

ETHICS AND COMPLIANCE CHARTER UNDER COMPETITION LAW

Diagnostics for Animals represents companies that manufacture and sales diagnostics for pets and livestock in the world.

The association is composed of legal entities:

- Veterinary Diagnostics Manufacturers –
- National Associations regrouping Veterinary Diagnostic Manufacturers.

Diagnostics for Animals' mission is to represent the interests of manufacturers of veterinary diagnostics all around the world.

To ensure that these values are implemented in compliance with applicable laws and regulations, Diagnostics for Animals has developed this charter which applies to all Diagnostics for Animals members, Working Group or governance Body participants and external partners who may collaborate with the Diagnostics for Animals.

As part of their participation in the Working Group or governance Body, the members of the Diagnostics for Animals Working Group or governance Body undertake to respect and ensure compliance with the following principles:

1. Compliance with applicable laws and regulations applicable to the veterinary sector, particularly in terms of competition law. Consequently, members of Diagnostics for Animals Working Group or governance Body shall refrain from any agreements or discussions that may restrict or distort competition.
2. Professionalism and the duty of discretion in the context of exchanges and discussions within the Working Group or governance Body.
3. Compliance with strict confidentiality, in particular non-disclosure of confidential information on the business or other practices of their companies or those of their customers or competitors.

To ensure compliance with these principles, the following organizational rules are agreed:

- a) Before any meeting of a Working Group or governance Body, a precise agenda of the topics that will be discussed during the meeting must be drawn up and communicated to the members of the Working Group or governance Body.
- b) During the meeting, only the topics included in the agenda can be discussed. Each participant must intervene if a sensitive topic that has or may have an impact on competition, not included in the agenda, is discussed during a Working Group or governance Body. Each participant may request that the discussion on the topic considered sensitive be stopped. The topic is then removed from the ongoing debate within the Working Group or governance Body. If in doubt about the legitimacy of a discussion under competition law, the group leader must interrupt the discussion on this subject and mention this interruption in the report.
- c) A report, summarizing for each point discussed during the Working Group or governance Body the content of the discussions and any actions implemented or to be implemented within Diagnostics for Animals, must then be drafted, and communicated to the members of the Working Group or governance Body, by any means, for approval.
- d) At the beginning of each meeting, the following elements are recalled:
"In order to comply with the laws and regulations in force, in particular with regard to competition law, no discussion, in particular with regard to conditions, commercial practices product pricing procedures is possible during this meeting of the Working Group or governance Body."
- e) In the event of intervention within the framework of a Working Group or governance Body, by a person outside Diagnostics for Animals, the latter must undertake to adhere to these principles and respect them during its intervention or discussions in which it participates.