

Health and Welfare First

Animal Welfare Policy

Vimian Group and its segments Nextmune,
Movora, VetFamily and Indical Bioscience

Revision: 01

Date of approval: 2022-11-15



vimian[™]

Introduction

- / Vimian Group AB (publ) and its subsidiaries, including all subsidiaries belonging to the segments Nextmune, Movora, VetFamily and Indical Bioscience, collectively (“Vimian”) have the vision is to improve animal health through science and technology for better lives.
- / For Vimian animal welfare means to support animals to live the best life possible, physically and mentally.
- / The purpose of this Animal Welfare policy is to establish a clear statement from Vimian that outlines our ambition and commitments to promote ways of working and solutions throughout the value chain that improve animal health and welfare.



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Speak up (incl. Whistleblowing)

- / If you have a question or ever think that Vimian or any third party working with Vimian is falling short of the obligations and expectations in the Animal Welfare policy, any internal policies or the law, do not be silent. We want to hear from you.
- / **Questions or concerns:** If you have a concern or question regarding the Animal Welfare policy or any internal policies then raise it with
 - / Animal welfare, animalwelfare@vimian.com
 - / Legal, legal@vimian.com
- / **Wrongdoing:** If you believe a violation of law or the Animal Welfare policy has occurred, or any category of wrongdoing then promptly raise your concern:
 - / Legal, legal@vimian.com
 - / Through [Vimian's whistleblowing channel](#)



Beyond the five basic needs of welfare

In order for animals to live a great life they have five essential needs¹. At Vimian we strive to meet, and also go beyond the basic needs with the aim for animals to live the best life possible. We believe that knowledge of animals' needs is fundamental to responsible choices when it comes to pets, livestock and poultry and that thought should always be given as to whether these needs can be fully met.

Therefore, Vimian is committed to promote practical suggestions for how gold standard care can be achieved, and embedding it in our ways of working, foremost the areas most significant to us:

- / Veterinary education
- / Clinical practice
- / Marketing and communication
- / One Health
- / Laboratory testing and clinical trials

¹ / All five needs are essential for animals to live a great life

Physical health

1. Healthy diet and fresh water
2. Suitable environment
3. Protection from pain, injury and disease

Mental health

4. Suitable companionship
5. Express natural behaviour



Veterinary education

Vimian increases access to, and quality of, veterinary care through training and education. We host trainings all around the globe, both digitally and in-person, with thousands of veterinarians. We are convinced that these touchpoints are crucial to improve animal welfare for future generations as well as the animals involved at present. Therefore, Vimian is committed to:

/ Incorporate animal welfare and ethics in education

The aim is to include the animal welfare and ethics aspect in all our professional veterinary trainings. For example, encouraging surgeons to ask the question, “Just because we can, does it mean we should?” and to highlight consideration of quality of life pre-, peri- and post-operatively.



Clinical practice

The veterinary profession plays a major role in ensuring that the health and welfare of the animal is the priority from the time the animal arrives to the clinic, throughout any treatment plan and through advice and guidance to pet owners. Therefore, Vimian is committed to:

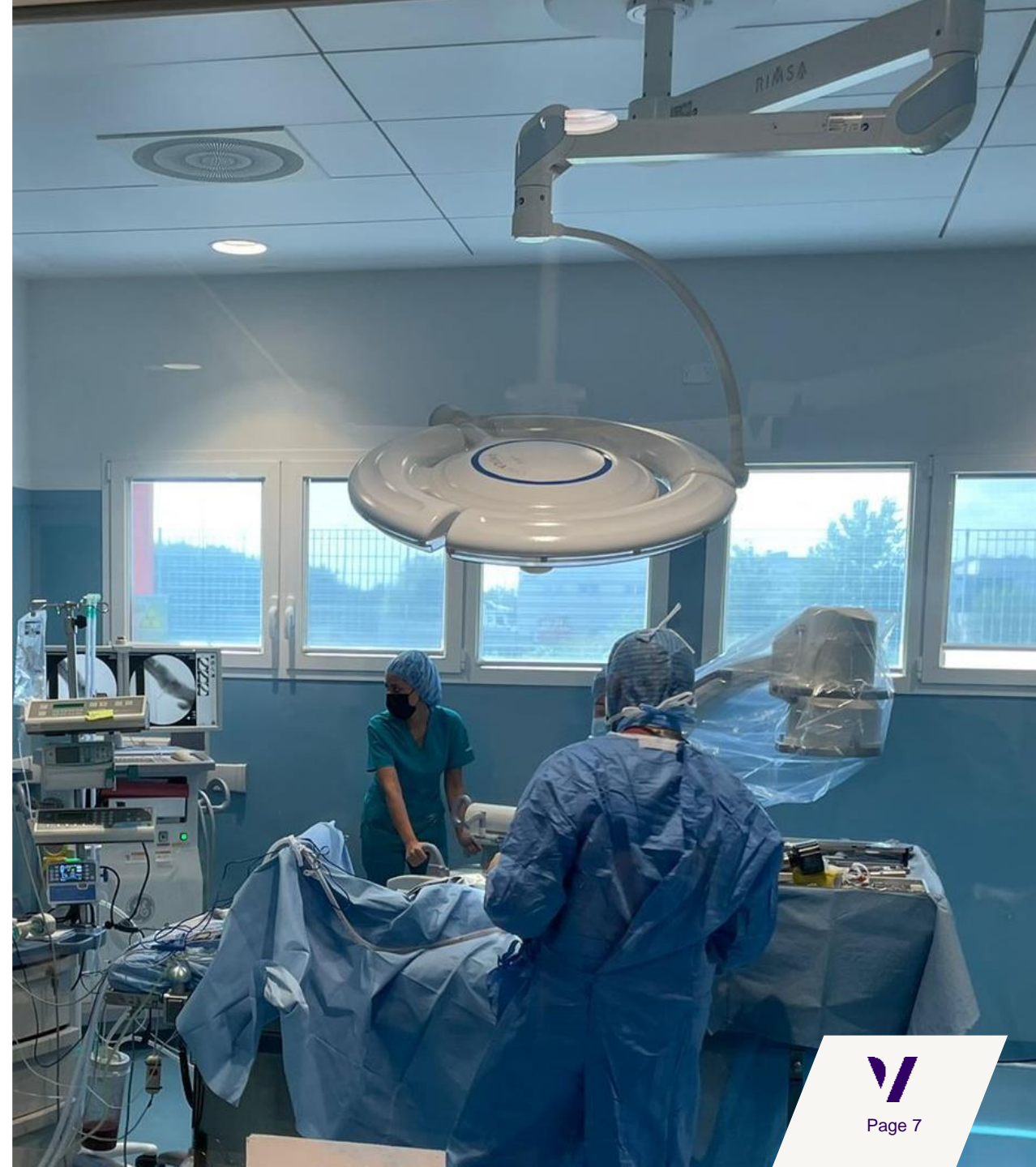
/ **Support veterinary clinics with animal welfare and ethics guidelines**

Vimian works with, and support, the veterinary clinics in our network with guidelines regarding ethics and welfare in practice, education and promote and support responsible decision making. We ensure best practice can be shared in-between veterinary clinics, which in turn care for the animals and their owners.

/ **Support veterinarians providing in-clinic advice to pet parents**

We support veterinary clinics in our network to facilitate frank, educational discussions with the pet owners around animal welfare topics that can be difficult to broach e.g., extreme body shapes, inherited disease, cosmetic surgical procedures that might otherwise be difficult to broach.

To read the full guidelines for animal welfare and ethics in clinics, or take part of trainings, contact animalwelfare@vimian.com



