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At **GRUPO NUTEC®**, we have a clearly defined growth strategy. It aims to drive projects and build relationships that support our international expansion, ensure the deployment of proven solutions in the various markets where we operate, and continuously raise our service standards for our suppliers, customers, employees, government agencies, and society as a whole.

We aim to achieve this goal by focusing first and foremost on the “how.” Our Mission, our Vision, and our Values guide us, and each of us is responsible for ensuring that we behave appropriately to contribute to the collective well-being.

Our Code of Ethics defines the principles that govern what we expect—and do not expect—from everyone. We invite you to read it carefully and to refer to it in your daily actions. Rest assured that we will do everything in our power to ensure compliance with it.

If you witness or are directly affected by incidents that do not meet our expectations, we encourage you to use the communication channels made available to you. Remember that building **GRUPO NUTEC®**'s collective consciousness depends on everyone's participation.

The purpose of this Code is to define the applicable standards and principles.

Jérémie LARCHER
President

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Purpose of the Code

This Code aims to guide our daily behavior and decisions, based on ethical standards and principles shared by all **GRUPO NUTEC®** employees.

It provides a concise summary of the criteria, guidelines, and principles necessary for the implementation of Our Philosophy and the development of constructive and sustainable service relationships.

It is also intended for all stakeholders so that they may know, understand, and respect the principles that underpin our way of acting.

Scope

This Code applies to all employees of the **GRUPO NUTEC®** group, as well as to our suppliers, consultants, agents, sales representatives, distributors, and independent contractors.

We prioritize business relationships based on integrity and social responsibility. As such, anyone representing the **GRUPO NUTEC®** name or working with us is required to act in accordance with the principles set forth in our Code of Ethics

About Us: Our History

In 1993, Engineer Jean-Claude Freulon and Dr. Alberto Casarín embarked on a great adventure: the creation of NUEVA TECNOLOGÍA EN ALIMENTACIÓN (NUTEC), the founding company of our group.

After several years of in-depth research and in partnership with three investors—Engineer Francisco Martín del Campo, Ms. María Luisa León, and Mr. René Espinosa—our first feed plant, now known as NUTEC JCF in honor of Engineer Jean-Claude Freulon, was built.

The success of our starter feeds for piglets was immediate, quickly necessitating expansions and a larger production space. Within a few years, our products became among the most recognized in Mexico, and by 1999, we began exporting to Latin America.

During this period, Marc Freulon, alongside our visionary founders, led the design of the factories and overall production, while instilling the ambition to build a global organization capable of becoming one of the world's leading companies.

In the year 2000, in response to customers demanding an ever-stronger commitment, our leaders decided to partner with an expert organization to offer state-of-the-art technical and production services to producers, thereby helping to improve their operations and results.

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That same year saw the consolidation of **EURO NUTEC**, the result of the partnership between NUTEC and CCPA (Conseils et Compétences en Production Animale), a French cooperative recognized as a leader in animal nutrition.

Today, **EURO NUTEC** is a model company, equipped with a first-rate industrial infrastructure and a world-class laboratory, serving not only our group and our customers but also the human food industry (FOOD). Its team of specialized technicians helps produce more and better feed to meet growing demand, both nationally and internationally.

In 2006, our CEO, Jean-Claude Freulon, sadly passed away. The Board of Directors then appointed Marc Freulon, who, after more than 20 years of professional service within the organization, chose to step down in 2017, opening a new chapter in the company's history.

In 2018, the Board appointed Jérémie Larcher, who joined the company in 2002 to complete his social service within our organization. Since then, he has followed an exemplary career path that led to this important appointment as CEO.

Jérémie Larcher is responsible for bringing "Our Dream" to life as a company and projecting our leadership, both nationally and internationally, across all our business lines.

Our Industrial and Commercial Infrastructure

Since the commissioning of the NUTEC JCF industrial unit in 1995, our group has recognized the importance of specializing our production plants to meet the specific needs of each market segment.

In 2009, we acquired a plant in the municipality of Colón (GALERAS), welcoming the Gómez Cobo family to this project. This milestone marked the beginning of our specialized growth in the production of pig feed (GALERAS) and pet food (NUTEC JCF), opening new opportunities for professional development for our employees.

Our Business Units

- **EURO NUTEC Plant (2000)**

Dedicated to the production of premixes and nutritional solutions (PROFLORA®, BIOADD®, GRANUMIX®, etc.).

- **NUPREMIOS Plant (late 2017)**

Specialized in the production of treats and other pet products, such as 1st CARE.

