gastos sobre la base de línea recta durante el período de adjudicación, con base en la estimación de la Entidad de los instrumentos de capital que eventualmente se adjudicarán con un incremento correspondiente en capital. Al final de cada período, la Entidad revisa sus estimaciones del número de instrumentos de capital que esperan ser adjudicados. El efecto de la revisión de los estimados originales, si hubiese, se reconoce en los resultados del período de manera que el gasto acumulado refleje el estimado revisado, con el ajuste correspondiente a la reserva de beneficios a empleados liquidables mediante instrumentos de capital.

Las transacciones con pagos basados en acciones liquidadas mediante instrumentos de capital con terceros que suministren servicios similares se valúan al valor razonable de los bienes o servicios recibidos, excepto si no es posible estimar confiablemente el valor razonable de los servicios recibidos, en cuyo caso se valúan al valor razonable de los instrumentos de capital otorgados, a la fecha en que la Entidad obtiene los bienes o la contraparte presta el servicio.

Para la transacción de pagos basados en acciones liquidables en efectivo, se reconoce un pasivo por los bienes o servicios adquiridos, valuados inicialmente al valor razonable del pasivo. Al final de cada período de reporte, hasta que se liquide, así como en la fecha de liquidación, la Entidad reevalúa el valor razonable del pasivo y cualquier cambio en su valor razonable se reconoce en los resultados del período.

## u. Impuestos a la utilidad

El gasto por impuestos a la utilidad representa la suma de los impuestos a la utilidad causados y los impuestos a la utilidad diferidos.

### 1. Impuestos a la utilidad causados

El impuesto causado calculado corresponde al impuesto sobre la renta (ISR) y se registra en los resultados del año en que se causa.

### 2. Impuestos a la utilidad diferidos

Los impuestos a la utilidad diferidos se reconocen sobre las diferencias temporales entre el valor en libros de los activos y pasivos incluidos en los estados financieros y las bases fiscales correspondientes utilizadas para determinar el resultado fiscal, la tasa correspondiente a estas diferencias y en su caso se incluyen los beneficios de las pérdidas fiscales por amortizar y de algunos créditos fiscales. El activo o pasivo por impuesto a la utilidad diferido se reconoce generalmente para todas las diferencias fiscales temporales. Se reconocerá un activo por impuestos diferidos, por todas las diferencias temporales deducibles, en la medida en que resulte probable que la Entidad disponga de utilidades fiscales futuras contra las que pueda aplicar esas diferencias temporales deducibles. Estos activos y pasivos no se reconocen si las diferencias temporales surgen del crédito mercantil o del reconocimiento inicial (distinto al de la combinación de negocios) de otros activos y pasivos en una operación que no afecta el resultado fiscal ni el contable.

El valor en libros de un activo por impuestos diferidos debe someterse a revisión al final de cada período sobre el que se informa y se debe reducir en la medida que se estime probable que no habrá utilidades gravables suficientes para permitir que se recupere la totalidad o una parte del activo.

Los activos y pasivos por impuestos diferidos se valúan empleando las tasas fiscales que se espera aplicar en el período en el que el pasivo se pague o el activo se realice, basándose en las tasas (y leyes fiscales) que hayan sido aprobadas o sustancialmente aprobadas al final del período sobre el que se informa.

La valuación de los pasivos y activos por impuestos diferidos refleja las consecuencias fiscales que se derivarían de la forma en que la Entidad espera, al final del período sobre el que se informa, recuperar o liquidar el valor en libros de sus activos y pasivos.

Los activos por impuestos diferidos y los pasivos por impuestos diferidos se compensan cuando existe un derecho legal para compensar activos a corto plazo con pasivos a corto plazo y cuando se refieren a impuestos a la utilidad correspondientes a la misma autoridad fiscal y la Entidad tiene la intención de liquidar sus activos y pasivos sobre una base neta.

## 3. Impuestos causados y diferidos

Los impuestos causados y diferidos se reconocen en resultados, excepto cuando se refieren a partidas que se reconocen fuera de los resultados, ya sea en los otros resultados integrales o directamente en el capital contable. Cuando surgen del reconocimiento inicial de una combinación de negocios el efecto fiscal se incluye dentro del reconocimiento de la combinación de negocios.

## v. Utilidad por acción

La utilidad básica por acción ordinaria se calcula dividiendo la utilidad neta consolidada de la participación controladora entre el promedio ponderado de acciones ordinarias en circulación durante el ejercicio. Para determinar el promedio ponderado de acciones, aquellas en tesorería se disminuyen de las acciones en circulación. La utilidad básica y diluida por acción es la misma debido a que no existen instrumentos potencialmente diluytos al cierre de 2021.

## w. Reconocimiento de ingresos

La Entidad reconoce ingresos de la siguiente fuente:

Venta de bienes

Los ingresos se reconocen cuando el control de los bienes ha sido transferido, siendo en el momento en que los bienes han sido transportados a la locación específica del cliente (entrega).

La obligación de la Entidad es entregar el producto al cliente ya sea en sus instalaciones o en las instalaciones de la Entidad donde el cliente recoge el producto.

El precio queda establecido desde que se levanta la orden de compra por parte del cliente y es aceptada por la Entidad. Todos los ingresos de la Entidad se reconocen en un punto en el tiempo.

Los ingresos se calculan al valor razonable de la contraprestación cobrada o por cobrar, teniendo en cuenta el importe estimado de devoluciones de clientes, rebajas y otros descuentos similares.

## 4. Juicios contables críticos y fuentes clave para la estimación de incertidumbres

En la aplicación de las políticas contables de la Entidad, las cuales se describen en la Nota 3, la administración debe hacer juicios, estimaciones y supuestos sobre los valores en libros de los activos y pasivos de los estados financieros consolidados. Las estimaciones y supuestos relativos se basan en la experiencia y otros factores que se consideran pertinentes. Los resultados reales podrían diferir de estas estimaciones.

Las estimaciones y supuestos se revisan sobre una base regular. Las modificaciones a las estimaciones contables se reconocen en el período en que se realiza la modificación y períodos futuros si la modificación afecta tanto al período actual como a períodos subsecuentes.

### a. Juicios críticos al aplicar las políticas contables

A continuación, se presentan juicios críticos, aparte de aquellos que involucran las estimaciones, realizados por la Administración durante el proceso de aplicación de las políticas contables de la Entidad y que tienen un efecto significativo en los estados financieros consolidados.

#### • Capitalización de los costos por préstamos

Como se describe en la Nota 3r, la Entidad capitaliza el costo de los préstamos directamente a la adquisición, construcción o producción de activos calificables. Los costos por préstamos se han capitalizado en el tiempo que los técnicos y el trabajo administrativo se asoció al proyecto reanudado.

#### • Incremento significativo en el riesgo crediticio

Como se explica en la Nota 7, la PCE se mide en una asignación equivalente a 12 meses de la pérdida esperada total para los activos de la etapa 1, la vida total de la pérdida esperada total para los activos de la etapa 2 o 3. Un activo se cambia a la etapa 2 cuando el riesgo de crédito ha incrementado significativamente desde el reconocimiento inicial. La IFRS 9 no define que constituye un incremento significativo en el crédito de riesgo. Para contemplar si el crédito de riesgo ha incrementado significativamente la Entidad toma como consideración información prospectiva cuantitativa y cualitativa.

#### • Eventos contingentes

La Entidad está sujeta a transacciones o eventos contingentes sobre los cuales utiliza juicio profesional en el desarrollo de estimaciones de probabilidad de ocurrencia, los factores que se consideran en estas estimaciones son la situación legal actual a la fecha de la estimación y la opinión de los asesores legales.

#### • Valuación y deterioro de intangibles

Al cierre de cada año, la administración requiere determinar si sus activos intangibles están deteriorados. Esta determinación requiere de juicios críticos en la selección del método de valuación a utilizar y de los supuestos aplicados en el cálculo de los flujos de efectivo futuros esperados. Dichos juicios y supuestos requieren reflejar la evaluación actual del mercado y el valor del dinero en el tiempo y la consecuente determinación de una tasa de descuento antes de impuestos apropiada. Las valuaciones requieren la consideración apropiada de los beneficios de la nueva planta de producción que se encuentra en proceso de construcción.

#### • Estimación de vida útil y valor residual de inmuebles, propiedades y equipo

La Entidad revisa la vida útil estimada de inmuebles, propiedades y equipo al final de cada período anual. El grado de incertidumbre relativo a las estimaciones de las vidas útiles está relacionado con los cambios en el mercado y la utilización de los activos por los volúmenes de comercialización y desarrollo tecnológico.

#### • Estimación para bonificaciones y descuentos

La Entidad reconoce esta estimación con base en los planes comerciales autorizados con los clientes.

#### • Valuación de inventarios a su valor neto de realización

La Entidad registra las estimaciones necesarias para reconocer las disminuciones en el valor de sus inventarios por deterioro que son clasificados en obsoletos y próximos a vencer con base en las características específicas de los mismos y con base en su fecha de vencimiento; sin embargo, pueden ocurrir situaciones particulares que incrementen la reserva por entrada inesperada de nuevos competidores o temporalidad de los productos que pueden representar incertidumbre en el valor de la reserva. La Entidad tiene la política de no aceptar devoluciones, excepto en el caso de productos caducos o productos fuera de línea, por lo que en el momento en el que la Entidad conoce la existencia de los mismos, reconoce la reserva correspondiente.

#### • Activos de impuestos a la utilidad diferidos

La Entidad evalúa factores externos e internos al cierre de cada período de reporte sobre la recuperabilidad del activo de impuestos a la utilidad diferidos para asegurarse que no se mantengan importes cuyos beneficios de impuestos no puedan ser recuperados contra utilidades futuras.

## 5. Transacciones que no resultaron en flujo de efectivo

La Entidad celebró las siguientes actividades no monetarias de financiamiento y que no se reflejan en los estados consolidados de flujos de efectivo:

- La Entidad registró altas de construcciones en proceso que al 31 de diciembre de 2020 y 2019 estaban pendientes de pago por \$124,377 y \$138,502, respectivamente.

## 6. Efectivo, equivalentes de efectivo y efectivo restringido

Para propósitos de los estados consolidados de flujos de efectivo, el efectivo, equivalentes de efectivo y efectivo restringido incluye efectivo y bancos e inversiones en instrumentos en el mercado de dinero.

El efectivo, equivalentes de efectivo y efectivo restringido al final del período se integra como sigue:

	2021	2020	2019
Efectivo	\$ 1,143,227	\$ 1,956,132	\$ 878,837
Equivalentes de efectivo:			
Mesa de dinero e inversiones en valores	77,678	92,653	20,825
Efectivo restringido	43,927	55,085	23,279
	<u>\$ 1,264,832</u>	<u>\$ 2,103,870</u>	<u>\$ 922,941</u>

## 7. Cuentas por cobrar y otras cuentas por cobrar

	2021	2020	2019
Clientes	\$5,449,300	\$5,290,808	\$4,793,558
Estimaciones para:			
Pérdidas crediticias esperadas	(755,446)	(784,838)	(778,138)
Reserva para devoluciones y bonificaciones	(460,840)	(478,589)	(575,881)
	<u>(1,216,286)</u>	<u>(1,263,427)</u>	<u>(1,354,019)</u>
	4,233,014	4,027,381	3,439,539

	2021	2020	2019
Impuestos por recuperar, principalmente impuesto al valor agregado	2,599,328	2,774,011	2,362,446
Otras	426,393	440,870	651,901
Estimación para otras cuentas por cobrar	(7,176)	(7,176)	(235,476)
	<u>\$7,251,559</u>	<u>\$7,235,086</u>	<u>\$6,218,410</u>

### Pérdidas crediticias esperadas

La Entidad ha reconocido una estimación para cuentas de cobro dudoso por el 100% de todas las cuentas por cobrar con antigüedad de 360 días o más, debido a que por experiencia las cuentas por cobrar vencidas a más de 360 días no se recuperan. Para las cuentas por cobrar que presenten una antigüedad de entre 270 y 360 días, se reconoce una estimación para cuentas de cobro dudoso con base a pérdida esperada determinada por experiencias de incumplimiento de la contraparte y un análisis de su posición financiera actual.

Antes de aceptar cualquier nuevo cliente, la Entidad utiliza un sistema externo de calificación crediticia para evaluar la calidad crediticia del cliente potencial y define los límites de crédito por cliente. Los límites y calificaciones atribuidos a los clientes se revisan dos veces al año.

Para la determinación de la estimación de cuentas de cobro dudoso, la Entidad realiza un análisis de antigüedad de saldos por cliente y se asigna con base en la experiencia un porcentaje de estimación. Este primer análisis da un indicio de deterioro; posteriormente se realiza un análisis de la situación financiera de todos los clientes incluidos para determinar cuáles son las cuentas que presentan un deterioro de acuerdo al modelo de pérdida crediticia esperada y sobre estas se registra la estimación correspondiente.

Los movimientos de la estimación para cuentas de cobro dudoso y otras cuentas por cobrar que se registran en gastos de venta, generales y de administración, fueron como sigue:

	SALDO INICIAL	INCREMENTOS	APLICACIONES	SALDO AL CIERRE
2021	<u>\$ (792,014)</u>	<u>\$ (64,049)</u>	<u>\$ 93,441</u>	<u>\$ (762,622)</u>
2020	<u>\$ (1,013,614)</u>	<u>\$ (32,231)</u>	<u>\$ 253,831</u>	<u>\$ (792,014)</u>
2019	<u>\$ (997,562)</u>	<u>\$ (39,064)</u>	<u>\$ 23,012</u>	<u>\$ (1,013,614)</u>

Los movimientos de la reserva para devoluciones y bonificaciones fueron como sigue:

	SALDO INICIAL	INCREMENTOS	APLICACIONES	SALDO AL CIERRE
2021	<u>\$ (478,589)</u>	<u>\$ (349,599)</u>	<u>\$ 367,349</u>	<u>\$ (460,839)</u>
2020	<u>\$ (575,881)</u>	<u>\$ (233,423)</u>	<u>\$ 330,715</u>	<u>\$ (478,589)</u>
2019	<u>\$ (645,590)</u>	<u>\$ (332,791)</u>	<u>\$ 402,500</u>	<u>\$ (575,881)</u>

La Compañía estableció procesos de automatización en SAP para dar cumplimiento a nuevas normativas fiscales (CFDI 3.3), esto permitió la conciliación automática con el cliente y como consecuencia disminuyó el monto de la actividad de las devoluciones.

### a. Cuentas por cobrar a clientes

Las cuentas por cobrar a clientes que se revelan arriba se clasifican como cuentas por cobrar y por lo tanto se valúan al costo amortizado.

El plazo de crédito promedio sobre la venta de bienes es de 90 días. No se hace ningún cargo por intereses sobre las cuentas por cobrar a clientes. La Entidad reconoce una estimación para cuentas de cobro dudoso con base en importes irrecuperables determinados por experiencias de incumplimiento de la contraparte y un análisis de su posición financiera actual.

Antes de aceptar cualquier nuevo cliente, la Entidad evalúa la calidad crediticia del cliente potencial y define los límites de crédito por cliente. Los límites y calificaciones atribuidos a los clientes se revisan periódicamente. Las ventas a los diez clientes principales de la Entidad representan el 36%, 40% y 41% de las ventas netas consolidadas y el 64%, 55% y 48% del saldo de cuentas por cobrar en 2021, 2020 y 2019, respectivamente.

