

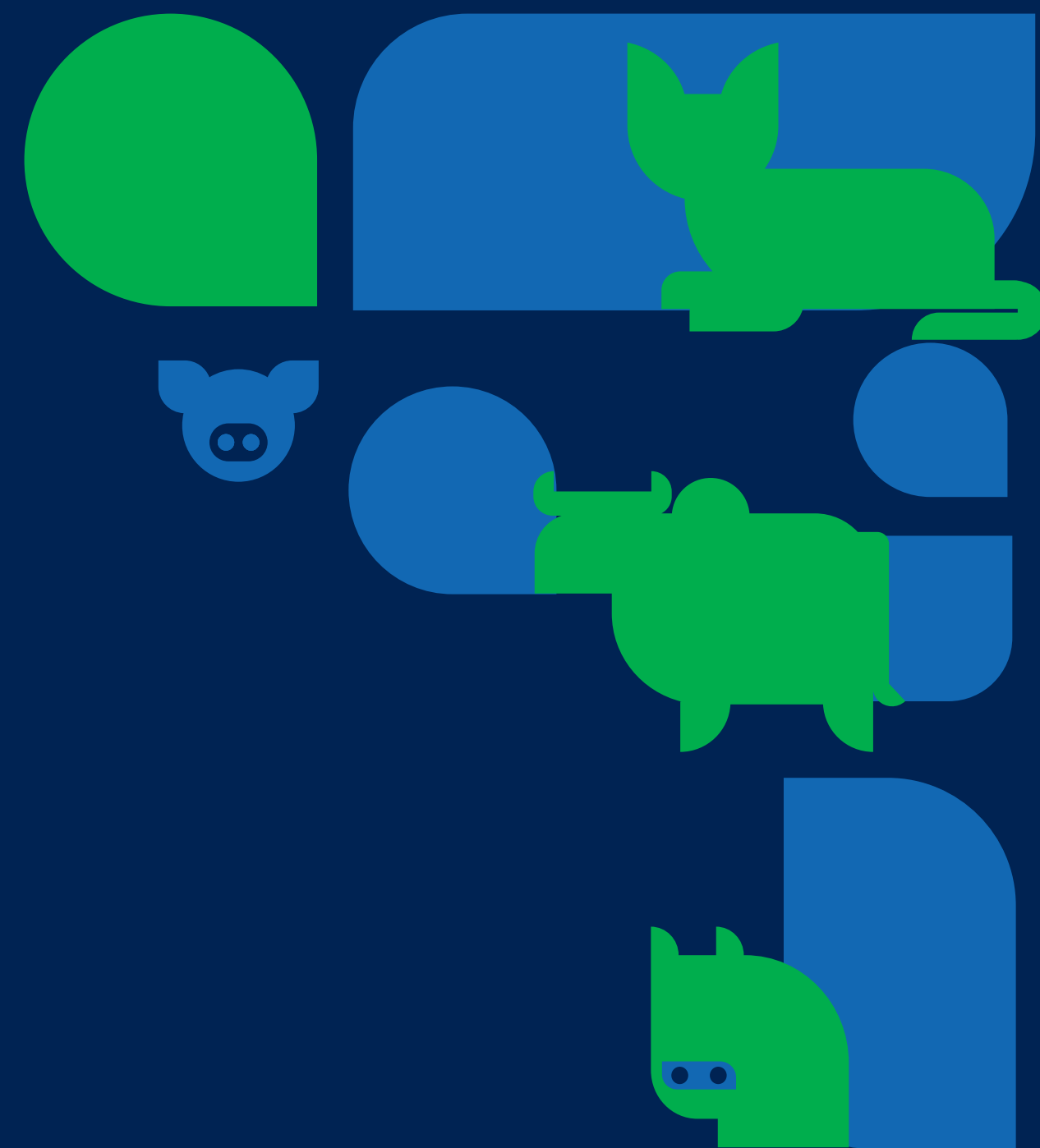
Code of Conduct

for suppliers



ourofino
animal health

| In good
hands



Message General



Every day, we set out to put our corporate purpose—reimagining animal health—into practice, always striving for sustainable development and preserving natural resources for future generations.

In this context, ethics and integrity have always been, and will continue to be, the foundation of Ourofino's operations, whether internal or involving third parties. We believe that the principles, values, and practices outlined in this Code can be integrated into our suppliers' daily activities.

This document reflects the ethical and moral standards that underpin a healthy, transparent, and enduring relationship; it is the responsibility of both Ourofino and all its suppliers to ensure that this Code is consistently upheld and disseminated.