- **AQUAFOCUS Plant (2018)**

In partnership with ACCIÓN ACUÍCOLA, one of the largest shrimp producers in the state of Sonora, this facility located in Hermosillo allows us to diversify our activities in aquaculture and produce shrimp feed.

- **NUTEC FEED SOLUTIONS**

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Launched three years ago, this initiative allows us to lease a NUPIGS production plant in the Philippines and replicate our business model in pig farming in Southeast Asia.

- **NUCENTERS (since 2016)**

As part of our commercial strategy, we have opened pet food distribution centers in strategic cities, starting with Guadalajara. Today, this model is also present in Monterrey, Ciudad Juárez, Puerto Vallarta, Tijuana, and Bogotá (Colombia), making it the group's first international distribution center.

- **NUTEC DOMINICANA (2015)**

Established in partnership with García Company, this company produces bases and premixes to strengthen our competitiveness in the Dominican market.

- **NUTEC FRANCE (2025)**

The French company joined the group in early 2025. Specializing in the production of functional feeds and encapsulated ingredients, it develops solutions aimed at optimizing the efficiency and digestibility of feed compounds, while reducing ingredient waste and greenhouse gas emissions. This acquisition enriches GRUPO NUTEC®'s product range, strengthens our technological capabilities, and confirms our ambition for international growth.

Our Philosophy

Our Philosophy represents our convictions and what gives life and meaning to our work. It is the foundation for our most important decisions, the design of our policies and operational procedures, and how we manage the complex situations that may arise on a daily basis.

To speak of Our Philosophy is to speak of **GRUPO NUTEC®**'s genetic code. In the following paragraphs, we share in simple terms what our business, our employees, and our responsibility to the world mean to us.

Our Dream

Every day, we build with determination and vision. Our efforts are aimed at realizing our ambitions and achieving the goals we have set for ourselves. We move forward with confidence, ready to take on the challenges of the future and shape together what it holds for us. We want to share with you what we will build together. We will be:

1. Advocates for ever-better, high-quality nutrition
2. A technical leader in the field of nutrition.

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3. Driven by a genuine passion for pets.
4. The best place to work.
5. Talent scouts and developers.
6. Researchers and solution providers.
7. Committed to environmental protection.
8. Present around the world.
9. Leaders in social programs.

Our purpose

A company's true purpose lies in its ability to create value, make a positive impact, and contribute to the well-being of its employees, customers, and society as a whole.

At **GRUPO NUTEC®**, we think differently from the traditional model. Our existence has a clear purpose: to improve people's nutrition and contribute to a healthier, more fulfilling life through cutting-edge services, advice, and solutions in animal nutrition.

Our passion is to enhance the health, beauty, vitality, and productivity of animals, in order to nourish and enrich people's lives.

Our Values

Our Values are our guides, our advisors, and our benchmarks. They help us stay on track and achieve what we set out to do.

To make them easier to apply in our daily work, our Values take the form of concrete guidelines that shape our behavior and decisions in every situation.

The four fundamental pillars of **GRUPO NUTEC®** are:



Go Beyond Innovation

- Make the impossible possible
- Read, study, and keep learning
- Learn from your mistakes
- Listen to and value everyone's ideas
- Continuously improve what already exists
- Dare to pursue your dreams and never give up

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Passionate Service

- Make people feel “unique”
- Anticipate needs and offer creative solutions
- Create memorable experiences
- Ensure the success of every project by sharing all necessary information
- Take care of the environment in everything you do
- Get involved in your community



Commitment to excellence

- Always go above and beyond what is expected of you
- Follow through on your commitments
- Verify and confirm all information before taking action
- Optimize resources in everything you do
- Strive to be and do “the best of the best”
- Help make our company the most admired



Respect and recognition within the team

- Treat others as you would like to be treated
- Make others feel the importance of their work
- Celebrate your colleagues’ successes
- Smile and enjoy your work

If you reflect on an experience you’ve had within our company—whether it was a defining moment, a moment of doubt, a dilemma, a situation that may have caused you anxiety because you didn’t know how to act, or even a discussion with a colleague about the best way to proceed—you’ll find that by consulting our Code of Ethics, you will find clear and relevant guidance, enabling you to know how to act fairly and in accordance with the company’s values in all situations.

Commitment to Our Employees and Our Environment

General Commitment

For **GRUPO NUTEC®**, the prevention of psychosocial risks, the fight against all forms of workplace violence, and the promotion of a supportive work environment are part of a concrete and operational approach that is fully integrated into our way of operating.