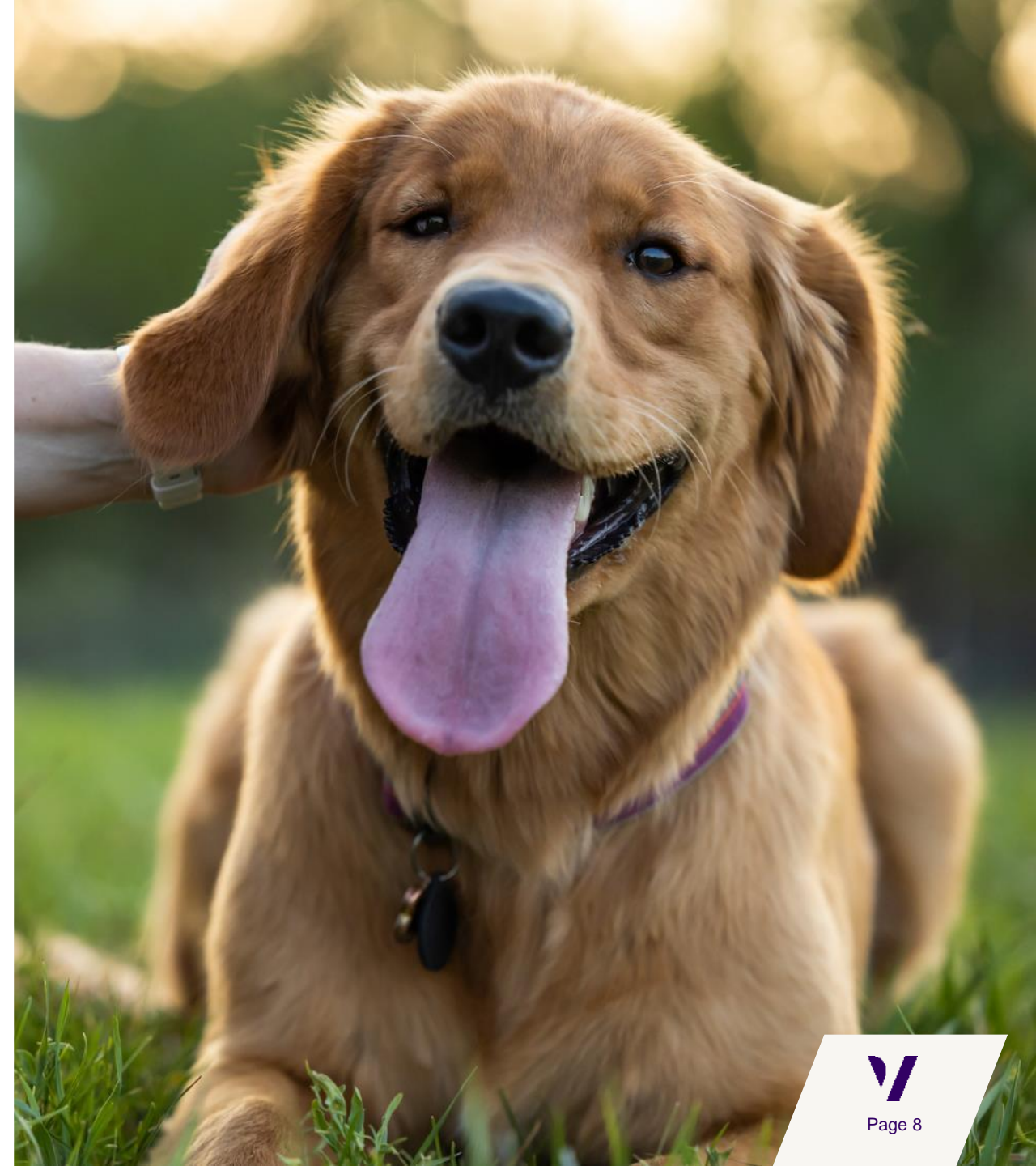
Marketing and Communication

Images and graphics used in advertising, marketing and in communication such as web pages and conference materials are important. The use of poorly chosen communication can drive demand for breeds that have many health problems because of their body shape or high levels of inherited disease, and may also encourage poor husbandry and mishandling of pets (contrary to the five welfare needs). To ensure we consider animal welfare in all communication and marketing of our products and services Vimian is committed to:

/ Provide clear communication guidelines

We aim to ensure that all graphics used across the company promote healthy body shapes and gold standard animal care and handling, unless specific clinical reference is being made. We also support the veterinary clinics with which we work to do the same.

To read the full guidelines for Marketing and Communications in Animal welfare or take part of the trainings contact animalwelfare@vimian.com



One Health

The One Health initiative recognises the link between people, animals and planet. Vimian is convinced that good animal health and welfare, human health and planet health are inextricably linked. In addition to the products and solutions Vimian provides the market that contributes to One Health, Vimian is committed to:

