

OUROFINO GROUP'S

CODE OF CONDUCT

FOR SUPPLIERS



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GENERAL MESSAGE

We wake up every day to put into practice our purpose as a company which is to reimagine animal health, and we do so by always seeking sustainable development, and keeping its natural resources available to future generations.

In this context, ethics and Integrity have always been and always will be the foundation of Ourofino for conducting its internal operations or with third parties. Thus, we believe that the principles, values, and practices presented in this Code can be incorporated into the day-to-day activities of our partners, including suppliers, representatives, third parties, service providers in general and external consultants.

This document reflects the ethical and moral standards that underpin the construction of a healthy, transparent, and lasting relationship, and it is up to Ourofino and all its suppliers to ensure that this Code is always complied with and disseminated.

We are sure that we can count on your support and effective participation in the strict compliance with these guidelines and we hope to receive, as soon as possible, the Term of Acknowledgment and Agreement related to this Code, completed, and signed, which is available at the end of this document.

Only by implementing the principles and rules indicated throughout these pages will the Ourofino be able to further fulfill its PURPOSE and effectively experience #OurOurofinoValues.

¹For the purposes of this Code of Conduct, the term 'supplier(s)' means any natural and/or legal person, national or foreign, who carry out commercial representation, distribution, production, assembly, creation, construction, transformation, import, export, and/or marketing and/or supply of products or provision of services for and/or in favor of the Ourofino Saúde Animal Group; and Ourofino Saúde Animal Group, hereinafter also known as "Ourofino" or "Ourofino Saúde Animal" is composed of OURO FINO SAÚDE ANIMAL PARTICIPAÇÕES S.A and its controlled companies and subsidiaries, which are OURO FINO AGRONEGÓCIO LTDA., OURO FINO SAÚDE ANIMAL LTDA., OURO FINO DE MÉXICO S.A DE C.V., OURO FINO COLOMBIA S.A.S. and REGENERA MEDICINA VETERINÁRIA AVANÇADA LTDA.

01 OUR PURPOSE AND VALUES

The purpose and values of Ourofino Saúde Animal shape our organizational culture, the way we carry out our activities and take care of our relationships.

Our suppliers are expected to know and be aligned with Ourofino's purpose and values when doing business with it. See:

Our purpose is to Reimagine Animal Health, challenging conventional thinking to lead the evolution and sustainable growth of the animal health ecosystem. With it, we evolve and transform the reality around us.

Our values are: **Play to Win, Care for People and Connect with the World**; and the expected behaviors that shape each of them which govern Ourofino's day-to-day operations.

Learn more at: www.ourofinsaudeanimal.com/reimaginar/nosso-proposito



We are better as a team and we trust each other. We think like owners, and always seek superior and sustainable results. Playing to win means doing it in the best way, focusing with total dedication, with the greatest affection and thinking that you own every bit of the work done.



We are passionate about what we do and recognize each person's value. We give a voice to personal differences, building relationships of trust, transparency and a more genuine path with collaborators, customers and partners. The different skills and experiences of all of us together drive Ourofino forward and keep us expressive, reflecting our customers and markets.



We are creative, agile, adaptable and our vision is 360 degrees. Every day we look for innovative solutions to further revolutionize the sector. Connecting with the world means being connected to our contemporary society. It means living in connection with events, trends, news, following globalization and always looking for new technologies and solutions to simplify processes, improve learning and revolutionize even more products and services.

02 OUR RESPONSIBILITIES

This Code is not intended to be exhaustive, nor to replace the laws, standards, and other regulations applicable to Ourofino's suppliers and businesses but composes an important tool in maintaining the purpose of the Ourofino Saúde Animal Group throughout its trajectory, as well as offering clear and non-negotiable guidelines.

At Ourofino, we have as reference the highest standards of integrity, transparency, and reliability. We are always seeking the awareness of our collaborators and all those with whom we have a business.

We maintain a governance structure ready to deal with these challenges and hope that our collaborators and suppliers will not agree to live with unethical acts, if this occurs, we expect the fact to be reported in our Complaints Channel.

All our suppliers must know the Code and be encouraged to adopt similar principles and standards.

Ourofino considers that compliance with the requirements present in this Code by its supplier's party is essential for maintaining relationships.

03 COMMUNICATION CHANNELS



The ethical conduct mentioned in this Code must be preserved and practiced by all. We act with full transparency and seek to involve the people who form the markets in which we are located, so we value the correct conduct inside and outside our institution.

Situations of non-compliance with the rules and policies of this Code can be reported through the Complaints Channel of Ourofino, available 24 hours, by the toll-free phone at **0800 517 0045** or also by the **website: www.contatoseguro.com.br/ourofinosaudeanimal**, by e-mail (e-mail) **ourofinosaudeanimal@contatoseguro.com.br** or by **Contato Seguro application**.

All information regarding possible ethical violations or illegal activities involving Ourofino's collaborators or suppliers will be received and treated confidentially. Our process for receiving and investigating complaints is conducted in a strictly confidential manner, thus ensuring anonymity and protection for good faith complainants. Furthermore, Ourofino undertakes to maintain complete confidentiality regarding the identity of those who participate in the investigation of possible violations of this Code.