Las cuentas por cobrar a clientes reveladas en los párrafos anteriores incluyen los montos que están vencidos al final del periodo sobre el que se informa (ver abajo el análisis de antigüedad), pero para los cuales la Entidad no ha reconocido estimación alguna para cuentas de cobro dudoso debido a que no ha habido cambio significativo en la calidad crediticia y los importes aún se consideran recuperables. La Entidad no mantiene ningún colateral u otras mejoras crediticias sobre esos saldos, ni tiene el derecho legal de compensarlos contra algún monto que adeude la Entidad a la contraparte.

### Antigüedad de las cuentas por cobrar vencidas, pero no incobrables

	2021	2020	2019
60-90 días	\$ 146,134	\$ 134,275	\$ 90,272
Más de 90 días	<u>501,611</u>	<u>450,328</u>	<u>273,941</u>
<b>Total</b>	<u>\$ 647,745</u>	<u>\$ 584,603</u>	<u>\$ 364,213</u>
<b>Antigüedad promedio (días)</b>	<u>88</u>	<u>89</u>	<u>62</u>

Al determinar la recuperabilidad de una cuenta por cobrar, la Entidad considera cualquier cambio en la calidad crediticia de la cuenta, a partir de la fecha en que se otorgó inicialmente el crédito hasta el final del período sobre el que se informa.

A continuación, se muestra el efecto de adopción y posterior de la aplicación de la IFRS 9:

<b>Balance al 1 de enero 2019 bajo IAS 39</b>	\$ 706,691
Ajuste de acuerdo a la aplicación de IFRS 9	<u>53,978</u>
<b>Balance al 1 de enero 2019 reajustado bajo IFRS 9</b>	760,669
Incremento / cambios en los parámetros de riesgo crediticio	<u>17,469</u>



<b>Balance al 31 de diciembre de 2019</b>	778,138
Incremento / cambios en los parámetros de riesgo crediticio	6,700
<b>Balance al 31 de diciembre de 2020</b>	784,838
Incremento / cambios en los parámetros de riesgo crediticio	(29,392)
<b>Balance al 31 de diciembre de 2021</b>	<b>\$ 755,446</b>

## 8. Inventarios

	2021	2020	2019
Productos terminados	\$ 1,775,175	\$ 1,730,289	\$ 1,790,374
Materia prima	1,014,281	944,991	817,928
Estimación para inventarios obsoletos	(642,805)	(724,643)	(802,475)
	2,146,651	1,950,637	1,805,827
Mercancías en tránsito	55,221	95,346	102,016
	<b>\$ 2,201,872</b>	<b>\$ 2,045,983</b>	<b>\$ 1,907,843</b>

Los movimientos de la estimación para inventarios obsoletos fueron como sigue:

	SALDO INICIAL	INCREMENTOS	APLICACIONES	SALDO AL CIERRE
2021	<u>\$ (724,643)</u>	<u>\$ (541,091)</u>	<u>\$ 622,929</u>	<u>\$ (642,805)</u>
2020	<u>\$ (802,475)</u>	<u>\$ (640,659)</u>	<u>\$ 718,491</u>	<u>\$ (724,643)</u>
2019	<u>\$ (887,772)</u>	<u>\$ (596,713)</u>	<u>\$ 682,010</u>	<u>\$ (802,475)</u>

## 9. Inmuebles, propiedades y equipo

a. La conciliación de saldos iniciales y finales del valor en libros al 31 de diciembre de 2021, 2020 y 2019 es la siguiente:

	SALDO AL 1 DE ENERO DE 2021	ADICIONES DIRECTAS	BAJAS POR VENTAS	DETERIORO	TRASPASOS AL ACTIVO	EFFECTO DE CONVERSIÓN	SALDO AL 31 DE DICIEMBRE DE 2021
Edificio	\$ 176,683	\$ 55	\$ (2,925)	\$ -	\$ 25,091	\$ -	\$ 198,904
Mejoras a propiedades arrendadas	86,135	1,679	(7)	-	-	20,436	108,243
Equipo de laboratorio, moldes y maquinaria	131,743	14,699	-	-	146,522	9,480	302,444
Equipo de transporte	197,344	17,345	(30,869)	-	-	411	184,231
Equipo de cómputo	92,581	5,755	(2,050)	-	-	1,060	97,346
Equipo de producción y grabación	60,447	127	-	-	-	249	60,823
Equipo de oficina, venta y telecomunicaciones	292,082	66,656	(5,542)	(17)	-	4,305	357,484
	1,037,015	106,316	(41,393)	(17)	171,613	35,941	1,309,475
Depreciación y amortización acumulada	(649,353)	(97,716)	18,486	-	-	(43,127)	(771,710)
	387,662	8,600	(22,907)	(17)	171,613	(7,186)	537,765
Construcciones en proceso	2,142,507	536,686	-	-	(171,613)	6,848	2,514,428
Terrenos	265,143	-	-	-	-	10	265,153
	\$ 2,795,312	\$ 545,286	\$ (22,907)	\$ (17)	\$ -	\$ (328)	\$ 3,317,346

	SALDO AL 1 DE ENERO DE 2020	ADICIONES DIRECTAS	BAJAS POR VENTAS	DETERIORO	TRASPASOS AL ACTIVO	EFFECTO DE CONVERSIÓN	SALDO AL 31 DE DICIEMBRE DE 2020
Edificio	\$ 172,649	\$ 4,034	\$ -	\$ -	\$ -	\$ -	\$ 176,683
Mejoras a propiedades arrendadas	95,030	630	-	-	(2,838)	(6,687)	86,135
Equipo de laboratorio, moldes y maquinaria	113,488	18,862	-	-	(1,199)	592	131,743
Equipo de transporte	193,305	9,825	(4,435)	-	(1,265)	(86)	197,344
Equipo de cómputo	84,226	11,512	(960)	(81)	(1,417)	(699)	92,581
Equipo de producción y grabación	57,887	2,540	-	-	-	20	60,447
Equipo de oficina, venta y telecomunicaciones	261,270	23,462	(1,376)	(33)	(194)	8,953	292,082
	977,855	70,865	(6,771)	(114)	(6,913)	2,093	1,037,015
Depreciación y amortización acumulada	(566,461)	(84,047)	1,987	76	4,384	(5,292)	(649,353)
	411,394	(13,182)	(4,784)	(38)	(2,529)	(3,199)	387,662
Construcciones en proceso	1,482,920	662,339	(11,339)	-	7,994	593	2,142,507
Terrenos	265,141	-	-	-	-	2	265,143
	\$ 2,159,455	\$ 649,157	\$ (16,123)	\$ (38)	\$ 5,465	\$ (2,604)	\$ 2,795,312





	SALDO AL 1 DE ENERO DE 2019	ADICIONES DIRECTAS	BAJAS POR VENTAS	DETERIORO	TRASPASOS AL ACTIVO	EFFECTO DE CONVERSIÓN	SALDO AL 31 DE DICIEMBRE DE 2019
Edificio	\$ 171,526	\$ 1,123	\$ -	\$ -	\$ -	\$ -	\$ 172,649
Mejoras a propiedades arrendadas	97,779	308	-	-	(337)	(2,720)	95,030
Equipo de laboratorio, moldes y maquinaria	112,878	3,901	(26)	-	26	(3,291)	113,488
Equipo de transporte	47,376	22,098	(27,142)	-	153,600	(2,627)	193,305
Equipo de cómputo	77,770	15,048	(7,584)	-	(33)	(975)	84,226
Equipo de producción y grabación	57,782	173	-	-	-	(68)	57,887
Equipo de oficina, venta y telecomunicaciones	247,803	27,403	(7,822)	-	(41)	(6,073)	261,270
	812,914	70,054	(42,574)	-	153,215	(15,754)	977,855
Depreciación y amortización acumulada	(515,835)	(68,842)	11,048	-	479	6,689	(566,461)
	297,079	1,212	(31,526)	-	153,694	(9,065)	411,394
Construcciones en proceso	1,518,582	594,075	(53,253)	-	(574,521)	(1,963)	1,482,920
Terrenos	54,573	210,538	-	-	10	20	265,141
	<u>\$ 1,870,234</u>	<u>\$ 805,825</u>	<u>\$ (84,779)</u>	<u>\$ -</u>	<u>\$ (420,817)</u>	<u>\$ (11,008)</u>	<u>\$ 2,159,455</u>

Al 31 de diciembre de 2020 y 2019 la Entidad ha capitalizado intereses por \$67,000 y \$64,498, respectivamente, los cuales corresponden a la construcción de la planta.

Las siguientes vidas útiles en promedio que se utilizan en el cálculo de la depreciación son:

	VIDA ÚTIL EN AÑOS
Edificio	40
Mejoras a propiedades arrendadas	10
Equipo de laboratorio, moldes y maquinaria	3
Equipo de transporte	4
Equipo de cómputo	3
Equipo de producción y grabación	3
Equipo de oficina, venta y telecomunicaciones	10



## 10. Activos intangibles

	SALDO AL 1 DE ENERO DE 2021	ADICIONES DIRECTAS	DESINVERSIONES	DETERIORO	RECLASIFICACIONES <sup>(1)</sup>	EFFECTO DE CONVERSIÓN	SALDO AL 31 DE DICIEMBRE DE 2021
Activos de vida indefinida:							
Marcas	\$ 3,897,745	\$ 10,000	\$ -	\$ (5,500)	\$ -	\$ 99,546	\$ 4,001,791
Licencias de uso de marcas	529,211	15,517	-	-	-	3,060	547,788
Derechos de distribución	397,212	-	-	-	-	-	397,212
Otros intangibles	74,258	147,607	-	-	-	(258)	221,607
	4,898,426	173,124	-	(5,500)	-	102,348	5,168,398
Activos de vida definida:							
Software - Costos de desarrollo	147,272	8,013	-	-	(149)	1,641	156,777
Licencias de uso de marcas	36,558	-	-	-	-	-	36,558
Amortización acumulada	(173,891)	(15,807)	-	-	149	(3,046)	(192,595)
	9,939	(7,794)	-	-	-	(1,405)	740
	\$ 4,908,365	\$ 165,330	\$ -	\$ (5,500)	\$ -	\$ 100,943	\$ 5,169,138

	SALDO AL 1 DE ENERO DE 2020	ADICIONES DIRECTAS	DESINVERSIONES	DETERIORO	RECLASIFICACIONES <sup>(1)</sup>	EFFECTO DE CONVERSIÓN	SALDO AL 31 DE DICIEMBRE DE 2020
Activos de vida indefinida:							
Marcas	\$ 3,886,947	\$ -	\$ -	\$ -	\$ (11)	\$ 10,809	\$ 3,897,745
Licencias de uso de marcas	528,101	715	-	-	3,331	(2,936)	529,211
Derechos de distribución	397,206	-	-	-	6	-	397,212
Otros intangibles	73,449	827	-	-	-	(18)	74,258
	4,885,703	1,542	-	-	3,326	7,855	4,898,426
Activos de vida definida:							
Software - Costos de desarrollo	145,509	4,811	(836)	-	(1,878)	(334)	147,272
Licencias de uso de marcas	36,558	-	-	-	-	-	36,558
Amortización acumulada	(154,555)	(17,578)	-	-	(3,120)	1,362	(173,891)
	27,512	(12,767)	(836)	-	(4,998)	1,028	9,939
	\$ 4,913,215	\$ (11,225)	\$ (836)	\$ -	\$ (1,672)	\$ 8,883	\$ 4,908,365



	SALDO AL 1 DE ENERO DE 2019	ADICIONES DIRECTAS	DESINVERSIONES	DETERIORO	RECLASIFICACIONES <sup>(1)</sup>	EFFECTO DE CONVERSIÓN	SALDO AL 31 DE DICIEMBRE DE 2019
Activos de vida indefinida:							
Marcas	\$ 3,916,859	\$ 1,011	\$ -	\$ -	\$ (572)	\$ (30,351)	\$ 3,886,947
Licencias de uso de marcas	511,008	20,809	-	-	(13,421)	9,705	528,101
Derechos de distribución	397,206	-	-	-	-	-	397,206
Otros intangibles	54,373	3,248	-	-	15,961	(133)	73,449
	4,879,446	25,068	-	-	1,968	(20,779)	4,885,703
Activos de vida definida:							
Software - Costos de desarrollo	141,284	4,662	-	-	-	(437)	145,509
Licencias de uso de marcas	36,558	-	-	-	-	-	36,558
Amortización acumulada	(122,891)	(17,985)	-	-	(1,908)	(11,771)	(154,555)
	54,951	(13,323)	-	-	(1,908)	(12,208)	27,512
	\$ 4,934,397	\$ 11,745	\$ -	\$ -	\$ 60	\$ (32,987)	\$ 4,913,215

(1) Las principales reclasificaciones corresponden a Licencias de uso de marcas por plazos hasta de 99 años y/o cuyos contratos que estipulan derechos de renovación de las mismas por lo que la Entidad las considera de vida indefinida.

## 11. Inversión en asociadas

	31 DE DICIEMBRE DE 2021	31 DE DICIEMBRE DE 2020	31 DE DICIEMBRE DE 2019	1 DE ENERO DE 2019
		(Reformulado)	(Reformulado)	
Valor de la inversión al inicio del ejercicio	\$ 855,295	\$ 870,857	\$ 815,790	\$ 762,805
Utilidad reconocida en método de participación	(90,295)	(15,562)	55,067	52,985
Valor de la inversión en Marzam al final del ejercicio	765,000	855,295	870,857	815,790
Valor de adquisición de la inversión en negocio conjunto	-	39,006	30,044	18,867
Utilidad reconocida en método de participación	-	14,957	8,962	11,177
Valor de la inversión al final del ejercicio	\$ 765,000	\$ 909,258	\$ 909,863	\$ 845,834

Resumen de la información financiera de Marzam al 31 de diciembre de 2021, 2020, 2019 y de enero de 2019 es como sigue:

	31 DE DICIEMBRE DE 2021	31 DE DICIEMBRE DE 2020	31 DE DICIEMBRE DE 2019	1 DE ENERO DE 2019
Activo circulante	\$ 5,215,764	\$ 7,682,807	\$ 6,673,965	\$ 6,052,762
Activo no circulante	\$ 912,758	\$ 762,148	\$ 687,902	\$ 296,285
Total pasivo	\$ 4,235,908	\$ 6,545,872	\$ 5,478,969	\$ 4,578,527
Capital contable	\$ 1,892,614	\$ 1,899,083	\$ 1,882,898	\$ 1,770,520
(Pérdida) utilidad neta	\$ (20,059)	\$ (1,212)	\$ 128,315	

Cifras presentadas por Marzam que pueden ser ajustadas con base en las políticas de Genomma para efectos del método de participación.

La otra inversión en asociadas no es material para los estados financieros consolidados en su conjunto por lo cual no se incluye mayor revelación sobre ella.