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In accordance with Articles L.4121-1 through L.4121-5 of the Labor Code, **NUTEC France** acknowledges its responsibility for protecting the physical and mental health of its employees. This commitment is part of the group's DNA and is consistent with its values and philosophy.

As such, all employees commit to:

1. Implement and adhere to preventive measures aimed at identifying, assessing, and reducing psychosocial risk factors, including stress, internal or external violence, moral and sexual harassment, as well as any situation that undermines human dignity.
2. Ensure confidentiality, impartiality, and protection against any form of retaliation when handling reports, in accordance with legal obligations regarding whistleblowing mechanisms and compliance with the GDPR. Reports may be submitted through the internal mechanisms provided, following clear and transparent procedures.
3. Actively participate in prevention initiatives, wellness programs, and occupational health and safety measures, in collaboration with employee representatives, the Social and Economic Committee (if applicable), and prevention stakeholders.
4. Understand, disseminate, and apply the policies defined in the **GRUPO NUTEC®** Code of Ethics, particularly those relating to:
 - professional equality and non-discrimination,
 - respect for human rights,
 - the prevention of harassment and violence in the workplace,
 - work-life balance,
 - social and environmental responsibility,
 - the fight against corruption,
 - training and skills development,
 - compliance with labor standards.

Fundamental Principles of Prevention

GRUPO NUTEC®'s prevention policy is based on the following principles:

1. Promoting a healthy, respectful, and safe work environment, free from any form of violence or inappropriate behavior, by encouraging employee expression, professional dialogue, and the reporting of risky situations.
2. Developing a sense of belonging and employee engagement by fostering respect, recognition, and cooperation.

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3. Ensuring alignment between skills, responsibilities, and assigned tasks through training tailored to specific roles.
4. Clarify everyone's roles and responsibilities through updated job descriptions and regular communication regarding objectives, expectations, and professional development opportunities.
5. Maintain fluid, accessible, and continuous internal communication through internal communication tools (emails, meetings, digital media, bulletin boards, etc.).
6. Ensure a balanced work organization, including a fair distribution of workloads and compliance with legal working hours, rest periods, and leave, in accordance with Articles L.3121-1 et seq. of the Labor Code, internal regulations, and applicable collective agreements.
7. Recognize employees' performance, dedication, and contributions through responsible management practices, performance reviews, and recognition programs.
8. Ensure effective compliance with this policy and with the **GRUPO NUTEC®** Code of Ethics.

Inclusion and Equal Opportunity Policy

GRUPO NUTEC® is committed to providing an inclusive, respectful, and equitable work environment, in accordance with the principles set forth in Articles L.1132-1 and following of the Labor Code.

No discrimination may be based on, among other things, origin, gender, age, disability, sexual orientation, gender identity, religious beliefs, health status, or any other characteristic protected by law.

All employees are afforded equal opportunities in recruitment, career advancement, training, and working conditions.

Policy on Compliance and Fairness in Labor Relations

GRUPO NUTEC® prioritizes sustainable and respectful labor relations. In the event of termination of an employment contract, the company commits to strictly adhering to the provisions of the French Labor Code and applicable legal procedures, while ensuring the dignity of the affected employees.

No dismissal may be based on discriminatory grounds, in accordance with the law. **GRUPO NUTEC®** strives to support the affected employees with transparency, respect, and fairness, within the framework of the possibilities offered by current legislation.

Policy on the Prevention of Sexual Harassment and Workplace Violence

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GRUPO NUTEC® strongly condemns all forms of psychological or sexual harassment and all workplace violence, in accordance with Articles L.1152-1, L.1153-1, and following of the Labor Code.

The following are specifically prohibited:

- remarks, gestures, behaviors, or pressure with sexual or degrading connotations,
- repeated acts that undermine dignity or psychological well-being,
- any physical or verbal abuse.

Secure internal reporting mechanisms are available, ensuring confidentiality, neutrality, and the protection of individuals.

Work-Life Balance Policy

GRUPO NUTEC® promotes a sustainable work-life balance by offering adapted work arrangements, flexible options where possible, and initiatives to support health and well-being.

We also offer employees access to employee benefits and professional development opportunities to support their personal growth and advancement within the company.

Environmental and Social Policy

GRUPO NUTEC® is committed to complying with applicable environmental regulations and implementing measures to prevent and reduce environmental impacts.

We also encourage ongoing training and employee awareness by regularly sharing environmental performance indicators with the support of tools that foster the continuous improvement of our processes.