/ **Support veterinarians in ethical decision making**

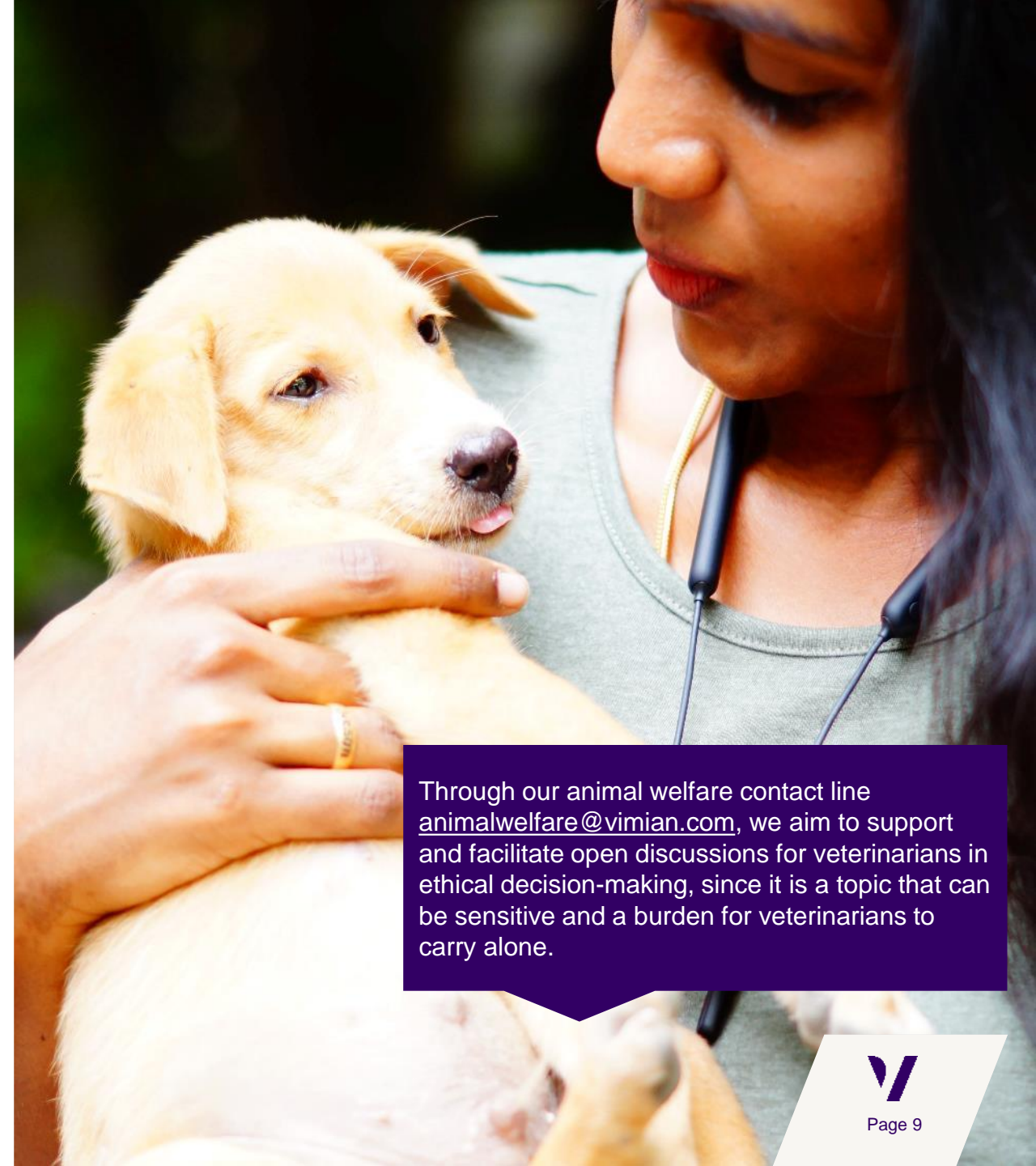
We understand that many veterinarians feel conflicted on a daily basis by ethical dilemmas. Vimian offer support and the opportunity to voice concerns about these issues to all the vets, laboratory and veterinary practice staff with which we work. If you are a vet, or work in a vet clinic, you are welcome to reach out to Vimian's animal welfare contact line animalwelfare@vimian.com if wanting support in ethical decision-making.

/ **Promote responsible use of antimicrobials**

To protect the health of animals and humans, we leverage our platform and channels, collaborate with global stakeholders and introduce alternatives to address antimicrobial resistance and foster responsible use of antibiotics.

/ **Transition towards a net-zero climate impact company**

Read more about our commitment to protect the environment in our [Climate and Environment policy](#).



Through our animal welfare contact line animalwelfare@vimian.com, we aim to support and facilitate open discussions for veterinarians in ethical decision-making, since it is a topic that can be sensitive and a burden for veterinarians to carry alone.



Laboratory testing and clinical trials

For the instances it remains necessary to use animals in the discovery, development and evaluation of veterinary solutions, for these instances Vimian is committed to:

- / **Comply with all applicable animal welfare laws and regulations**

Vimian and/or any third party we work with shall comply with all animal welfare laws and regulations.

- / **Place testing in countries with stricter regulations**

Vimian aims to place any testing in countries with strong regulation to protect laboratory animals during animal studies, for example, EU, UK and US.

- / **Commitment to the three R's**

We embrace the principles known as the 3R's of animal research - replacement, reduction and refinement. The three R's aim to find alternative ways to do testing to reduce the overall number of animals being used and minimise pain and distress.



Policy implementation

- / Reviewed by General Counsel 2022Q3
- / Signed off by segment representatives 2022Q3
- / Signed off by the Executive management team on 2022.11.08
- / Approved by the Board of Directors 2022.11.15
- / Shared with all employees per email and townhall 2022Q4-2023Q1
- / Published on website available to all stakeholders 2023Q1
- / Training for all employees offered on a yearly basis
- / Communicated to investors to ensure awareness of policy 2023Q1

Accountability

Every employee is accountable to comply with the policy.

Awareness

Each member of the executive management team shall ensure that his/her organization is aware of the policy and its content.

Overall ownership of the Animal Welfare policy

Vimian's CEO and Group Sustainability Manager shall ensure that the Animal Welfare policy is implemented across the Vimian Group and updated when necessary.

If you have any questions or input related to Vimian's policy or work on animal welfare, you are welcome to reach out to animalwelfare@vimian.com or the Group's Sustainability Manager ellen.brostrom@vimian.com.