## 12. Otras cuentas por pagar y pasivos acumulados

	2021	2020	2019
Acreeedores diversos	\$ 692,243	\$ 831,408	\$ 368,717
Pasivos acumulados	679,356	706,869	550,262
Beneficios a los empleados	114,534	150,863	71,757
Publicidad por pagar	262,298	247,259	233,036
Impuestos por pagar, excepto ISR	809,359	720,530	769,831
Intereses por pagar	12,051	12,527	14,531
	\$ 2,569,841	\$ 2,669,456	\$ 2,008,134

## 13. Préstamos bursátiles, bancarios y porción circulante de la deuda a largo plazo

Al 31 de diciembre se integran como sigue:

	2021	2020	2019
<b>Certificados bursátiles:</b>			
LAB 20 emitidos el 31 de agosto de 2020, con vencimiento el 28 de agosto de 2023, a una tasa de interés flotante de TIIE + 1.1%	\$ 2,500,000	\$ 2,500,000	\$ -

	2021	2020	2019
<b>Certificados bursátiles:</b>			
LAB 00121 emitidos el 28 de enero de 2021, con vencimiento el 27 de enero de 2022, a una tasa de interés flotante de TIIE + 0.24%	200,000	-	\$ -
LAB 00421 emitidos el 11 de febrero de 2021, con vencimiento el 10 de febrero de 2022, a una tasa de interés flotante de TIIE + 0.23%	200,000	-	-
LAB 00521 emitidos el 8 de julio de 2021, con vencimiento el 17 de marzo de 2022, a una tasa de interés flotante de TIIE + 0.10%	100,000	-	-
LAB 00621 emitidos el 8 de julio de 2021, con vencimiento el 7 de julio de 2022, a una tasa de interés flotante de TIIE + 0.14%	100,000	-	-
LAB 00721 emitidos el 15 de julio de 2021, con vencimiento el 17 de marzo de 2022, a una tasa de interés flotante de TIIE + 0.09%	100,000	-	-
LAB 00821 emitidos el 15 de julio de 2021, con vencimiento el 7 de julio de 2022, a una tasa de interés flotante de TIIE + 0.13%	200,000	-	-
LAB 01021 emitidos el 12 de agosto de 2021, con vencimiento el 11 de agosto de 2022, a una tasa de interés flotante de TIIE + 0.10%	100,000	-	-
LAB 01221 emitidos el 19 de agosto de 2021, con vencimiento el 11 de agosto de 2022, a una tasa de interés flotante de TIIE + 0.10%	33,333	-	-
LAB 01321 emitidos el 9 de septiembre de 2021, con vencimiento el 8 de septiembre de 2022, a una tasa de interés flotante de TIIE + 0.09%	150,000	-	-
LAB 01421 emitidos el 23 de septiembre de 2021, con vencimiento el 5 de mayo de 2022, a una tasa de interés flotante de TIIE + 0.06%	92,600	-	-
LAB 01521 emitidos el 14 de octubre de 2021, con vencimiento el 15 de septiembre de 2022, a una tasa de interés flotante de TIIE + 0.09%	150,000	-	-
LAB 00120 emitidos el 13 de febrero de 2020, con vencimiento el 11 de febrero de 2021, a una tasa de interés flotante de TIIE + 0.15%	-	300,000	-
LAB 00220 emitidos el 20 de febrero de 2020, con vencimiento el 11 de febrero de 2021, a una tasa de interés flotante de TIIE + 0.16%	-	500,000	-
LAB 00420 emitidos el 25 de junio de 2020, con vencimiento el 24 de junio de 2021, a una tasa de interés flotante de TIIE + 0.6%	-	51,049	-
LAB 00520 emitidos el 9 de julio de 2020, con vencimiento el 8 de julio 2021, a una tasa de interés flotante de TIIE + 0.6%	-	150,000	-
LAB 00620 emitidos el 13 de agosto de 2020, con vencimiento el 12 de agosto de 2021, a una tasa de interés flotante de TIIE + 0.6%	-	150,000	-



	2021	2020	2019
<b>Certificados bursátiles:</b>			
LAB 18 emitidos el 23 de marzo de 2018, con vencimiento el 19 de marzo de 2021, a una tasa de interés flotante de TIIE + 1.90% y amortizado anticipadamente el 14 de septiembre de 2021	-	-	2,450,000
LAB 00119 emitidos el 5 de septiembre de 2019, con vencimiento el 20 de febrero de 2020, a una tasa de interés flotante de TIIE + 0.3%	-	-	120,000
LAB 00219 emitidos el 5 de septiembre de 2019, con vencimiento el 3 de septiembre de 2020, a una tasa de interés flotante de TIIE + 0.5%	-	-	180,000
LAB 00319 emitidos el 19 de septiembre de 2019, con vencimiento el 5 de marzo de 2020, a una tasa de interés flotante de TIIE + 0.3%	-	-	180,000
LAB 00419 emitidos el 19 de septiembre de 2019, con vencimiento el 17 de septiembre 2020, a una tasa de interés flotante de TIIE + 0.3%	-	-	120,000
International Finance Corporation –Grupo Banco Mundial:			
Crédito que causa intereses mensuales a la tasa TIIE más 1.87%. El capital de amortiza mediante sesenta amortizaciones iguales por \$12.3 millones iniciando el 31 de mayo de 2020 y terminando el 15 de mayo de 2025	503,858	651,329	737,356
Banco del Bajío, S. A.:			
Crédito que causa intereses mensuales a la tasa TIIE más 1.75%. El capital de amortiza mediante 42 amortizaciones iguales por \$9.5 millones iniciando el 29 de marzo de 2021 y terminando el 27 de agosto de 2024	304,762	400,000	-
Inter-American Development Bank - IDB Préstamo 49945:			
Crédito por \$362.3 millones, que causa intereses mensuales a la tasa TIIE + 1.45%. El capital se amortizará mediante 60 amortizaciones iguales por \$6.04 millones iniciando el 15 de junio de 2021 y terminando el 15 de mayo de 2026	319,988	362,250	362,250
Inter-American Development Bank - IDB:			
Crédito que causa intereses mensuales a la tasa TIIE más 1.45%. El capital de amortiza mediante 60 amortizaciones iguales por \$5.2 millones iniciando el 15 de junio de 2021 y terminando el 15 de mayo de 2026	276,262	312,750	312,750
Scotiabank Inverlat, S. A. IBM:			
Crédito que causa intereses mensuales a la tasa TIIE más 1.90%. El capital se amortizará mediante 18 amortizaciones iguales por \$13.9 millones iniciando el 19 de marzo de 2021 y terminando el 19 de agosto de 2022	111,111	250,000	-

	2021	2020	2019
<b>Certificados bursátiles:</b>			
Scotiabank Inverlat, S. A. IBM:			
Crédito que causa intereses mensuales a tasa Fija 6.84%. El capital se amortizará mediante 18 amortizaciones iguales por \$2.8 millones iniciando el 19 de marzo de 2021 y terminando el 19 de agosto de 2022	22,222	50,000	-
International Finance Corporation - Grupo Banco Mundial préstamo 40144-00:			
Crédito por \$263 millones, que causa intereses mensuales a la tasa TIIE + 1.094%. El capital se amortizará mediante 60 amortizaciones iguales por \$4.4 millones iniciando el 16 de junio de 2021 y terminando el 16 de mayo de 2026	232,423	263,127	263,127
Inter-American Investment Corporation – IDB Invest:			
Crédito que causa intereses mensuales a la tasa TIIE más 1.45%. El capital de amortiza mediante 60 amortizaciones iguales por \$1.7 millones iniciando el 15 de junio de 2021 y terminando el 15 de mayo de 2026	92,087	104,250	104,250
Inter-American Investment Corporation - IDB préstamo de inversión 49951:			
Crédito por \$120.8 millones, que causa intereses mensuales a la tasa TIIE + 1.45%. El capital se amortizará mediante 60 amortizaciones iguales por \$2 millones iniciando el 15 de junio de 2021 y terminando el 15 de mayo de 2026	106,663	120,750	120,750
Banco Bolivariano, C. A. (Ecuador):			
Crédito simple por \$1 millón de dólares estadounidenses, que causa intereses mensuales a tasa fija 5.95%. El pago del principal se hará en una sola exhibición al vencimiento el 11 de enero de 2022	20,516	-	-
Banco Nacional de Comercio Exterior, S.N.C.:			
Crédito que causa intereses mensuales a la tasa TIIE más 0.70 %. El capital se amortiza mediante setenta y dos amortizaciones iguales por \$6.3 millones iniciando el 17 de julio de 2015 y terminando el 17 de junio de 2021	-	38,011	114,033
Banca Santander Brasil, S. A.:			
Crédito simple con Banco Santander Brasil por \$41 millones de reales brasileños, que causa intereses mensuales a tasa fija 9.38%. El pago del principal se hará en una sola exhibición al vencimiento el 17 de junio de 2020	-	157,129	192,430

	2021	2020	2019
<b>Certificados bursátiles:</b>			
Banco Digimais, S. A. (Brasil):			
Crédito simple por \$21 millones de reales brasileños, que causa intereses mensuales a tasa fija 9.90%. El pago del principal se hará en una sola exhibición al vencimiento el 5 de noviembre de 2021	-	80,481	-
Banco Sabadell, S. A.:			
Crédito simple con Banco Sabadell por \$150 millones, que causa intereses mensuales a la tasa TIIE + 1.25%. El pago del principal se hizo anticipadamente en una sola exhibición el 26 de agosto de 2020	-	-	150,000
BBVA Bancomer, S. A.:			
Crédito simple con BBVA Bancomer México por \$500 millones, que causa intereses mensuales a la tasa TIIE + 1.45%. El capital se amortizará mediante 18 amortizaciones iguales por \$27.8 millones iniciando el 30 de septiembre de 2019 y terminando anticipadamente el 30 de septiembre de 2020	-	-	388,920
Banco Santander, S. A.:			
Crédito simple con Banco Santander México por \$250 millones de pesos, que causa intereses mensuales a la tasa de TIIE + 0.85%. El pago del principal se hará en una sola exhibición al vencimiento el 13 de marzo de 2020	-	-	250,000
	5,915,825	6,441,126	6,045,866
<b>Menos:</b>			
Préstamos bancarios a corto plazo y porción circulante de la deuda a largo plazo	2,072,309	1,970,239	1,550,006
Gastos por emisión de deuda	11,483	17,140	11,194
Deuda a largo plazo	<u>\$3,832,033</u>	<u>\$ 4,453,747</u>	<u>\$ 4,484,666</u>

Los vencimientos de la deuda a largo plazo al 31 de diciembre de 2021 serán como sigue:

<b>A pagar durante</b>	
2023	\$ 2,984,777
2024	456,298
Años posteriores	390,958
	<u>\$ 3,832,033</u>

Los certificados bursátiles y los contratos de los créditos establecen obligaciones de hacer y no hacer para la Entidad. Todos estos requerimientos se cumplen al 31 de diciembre de 2021.

## 14. Beneficios a los empleados al retiro

El costo neto del periodo por las obligaciones derivadas por indemnizaciones al personal por terminación de la relación laboral, beneficios por retiro y primas de antigüedad, ascendió a \$21,282 en 2021, \$207 en 2020 y (\$168) en 2019. Otras revelaciones que requieren las disposiciones contables se consideran poco importantes.

## 15. Administración del riesgo

La Entidad tiene exposición a riesgos de mercado, operación y financieros derivados del uso de instrumentos financieros tales como tasa de interés, crédito, liquidez y riesgo cambiario, los cuales se administran en forma centralizada. El Consejo de Administración establece y vigila las políticas y procedimientos para medir y administrar estos riesgos, los cuales se describen a continuación:

**a. Administración del riesgo de capital** - La Entidad administra su capital para asegurar que continuará como negocio en marcha mientras que maximiza el rendimiento a sus accionistas a través de la optimización de los saldos de capital, mediante un monitoreo continuo de la estructura deuda y capital.

La estructura de capital de la Entidad consiste en la deuda neta (los préstamos como se detallan en la Nota 13 compensados por saldos de efectivo y equivalentes de efectivo) y el capital de la Entidad (compuesto por capital social emitido, reservas y utilidades acumuladas como se revela en la Nota 17).

### Índice de endeudamiento

El índice de endeudamiento al final de los periodos sobre los que se informa es el siguiente:

	2021	2020	2019
Deuda (i)	\$ 5,904,342	\$ 6,423,986	\$ 6,034,672
Efectivo y equivalentes de efectivo – excluyendo el efectivo restringido	1,220,905	2,048,785	899,662
Deuda neta	<u>\$ 4,683,437</u>	<u>\$ 4,375,201</u>	<u>\$ 5,135,010</u>
Capital contable (ii)	<u>\$ 10,072,226</u>	<u>\$ 8,842,454</u>	<u>\$ 7,249,250</u>
Índice de deuda neta a capital contable	47%	49%	71%

(i) La deuda se define como el valor en libros de los préstamos a largo y corto plazo.

(ii) El capital contable incluye todas las reservas y el capital social de la Entidad que son administrados como capital.

**b. Administración del riesgo de tasa de interés** - La Entidad se encuentra expuesta a riesgos en la tasa de interés debido a que tiene deuda contratada a tasas variables.

Las exposiciones de la Entidad por riesgo de tasas de interés se encuentran principalmente en tasas de interés TIIE sobre los pasivos financieros. El análisis de sensibilidad que determina la Entidad se prepara con base en la exposición a las tasas de interés de su deuda financiera total no cubierta sostenida en tasas variables, se prepara un análisis asumiendo que el importe del pasivo pendiente al final del periodo sobre el que se informa ha sido el pasivo pendiente para todo el año. La Entidad informa internamente al Consejo de Administración sobre el riesgo en las tasas de interés.



### Análisis de sensibilidad para las tasas de interés

Los siguientes análisis de sensibilidad han sido determinados con base en la exposición a las tasas de interés al final del periodo sobre el que se informa. Para los pasivos a tasa variable, se prepara un análisis suponiendo que el importe del pasivo vigente al final del periodo sobre el que se informa ha sido el pasivo vigente para todo el año. Al momento de informar internamente al personal clave de la administración sobre el riesgo en las tasas de interés, se utiliza un incremento o decremento de 50 puntos, lo cual representa la evaluación de la administración sobre el posible cambio razonable en las tasas de interés.

Si las tasas de interés hubieran estado 50 puntos por encima/por debajo y todas las otras variables permanecieran constantes:

- El resultado del año que terminó el 31 de diciembre de 2021 aumentaría/disminuiría en \$30,934 (2020: aumento/disminución por \$30,444) (2019: aumento/disminución por \$28,243). Esto es principalmente atribuible a la exposición de la Entidad a las tasas de interés sobre sus préstamos a tasa variable.

**c. Administración del riesgo de crédito** - El riesgo de crédito se refiere al riesgo de que una de las partes incumpla con sus obligaciones contractuales resultando en una pérdida financiera para la Entidad. La Entidad ha adoptado una política de únicamente involucrarse con partes solventes y obtener suficientes garantías, cuando sea apropiado, como forma de mitigar el riesgo de la pérdida financiera ocasionada por los incumplimientos. La Entidad únicamente realiza transacciones con entidades que cuentan con una calificación de riesgo equivalente al grado de inversión o superior. Esta información la suministran agencias calificadoras independientes y, de no estar disponible, la Entidad utiliza otra información financiera disponible y sus propios registros comerciales para calificar a sus principales clientes. La exposición de la Entidad y las calificaciones de crédito de sus contrapartes se supervisan continuamente y el valor acumulado de las transacciones concluidas se distribuye entre las contrapartes aprobadas. La exposición de crédito es controlada por los límites de la contraparte que son revisadas y aprobadas por el comité de crédito de la Entidad.

