

AUGUST 2023 COMPANY POLICY STATEMENT ON ANIMAL WELFARE AND TESTING

The Company is deeply committed to producing products that prioritize safety for both individuals and the environment, aligning with global regulatory standards. While a significant portion of our products necessitate animal testing for regulatory clearance from government entities, we are resolute in our dedication to employing scientifically validated alternative methods to animal testing whenever feasible, thereby mitigating the necessity for animal studies. Our corporate Animal Welfare Committee plays a pivotal role in implementing and upholding this policy

We firmly embrace the guiding principles for animal testing, often referred to as the “Three Rs,” initially formulated by Russell and Birch in 1959. These principles encompass the following:

- Substituting animal tests with alternative methodologies wherever possible
- Minimizing the count of test animals employed when viable
- Enhancing animal test techniques to enhance their ethical treatment

Our unwavering commitment encompasses the following initiatives:

- Incorporating scientifically validated alternative approaches to animal testing, prioritizing feasibility
- Engaging actively in collaborative efforts, such as company task forces, to curtail redundant animal testing and optimize the utility of existing studies
- Utilizing the least number of animals essential to reach scientifically sound and statistically valid conclusions when animal testing is indispensable
- Ensuring that all animal studies are carried out within laboratories adhering to pertinent animal welfare laws, regulations, licensing prerequisites, or holding endorsement from the Company’s Animal Welfare Committee
- Striving to advance, validate, and integrate non-animal testing methods through collaborative initiatives between the industry and governmental bodies

Dated August 2023