Social Responsibility Policy

For **GRUPO NUTEC®**, social responsibility is not just an intention; it is concrete action.

We adhere to legal and voluntary standards that enable us to fully live out Our Cause: "Bringing fulfillment and well-being to everyone."

The company has developed a policy aimed at making a positive contribution to the human, social, and environmental development of the regions where it operates.

Our Movimiento INCASÁRA Foundation in Mexico offers animal-assisted therapies for people with specific physical or emotional needs.

We encourage initiatives that:

- promote the well-being of local communities and our employees' families,
- align with environmental protection,

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- create a positive and lasting impact on society.

These actions involve our employees and their families, thereby reinforcing our commitment to fostering fulfillment and well-being for everyone.

Strategic Alliances

We recognize that our distributors, suppliers, customers, partners, employees, and communities are essential links in our value chain.

For us, the relationship goes beyond commercial transactions: it is based on sharing experiences, cooperation, and participation in our Philosophy.

By integrating our partners into our practices and values, we foster sustainable and responsible growth and strengthen our ambition to become an exemplary, people-centered, and high-performing company at the national and international levels.

Anti-Corruption and Anti-Money Laundering Policy

At **GRUPO NUTEC®**, any form of corruption or fraud is strictly prohibited and runs counter to our Philosophy. We are committed to operating under honest, transparent, and responsible conditions, in compliance with the French Penal Code and the Sapin II Law on the prevention and detection of corruption.

Any act of corruption is subject to a zero-tolerance policy. In the event of an incident, we immediately conduct:

- an internal investigation to identify the causes and those responsible,
- implementing corrective measures to prevent any recurrence.

We also reaffirm our commitment to combating money laundering and terrorist financing, in accordance with the provisions of the Monetary and Financial Code.

Every employee must be familiar with and comply with internal and legal procedures to ensure that the Group's products, services, or transactions are never used to conceal funds of illicit origin.

We encourage vigilance and the reporting of any suspicious behavior through our internal mechanisms, in complete confidentiality and without risk of retaliation.

Professional Inclusion Policy

At **GRUPO NUTEC®**, professional inclusion is much more than a social commitment: it is a way to value and enrich everyone's talent.

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We offer development opportunities open to everyone, regardless of color, race, gender, age, disability, origin, sexual orientation, religion, or any other characteristic protected by French law (Labor Code, Articles L1132-1 et seq.).

We believe that diversity is a strength, as it reveals the authentic talent of our employees and enables us to transform what is already good into something even better.

Our commitments:

- to ensure fair and transparent conditions for all candidates and employees in recruitment, training, and development processes,
- to prioritize talent and skills as the primary criteria for decision-making,
- adapt our processes to ensure effective inclusion, while respecting people’s physical and emotional well-being.

Through these practices, we help create a fair, respectful, and fully fulfilling work environment, in line with our mission: “Bringing fulfillment and well-being to everyone.”

Responsible Marketing

At **GRUPO NUTEC®**, everyone involved in communication and marketing is familiar with Our Philosophy and our history, to ensure consistent, transparent, and value-driven communication.

We are committed to:

- Provide reliable and truthful information, without ever misleading the consumer,
- Maintain a balance between commercial and social benefits, ensuring that our actions strengthen the trust of our customers and partners,
- Generate positive perceptions among all our stakeholders, right down to the end consumer.

This approach ensures that our marketing contributes to our mission of bringing fulfillment and well-being to everyone, while upholding the principles of ethics, transparency, and social responsibility.

Labor Standards

At **GRUPO NUTEC®**, we are committed to ensuring that work is organized in a balanced and respectful manner, in compliance with the French Labor Code, strictly excluding any form of forced or compulsory labor.

Each employee clearly understands their responsibilities and objectives, as defined in their job description, which enables a work environment that is empowering and transparent.

We have a zero-tolerance policy for:

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- child labor (in accordance with Articles L4151-1 et seq. of the Labor Code),
- any discrimination related to employment or working conditions (Articles L1132-1 et seq. of the Labor Code).

Our philosophy is based on strong human principles, aimed at fostering personal fulfillment and well-being, while remaining flexible and open to dialogue.

We respect and encourage:

- freedom of association and the right to organize,
- the right to collective bargaining,
- open and constructive dialogue with employees on all professional matters.

These standards also apply to all our partners and service providers, to ensure an ethical, responsible work environment that respects fundamental rights.

Training and Human Development

At **GRUPO NUTEC®**, personal and professional development is at the heart of our philosophy.

