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POLICY ON GIFTS AND OTHER SIMILAR BENEFITS FROM BUSINESS PARTNERS			

1. OBJECTIVE

In order to promote and maintain appropriate workplace conduct under principles of responsibility and honesty, the following policy is established with the aim of minimizing any misunderstanding regarding the receipt of gifts, presents, and other similar benefits from business partners.

2. SCOPE

This policy **applies to all personnel** of Gen Lab del Perú S.A.C. and to our business partners.

3. POLICY ON GIFTS AND OTHER SIMILAR BENEFITS FROM BUSINESS PARTNERS

This policy constitutes a minimum compliance standard applicable to all personnel and business partners of Gen Lab del Perú S.A.C.

At Gen Lab del Perú S.A.C., we have zero tolerance for bribery and are committed to acting professionally, impartially, and with integrity in all our activities, wherever we operate.

In this regard, while accepting or offering gifts, presents, courtesies, and other benefits can be a legitimate way to foster good business relationships, it is essential that they are **NEVER** used to improperly influence decision-making processes or cause others to perceive that unlawful influence exists or has existed.

The receipt or provision of invitations, promotional expenses, gifts, and other similar benefits is considered acceptable provided that:

- They are not offered or received on a regular or frequent basis in a manner that could generate an inappropriate or misleading perception or undermine the purpose of this policy, except for those offered and received at business events.
- They are directly **related** to events connected to business activities, such as training sessions, workshops, commercial talks, and company-hosted or third-party scientific events.
- They are made in good faith and without any expectation of reciprocity.
- They comply with the procedures established by Gen Lab del Perú S.A.C.
- They are reasonable and customary under the circumstances.
- They are not motivated by the desire to improperly influence the morals or will of the recipient or the provider.

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- They are consistent with generally accepted professional courtesy standards at the place where they are offered and/or at our headquarters (***e.g., merchandising or similar items***).
- They are offered and received openly and transparently.
- They are carried out:
 - In connection with a recognized holiday or event during which gifts are customarily exchanged (such as Christmas, National Biologist's Day, Salesperson's Day, national holidays, year-end celebrations, or others).
 - In connection with a legitimate and good-faith business purpose, in the case of travel and courtesies.

Specifically, personnel of Gen Lab del Perú S.A.C. and its business partners must:

- Ensure that they read, understand, and comply with this policy and any supplementary information issued in relation to it.
- Not use the acceptance or provision of gifts, presents, and/or any type of benefit from any ***business partner*** to influence commercial relationships involving Gen Lab del Perú S.A.C., including business expectations. Such influence refers to creating any advantage or differential treatment in favor of * ***any business partner*** or of Gen Lab del Perú S.A.C., ***as well as actions contrary to applicable law***.
- Avoid any activity that could suggest or lead to * ***a breach*** of this policy. In this sense, the prevention, detection, and reporting of bribery and/or * ***any*** other offense is the responsibility of all those who work with or on behalf of Gen Lab del Perú S.A.C.
- At the following prohibitions apply:
 - It is expressly prohibited to accept personal financial assistance of any kind from any third party related to a contractual relationship with Gen Lab del Perú S.A.C., except for assistance provided by a financial institution acting in the ordinary course of its business and under non-exceptional criteria.
 - Acceptance of cash or ***any other form of payment*** on behalf of Gen Lab del Perú S.A.C. is prohibited.

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- It is not permitted to accept leisure trips or any form of hospitality for Gen Lab del Perú S.A.C. personnel and/or their family members that are paid for by third parties with direct or indirect economic relationships with Gen Lab del Perú S.A.C.

Gifts and other similar benefits that may be given to business partners include:

- * For business events, promotional or advertising items with a value * not exceeding **PEN 100.00 per person**, distributed generally to the business partner (e.g., calendars, planners, desk items, advertising materials, etc.).
- For **festive** dates, various items with a value of up to **PEN 200.00 per person**.
- For business meetings, provided they do not exceed **PEN 50.00** per person for breakfasts, lunches, dinners, and similar expenses.

Gifts and other similar benefits that may be received from business partners include:

- **Promotional or advertising items with a value not exceeding PEN 100.00, such as calendars, planners, desk items, advertising materials, etc.**
- **For festive dates, various * items with a value of up to PEN 150.00.**
*
- **If the amount exceeds the limits for either giving or receiving, prior authorization from General Management is required.**

Any irregularity detected or suspected must be reported as soon as possible through the Gen Lab del Perú S.A.C. Whistleblowing Channel if it is believed that **a breach** of this policy or others has occurred or may occur in the future.

Any conduct contrary to this policy * will be subject to disciplinary action; therefore, all personnel are urged to comply with its provisions.

General Management

Lima, November 18, 2025