Illegal conduct may be reported to the competent authorities for investigation and may be subject to civil and criminal liability in compliance with current regulations, when applicable.

² For the purposes of this Code, the term "collaborator" means the administrators, employees, representatives, attorneys of the Ourofino Saúde Animal Group

04 ETHICS IN RELATIONSHIP WITH SUPPLIERS

We are fully committed to following the **Anti-Corruption Law (Law No. 12.846/2013)** and its regularizations, which establishes strict guidelines to prevent, detect and punish acts of corruption in all its forms and spheres. Our organization strives to maintain an upstanding work environment where bribery, fraud and any type of corrupt behavior are strictly prohibited.

We also have a Compliance Program, with governance, guidelines and clear rules on corruption, which include periodic training, monitoring and consequence management actions.

We seek to establish partnerships with third parties who share our values and commitments to ethics, integrity, responsible purchasing, quality, environmental and social responsibility and sustainable supply chain management.

In all interactions with our suppliers, it is essential to ensure compliance with Anti-Corruption Law No. 12.846/2013 and other applicable regulations.

We do not tolerate bribes, illegal payments or any form of corruption. We expect all suppliers with whom we interact to follow the same principles and standards of conduct and we reserve ourselves the right to terminate any relationship that violates these guidelines.

Furthermore, we value suppliers that adopt sustainable and responsible environmental practices, taking into account the impacts of their operations.

We also expect our suppliers to follow strict environmental standards, minimize their carbon footprint, appropriately manage waste and adopt natural resource conservation practices.

We also value the commitment to ESG (environmental, social and governance) criteria, seeking partners that demonstrate respect for human rights, promote diversity and inclusion, guarantee safe and fair working conditions, as well as practice transparent and responsible corporate governance.

05 GIFTS, ENTERTAINMENT, AND HOSPITALITY

Ourofino acknowledges that in maintaining business relationships it is common to offer small gifts to partners and clients and that not accepting a gift may sometimes seem discourteous on our part.

However, such gifts cannot generate the feeling that a commitment or favor has been made to those who gave or who received the gift. Inappropriate giveaways and entertainment can negatively influence business relationships.

Gifts, entertainment, and hospitality acceptable by Ourofino and its collaborators, which do not require approval by our Ethics Committee to be accepted or offered, are:

- Gifts in the amount not exceeding BRL 100.00 (one hundred reais) by beneficiaries and that are offered as a gesture of friendship, kindness, or as a celebration for a special reason.

- Business meals of acceptable and non-extravagant values.

- Corporate and promotional giveaways (such as calendars, calendars, and other similar giveaways), if they are not exclusive and of no commercial value.

06

RELATIONSHIP WITH THE ENVIRONMENT AND SUSTAINABILITY

Ourofino has as one of its pillars to create ideas and solutions integrated to the needs of its clients, developing new ways to produce more efficiently and with less impact, so it performs its activities always according to environmental legislation, establishing internal policies that reflect its actions in favor of the environment preservation.

For this, Ourofino is based on the following principles:

- Act according to the legislation and environmental standards in force, including, but not without all, the proper obtaining of all environmental licenses and certifications for the exercise of its activities, the correct final disposal of waste, and the conservation of Permanent Preservation Areas ("PPA") and other protected areas.
- Improve processes and incorporate new technologies aimed at continuous improvement of

environmental performance.

- Encourage practices, actions, and programs to preserve environmental resources (water, air, soil, and vegetation).
- Evaluate in advance the socio-environmental impacts of activities products and services, including concerning the possible risk of image and reputation.
- Promote the environmental education of its collaborators, systemically covering society.
- Implement the integrated and comprehensive management of its waste, synergistically with the links of the chain (suppliers, society, consumers).

We expect that our suppliers share these values and are engaged in protecting the environment, as well as that they take good practices throughout their supply chain.

07 DISPOSAL AND EMISSIONS

Our suppliers must have the right systems to securely ensure the handling, handling, storage, recycling, reuse, or management of waste, gas emissions, and wastewater disposal if used in their process. Any waste, wastewater, or emission with the potential to impact human or environmental integrity must be properly administered, controlled, and treated before being released into the environment.

08

HUMAN RIGHTS

Ensuring respect for the fundamental rights of its collaborators and basic working conditions are some requirements considered fundamental for Ourofino and therefore expected by all suppliers.

Ourofino values a non-discriminatory and equitable work environment in which everyone must be treated with respect, education, and equal opportunities.

It believes in the importance of diversity of people from different backgrounds, creeds, races, genders, ages, sexual orientations, cultural backgrounds, expectations, and any other uniqueness to commit ourselves and reinforces

its commitment to the mission of keeping our environments healthy, healthy, and safe. We respect all differences, whatever they may be.

The equitable treatment of all collaborators will be a fundamental principle of supplier selection policy.

Our suppliers must provide a work environment free from harassment and inhumane treatment, including harassment and sexual abuse, any kind of discrimination, humiliation, intimidation, exposure to ridicule, hostility, and embarrassment, whether based on race, social level, national origin, religion, age, retirement, disability, sex,

marital status, sexual orientation, health condition, pregnancy, union membership, political affiliation, working conditions considered inhuman or degrading. Any violation of fundamental human rights, such as child, slave or forced labor, is not accepted under any circumstances.