Each employee benefits from an integrated development plan, tracked via a dedicated platform that allows:

- assessing the achievement of professional, personal, and cultural goals,
- receive regular feedback to foster progress and engagement.

Training needs are identified through this process, as training is an essential tool for achieving individual and collective goals while strengthening the organization's skills and performance.

Human Rights Policy

At **GRUPO NUTEC®**, we recognize and respect human rights as protected by French and international law, and we are committed to upholding them in all our activities.

We reject all forms of discrimination, harassment, violence, or degrading treatment, whether:

- within the company,
- or in our relationships with our suppliers, customers, partners, and communities.

Our actions are based on:

- the principles of the Universal Declaration of Human Rights,
- the conventions of the International Labour Organization (ILO),

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- the French Labor Code, particularly the provisions on professional equality (Articles L1142-1 et seq.) and the fight against discrimination (Articles L1132-1 et seq.).

We are committed to promoting a culture of respect, equality, and human dignity, ensuring that all employees and partners are treated fairly and with consideration, in accordance with French law.

Confidentiality of Personal Information (GDPR and Data Protection)

At **GRUPO NUTEC®**, we are committed to respecting and protecting the privacy of the personal data of our employees, customers, suppliers, and any other individuals with whom we have a relationship.

Personal information is collected and processed in a responsible, secure, and confidential manner, exclusively for the purposes for which it was collected, in accordance with the General Data Protection Regulation (GDPR), the French Data Protection Act, and the provisions of the French Labor Code regarding the protection of employee data.

Each employee is responsible for protecting the information to which they have access, ensuring that they:

- not disclosing data without authorization,
- not using it inappropriately,
- preventing any loss, alteration, or unauthorized access.

Any breach of confidentiality will be handled in accordance with the company's internal procedures and French legal provisions, with appropriate corrective measures implemented to prevent any further incidents.

Compliance with Laws

At **GRUPO NUTEC®**, we are committed to strictly complying with all applicable laws, regulations, and standards in France and in all countries where we operate.

Every employee is required to know and apply the legal and regulatory rules related to their duties and responsibilities.

In case of doubt regarding the interpretation or application of a law, it is recommended to seek the opinion of Management before taking any action.

Failure to comply with laws and regulations may result in disciplinary action, in accordance with the French Labor Code, without prejudice to any civil or criminal liabilities that may arise.

Expectations of Employees

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Adherence to and participation in our philosophy

Every employee is encouraged to know, understand, and apply the **GRUPO NUTEC®** Group Philosophy in their daily decisions and actions.

Adherence to our philosophy implies a genuine commitment to Our Cause, Our Dream, and Our Values, both within and outside the organization. Every employee acts as an ambassador for **GRUPO NUTEC®**, upholding the group's image and values.

Ethical Conduct

Employees must conduct themselves with integrity, honesty, and respect, ensuring that they:

- Comply with applicable French and European laws.
- Follow internal policies and the Code of Ethics.
- Making decisions that take into account the common good and the company's reputation.

Conflicts of Interest

All employees must avoid any situation where their personal interests could conflict with those of **GRUPO NUTEC®**.

Any potential or actual conflict of interest must be immediately reported to the immediate supervisor.

Examples:

- Having a financial interest in a competitor, client, or supplier.
- Favoring a relative during a hiring process or contract award.
- Receiving gifts or benefits that could influence a decision.

Passion for our products and commitment

Employees must know and believe in our products and services, reflecting this passion in the quality of their work and the service provided to customers.

Employees represent **GRUPO NUTEC®** in all contexts and must act in a manner consistent with its values.

Confidentiality and intellectual property

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Confidential information (intellectual property, trade secrets, sensitive data) must be protected at all times.

It is prohibited to disclose or use this information without authorization, even after the employment relationship has ended.

Occupational Health and Safety

Occupational Health

Employee health is a priority at **GRUPO NUTEC®**. We are committed to providing safe and healthy working conditions by implementing preventive measures, monitoring, and health promotion initiatives, in accordance with the requirements of the French Labor Code.

Each employee is responsible for their own health and that of their colleagues, by adhering to established safety procedures and guidelines.

Safety and Hygiene

We implement safety and hygiene measures designed to prevent workplace accidents and occupational illnesses.

Each employee must:

- Use the personal protective equipment provided correctly.
- Immediately report any situation that poses a safety risk.
- Strictly follow all applicable safety protocols and guidelines.

We promote a culture of prevention and vigilance to ensure a safe and healthy work environment for everyone.