Antes de otorgar crédito a cualquier cliente, se realiza una evaluación financiera y se solicitan referencias crediticias. Posteriormente se realiza una evaluación continua del crédito sobre la condición financiera de las cuentas por cobrar.

**d. Administración del riesgo de liquidez** - El Consejo de Administración de la Entidad es el órgano que tiene la responsabilidad final por la gestión de liquidez, quien ha establecido las políticas apropiadas para el control de ésta, a través del seguimiento del capital de trabajo, lo que permite que la gerencia pueda administrar los requerimientos de financiamiento a corto, mediano y largo plazo de la Entidad, manteniendo reservas de efectivo, disposición de líneas de crédito, monitoreando continuamente los flujos de efectivo, proyectados y reales, conciliando los perfiles de vencimiento de los activos y pasivos financieros.

La siguiente tabla detalla los vencimientos contractuales de la Entidad para sus pasivos financieros considerando los periodos de reembolso acordados. La tabla ha sido diseñada con base en los flujos de efectivo proyectados menos los pasivos financieros con base en la fecha en la cual la Entidad deberá hacer los pagos. La tabla incluye tanto los flujos de efectivo de intereses proyectados como los desembolsos de capital de la deuda financiera incluidos en los estados consolidados de posición financiera. En la medida en que los intereses sean a la tasa variable, el importe no descontado se deriva de las curvas en la tasa de interés al final del periodo sobre el que se informa. El vencimiento contractual se basa en la fecha mínima en la cual la Entidad deberá hacer el pago.

AL 31 DE DICIEMBRE DE 2021	MENOS DE UN AÑO	DE UNO A TRES AÑOS	MAS DE TRES AÑOS	TOTAL
Préstamos bursátiles y bancarios incluyendo porción circulante de la deuda a largo plazo	\$ 2,072,309	\$ 3,441,075	\$ 390,958	\$ 5,904,342
Intereses por devengar	324,328	229,772	17,700	571,800
Cuentas y documentos por pagar a proveedores	1,439,640	-	-	1,439,640
Otras cuentas por pagar y pasivos acumulados, acreedores diversos y beneficios a los empleados	2,602,659	469,863	42,998	3,115,520
<b>Total</b>	<b>\$ 6,438,936</b>	<b>\$ 4,140,710</b>	<b>\$ 451,656</b>	<b>\$ 11,031,302</b>

AL 31 DE DICIEMBRE DE 2020	MENOS DE UN AÑO	DE UNO A TRES AÑOS	MAS DE TRES AÑOS	TOTAL
Préstamos bursátiles y bancarios incluyendo porción circulante de la deuda a largo plazo	\$ 1,970,239	\$ 3,606,557	\$ 847,190	\$ 6,423,986
Intereses por devengar	331,925	438,073	14,559	784,557
Cuentas y documentos por pagar a proveedores	1,644,766	-	-	1,644,766
Otras cuentas por pagar y pasivos acumulados, acreedores diversos y beneficios a los empleados	2,374,360	857,577	21,491	3,253,428
<b>Total</b>	<b>\$ 6,321,290</b>	<b>\$ 4,902,207</b>	<b>\$ 883,240</b>	<b>\$ 12,106,737</b>

AL 31 DE DICIEMBRE DE 2019	MENOS DE UN AÑO	DE UNO A TRES AÑOS	MAS DE TRES AÑOS	TOTAL
Préstamos bursátiles y bancarios incluyendo porción circulante de la deuda a largo plazo	\$ 1,550,006	\$ 3,345,820	\$ 1,138,846	\$ 6,034,672
Intereses por devengar	469,703	407,292	72,420	949,415
Cuentas y documentos por pagar a proveedores	1,881,177	-	-	1,881,177
Otras cuentas por pagar y pasivos acumulados, acreedores diversos y beneficios a los empleados	1,557,435	881,082	21,537	2,460,054
<b>Total</b>	<b>\$ 5,458,321</b>	<b>\$ 4,634,194</b>	<b>\$ 1,232,803</b>	<b>\$ 11,325,318</b>

Los importes incluidos en la deuda con instituciones de crédito, incluyen instrumentos a tasas de interés fija y variable. Los pasivos financieros a tasa de interés variable están sujetos a cambio, si los cambios en las tasas de interés variable difieren de aquellos estimados de tasas de interés determinados al final del periodo sobre el que se informa se presenta a valor razonable.

**e. Administración del riesgo cambiario** - La Entidad realiza transacciones denominadas en moneda extranjera; consecuentemente está expuesta a fluctuaciones en el tipo de cambio, las cuales son manejadas dentro de los parámetros de las políticas aprobadas.

Los valores en libros de los activos y pasivos monetarios denominados en moneda extranjera a los que la Entidad se encuentra expuesta principalmente al final del período sobre el que se informa, son los siguientes (cifras en miles):

	2021		2020		2019	
	ACTIVOS	PASIVOS	ACTIVOS	PASIVOS	ACTIVOS	PASIVOS
Dólar estadounidense	50,829	23,657	83,588	25,078	59,081	17,856
Otras divisas valuadas en dólares estadounidenses	151,982	51,769	139,591	68,225	135,257	56,933

#### Análisis de sensibilidad de moneda extranjera

La sensibilidad de la Entidad a un incremento o disminución de 10% en el peso contra las divisas extranjeras no es relevante. El 10% representa la tasa de sensibilidad utilizada cuando se reporta el riesgo cambiario internamente al personal clave de la Entidad, y representa la evaluación de la administración sobre un cambio razonablemente posible en los tipos de cambio.

La Entidad se encuentra principalmente expuesta al dólar. Los tipos de cambios al 31 de diciembre de 2021 y al 28 de abril de 2022 son \$20.5157 y \$20.5670, respectivamente.

La siguiente tabla detalla la sensibilidad de la Entidad a un incremento y decremento de 10% en el dólar contra las divisas extranjeras relevantes. El 10% representa la tasa de sensibilidad utilizada cuando se reporta el riesgo cambiario internamente al personal clave de la administración, y representa la evaluación de la administración sobre el posible cambio razonable en las tasas de cambio. El análisis de sensibilidad incluye únicamente las partidas monetarias pendientes denominadas en moneda extranjera y ajusta su conversión al final del período para un cambio de 10% en las tasas de cambio. El análisis de sensibilidad incluye préstamos externos donde la denominación del préstamo se encuentra en una divisa distinta a la moneda del prestamista o del prestatario. Una cifra positiva (como se aprecia en el cuadro que sigue) indica un incremento en los resultados donde el peso se fortalece en 10% contra la divisa pertinente. Si se presentara un debilitamiento de 10% en el peso con respecto a la divisa en referencia, entonces habría un impacto comparable sobre los resultados y los otros resultados integrales, y los saldos siguientes serían negativos.

	EFECTO EN RESULTADOS		
	2021	2020	2019
Pesos	\$ 261,339	\$ 258,910	\$ 226,697

## 16. Valor razonable de los instrumentos financieros

El valor razonable de los instrumentos financieros que posteriormente se presentan, ha sido determinado por la Entidad usando la información disponible en el mercado u otras técnicas de valuación que requieren de juicio para desarrollar e interpretar las estimaciones de valores razonables. Asimismo, utiliza supuestos que se basan en las condiciones de mercado existentes a cada una de las fechas de los estados consolidados de posición financiera. Consecuentemente, los montos estimados que se presentan no necesariamente son indicativos de los montos que la Entidad podría realizar en un intercambio de mercado actual. El uso de diferentes supuestos y/o métodos de estimación podrían tener un efecto material en los montos estimados de valor razonable.

En la siguiente tabla se presenta un análisis de los instrumentos financieros que se miden con posterioridad al reconocimiento inicial por su valor razonable, agrupados en niveles 1 a 3 en función del grado en que se observa el valor razonable:

- Nivel 1 son aquellos derivados de los precios cotizados (no ajustados) en los mercados activos para pasivos o activos idénticos;
- Nivel 2 son aquellos derivados de indicadores distintos a los precios cotizados incluidos dentro del Nivel 1, pero que incluyen indicadores que son observables para un activo o pasivo, ya sea directamente a precios cotizados o indirectamente, es decir derivados de estos precios; y
- Nivel 3 son aquellos derivados de las técnicas de valuación que incluyen los indicadores para los activos o pasivos, que no se basan en información observable del mercado (indicadores no observables).

Los importes de efectivo y equivalentes de efectivo de la Entidad, así como las cuentas por cobrar y por pagar de terceros y partes relacionadas, y la porción circulante de préstamos bancarios y deuda a largo plazo se aproximan a su valor razonable porque tienen vencimientos a corto plazo. La deuda a largo plazo de la Entidad se registra a su costo amortizado y, consiste en deuda que genera intereses a tasas fijas y variables que están relacionadas a indicadores de mercado.

Los importes en libros de los instrumentos financieros por categoría y sus valores razonables estimados al 31 de diciembre de 2021, 2020 y 2019 son como sigue:

	2021		2020		2019	
	VALOR EN LIBROS	VALOR RAZONABLE	VALOR EN LIBROS	VALOR RAZONABLE	VALOR EN LIBROS	VALOR RAZONABLE
Pasivos financieros medidos al costo amortizado (nivel 2)						
Préstamos bancarios y porción circulante de la deuda a largo plazo	\$ 2,072,309	\$ 2,158,931	\$ 1,970,239	\$ 2,017,885	\$ 1,550,006	\$ 1,570,869

El valor razonable de la deuda contraída con las instituciones de crédito se aproxima a la cantidad registrada en la contabilidad debido a la naturaleza de corto plazo de algunos de los vencimientos.

Los valores razonables de activos y pasivos financieros mostrados al 31 de diciembre de 2021, 2020 y 2019 en los estados consolidados de posición financiera, no difieren de su valor en libros, excepto los préstamos bancarios, debido a que los valores son derivados de los observados en el mercado son muy similares a los registrados.

Durante el período no existieron transferencias entre el Nivel 1 y 2.

## 17. Capital contable

a. El capital social a valor nominal al 31 de diciembre de 2021, 2020 y 2019, se integra como sigue:

	NÚMERO DE ACCIONES	IMPORTE
Capital fijo		
Serie B	82,176	\$ 150
Capital variable		
Serie B	1,047,917,824	1,912,817
	1,048,000,000	\$ 1,912,967





El capital social está integrado por acciones comunes nominativas sin valor nominal. El capital variable es ilimitado.

**b. En Asamblea General de Accionistas celebrada el 30 de abril de 2020**, se aprobó el monto máximo de recursos que la Entidad podrá destinar a la adquisición de acciones propias que sea igual al saldo total de las utilidades netas distribuidas de la Entidad, menos el monto separado de dichas utilidades para integrar el fondo de reserva de la Entidad, durante el ejercicio de 2020, sin exceder de dicho monto. La recompra de acciones durante los ejercicios de 2021, 2020 y 2019 asciende a \$155,805, \$11,070 y \$84,145. Al 31 de diciembre de 2021, se tienen 44,562,667 acciones en tesorería con cargo a capital contable.

**c. En Asamblea General Anual Ordinaria de Accionistas del 29 de abril de 2019**, se autorizó a la Entidad para que amplíe la solicitud de emisión de certificados bursátiles de corto y largo plazo previamente aprobados por el Consejo de Administración de la Sociedad (los "Certificados Bursátiles") bajo la modalidad de programa de colocación con carácter de revolvente (el "Programa"), hasta por un monto total de \$10,000,000 o su equivalente en Unidades de Inversión, y para que solicite a la Comisión Nacional Bancaria y de Valores (la "Comisión") la inscripción preventiva en el Registro Nacional de Valores del Programa hasta por dicho monto, y a la Bolsa Mexicana de Valores, S.A.B. de C.V. (la "Bolsa") el listado de los Certificados Bursátiles hasta por dicho monto, en el listado de valores autorizados para cotizar en el mercado de valores, y para que realice, durante la vigencia del Programa, la colocación entre el público inversionista, mediante oferta pública a través de la Bolsa, de una o varias emisiones de los Certificados Bursátiles al amparo del mismo, bajo el esquema o modalidad que sea conveniente, conforme a la legislación y reglamentación aplicable, y según lo determine la Dirección General y/o la Vicepresidencia de Finanzas y Administración de la Sociedad. (ii) Se autorizó a la Sociedad realizar todos los actos, trámites y gestiones que sean necesarios o resulten convenientes, con la Comisión, la Bolsa y con S.D. Ineval Institución para el Depósito de Valores, S.A. de C.V., así como a celebrar y negociar cualesquiera contratos, convenios y documentos que se requieran, se relacionen o sean convenientes en relación con la modificación del Programa y en relación con todas y cada una de las emisiones que se realicen en lo sucesivo al amparo del Programa. (iii) Se autorizó a los Secretarios propietario y suplentes no miembros del Consejo de Administración de la Sociedad para expedir cualesquiera certificaciones en relación con las autorizaciones otorgadas en el desahogo del quinto punto del Orden del Día de la Asamblea.

**d. El 21 de diciembre de 2019**, la Entidad informó a sus accionistas que, con motivo de la actualización de la inscripción de las acciones representativas del capital social de LAB en el Registro Nacional de Valores autorizada por la Comisión Nacional Bancaria y de Valores mediante oficio número 153/12202/2019, derivada de la cancelación de las 733,370 (setecientas treinta y tres mil trescientas setenta) acciones ordinarias, nominativas, sin expresión de valor nominal, Serie "B", representativas del capital variable de LAB que mantenía en tenencia propia, se llevaría a cabo el canje de los títulos definitivos actualmente en circulación por nuevos títulos definitivos que reflejen la cancelación de acciones en tenencia propia. El canje de los títulos definitivos se llevó a cabo el día 31 de enero de 2020 a través de S.D. Ineval Institución para el Depósito de Valores, S. A. de C. V., respecto de las acciones que se encuentren depositadas en dicha institución que amparan acciones representativas del capital social de LAB en la cantidad equivalente a la suma del valor teórico de las acciones propias, es decir, la cantidad de \$1,339.

**e. En Asamblea General de Accionistas del 27 de abril de 2017**, se aprobó el pago de dividendos por \$800,000. Para ello, la Asamblea de accionistas delegó al Consejo de Administración de la Entidad determinar las fechas de pago de cada exhibición, así como los montos a ser pagados en cada una de ellas, considerando los recursos líquidos disponibles de la Entidad, y siempre que los pagos de dichas exhibiciones no originen o puedan originar una Causa de Vencimiento Anticipado del Programa de Certificados Bursátiles vigente. En el ejercicio de las atribuciones conferidas por la Asamblea de Accionistas, el Consejo de Administración de la Entidad en las sesiones celebradas el 24 de octubre de 2017, 20 de febrero de 2019 y 20 de febrero de 2020 se revisó el pago del dividendo decretado por la Asamblea General Anual Ordinaria y Extraordinaria

de Accionistas celebrada el pasado 27 de abril de 2017, y se discutió sobre las diversas inversiones que la Sociedad estaba realizando en la construcción de la nueva planta de producción y en la inclusión de líneas de negocio, y se resolvió que, derivado de las diversas inversiones que se están llevando a cabo, la Entidad no contaría con recursos líquidos disponibles en los ejercicios sociales 2019 y 2020 para llevar a cabo el pago del dividendo decretado, por lo que dicho dividendo se mantendrá en la cuenta de pasivos a largo plazo con partes relacionadas de la Sociedad.