Our suppliers must also compensate collaborators in accordance with compensation laws, including minimum wages, overtime and mandatory benefits. Collect labor charges, social security contributions and taxes related to payroll; provide for the hiring of minor apprentices and people with disabilities under the terms, specifications and percentage determined by law.

09 CONFLICT OF INTEREST

For the purposes of this Code, conflicts of interest are situations that may arise through external activities, relationships, investments, and other commitments and/or private interests or those outside of the Company, which may affect objectivity, transparency, credibility, or even inappropriately influence commercial negotiation.

Our suppliers must ensure that there are no conflicts of interest when interacting

with, on behalf of or for the benefit of Ourofino.

Therefore, we expect our suppliers to commit to always declaring, at the beginning of the negotiation process, any situations that may constitute a conflict of personal or economic interests in their relationship with Ourofino. This includes, for example, the declaration of family or affective relationships with our employees,

politically exposed person, association with political parties and any other aspects that are considered relevant.

By adopting these guidelines, we are committed to ensuring transparency, impartiality and ethical decision-making in all of our activities. By appropriately identifying and managing conflicts of interest, we protect the reputation and trust of our organization and suppliers.

10 HEALTH AND SAFETY AT WORK

Ourofino is committed to ensuring an adequate work environment for its Collaborators, especially regarding health, physical and mental integrity. Thus, it is essential that our suppliers follow the safety, occupational safety, and occupational health standards and procedures adopted by Ourofino and provided for in the legislation in force.

In this way, we expect our suppliers to comply with all applicable quality, health, safety, and environmental regulations. All necessary permissions, licenses, information records, and restrictions will be obtained, maintained, and will always be up to date.

Suppliers offering accommodation or housing accommodation for workers must ensure that the standards of residence and safety (in the country) are followed.

11

ETHICS IN **RESEARCH AND ANIMAL WELFARE**

Ourofino has an animal welfare policy that aims to establish guidelines and commitments related to animal welfare practices in research activities.

We are committed to ensuring ethical and responsible conduct with all animals that are part of our herd, recognizing that animal welfare practice is essential for the sustainable development of the business.

We also require a commitment from all those involved in the research process so that animals are only used in situations where it is not possible to obtain the necessary answers through alternative methods or when their use is indispensable for compliance with regulatory requirements.

We adhere to the requirements

outlined in Law No. 11,794 of 2008 and its amendments (Arouca Law), CONCEA's Normative Resolutions regarding the physical structure and animal care for research purposes, and the adoption of the principle of 3Rs (Replacement, Reduction, and Refinement), established by Russell and Burch in 1959.

Therefore, we ask that

our suppliers share these principles and be engaged in maintaining animal welfare, as well as that they take good practices throughout their supply chain.

For suppliers who have direct and/or regular contact with animals, we recommend that employees be formally trained in animal behavior and welfare issues.

12 FOOD SAFETY

This topic appears as a priority in our ESG (environmental, social and governance) strategy, due to the potential damage to the health and well-being of humans and animals and because it is present in global discussions and in the agricultural sector.

When we talk about this topic, we contemplate guaranteeing the population's access to healthy, safe and quality food for everyone. In this sense, the main question is how to feed a constantly growing population in a sustainable way.

All of our quality processes guarantee the safety of Ourofino products, contributing to food safety. We are committed to offering a broad portfolio of solutions produced with excellence and under the most demanding quality and safety standards. Our culture of excellence is widespread throughout the Ourofino Saúde Animal Group's operations and is part of our collaborators' routine. Our quality management system is present, from the stages of purchasing inputs to the complete distribution of products to the market.

In this way, we expect our suppliers to practice and commit to the quality of services and inputs in favor of food safety.

13 CONFIDENTIALITY AND SECRECY

Information is a precious asset for Ourofino. That's why we should limit the type and amount of sensitive information we share. Our suppliers will protect confidential information and will only use it for the purpose for which it was disclosed, in addition to ensuring the applicable protection of the privacy.

14 PROTECTING PERSONAL DATA

The Brazilian General Law for the Protection of Personal Data (LGPD – Law 13.709/2019) aims to ensure that the processing of personal data does not violate the dignity and fundamental rights of natural persons on freedom, equality, and privacy, describing how personal data should be processed by companies.

Ourofino is committed to responsible and transparent management in the processing of personal data and reinforces that it is committed to compliance and continuous improvement of its data privacy program.

Thus, any activity that performs the processing of personal data that is under the

responsibility of Ourofino suppliers requires a strong commitment to the application and monitoring of defined security controls.

Our suppliers are expected to share these values and have robust controls to ensure the privacy of personal information, as well as meet LGPD's technical and legal requirements.

15

SUPPLIER SELECTION AND MONITORING

Suppliers must apply the principles highlighted in this document when selecting their partners and suppliers. We also recommend that our suppliers install systems to monitor the compliance of their suppliers or subcontractors.