We are confident that we can count on your support and active participation in strictly adhering to these guidelines, and we look forward to receiving the completed and signed Acknowledgment and Agreement form—found at the end of this document—as soon as possible.

Only by putting the principles and rules outlined in these pages into practice can Ourofino further fulfill its PURPOSE and truly live out #NossosValoresOurofino (#OurOurofinoValues).

For the purposes of this Code of Conduct, the term "supplier(s)" means any natural or legal person, whether domestic or foreign, engaged in commercial representation, distribution, production, assembly, creation, construction, transformation, importation, exportation, and/or commercialization and/or supply of products or provision of services to and/or on behalf of the Ourofino Saúde Animal Group; and the Ourofino Saúde Animal Group—hereinafter also referred to as "Ourofino" or "Ourofino Saúde Animal"—comprises OURO FINO SAÚDE ANIMAL PARTICIPAÇÕES S.A. and its controlled companies and subsidiaries, namely 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.

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01

Our Purpose and Values

Ourofino Saúde Animal's purpose and values shape our organizational culture, the way we conduct our activities, and how we build and maintain our relationships.

Our suppliers are expected to understand and align with Ourofino's purpose and values when doing business with us.

Our purpose is to Reimagine Animal Health, challenging conventional thinking to lead the evolution and sustainable growth of the animal health ecosystem. Through this purpose, we drive progress and transform the reality around us.

Our values are **Play to Win, Care for People, and Connect with the World**. These values are brought to life through the behaviors that define each of them and guide our day-to-day actions at Ourofino.

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

Values	Definition	Behavior
I value	What I value	How I demonstrate what I value
PLAY TO WIN Entrepreneurial Mindset Agility Adaptability Efficiency Long-Term Focus Continuous Improvement Collaboration	We think like owners, we are stronger as a team, and we are only satisfied with superior and sustainable results.	• I value and trust teamwork. • I set, pursue, and achieve ambitious and sustainable goals. • I seek new knowledge and effective execution every day. • I continuously evolve and adapt quickly to change.
CARE FOR PEOPLE Trust Commitment Leadership Development Employee Recognition Well-Being Diversity	We are passionate about what we do and go above and beyond to care for people.	• I build relationships based on trust and transparency with employees, customers, and business partners. • I create value by fostering a diverse, inclusive, and empowering environment. • I value and promote continuous development, recognition, and a culture of feedback. • I take ownership of my responsibilities and have the courage and respect to engage in difficult conversations and resolve problems.
CONNECT WITH THE WORLD Global Vision Strategic Partnerships Innovation Digital Connectivity Continuous Learning	We act in connection with the world through an entrepreneurial and digital mindset to build partnerships and drive innovation.	• I continuously adopt new technologies to enhance processes and learning. • I develop digital capabilities and expand connectivity to drive stronger results. • I anticipate trends and innovate in the development of processes, products, and services. • I build strategic partnerships and alliances to achieve superior results.



02 Our Responsibilities

This Code is not intended to be exhaustive, nor does it replace the laws, regulations, and other requirements applicable to Ourofino's suppliers and business activities. Rather, it serves as an important tool for supporting the Ourofino Animal Health Group's purpose throughout its journey by providing clear and non-negotiable guidance.

At Ourofino, we are guided by the highest standards of integrity, transparency, and trust. We continuously strive to raise awareness among our employees and all those with whom we do business.

We maintain a governance structure designed to address these challenges and expect our employees and suppliers not to

tolerate unethical conduct. Should any such conduct occur, we expect it to be reported through our Whistleblowing Channel.

All suppliers are expected to be familiar with this Code and are encouraged to adopt similar principles and standards within their own organizations.

Ourofino considers compliance with the requirements set forth in this Code to be essential for maintaining business relationships with its suppliers.





03 Communication Channels

The ethical standards set forth in this Code must be upheld and followed by everyone. We operate with transparency and seek to engage the people who are part of the markets in which we operate. Therefore, we expect the highest standards of conduct both within and outside our organization.