El 26 de noviembre de 2021, la Entidad presentó el Aviso de Derechos, a través de la Bolsa Mexicana de Valores, comunicando el pago de un dividendo a los accionistas por la cantidad total de \$400 millones (cuatrocientos millones de pesos 00/100 Moneda Nacional) y que se realizó el 10 de diciembre de 2021, a razón de \$0.381679389 pesos por cada una de las acciones representativas del capital social de la Entidad que se encuentren en circulación conforme a la tenencia accionaria y en proporción a su participación en el capital social de la Entidad. Se hace constar que la cantidad que será pagada como dividendos a los accionistas de la Entidad proviene de la Cuenta de Utilidad Fiscal Neta (CUFIN) de la Sociedad anterior al ejercicio 2014.

**f. Las utilidades acumuladas incluyen el fondo de reserva.** De acuerdo con la Ley General de Sociedades Mercantiles, de las utilidades netas del ejercicio debe separarse un 5% como mínimo para formar el fondo de reserva, hasta que su importe ascienda al 20% del capital social a valor nominal. El fondo de reserva puede capitalizarse, pero no debe repartirse a menos que se disuelva la Entidad, y debe ser reconstituido cuando disminuya por cualquier motivo. Al 31 de diciembre de 2021, la reserva legal registrada a valor nominal por la Entidad asciende \$442,083 equivalente al 20% de su capital social.

**g. La distribución del capital contable**, excepto por los importes actualizados del capital social aportado y de las utilidades retenidas fiscales, causará el ISR a cargo de la Entidad a la tasa vigente al momento de la distribución. El impuesto que se pague por dicha distribución, se podrá acreditar contra el ISR del ejercicio en el que se pague el impuesto sobre dividendos y en los dos ejercicios inmediatos siguientes, contra el impuesto del ejercicio y los pagos provisionales de los mismos.

Los dividendos pagados provenientes de utilidades generadas a partir del 1 de enero de 2014 a personas físicas residentes en México y a residentes en el extranjero, pudieran estar sujetos a un ISR adicional de hasta el 10%, el cual deberá ser retenido por la Entidad.

**h. Los saldos de las cuentas fiscales del capital contable al 31 de diciembre, son:**

	2021	2020	2019
Capital de aportación	\$ 3,169,061	\$ 2,978,986	\$ 2,861,244
Cuenta de utilidad fiscal neta al cierre de 2013	4,087,599	3,807,731	3,469,803
Cuenta de utilidad fiscal neta a partir de 2014	6,396,852	4,535,122	2,055,939
<b>Total</b>	<b>\$ 13,653,512</b>	<b>\$ 11,321,839</b>	<b>\$ 8,386,986</b>

## 18. Saldos y transacciones con partes relacionadas

Los saldos y transacciones entre la Entidad y sus subsidiarias, las cuales son partes relacionadas de la Entidad, han sido eliminados en la consolidación y no se revelan en esta nota. Más adelante se detallan las transacciones entre la Entidad y otras partes relacionadas.

### a. Los saldos por cobrar con partes relacionadas son:

	2021	2020	2019
Asociadas	\$ 148,353	\$ 75,792	\$ 86,996

b. Al 31 de diciembre de 2021, 2020 y 2019, se tiene una cuenta por pagar a partes relacionadas por \$761, \$947 y \$2,471, respectivamente.

Transacciones comerciales - Durante 2021, 2020 y 2019, las subsidiarias de la Entidad realizaron las siguientes transacciones comerciales con partes relacionadas que no son miembros de la Entidad:

	2021	2020	2019
Ventas a asociada	\$ 370,936	\$ 352,757	\$ 309,305
Servicios profesionales pagados a parte relacionada	(378,662)	(361,329)	(290,638)
Compra de mobiliario comercial y diseño de espacios	(61,986)	(57,097)	-

Compensación del personal clave de la administración - La compensación a la administración y otros miembros clave de la administración durante el año fue la siguiente:

	2021	2020	2019
Beneficios directos a corto plazo	\$ 378,662	\$ 361,329	\$ 290,638

## 19. Otros gastos (ingresos), neto

Se integran como sigue:

	2021	2020	2019
Otros ingresos por servicios de publicidad	\$ (10,757)	\$ (27,829)	\$ (8,700)
Devolución de impuestos	(3,962)	(11,726)	-
Pérdida por bajas de equipo	4,257	1,012	1,060
Otros, neto	(48,720)	192,645	(48,828)
	\$ (59,182)	\$ 154,102	\$ (56,468)

## 20. Impuestos a la utilidad

**México** - La Entidad está sujeta al ISR. Conforme a la Ley de ISR en México la tasa para 2021, 2020 y 2019 fue el 30% y continuará al 30% para años posteriores.

**Otros países** - Las tasas de ISR aplicables en el año de 2021, en los países en donde la Entidad tiene subsidiarias, se mencionan a continuación:

	%		%
Argentina	35	República Dominicana	27
Bolivia	25	Guatemala	25
Brasil	34	El Salvador	30
Chile	27	Honduras	25
Colombia	32	Nicaragua	30
Costa Rica	30	Panamá	25
Ecuador	25	España	25
Estados Unidos de América (1)	21	Uruguay	25
Perú	29.5	Paraguay	10

(1) El 20 de diciembre de 2019, se aprobó la reforma fiscal de este país y a partir de 2019 la tasa de ISR federal será del 21%.

Los periodos en los que pueden ser aplicadas las pérdidas fiscales en dichos países van de tres a ocho años.

Las operaciones en Colombia y Argentina están sujetas al impuesto al activo.

En Argentina existe un impuesto a las ganancias mínimas presuntas (IGMP) que resulta de aplicar la tasa del 1% sobre ciertos activos productivos, y se paga únicamente por el monto en que exceda al ISR del ejercicio. Si en algún año se efectuara un pago, este impuesto es acreditado contra el exceso del ISR sobre el IGMP en los próximos diez años.

### a. El impuesto (beneficio) a la utilidad se integra como sigue:

	2021	2020	2019
ISR:			
Causado	\$ 939,166	\$ 827,030	\$ 972,258
Diferido	(25,156)	(60,197)	(176,533)
	\$ 914,010	\$ 766,833	\$ 795,725

La conciliación de la tasa legal del ISR y la tasa efectiva expresada como un porcentaje de la utilidad (pérdida) antes de impuestos a la utilidad y operaciones discontinuas es:

	2021 %	2020 %	2019 %
		<b>(Reformulado)</b>	<b>(Reformulado)</b>
Tasa legal	30	30	30
Más (menos) efecto principalmente de gastos no deducibles y diferencias en tasas legales en operaciones del extranjero	19	(6)	16
Efectos de inflación	(15)	11	5
No deducibles por deterioro de activos de larga duración	7	-	-
Tasa efectiva	<b>41</b>	<b>35</b>	<b>51</b>

#### b. Impuestos diferidos en los estados consolidados de posición financiera

El siguiente es el análisis de los impuestos diferidos activos (pasivos) presentados en los estados consolidados de posición financiera:

	2021	2020	2019
<b>ISR diferido activo:</b>			
Estimaciones para cuentas de cobro dudoso, devoluciones y bonificaciones	\$ 234,054	\$ 67,932	\$ 519,652
Gastos acumulados	434,476	410,053	181,775
Pérdidas fiscales por amortizar	193,171	136,509	130,656
Reserva de inventarios y otros, neto	178,766	374,359	884,747
ISR diferido activo	1,040,467	988,853	1,716,830
<b>ISR diferido (pasivo):</b>			
Dividendos por cobrar	(9,323)	(1,835)	(34,643)
Pagos anticipados	(12,634)	(62,906)	(57,498)
Activos intangibles y otros activos	(1,072,447)	(935,649)	(1,263,065)
ISR diferido pasivo	(1,094,404)	(1,000,390)	(1,355,206)
Total activo, neto	\$ (53,937)	\$ (11,537)	\$ 361,624
<b>El activo neto por impuestos a la utilidad diferidos se integra como sigue:</b>			
Total activo	\$ 500,762	\$ 540,106	\$ 576,442
Total pasivo	(554,699)	(551,643)	(214,818)
Total activo, neto	\$ (53,937)	\$ (11,537)	\$ 361,624

Los saldos de impuestos que corresponden a regímenes fiscales diferentes no se compensan entre sí, y se muestran por separado en los estados consolidados de posición financiera adjuntos.

#### c. Los movimientos del impuesto diferido activo neto del ejercicio son como sigue:

	2021	2020	2019
Saldo inicial	\$ (11,537)	\$ 361,624	\$ 524,518
Impuesto sobre la renta aplicado a resultados	(42,400)	(373,161)	(162,894)
	<b>\$ (53,937)</b>	<b>\$ (11,537)</b>	<b>\$ 361,624</b>

d. Los beneficios de las pérdidas fiscales actualizadas pendientes de amortizar por los que ya se ha reconocido el activo por ISR diferido, pueden recuperarse cumpliendo con ciertos requisitos. Los años de vencimiento y sus montos actualizados al 31 de diciembre de 2021, son:

AÑO DE VENCIMIENTO	PÉRDIDAS AMORTIZABLES
2022	\$ 129
2023	831
2024	55,147
2025	41,244
2026	77,732
2027	64,109
2028	18,803
2029	37,348
2030	31,709
2031	135,409
Sin año de vencimiento	157,961
	<b>\$ 620,422</b>

## 21. Contingencias

La Entidad y sus activos no están sujetos a acción alguna de tipo legal que no sean los de rutina y propios de su actividad.

## 22. Información por segmentos

La información por segmentos operativos se presenta con base en la clasificación de la administración y se presenta información general por área geográfica.

Las operaciones entre segmentos han sido eliminadas. Los activos totales son aquellos utilizados en las operaciones de cada segmento. Los activos corporativos incluidos en el segmento de servicios son: efectivo, inversiones disponibles y a largo plazo, impuestos por recuperar y ciertos activos fijos.

La administración ha identificado dos segmentos operativos divididos en nacional e internacional, para lo cual consideró las siguientes premisas:

- La actividad de negocios o un entorno económico particular, de la cual obtiene ingresos, mantiene activos o incurre en pasivos.
- Por su importancia requiere la atención de la dirección de la entidad económica, para evaluar su desarrollo y tomar decisiones respecto de la asignación de recursos para su operación.
- Se encuentra disponible información adicional a la financiera y está basada en un criterio de enfoque gerencial.
- Los riesgos inherentes de negocio y de rendimientos son diferentes a los de otros segmentos operativos.

Al 31 de diciembre de 2021, la Entidad tiene operaciones en 20 países además de México: Argentina, Bolivia, Brasil, Chile, Colombia, Costa Rica, Ecuador, España, El Salvador, Estados Unidos, Guatemala, Honduras, Nicaragua, Panamá, Paraguay, Perú, República Dominicana, Uruguay, Puerto Rico y Trinidad y Tobago. Las decisiones de la Dirección General son tomadas evaluando los resultados de los segmentos, así como sus principales indicadores.

Los segmentos operativos son reportados de manera consistente con los reportes internos elaborados para proveer información a la Dirección General. El Director General es el responsable de la asignación de recursos, así como la evaluación de los segmentos operativos, por tanto, se considera la persona que toma las decisiones estratégicas.

- Los siguientes cuadros muestran la información financiera por segmento de negocio. Las operaciones entre segmentos han sido eliminadas. Los activos totales son aquellos utilizados en las operaciones de cada segmento, principalmente:

	2021		
	MÉXICO	INTERNACIONAL	TOTAL
Ingresos	\$ 6,463,551	\$ 9,023,508	\$ 15,487,059
Depreciación y amortización	92,565	77,701	170,266
Ingreso por intereses	18,592	46,837	65,429
Gasto por intereses	(308,789)	(135,601)	(444,390)
Impuestos a la utilidad	414,195	499,815	914,010
Participación en la pérdida de asociadas	(90,378)	-	(90,378)
Utilidad neta	429,476	878,391	1,307,867
Total de activos	16,038,531	5,504,429	21,542,960
Total de pasivos	9,239,990	2,230,744	11,470,734
Inversiones en activos productivos	733,419	103,369	836,788

## 2020 (REFORMULADO)

	MÉXICO	INTERNACIONAL	TOTAL
Ingresos	\$ 6,004,129	\$ 7,866,019	\$ 13,870,148
Depreciación y amortización	96,768	62,223	158,991
Ingreso por intereses	24,893	6,503	31,396
Gasto por intereses	(420,930)	(40,177)	(461,107)
Impuestos a la utilidad	403,533	363,300	766,833
Participación en la pérdida de asociadas	(605)	-	(605)
Utilidad neta	815,763	587,740	1,403,503
Total de activos	16,387,555	4,953,328	21,340,883
Total de pasivos	10,228,489	2,269,940	12,498,429
Inversiones en activos productivos	669,325	35,305	704,630

## 2019 (REFORMULADO)

	MÉXICO	INTERNACIONAL	TOTAL
Ingresos	\$ 5,802,817	\$ 6,910,073	\$ 12,712,890
Depreciación y amortización	86,936	55,262	142,198
Ingreso por intereses	15,628	13,149	28,777
Gasto por intereses	(564,677)	(42,006)	(606,683)
Impuestos a la utilidad	520,394	275,331	795,725
Participación en la pérdida de asociadas	64,029	-	64,029
Utilidad neta	32,568	717,037	749,605
Total de activos	13,754,120	4,775,772	18,529,892
Total de pasivos	9,209,492	2,071,150	11,280,642
Inversiones en activos productivos	845,684	29,129	874,813

### 23. Autorización de la emisión de los estados financieros

Los estados financieros consolidados fueron autorizados para su emisión el 12 de abril de 2022 por la administración de la Entidad y el Consejo de Administración y están sujetos a la aprobación de la Asamblea Anual Ordinaria de Accionistas, quien puede decidir su modificación de acuerdo con lo dispuesto en la Ley del Mercado de Valores. Estos estados financieros fueron revisados subsecuentemente y, por lo tanto, reflejan hechos ocurridos entre el 12 de abril de 2022 y el 28 de abril de 2022.

# INDICES, RECOGNITIONS AND RANKINGS 2021

Member of  
**Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA

**Sustainability Yearbook**  
Member 2022  
**S&P Global**



## INDICES

**Inclusion in the Dow Jones Sustainability MILA Pacific Alliance Index for the second consecutive year.** Only company in the Pharmaceuticals, Biotechnology & Life Sciences category. Recognition of companies with the best corporate sustainability practices in Chile, Colombia, Peru and Mexico.

**Members of the S&P Global Sustainability Yearbook 2022,** for our environmental, social and corporate governance (ESG) practices.

**Integration into the S&P/BMV Total Mexico ESG Index for the second consecutive year,** which includes the 29 most sustainable companies in Mexico, previously known as IPC Sustentable, which we have been part of for eight consecutive years.