Any concerns regarding violations of the principles, policies, or requirements of this Code may be reported through the **Ourofino Whistleblowing Channel**, available 24 hours a day through the following channels:

- **Telephone (Brazil):** 0800 517 0045
- **Website:** www.contatoseguro.com.br/ourofinosaudeanimal
- **Email:** ourofinosaudeanimal@contatoseguro.com.br
- **Mobile App:** Contato Seguro

All information regarding potential ethical violations or unlawful activities involving Ourofino employees or suppliers will be received and handled confidentially. Our reporting and investigation process is conducted with the utmost confidentiality, ensuring anonymity and protection for individuals who report concerns in good faith. In addition, Ourofino is committed to maintaining the confidentiality of the identity of all individuals involved in the investigation of potential violations of this Code.

Unlawful conduct may be reported to the appropriate authorities for investigation and may result in civil and criminal liability in accordance with applicable laws and regulations, where appropriate.

For the purposes of this Code, the term "collaborator" means the directors, employees, representatives, and attorneys-in-fact of the Ourofino Saúde Animal Group.



04

Ethics in Supplier Relationships

We are fully committed to complying with the **Brazilian Anti-Corruption Law (Law No. 12,846/2013)** as amended, and with all applicable anti-corruption regulations. These regulations establish strict requirements to prevent, detect, and address corruption in all its forms and contexts.

We strive to maintain a business environment founded on integrity, where bribery, fraud, and any form of corrupt conduct are strictly prohibited.

Ourofino also maintains a Compliance Program with a robust governance structure, clear guidelines, and established rules addressing corruption and integrity matters. This program includes ongoing training, monitoring, and consequence management measures.

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

In all interactions with our suppliers, compliance with Brazilian Anti-Corruption Law No. 12,846/2013 and all other applicable laws and regulations is essential.

We do not tolerate bribery, improper payments, or any form of corruption. We expect all suppliers with whom we do business to adhere to the same principles and standards of conduct, and we reserve the right to terminate any business relationship that violates these requirements.

We also value suppliers that adopt sustainable and responsible environmental practices, taking into account the impacts of their operations. We expect our suppliers to comply with high environmental standards, minimize their carbon footprint, manage waste responsibly, and promote the conservation of natural resources.

In addition, we value a strong commitment to ESG (Environmental, Social, and Governance) principles and seek partners who demonstrate respect for human rights, promote diversity and inclusion, provide safe and fair working conditions, and maintain transparent and responsible corporate governance practices.

05 Gifts, Entertainment and Hospitality

Ourofino recognizes that, in the course of maintaining business relationships, it is common to offer modest gifts to business partners and customers, and that declining a gift may sometimes be perceived as discourteous.

However, such gifts must never create the perception of an obligation, commitment, preferential treatment, or undue influence on the recipient or the giver. Inappropriate gifts, entertainment, or hospitality may negatively affect business relationships and compromise the integrity of decision-making.

The following gifts, entertainment, and hospitality are generally acceptable for Ourofino and its employees and do not require prior approval from the Ethics Committee to be offered or accepted:

- Gifts with a value not exceeding **BRL 250.00 (two hundred and fifty Brazilian reais)** per recipient, offered as a gesture of goodwill, courtesy, or in celebration of a special occasion;
- Business meals of reasonable value that are appropriate, customary, and not excessive or extravagant;
- Corporate and promotional items (such as planners, calendars, and similar items), provided they are not exclusive in nature and have no significant commercial value.



06

Environmental Responsibility and Sustainability

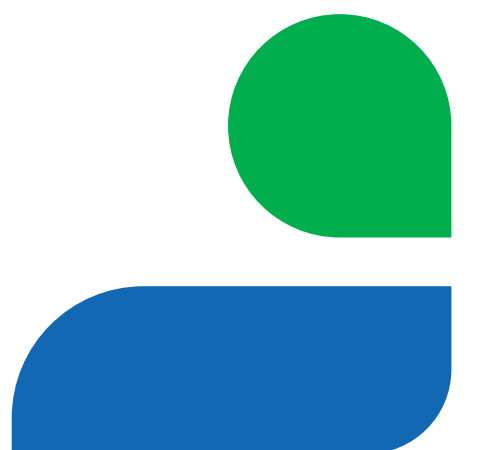
One of Ourofino's core pillars is the development of ideas and solutions that are aligned with the needs of its customers, continuously seeking new ways to operate more efficiently and with lower environmental impact. Accordingly, we conduct our activities in compliance with applicable environmental laws and regulations and maintain internal policies that reflect our commitment to environmental preservation.

To achieve this, Ourofino is guided by the following principles:

- Comply with applicable environmental laws and regulations, including, among others, obtaining all required environmental permits and certifications, ensuring the proper disposal of waste, and preserving Permanent Preservation Areas (PPAs) and other protected areas;

- Continuously improve processes and adopt new technologies to enhance environmental performance;
- Promote practices, initiatives, and programs aimed at conserving natural resources, including water, air, soil, and vegetation;
- Assess environmental and social impacts in advance when developing activities, products, and services, including potential risks to the Company's reputation and public image;
- Promote environmental awareness and education among employees and encourage broader engagement with society;
- Implement integrated and comprehensive waste management practices, working collaboratively across the value chain, including suppliers, consumers, and local communities.

We expect our suppliers to share these values, demonstrate a commitment to environmental protection, and adopt responsible environmental practices throughout their own supply chains.





07 Waste Management and Emissions



Our suppliers must maintain appropriate systems and controls to ensure the safe handling, transportation, storage, recycling, reuse, and management of waste, air emissions, and wastewater generated through their operations.

Any waste, wastewater, or emissions that may pose a risk to human health or the environment must be properly managed, monitored, and treated before being released into the environment.

Suppliers are expected to comply with applicable environmental laws and regulations and to implement practices that minimize environmental impacts, promote resource efficiency, and support sustainable operations.



08

Human Rights

Respect for fundamental human rights and the provision of basic, fair working conditions are core requirements for Ourofino and are therefore expected of all suppliers.

Ourofino is committed to maintaining a non-discriminatory and equitable work environment in which all individuals are treated with respect, dignity, and equal opportunity.

We recognize the value of diversity and inclusion and believe that people from different backgrounds, beliefs, ethnicities, genders, ages, sexual orientations, cultural experiences, perspectives, and other individual characteristics contribute to a stronger and more innovative organization. We reaffirm our commitment to fostering workplaces that are ethical, healthy, safe, and respectful of all differences.

The fair and equitable treatment of employees is a fundamental principle in Ourofino's supplier selection and evaluation process.

Our suppliers must provide a workplace free from harassment, abuse, and inhumane treatment, including sexual harassment, discrimination, humiliation, intimidation, ridicule, hostility, or any other form of inappropriate conduct. This applies regardless of race, social background, nationality, religion, age, retirement status, disability, sex, marital status, sexual orientation, health condition, pregnancy, union membership, political affiliation, or any other legally protected characteristic.

Any violation of fundamental human rights—including child labor, forced labor, bonded labor, modern slavery, or any form of human

trafficking—is strictly prohibited and will not be tolerated under any circumstances.

Suppliers are also expected to:

- Compensate employees in accordance with applicable wage and labor laws, including minimum wage requirements, overtime pay, and mandatory benefits;
- Comply with all obligations relating to labor charges, social security contributions, payroll taxes, and other employment-related requirements;
- Fulfill applicable legal obligations regarding the hiring, inclusion, and development of apprentices and persons with disabilities, in accordance with legal requirements and established quotas where applicable.



09 Conflict of Interest



For the purposes of this Code, conflicts of interest are situations that may arise from external activities, personal relationships, investments, or other commitments and interests that are unrelated to the Company's interests and that may affect objectivity, transparency, credibility, or improperly influence business decisions and commercial negotiations.

Our suppliers must ensure that no conflicts of interest exist when interacting with, acting on behalf of, or providing services to Ourofino.

Accordingly, we expect our suppliers to disclose, at the beginning of any business relationship or negotiation process, any situation that may represent an actual, potential, or perceived conflict of interest in their relationship with Ourofino. This includes, for example:

- Family or close personal relationships with Ourofino employees;
- The involvement of politically exposed persons (PEPs);
- Relationships with political representatives or political parties;
- Any other circumstances that could influence, or appear to influence, independent and objective decision-making.

By adhering to these principles, we are committed to ensuring transparency, impartiality, and ethical decision-making in all our business activities. Proper identification, disclosure, and management of conflicts of interest help protect the reputation of Ourofino and strengthen the trust placed in us by our suppliers and stakeholders.



10

Health and Safety at Work

Ourofino is committed to providing a safe and appropriate work environment for its employees, particularly with regard to their health and physical and mental well-being. Therefore, it is essential that our suppliers comply with the health, occupational safety, and workplace safety standards and procedures adopted by Ourofino and required under applicable laws and regulations.

Accordingly, we expect our suppliers to comply with all applicable quality, health, safety, and environmental (QHSE) requirements. All necessary permits, licenses, certifications, records, and registrations must be obtained, maintained, and kept current at all times.

Suppliers that provide housing or accommodation for workers must ensure that such facilities meet all applicable housing, health, safety, and living standards required by local laws and regulations.