## RECOGNITIONS

**For the 15th consecutive year, we have been awarded the Distintivo Empresa Socialmente Responsable (Socially Responsible Company Distinction),** Awarded by the Mexican Center for Philanthropy (Centro Mexicano para la Filantropía, CEMEFI), certifying us as a company publicly committed to social responsibility.

**HRC Equidad MX 2022 Certification from the Human Rights Campaign Foundation. Global Workplace Equality Program in Mexico,** for adopting anti-discrimination protections, having a Diversity Committee / LGBTQ+ employee group and developing public activities, creating a more inclusive work environment for all employees.

## SUSTAINABILITY INITIATIVES

### UNITED NATIONS GLOBAL COMPACT

Since 2008 Genomma Lab Internacional, S.A.B. de C.V. has been committed to the corporate responsibility initiative of the United Nations Global Compact and its principles in the areas of human rights, labor, environment and anti-corruption



In support of



**Engagement in the United Nations Sustainable Development Goals Accelerator Program- SDG Ambition (UN Global Compact)** This is an initiative that aims to challenge and support UN Global Compact participating companies to set ambitious corporate goals and accelerate the integration of the 17 Sustainable Development Goals (SDGs) into core business management.

**Adherence to the UN Women's Empowerment Principles (WEPs).** The WEPs are a joint initiative of UN Women and the Global Compact to provide guidance to the private sector on measures to empower women in the workplace, markets and community. It is a business platform that helps companies review their policies and practices on women's empowerment.

**CDP (Carbon Disclosure Project), disclosure of information on environmental impacts, risks and opportunities of climate change.** B rating in the Climate Change 2021 assessment.

## RANKINGS IN MEXICO

**We are part of Merco Responsabilidad ESG's sectorial Ranking of the most responsible companies 2021, , Pharmaceutical Industry,** which considers the analysis of the social, environmental and ethical practices of companies.

**Inclusion in Expansión's Ranking Empresas Responsables (Responsible Business Ranking),** which recognizes the 100 companies with the best economic, social and environmental performance in Mexico.

**We are part of Expansión Mx Magazine's 500 Empresas contra la Corrupción (500 Companies against Corruption) ranking.** This list is made up of companies that have codes and statements in which they declare their genuine commitment to anti-corruption, based on transparency, publicity, accuracy and scope as part of a commitment against corruption.

**Rodrigo Herrera Aspra, Chairman of the Board and Founder of Genomma Lab,** recognized in Expansión Magazine's Los 100 empresarios más importantes de México ranking (The 100 most important businessmen in Mexico).

# MATERIALITY ANALYSIS

(GRI 3-1)

## STAKEHOLDERS

Through our **Stakeholder Engagement Policy**, we express our commitment to promote a global culture of participation, community, communication and commitment to the environment among our stakeholders. Among the guidelines that make up this policy is the fact that we are a transparent company committed to maintaining a continuous dialogue with our stakeholders, through the communication channels that we make available to them, taking into consideration their interests, concerns and expectations.

This constant communication helps us to identify, analyze and prioritize operational risks that could negatively impact our environment. In this line, we consider it necessary to establish strictly supervised controls through the Environmental and Social Management System (ESMS) as a prevention and mitigation tool.

Our ESMS aims at continuous improvement through the measurement of the environmental and social performance of our operations to prevent and mitigate environmental pollution, strengthen our human resources policies, improve our working conditions and identify risks to establish occupational health and safety action plans, as well as maintain a positive long-term relationship with the communities surrounding our operation centers. This system is made up of four categories: administrative monitoring and control, industrial safety, occupational health, and environment, in compliance with the applicable quality standards for each site. It should be noted that the ESMS is based on Inter-American Development Bank (IDB) and International Finance Corporation (IFC) guidelines.




## Relationship and communication with our stakeholders

STAKEHOLDERS	 EMPLOYEES	 CLIENTS AND CUSTOMERS
RELATIONSHIP	<p>2021 was the Year of the People in Genomma Lab. Through our <b>Integrated Management Policy</b> we recognize our employees as the most important link in our value chain. We promote the well-being of our people as an essential part of the organization. We develop their talent, always observing equality of opportunities, diversity, inclusion and respect for human rights, in a framework of legality and with a philosophy of zero tolerance in matters of discrimination, harassment and/or violence. We also focus on ensuring the physical, mental and social well-being of our employees. We guarantee a safe work environment that allows us to minimize the environmental impact of our operations, complying with the applicable legal framework and striving for continuous improvement. We do not allow unsafe behavior and/or conditions that may cause incidents, accidents or occupational diseases.</p>	<p>We are committed to offering products that meet applicable quality, regulatory and legal requirements. The entire company is committed to the satisfaction of our customers and clients, through the continuous improvement of our processes throughout the supply chain, from our suppliers to our customers, ensuring timely product availability, as well as customer and client service during and after the purchase of our products.</p>
IDENTIFIED CONCERNS	<ul style="list-style-type: none"> <li>• Corporate culture</li> <li>• Training</li> <li>• Programs and benefits for employees and their families</li> <li>• Well-being of employees</li> <li>• Care for the environment</li> </ul>	<ul style="list-style-type: none"> <li>• Price and quality of our products and services</li> <li>• Responsibility towards the environment</li> </ul>
COMMUNICATION CHANNELS	<ul style="list-style-type: none"> <li>• Internal communication</li> <li>• Social platform "GEN APP", which allows daily interaction with all members of the organization</li> <li>• Work environment surveys</li> <li>• Ethical helpline "GEN Te-Escucha"</li> <li>• Town Hall session</li> <li>• Open dialogue sessions with the CEO -Open dialogue sessions with the CEO</li> <li>• Organizational climate survey</li> <li>• NOM-035-STPS-2018 diagnostics to prevent psychosocial risks / Psychosocial risk factors in the workplace Identification, Analysis and Prevention</li> <li>• Employee Assistance Program (Psychological Guidance, Legal Assistance, Financial-Accounting Assistance and Nutritional Counseling)</li> </ul>	<p><b>Clients</b></p> <ul style="list-style-type: none"> <li>• Direct contact with sales representatives</li> <li>• Website</li> <li>• Customer service helpline</li> </ul> <p><b>Customers</b></p> <ul style="list-style-type: none"> <li>• Website</li> <li>• Customer service helpline</li> </ul>
RESULTS	<ul style="list-style-type: none"> <li>• Understanding of employee needs</li> <li>• Communication of organizational changes, training and benefits</li> <li>• Improvement of the work environment</li> <li>• Knowledge of the company's values and Integrity Policies</li> <li>• Reporting of ethics cases</li> </ul>	<p><b>Clients</b></p> <ul style="list-style-type: none"> <li>• Communicating our product and service range, prices, and quality</li> <li>• Satisfying our customers and exceeding their expectations</li> </ul> <p><b>Customers</b></p> <ul style="list-style-type: none"> <li>• Customer satisfaction</li> <li>• Understanding expectations</li> </ul>



STAKEHOLDERS	 INVESTORS	 SUPPLIERS AND BUSINESS PARTNERS	 AUTHORITIES
<b>RELATIONSHIP</b>	<p>We strive to guarantee the financial sustainability of the company, within a framework of transparency and legality, ensuring the lasting success of the company and the generation of profitability for our shareholders, so that they continue to place their trust in us.</p>	<p>We focus on having an efficient and sustainable supply chain, building long-term relationships, aligning all members of our value chain with the values and policies of our company. We have a Supplier Code of Conduct and Ethics in place to verify and promote the level of commitment of our suppliers and contractors to sustainability, through the ESMS, prioritizing respect for human rights, environmental management and the well-being of their employees.</p>	<p>We manage our operations and relations with governmental, regulatory and legislative authorities always in line with the applicable laws and regulations in the countries where we operate, in addition to acting in accordance with the provisions of our Integrity Policies, such as our <b>Code of Conduct and Ethics and Anti-Corruption Policy</b>.</p>
<b>IDENTIFIED CONCERNS</b>	<ul style="list-style-type: none"> <li>• Company's financial performance</li> <li>• Stock performance</li> <li>• Sustainability disclosure and performance</li> <li>• Risks and opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Efficient and sustainable supply chain</li> <li>• Ethics and legal compliance</li> <li>• Quality of products and services</li> <li>• Alignment with the company's values and policies</li> </ul>	<ul style="list-style-type: none"> <li>• Ethics and legal compliance</li> <li>• Health and safety</li> <li>• Environmental performance</li> </ul>
<b>COMMUNICATION CHANNELS</b>	<ul style="list-style-type: none"> <li>• Direct communication with the Investor Relations area</li> <li>• Regular meetings</li> <li>• Quarterly financial reports</li> <li>• Investor Relations website</li> <li>• Annual Report</li> <li>• Press releases</li> </ul>	<ul style="list-style-type: none"> <li>• Direct communication with Procurement representatives.</li> <li>• Supplier website</li> <li>• Supplier helpline</li> </ul>	<ul style="list-style-type: none"> <li>• Direct communication with the regulatory affairs area</li> <li>• Direct communication with the legal area</li> </ul>
<b>RESULTS</b>	<ul style="list-style-type: none"> <li>• Understanding the Company's economic, environmental and social performance</li> <li>• Transparency and reliability towards investors</li> <li>• Investor attraction</li> </ul>	<ul style="list-style-type: none"> <li>• Efficient supply chain</li> <li>• Long-term partnerships</li> <li>• Alignment with the Company's values, standards, and policies</li> <li>• Supplier Sustainability Program</li> <li>• Increased efficiency, reliability and transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Legal compliance</li> <li>• Adjustment to new local, national and regional regulations</li> <li>• Reduced legal risks</li> <li>• Company's increased trust and reputation</li> </ul>



STAKEHOLDERS	 <b>NGO MEMBERS</b>	 <b>ORGANISMOS MULTILATERALES Y CÁMARAS SECTORIALES</b>	 <b>COMUNIDADES</b>
<b>RELATIONSHIP</b>	<p>We establish strategic relationships with NGOs, such as foundations and local health institutions in order to enhance well-being initiatives aimed at vulnerable communities and groups.</p>	<p>In 2018, the World Bank's IFC and the Inter-American Development Bank's IDB Invest granted us long-term financing to support our first manufacturing project in Mexico, offering us strategic advice on various technical, social and environmental aspects.</p> <p>In addition, since 2008 we have been a signatory to the United Nations Global Compact, actively participating in initiatives that promote the private sector's contribution to the United Nations Sustainable Development Goals.</p> <p>Our participation in external forums, such as industry chambers or associations, allows us to continue promoting best practices in our industry and to be an active part of the regulatory evolution throughout the countries in which we operate.</p>	<p>Through our <b>Integrated Management Policy</b> and our <b>Stakeholder Engagement Policy</b>, we aim to conduct our business objectives in an ethical manner wherever we operate, and to promote engagement with our stakeholders, particularly with neighboring communities, contributing to the company's Sustainable Development Goals and Sustainability Model.</p>
<b>IDENTIFIED CONCERNS</b>	<ul style="list-style-type: none"> <li>• Company's performance in terms of sustainability.</li> <li>• Building alliances to promote the development of the environment</li> </ul>	<ul style="list-style-type: none"> <li>• Company's commitment and responsibility towards the environment</li> <li>• Ethics and legal compliance</li> <li>• Environmental performance</li> <li>• Promoting best practices in the industry</li> </ul>	<ul style="list-style-type: none"> <li>• Open dialogue with the community surrounding our operations</li> <li>• Company's responsibility and commitment towards the environment</li> </ul>
<b>COMMUNICATION CHANNELS</b>	<ul style="list-style-type: none"> <li>• Direct communication with the social responsibility and sustainability area</li> <li>• Website.</li> <li>• Annual Report</li> </ul>	<p><b>Multilateral organizations</b></p> <ul style="list-style-type: none"> <li>• Direct communication with the Investor Relations area.</li> <li>• Direct communication with the legal area.</li> <li>• Direct communication with the social responsibility and sustainability area.</li> <li>• Annual Sustainability Monitoring Report.</li> <li>• Annual Report.</li> </ul> <p><b>Sectoral chambers</b></p> <ul style="list-style-type: none"> <li>• Direct communication with the regulatory affairs area</li> <li>• Regular meetings</li> <li>• Annual conferences and forums</li> <li>• Specialized committees and working groups addressing the international context</li> </ul>	<ul style="list-style-type: none"> <li>• Direct communication with the social responsibility and sustainability area</li> <li>• Community service helpline</li> <li>• Dialogue with surrounding communities</li> <li>• Social initiatives</li> <li>• Volunteer work</li> <li>• Genomma Lab Foundation programs</li> <li>• Corporate volunteering</li> </ul>
<b>RESULTS</b>	<ul style="list-style-type: none"> <li>• Understanding the Company's economic, environmental and social performance</li> <li>• Building strategic alliances to promote the development of the environment</li> <li>• Collaboration in capacity development projects</li> </ul>	<p><b>Multilateral organizations</b></p> <ul style="list-style-type: none"> <li>• Understanding the Company's economic, environmental and social performance</li> <li>• Implementing best environmental and social practices</li> <li>• Reducing environmental and social risks</li> </ul> <p><b>Sectoral chambers</b></p> <ul style="list-style-type: none"> <li>• Developing coordinated initiatives with industry chambers</li> <li>• Adapting to new local, national and regional regulations</li> <li>• Sharing industry best practices</li> </ul>	<ul style="list-style-type: none"> <li>• Identifying concerns and needs.</li> <li>• Integrated well-being</li> <li>• Trusting relationships</li> <li>• Social license to operate</li> <li>• Mitigation of social and environmental risks</li> </ul>



# MATERIALITY ANALYSIS

Our latest materiality analysis was conducted between the end of 2020 and the beginning of 2021, by an external consulting firm. The main objectives were as follows:

- **Updating materiality analysis.**
- Consulting the company's stakeholders on **relevant topics** and identify the priority topics for the company.
- **Linking material issues with value chain** or cross-cutting environmental, social and economic (non-financial) risks.
- **Identifying GRI standards and content aligned** to material issues based on good practices of sustainable reporting in the pharmaceutical and personal care industry.

Regarding the scope of the analysis, the following criteria were taken into account:

- The 19 countries where Genomma Lab operates.
- 11 key stakeholders.
- Sustainable Development Goals (SDGs).
- GRI standards.
- Criteria assessed by the Dow Jones Sustainability Index (S&P and RobecoSAM).
- Pharmaceutical and personal care industry.

The selection criteria for the stakeholders who participated in the survey were:

- The level of relevance they had for Genomma Lab.
- The level of collaboration and characteristics that the stakeholders had in the previous materiality analysis.
- The analysis carried out by members of Genomma Lab's senior management on its value chain.

The following stakeholders were consulted on material issues for the company:



When identifying the key issues and concerns of the main stakeholders, the design of each questionnaire took into account different considerations for each stakeholder group. All surveys included questions related to the three sustainability pillars (environmental, social and economic) and consulted on the relevant topics resulting from the previous materiality analysis, complemented with additional topics based on best practices in the pharmaceutical and personal care industry, the experience of the work teams (both Genomma Lab and the external consultant) as well as information from public sources available at the time of the fieldwork. Indicators from various sustainability measurement tools such as the GRI Standards and the Corporate Sustainability Assessment (CSA) of S&P Global and RobecoSAM were also considered.