11

Ethics in Research and Animal Welfare

Ourofino maintains an Animal Welfare Policy that establishes the principles, guidelines, and commitments related to animal welfare practices in research activities.

We are committed to ensuring the ethical and responsible treatment of all animals under our care, recognizing that animal welfare is essential to the sustainable development of our business.

We expect our suppliers and business partners involved in activities related to animal research, care, handling, transportation, housing, or welfare to share this commitment and to conduct their activities in accordance with the highest ethical, scientific, and legal standards.

Animal welfare principles must be integrated into all applicable activities, ensuring respect for animal life, the minimization of pain, distress, and suffering, and compliance with all applicable laws, regulations, and recognized industry standards.

We also require a commitment from all parties involved in the research process to ensure that animals are

used only when the necessary information cannot be obtained through alternative methods or when their use is essential to meet regulatory requirements.

Ourofino complies with the requirements set forth in Brazilian Law No. 11,794/2008 (Arouca Law), as amended, as well as with the Normative Resolutions of CONCEA (National Council for the Control of Animal Experimentation) regarding research facility standards and the care of animals used in research. We also adhere to the internationally recognized 3Rs Principle (Replacement, Reduction, and Refinement), established by Russell and Burch in 1959.

Accordingly, we expect our suppliers to share these principles and to be committed to maintaining high standards of animal welfare, as well as to adopting good practices throughout their supply chains.

For suppliers that have direct and/or regular contact with animals, we recommend that employees receive formal training on animal behavior, handling, and welfare principles.



12

Food Security and Food Safety

This topic is a key priority within our ESG (Environmental, Social, and Governance) strategy, given its potential impact on human and animal health and well-being, as well as its relevance in global discussions and within the agricultural sector.

When we address this topic, we consider the importance of ensuring access to safe, nutritious, and high-quality food for all. In this context, one of the key challenges is how to sustainably feed a continuously growing global population.

All of Ourofino's quality processes are designed to ensure the safety of our products, thereby contributing to food safety throughout the value chain. We are committed to offering a broad portfolio of solutions developed and manufactured with excellence and in accordance with the highest standards of quality and safety.

Our culture of excellence extends throughout the operations of the Ourofino Animal Health Group and is embedded in the daily activities of our employees. Our

Quality Management System is present throughout the entire value chain, from the sourcing of raw materials and inputs to the distribution of products to the market. Accordingly, we expect our suppliers to uphold and demonstrate a commitment to the quality of the products, services, and materials they provide, contributing to food security and food safety across the value chain.





13

Confidentiality and Data Protection



Information is a valuable asset of Ourofino. Therefore, we must limit the type and amount of confidential information that is shared.

Our suppliers are expected to protect confidential information and use it solely for the purpose for which it was disclosed. They must also ensure the protection of privacy and comply with all applicable intellectual property rights and confidentiality obligations.

Suppliers should implement appropriate safeguards to prevent unauthorized access, disclosure, alteration, loss, or misuse of confidential information and must handle such information in accordance with applicable laws, contractual requirements, and industry best practices.



14

Personal Data Protection

The Brazilian General Data Protection Law (LGPD – Law No. 13,709/2018) aims to ensure that the processing of personal data does not violate the dignity and fundamental rights of individuals, including the rights to freedom, equality, and privacy. The law establishes the principles and requirements governing how companies must collect, use, store, share, and protect personal data.

Ourofino is committed to the responsible and transparent management of personal data and continuously strives to strengthen and improve its privacy and data protection program, ensuring compliance with applicable legal and regulatory requirements.

Accordingly, any activity involving the processing of personal data under the responsibility of Ourofino's suppliers requires a strong commitment to the implementation, maintenance, and monitoring of appropriate security and privacy controls.

We expect our suppliers to share these values and to maintain robust measures to protect personal data, ensuring the privacy and security of personal information and compliance with the technical, organizational, and legal requirements established by the LGPD and other applicable data protection laws and regulations.

15

Supplier Selection and Monitoring

Suppliers are expected to apply the principles outlined in this Code when selecting their own suppliers, business partners, and subcontractors.



We also encourage our suppliers to establish appropriate processes and controls to monitor the compliance of their suppliers and subcontractors with applicable legal, ethical, social, environmental, and governance requirements.

By extending these standards throughout the supply chain, suppliers contribute to the promotion of responsible business practices, risk mitigation, and the development of a sustainable and ethical value chain aligned with Ourofino's principles and expectations.