Consultation with stakeholders was carried out through online surveys, for which a list of questions and a tutorial were generated as a customer guide. Each survey was sent to each participant or representative of the selected stakeholder groups. The survey design and criteria were developed by the consulting firm and validated with us as Genomma Lab, prior to submission. Throughout the entire process, representatives of our employees served as the sole point of contact with stakeholders.

To build the materiality matrix, the results obtained in the stakeholder surveys were weighted, for which internal and external groups were considered in order to have a vision both inside and outside the organization on material issues. After obtaining these results, one additional point was assigned to each issue regardless of its level of materiality (i.e., to the universe of issues evaluated) each time one of the following criteria was met:

- If the material issue has an associated risk from the ODS materiality tool developed jointly with GLI.
- If the material issue has an associated SDG.
- If the material issue has one or more GRI KPIs.
- If the KPI associated with the material issue was reported by two or more companies in the benchmark.
- If the material issue was prioritized in the 2025 agenda.
- If the KPI associated with the material issue is also associated with SAM.
- In addition to the above analysis, a quality and best practices analysis was carried out as an industry benchmark.

After processing the surveys and analyzing the aforementioned tools, the consulting firm proposed the scope and contents of the next sustainability report to be prepared. These results were reviewed and authorized by our Board of Directors.

In terms of the Mexican Securities Market Law, our Board of Directors relies on the Chief Executive Officer for the management, conduct and execution of the business. Within the limits allowed by the same law, certain relevant executives are responsible for addressing social, economic and environmental issues. These same issues are managed through the Company's Global Sustainability Committee, led by the Chairman of the Board and the Chief Executive Officer, and comprised of leaders from strategic areas at a global level. Alejandro Bastón Patiño, Executive Vice President of Institutional Relations,



Media, Human Resources and Sustainability, is responsible for stakeholder consultation on economic, environmental and social issues through the materiality analysis conducted during 2020, the results of which have been presented to the Global Sustainability Committee, Operating Committee and Board of Directors for consideration as part of the Company's comprehensive strategy. Learn more about our Corporate Governance in our **Ethics and Corporate Governance Chapter**.

**(GRI 3-2)**

The material issues identified and selected were as follows, prioritizing a list from 1 to 12, and are listed at the top of the materiality matrix shown above:

Axe	#	Material Issue
Environmental	1	Climate change
	2	Water management
	3	Packaging and waste
	4	Operational waste
Social	5	Promoting health and well-being
	6	Talent attraction and employee development
	7	Diversity, inclusion and gender equity within our team
	8	Community outreach
Economic	9	Product quality and safety
	10	Responsible value chain management
	11	Customer satisfaction
	12	Anti-corruption practices



It is important to note that in order to select the topics to be reported in this report SASB analysis was added in the sectors of Biotechnology and Pharmaceuticals, and Personal Care Products. For this purpose, the following SASB metrics were reviewed, which coincide with some of the important (and not priority) material issues of the

mentioned materiality analysis and which are also directly related to Human Rights.

- Access and affordability
- Ethical marketing

Although, in comparison to the material issues of the 2020 report, two issues are apparently excluded: the one related to "Price and affordability of products" is within the SASB metrics included. Also, the issue of "Value chain management" would include "Responsible and sustainable sourcing", which is not named in the 2021 material topics.

# IMPACTS RELATED TO 2021 MATERIAL ISSUES

The potential impacts identified for each of the aforementioned material issues are:

## CLIMATE CHANGE

- Fuel price increase.
- Logistical interruption due to extreme hydrometeorological events.
- Non-compliance with environmental management regulations/standards

## WATER MANAGEMENT

- Non-compliance with local and federal environmental regulations.
- Changes in environmental requirements
- Non-compliance with environmental management regulations/standards.

## PACKAGING AND WASTE

- Environmental regulatory changes regarding packaging.
- Non-compliance with local and federal environmental regulations.
- Changes in environmental requirements.
- Development of products without considering current standards and regulations.
- Changes in customer expectations and preferences.

## OPERATIONAL WASTE

- Non-compliance with local and federal environmental regulations.
- Changes in environmental requirements.
- Non-compliance with environmental management regulations/standards.

## PROMOTING HEALTH AND WELL-BEING

- Lack of accessibility and affordability of products for customers.

## TALENT ATTRACTION AND EMPLOYEE DEVELOPMENT

- High voluntary employee turnover.
- Low budget for talent development training programs.

## COMMUNITY OUTREACH

- Unsafe environment.
- Violation of human rights and well-being of surrounding communities as a result of our operation.

## DIVERSITY, INCLUSION AND GENDER EQUITY WITHIN OUR TEAM

- High voluntary employee turnover.
- Lack of diversity in the workforce.

## PRODUCT QUALITY AND SAFETY

- Development of products without considering current standards and regulations

## RESPONSIBLE VALUE CHAIN MANAGEMENT

- Work incidents.
- Changes in environmental requirements.
- Changes in social requirements.

## CUSTOMER SATISFACTION

- Misleading advertising or lack of transparency in product marketing.
- Development of products without considering current standards and regulations.
- Changes in customer expectations and preferences.

## ANTI-CORRUPTION PRACTICES

- Unethical practices/corruption in operations.



# ANNEX I INDUSTRY ASSOCIATIONS

## 1. COSMETIC CHAMBERS & ASSOCIATIONS

Chamber	Country
Council of the Cosmetics, Personal Hygiene and Home Care Industry of Latin America ( <i>Consejo de la Industria de Cosméticos, Aseo Personal y Cuidado del Hogar de Latinoamérica, CASIC</i> )	Latin America
Personal Care Product Council ( <b>PCPC</b> )	United States of America
Personal and Home Care Industry ( <i>Industria del Cuidado Personal y del Hogar</i> ) ( <b>CANIPEC</b> )	Mexico
Chamber of Commerce of Costa Rica ( <i>Cámara de Comercio Costa Rica</i> ) – Cosmetics Commission	Costa Rica
Association of Personal and Home Care and Hygiene Products Manufacturers, Inc. ( <i>Asociación de Fabricantes de Productos para el Cuidado e Higiene Personal y del Hogar, Inc</i> ) ( <b>AFAPER</b> )	Dominican Republic
National Association of Entrepreneurs of Colombia ( <i>Asociación Nacional de Empresarios de Colombia, ANDI</i> ), Personal Care Cluster	Colombia
PROCOSMETICS ( <i>PROCOSMÉTICOS</i> )	Ecuador
Peruvian Cosmetics and Hygiene Committee ( <i>Comité Peruano de Cosmética e Higiene</i> ) ( <b>COPECOH</b> )	Peru
Bolivian Association of Cosmetics and Hygiene and Grooming ( <i>Asociación Boliviana de Cosmética e Higiene y Aseo</i> ) ( <b>AB-COH</b> )	Bolivia
Brazilian Association of the Personal Hygiene Products Industry, Perfumes and Cosmetics, ( <i>Asociación Brasileira de la Industria de Productos de Higiene Personal, Perfumería y Cosméticos</i> ) ( <b>ABIHPEC</b> )	Brazil
Argentine Chamber of Cosmetics and Perfumery, ( <i>Cámara Argentina de Cosmética y Perfumería</i> ) ( <b>CAPA</b> )	Argentina
Chamber of the Cosmetic Industry of Chile ( <i>Cámara de la Industria Cosmética de Chile</i> )	Chile

## 2. PHARMACEUTICAL AND MULTISECTORAL CHAMBERS

Chamber	Country
Coconsumer Healthcare Products Association ( <b>CHPA</b> )	United States of America
National Chamber of the Pharmaceutical Industry ( <i>Cámara Nacional de la Industria Farmacéutica</i> ) ( <b>CANIFARMA</b> )	Mexico
Association of Manufacturers of Over the Counter Medicines AC ( <i>Asociación de Fabricantes de Medicamentos de Libre Acceso AC</i> ) ( <b>AFAMELA</b> )	Mexico
Chamber of Commerce of Costa Rica ( <i>Cámara de Comercio de Costa Rica</i> ), Medicines Commission	Costa Rica
National Association of Entrepreneurs of Colombia ( <i>Asociación Nacional de Empresarios de Colombia</i> ) ( <b>ANDI</b> ) Medicines Cluster	Colombia
COMSALUD	Peru
National Chamber of Commerce of Bolivia ( <i>Cámara Nacional de Comercio de Bolivia</i> )	Bolivia
Union of the Pharmaceutical Products Industry ( <i>Sindicato de la Industria de Productos Farmacéuticos</i> ) ( <b>SINDUSFARMA</b> )	Brazil
Brazilian Association of the Industry of Non-Prescription Medicines ( <i>Asociación Brasileña de Industria de Medicamentos Exentos de Prescripción</i> ) ( <b>ABIMIP</b> )	Brazil
Chamber of Direct Sales ( <i>Cámara de Venta Directa</i> ) ( <b>CAMEVED</b> )	Chile
Argentine Chamber of Producers of OTC Medicinal Specialty Products ( <i>Cámara Argentina de Productores de Especialidades Medicinales de Venta Libre</i> ) ( <b>CAPEMVeL</b> )	Argentina



# GRI CONTENT INDEX

Statement of use Genomma Lab has reported in accordance with the GRI Standards for the period 2021

GRI 1 GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	208, 6, 7			
	2-2 Entities included in the organization's sustainability reporting	206			
	2-3 Reporting period, frequency and contact point	206			
	2-4 Restatements of information	206			
	2-5 External assurance	206, 208			
	2-6 Activities, value chain and other business relationships	6, 7, 8, 57			
	2-7 Employees	76, 77			
	2-8 Workers who are not employees	77			
	2-9 Governance structure and composition	122, 123, 124			
	2-10 Nomination and selection of the highest governance body	125			
	2-11 Chair of the highest governance body	125			
	2-12 Role of the highest governance body in overseeing the management of impacts	125			
	2-13 Delegation of responsibility for managing impacts	125, 126			
	2-14 Role of the highest governance body in sustainability reporting	125			
	2-15 Conflicts of interest	125			
	2-16 Communication of critical concerns	125			
	2-17 Collective knowledge of the highest governance body	123			
	2-18 Evaluation of the performance of the highest governance body	125			
	2-19 Remuneration policies	126			
	2-20 Process to determine remuneration	126			
	2-21 Annual total compensation ratio	126			
	2-22 Statement on sustainable development strategy	12, 14			
	2-23 Policy commitments	24, 131, 137			
	2-24 Embedding policy commitments	24, 131, 135			
	2-25 Processes to remediate negative impacts	138			
	2-26 Mechanisms for seeking advice and raising concerns	133			



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 2: General Disclosures 2021</b>	2-27 Compliance with laws and regulations	109			
	2-28 Membership associations	49			
	2-29 Approach to stakeholder engagement	23			
	2-30 Collective bargaining agreements	82			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	190			
	3-2 List of material topics	194			
<b>Responsible management of the value chain</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	58, 59, 82			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	58			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	59			
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	59, 82			
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	42, 59, 131			
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	59			
<b>Anti-corruption practices</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	59			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	136			
	205-2 Communication and training about anti-corruption policies and procedures	59, 137			
	205-3 Confirmed incidents of corruption and actions taken	136			
<b>GRI 415: Public policy 2016</b>	415-1 Political contributions	137			
<b>Empaques y residuos</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	30, 31, 32			
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	31, 32			
	301-2 Recycled input materials used	30, 31, 32			
	301-3 Reclaimed products and their packaging materials	30, 31, 32			
<b>Cambio climático</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	116			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	116, 117, 118			
	302-3 Energy intensity	116, 117, 118			
	302-4 Reduction of energy consumption	116, 117, 118			
	302-5 Reduction in energy requirements of products and services	116, 117, 118			



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	118			
	305-2 Energy indirect (Scope 2) GHG emissions	118			
	305-3 Other indirect (Scope 3) GHG emissions	118			
	305-4 GHG emissions intensity	Omitted	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	Information unavailable	Genomma Lab International does not currently manage GHG emission intensity indicators
	305-5 Reduction of GHG emissions	Omitted	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	Information unavailable	For this Report, no reductions in GHG emissions have been identified given the increase in operations in 2021 compared to the previous year.
<b>Water management</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	115			
	3-3 Management of material topics	115			
<b>GRI 303: Water 2018</b>	303-1 Interactions with water as a shared resource	115			
	303-2 Management of water discharge-related impacts	115			
	303-3 Water withdrawal	115			
	303-4 Water discharge	115			
	303-5 Water consumption	114			
<b>Operational waste</b>					
<b>GRI 3: Temas Materiales 2021</b>	3-3 Management of material topics	110			
<b>GRI 306: Residuos 2020</b>	306-1 Waste generation and significant waste-related impacts	110			
	306-2 Management of significant waste-related impacts	110			




GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 306: Residuos 2020</b>	306-3 Waste generated	110			
	306-4 Waste diverted from disposal	110, 112			
	306-5 Waste directed to disposal	110, 112			
<b>Talent attraction and employee development</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	73			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	73, 78, 80			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81			
	401-3 Parental leave	81			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	90			
	404-2 Programs for upgrading employee skills and transition assistance programs	90,91, 92			
	404-3 Percentage of employees receiving regular performance and career development reviews	83			
<b>Improving health and well-being</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	94, 95			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	94			
	403-2 Hazard identification, risk assessment, and incident investigation	95			
	403-3 Occupational health services	96			
	403-4 Worker participation, consultation, and communication on occupational health and safety	96			
	403-5 Worker training on occupational health and safety	96			
	403-6 Promotion of worker health	96			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	96			
	403-8 Workers covered by an occupational health and safety management system	94			
	403-9 Work-related injuries	96			
	403-10 Work-related ill health	96			
<b>Diversity, inclusion and gender equity in our team</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	85			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	76, 77, 81, 85, 89			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	133			










GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>Associating with communities</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	97			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	97			
<b>Product safety and quality</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	41, 43			
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	41, 42			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	43			
<b>Consumer satisfaction</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	46			
		46, 54, 65			
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Omitted	The reporting organization shall report the following information: a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Confidentiality constraints	Disclaimer: The information regarding monetary losses as a result of legal procedures associated with marketing and labeling, is of a sensitive nature for the organization, so it will not be disclosed for 2021. However, reporting such information will be considered for the next edition of the report.
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	134			

## SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



SDG	TARGET	SOURCES	DISCLOSURES	LOCATION
	3.9	<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	118
	3.9		305-2 Energy indirect (Scope 2) GHG emissions	118
	3.9		305-3 Other indirect (Scope 3) GHG emissions	118
	3.9	<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	110
	3.9		306-2 Management of significant waste-related impacts	110
	3.9		306-3 Waste generated	110
	3.9		306-4 Waste diverted from disposal	110, 112

SDG	TARGET	SOURCES	DISCLOSURES	LOCATION
	3.2	<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81
	3.3	<b>GRI 403: Occupational Health and Safety 2018</b>	403-6 Promotion of worker health	96
	3.6		403-9 Work-related injuries	96
	3.4		403-10 Work-related ill health	96
	5.2	<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	59

SDG	TARGET	SOURCES	DISCLOSURES	LOCATION		
	5.1	<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	78, 80		
			401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81		
			401-3 Parental leave	81		
	5.1	<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	90		
			404-3 Percentage of employees receiving regular performance and career development reviews	83		
			405-1 Diversity of governance bodies and employees	76, 77, 81, 89		
			8.8	<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	133
		12.2	<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	116, 117, 118	
				302-3 Energy intensity	116, 117, 118	
				302-4 Reduction of energy consumption	116, 117, 118	
302-5 Reductions in energy requirements of products and services				116, 117, 118		
8.3				<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	58
	8.8	<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	59, 82		
			8.7	<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	42, 59, 131
	5.2	<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	59		
			12.2	<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	31, 32
					301-2 Recycled input materials used	30, 31, 32
			12.2	<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	116, 117, 118
					302-3 Energy intensity	116, 117, 118
					302-4 Reduction of energy consumption	115, 116, 117
302-5 Reductions in energy requirements of products and services	115, 116, 117					

SDG	TARGET	SOURCES	DISCLOSURES	LOCATION	
	5.1	<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	78, 80	
			401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81	
			401-3 Parental leave	81	
	5.1	<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	90	
			404-2 Programs for upgrading employee skills and transition assistance programs	90, 91, 92	
			404-3 Percentage of employees receiving regular performance and career development reviews	83	
			8.8	403-1 Occupational health and safety management system	94
		8.8	<b>GRI 403: Occupational Health and Safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	95
				403-3 Occupational health services	96
		8.8	<b>GRI 403: Occupational Health and Safety 2018</b>	403-4 Worker participation, consultation, and communication on occupational health and safety	96
403-5 Worker training on occupational health and safety				96	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships				96	
8.8		<b>GRI 403: Occupational Health and Safety 2018</b>	403-8 Workers covered by an occupational health and safety management system	94	
			403-9 Work-related injuries	96	
8.8		<b>GRI 403: Occupational Health and Safety 2018</b>	403-10 Work-related ill health	96	
			8.5	<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees
8.8		<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	133	
	5.1		<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	78, 80
				404-1 Average hours of training per year per employee	90
8.5	<b>GRI 404: Training and Education 2016</b>	404-3 Percentage of employees receiving regular performance and career development reviews	83		

SDG	TARGET	SOURCES	DISCLOSURES	LOCATION	
	12.2	<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	31, 32	
			301-2 Recycled input materials used	30, 31, 32	
	12.2	<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	116, 117, 118	
	12.2		302-3 Energy intensity	116, 117, 118	
	12.2		302-4 Reduction of energy consumption	115, 116, 117	
	12.2		302-5 Reductions in energy requirements of products and services	115, 116, 117	
	3.9		<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	118
	3.9	305-2 Energy indirect (Scope 2) GHG emissions		118	
	3.9	305-3 Other indirect (Scope 3) GHG emissions		118	
	RESPONSIBLE CONSUMPTION AND PRODUCTION	12.4	<b>GRI 303: Water 2018</b>	303-1 Interactions with water as a shared resource	115
		6.3		303-2 Management of water discharge-related impacts	115
		6.4		303-3 Water withdrawal	115
6.3		303-4 Water discharge		115	
6.4		303-5 Water consumption		115	
3.9		<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	110	
3.9			306-2 Management of significant waste-related impacts	110	
3.9			306-3 Waste generated	110	
3.9			306-4 Waste diverted from disposal	110, 112	
12.8			<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	46, 54, 65
	12.2	<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	116, 117, 118	
	12.2		302-3 Energy intensity	116, 117, 118	
	12.2		302-4 Reduction of energy consumption	115, 116, 117	
	12.2		302-5 Reductions in energy requirements of products and services	115, 116, 117	
	3.9	<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	118	
	3.9		305-2 Energy indirect (Scope 2) GHG emissions	118	
	3.9		305-3 Other indirect (Scope 3) GHG emissions	118	

SDG	TARGET	SOURCES	DISCLOSURES	LOCATION	
	3.9	<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	118	
	3.9		305-2 Energy indirect (Scope 2) GHG emissions	118	
	3.9		305-3 Other indirect (Scope 3) GHG emissions	118	
	LIFE BELOW WATER	3.9	<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	110
		3.9		306-2 Management of significant waste-related impacts	110
		3.9		306-3 Waste generated	110
	3.9	<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	118	
	3.9		305-2 Energy indirect (Scope 2) GHG emissions	118	
	3.9		305-3 Other indirect (Scope 3) GHG emissions	118	
	LIFE ON LAND	3.9	<b>GRI 306: Waste 2020</b>	306-3 Waste generated	110
		3.9		306-5 Waste directed to disposal	110, 112
		5.2		<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria
	16.5	<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	59, 137	
	16.5		205-3 Confirmed incidents of corruption and actions taken	136	
	16.5	<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	137	
	8.8	<b>GRI 403: Occupational Health and Safety 2018</b>	403-9 Work-related injuries	96	
	8.8		403-10 Work-related ill health	96	
	16.3	<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	43	
	12.8	<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	46, 54, 65	
	16.10	<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	134	

## SASB INDEX

MATERIAL TOPICS 2021	SASB TOPIC	ACCOUNTING METRIC	CODIFIED METRIC CODE	LOCATION	NOTES	DISCLAIMER	GLI COMMENTS
<b>Climate Change</b>	Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	CG-HP-140a.1	115	-	-	-
<b>Water Management</b>	Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	115	-	-	-
<b>Packaging and waste</b>	Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	CG-HP-410a.1	30,31, 32	-	-	-
		Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-410a.2	30,31, 32	-	-	-
<b>Operational waste</b>	Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	115	-	-	-
<b>Health &amp; Wellness</b>	Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	48	-	-	-
	Product Environmental, Health, and Safety Performance	Revenue from products that contain REACH substances of very high concern (SVHC)	CG-HP-250a.1	43	-	-	-
		Revenue from products that contain substances on the California DTSC Candidate Chemicals List	CG-HP-250a.2	43	-	-	-
		Discussion of process to identify and manage emerging materials and chemicals of concern	CG-HP-250a.3	45	-	-	-
		Revenue from products designed with green chemistry principles	CG-HP-250a.4	30, 31, 32	-	-	-
Safety of Clinical Trial Participants	Número de inspecciones de patrocinadores de la FDA relacionados con la administración de ensayos clínicos y farmacovigilancia que dieron como resultado: (1) Acción voluntaria indicada (VAI) y (2) Acción oficial indicada (OAI).	HC-BP-210a.2	41, 42, 43	-	-	-	
<b>Talent attraction and employee development</b>	Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and other research and development personnel	HC-BP-330a.1	79	-	-	-
		(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, © professionals, and (d) all others	HC-BP-330a.2	Not reported	Information not available	Disclaimer: The HR department did not have a measurement for turnover by hierarchical level. However, this level of segmentation will be considered for future reports.	-

TEMA	TEMA	PARÁMETRO	CÓDIGO	UBICACIÓN (PÁGINA)	OBSERVACIONES	DISCLAIMER	OBSERVACIONES GLI	
<b>Safety and quality of products</b>	Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	48	-	-	-	
	Product Environmental, Health, and Safety Performance	Revenue from products that contain REACH substances of very high concern (SVHC)	CG-HP-250a.1	43	-	-	-	
<b>Customer satisfaction</b>	Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	48	-	-	-	
		Discussiondescription of process for alerting end customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	46, 65	-	-	-	
	Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	65	-	-	-	
	Product Environmental, Health, and Safety Performance	Revenue from products that contain REACH substances of very high concern (SVHC)	CG-HP-250a.1	43	-	-	-	
	Affordability & Pricing		Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	HC-BP-240b.2	51	-	-	-
			Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	HC-BP-240b.3	51	-	-	-
<b>Anti-corruption practices</b>	Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Not reported	Omission	Disclaimer: The information regarding monetary losses as a result of legal procedures associated with marketing and labeling, is of a sensitive nature for the organization, so it will not be disclosed for 2021. However, reporting such information will be considered for the next edition of the report.	-	
	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	136	-	-	-	
		Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	131	-	-	-	

# ABOUT THIS REPORT

(GRI 2-2, 2-3, 2-4, 2-5)

We present our integrated annual report corresponding to the year 2021. The previous edition corresponded to the year 2020 and was published in the year 2021. The periodicity of this document is annual. The scope of this report includes all the of Genomma Lab's entities and subsidiaries, considered in the Annual Report in XBRL format for the year 2021, reported by the Company to the Mexican Stock Exchange (hereinafter BMV) in accordance with ANNEX N of the Single Circular of broadcasters. For more information and/or reference, please consult the aforementioned document at the following link.



Our sustainability report contains the results of the impact management of environmental, social and corporate governance issues; in addition to the main financial results of Genomma Lab, taken entirety from the mentioned BMV report.

This document has been prepared by Genomma Lab with the advice of the specialized firm Valora Consultores, in accordance with the Global Reporting Initiative - GRI Standards, using the new 2021 Universal Standards; and additionally, the approach of the Sustainability Accounting Standards Board (SASB).

Likewise, we consider the interests of investors and other of our main stakeholders, through the requirements of the Dow Jones Sustainability Index of S&P and RobecoSAM, the Reference Framework for Transparency and Responsibility of the Principles for the Empowerment of Women (WEPs), the Carbon Disclosure Project (CDP), the Task Force for Climate-Related Financial Disclosures (TCFD), the Sustainable Development Goals - SDG and the 10 principles of the Global Compact of Nations United.

This report reflects our commitment to transparency and accountability to our stakeholders on our material issues. In order to identify what content is being referred to, at the beginning of each section there are codes of the different metrics that we are using, beginning with their corresponding acronyms (GRI, for example). Similarly, the specific index for each of the tools used are at the end of the report.

Although there is no restatement of the information, there has been a change in the preparation of the report, since this year work has been carried out in accordance with the new Universal Standards 2021 of the Global Reporting Initiative - GRI, while last year the report was worked on according to the "Essential" option of the same. Additionally, this document was submitted to external verification through the auditing company Redes Sociales.

The information contained in this report is for informational purposes only and does not constitute an official means of information for the Company.

The information presented in this report, except for the financial information, contains certain forward-looking statements and information regarding Genomma Lab Internacional, S.A.B. of C.V. and its subsidiaries (collectively "Genomma Lab" or the "Company") which are based on the understanding of its administrators, as well as assumptions and information currently available to the Company. Such statements reflect Genomma Lab's current view of future events and are subject to certain risks, uncertainties, and assumptions. Many factors could cause the Company's current results, performance, or achievements to be materially different from any future results, performance, or achievements of Genomma Lab that may be included, express or implied, in such forward-looking statements, including, among others: changes in general economic and/or political conditions, governmental and commercial changes globally and in the countries in which the Company does business, changes in interest and inflation rates, exchange rate volatility, changes in the demand and regulation of the products marketed by the Company, changes in the price of raw materials and other supplies, changes in business strategy and

various other factors. If one or more of these risks or uncertain factors materializes, or if the assumptions used turn out to be incorrect, actual results could vary materially from those described herein as anticipated, believed, estimated, or expected. Genomma Lab makes no attempt and assumes no obligation to update these forward-looking statements.

## DISSEMINATION OF THE ANNUAL REPORT

Official website, email, Mexican Stock Exchange and United Nations Global Compact website.

## REPORT RELEASE DATE

May 27th, 2022

## LAST REPORT RELEASE DATE

May 27th, 2021



## Verification Letter of the 2021 Annual Report "Improving the formula for success"

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

We inform you that Redes Sociales en Línea Timberlan performed a limited and independent verification of a sample of disclosures of GRI Standards, detailed on this letter and published in the 2021 Annual Report: "Improving the formula for success " ("2021 Annual Report") of Genomma Lab Internacional ("GLI").

### Responsibilities, criteria and scope:

The scope of our verification covered the results of Genomma Lab Internacional (in the sample of verified content, the detailed scope is indicated); corresponding to the period: from January 1st to December 31st, 2021.

Our commitment is to express impartial and objective opinions about the certainty, traceability and reliability of the sample contained in the "2021 Annual Report". Our work considered as criteria: the GRI Standards in the most recent versión and and the International Standard on Assurance Engagements (ISAE) 3000.

The Direction of Genomma Lab Internacional it is responsible for preparing the information contained in the "2021 Annual Report" and for that presented in the verification process, which implies, but is not limited to the selection process of material topics and the GRI disclosures report, provide documentary and/or visual, true and enough evidence to verify the agreed contents.

Among the activities carried out during the verification process are listed: interviews with Management from various areas, validation of information presented in previous reports, checking qualitative data and quantitative through visual, documentary and public and quantitative data analysis.

Therefore, we can conclude that, during the verification process, we did not identify any factor that would lead us to doubt about the certainty of information and that the methodological requirements of the GRI Standards are not met.

An internal report of recommendations is delivered separately, exclusively for Genomma Lab Internacional.

Sample of verified content

GRI Disclosures	Description	Scope
3-2	List of material topics	GLI
<b>ENVIRONMENTAL</b>		
302-1	Energy consumption within the organization	Mexico
303-5	Water consumption	Mexico
305-1	Direct (Scope 1) GHG emissions	Mexico
305-2	Energy indirect (Scope 2) GHG emissions	Mexico
305-3	Other indirect (Scope 3) GHG emissions	Mexico
306-3	Waste generated	Mexico
<b>SOCIAL</b>		
2-7	Employees	GLI
401-1	New employee hires and employee turnover	GLI
404-1	Average hours of training per year per employee	GLI
406-1	Incidents of discrimination and corrective actions taken	GLI
403-8	Workers covered by an occupational health and safety management system	GLI
2-27	Compliance with laws and regulations	GLI
2-6	Activities, value chain and other business relationships	GLI
414-1	New suppliers that were screened using social criteria	GLI
308-1	New suppliers that were screened using environmental criteria	GLI
416-1	Assessment of the health and safety impacts of product and service categories	GLI
<b>GOVERNANCE</b>		
205-3	Confirmed incidents of corruption and actions taken	GLI
415-1	Political contributions	GLI
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GLI



Alma Paulina Garduño Arellano  
[paulina@redsociales.com](mailto:paulina@redsociales.com)  
 April 29th, 2022

### Declaration of independence and competence of Redes Sociales en Línea Timberlan

Employees of Redes Sociales has the level of competence necessary to verify compliance with the standards used in the preparation of Sustainability Reports, so they can issue a professional opinion on the reports of non-financial information, complying with the principles of independence, integrity , objectivity, competence and professional diligence, confidentiality and professional behavior. In no case can our verification statement be understood as an audit report, so no responsibility is assumed for the management and internal control systems and processes from which the information is obtained. This Verification Letter is issued on 29th April 2022 and is valid as long as no subsequent and substantial modifications are made to the "2021 Annual Report "Improving the formula for success " of Genomma Lab Internacional.



# INFORMATION FOR INVESTORS AND STAKEHOLDERS

(GRI 2-1, 2-5)

Member of  
**Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA



## Corporate name

Genomma Lab Internacional, S.A.B. de C.V

## Corporate office

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## Web site

[www.genommalab.com](http://www.genommalab.com)

## Mexican Stock Exchange (BMV)

Genomma Lab Internacional, S.A.B. of C.V. shares have been listed on the Mexican Stock Exchange under the ticker symbol "LABB" (Bloomberg: LABB.MM) since June 18th, 2008.

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