GENUS GLOBAL CODE OF CONDUCT

SUSTAINABLY NOURISHING THE WORLD

Who we are. What we stand for. How we work.

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A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

At Genus, we are united by a shared purpose. Pioneering animal genetic improvement to sustainably nourish the world. How we achieve that purpose matters just as much as the results we deliver.

This Code of Conduct sets out what we expect of everyone who works for or on behalf of Genus — our colleagues, our leaders and the third parties who represent us. It applies wherever we operate and whatever our role.

Our Code is built around our four Values, which shape the way we work, the decisions we make and the relationships we build. We are committed to conducting business honestly, ethically and transparently, because responsible business conduct is essential to our long-term success and the trust placed in us by our stakeholders.

This Code cannot cover every situation you may face. When in doubt, pause and ask yourself the questions in our ethical decision-making framework below. And if you are still unsure, seek guidance — an important part of good judgment is knowing when to ask for help and that is always the right thing to do.

Jorgen Kokke
Chief Executive Officer

WHO DOES THIS CODE APPLY TO?

References to **Genus** and **we** or **us** mean Genus plc and all entities within the Genus plc group. This Code applies globally to all executive and non-executive directors, corporate officers, members of senior management, employees (whether permanent, temporary or fixed term), agency workers and contractors of Genus worldwide, irrespective of job role, function or location. It also applies to all third parties who act for or on behalf of Genus. If you are a Genus supplier, please refer to our Genus Global Supplier Code of Conduct.

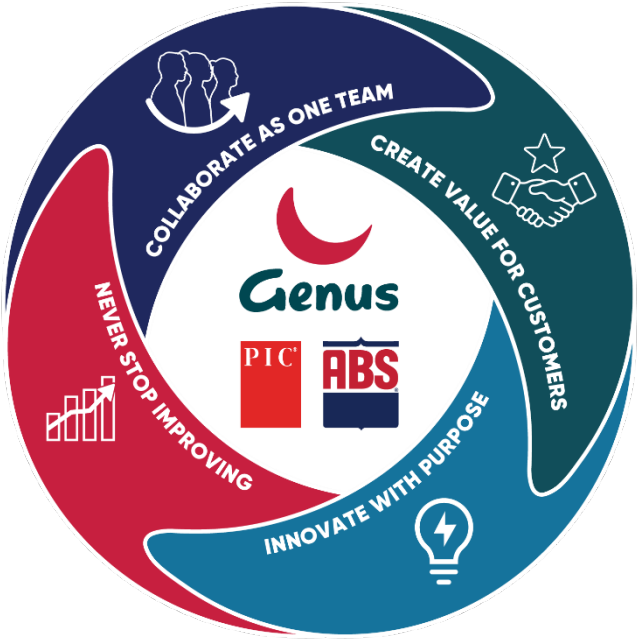
Where local law and this Code set different requirements, the higher standard will apply, to the extent permitted by applicable law.

OUR VISION AND VALUES

Our values support our vision and underpin everything we do.

Values

Pioneering genetic improvement to sustainably nourish the world



Collaborate as one team

- We unite as one team, driven by our vision and strengthened by the diversity of the people around us
- We inspire and support each other to develop personally and professionally
- We champion an ethical, responsible culture that is safe and inclusive for all

Create value for our customers

- We actively engage with our customers to understand and address their challenges
- We pursue activities that build trust and drive success
- We deliver solutions that advance our customers' goals and support our business objectives.

Innovate with purpose

- We accelerate genetic progress through our courage, curiosity and commitment to solving problems.
- We deliver innovative solutions by taking calculated risks and demonstrating resilience
- We explore new ideas to further our work and learn quickly from our experiences.

Never stop improving

- We drive results and own outcomes
- We adapt and evolve to always deliver on our commitments
- We are all accountable for delivering measurable results

RESPONSIBLE AND ETHICAL BUSINESS

Responsible business conduct underpins everything we do

Good decisions do not happen by accident. They come from a culture where people feel confident enough to pause, to question and to speak up, even when it is uncomfortable. That is the culture we are building at Genus, and this Code is how we hold ourselves to it.

Not every situation you face will have a clear answer. When you are unsure, use our ethical decision-making framework. Pause and ask yourself:

Is it legal?	Is it consistent with our Values and policies?	Would I be comfortable if this were reported publicly?

If the answer is no, or if you are simply not sure, stop and seek guidance. That is always the right thing to do.

THINK BOX
Pause. Question. Speak Up.

01.
Collaborate as one team

COLLABORATE AS ONE TEAM

We treat everyone with dignity, fairness and respect. We build trust through openness, inclusion and a shared commitment to doing the right thing.

Animal Welfare and Biosecurity

Animal welfare is central to who we are and what we do. We are committed to the highest standards of care for the animals connected to our business, and to protecting their health by preventing disease transmission and safeguarding our operations. We expect the same commitment from everyone we work with.

What this means for you

- Follow all policies, procedures site-specific protocols and veterinary guidance relating to the wellbeing of our animals and to biosecurity, without exception.
- Speak Up about any animal welfare concern, or suspected disease, contamination or biosecurity breach, immediately using the reporting channels available.
- Do not tolerate any practice that compromises animal wellbeing or biosecurity. Caring for our animals is our moral duty.
- Ensure that third parties, visitors and contractors understand and comply with our animal welfare and biosecurity requirements.

Respect for Everyone

We foster an inclusive, safe and respectful working environment where everyone can thrive. We do not tolerate discrimination, harassment, bullying or any form of behaviour that undermines the dignity or rights of others. We value different perspectives, backgrounds and experiences because they make us a better business.

What this means for you

- Treat all colleagues, customers and partners with courtesy and respect.
- Challenge behaviour that is discriminatory, harassing or exclusionary.
- Foster an environment where diverse perspectives are welcomed.
- Comply with all applicable laws, including employment laws and those protecting human rights.

Speak Up

We all have a responsibility to Speak Up if we know or suspect that wrongdoing has occurred or is occurring. Genus values Speaking Up and we are committed to a culture where raising concerns is welcomed and supported. If something doesn't feel right, it probably isn't.

Genus prohibits retaliation against anyone who reports a concern in good faith, even if that concern ultimately proves to be unfounded or incorrect.

What this means for you

You do not need to be certain that something is wrong to raise it. You just need to believe, honestly, that it might be. We would rather hear about a concern that turns out to be nothing than miss one that turns out to be serious.

- Report known or suspected wrongdoing promptly. Do not wait.
- You may report anonymously, where local law permits.
- A failure to report known wrongdoing may itself be a breach of our policies.

QUICK READ
"If you Speak Up, Genus is listening." Find out more about the ways in which you can Speak Up in our policy

Conflicts of Interest

We make decisions in the best interests of Genus, free from the influence of personal interests or relationships. A conflict of interest arises where your personal interests, or those of someone close to you, could influence your judgement. Most conflicts can be managed once disclosed, but the key is transparency.

What this means for you

- Disclose any actual, potential or perceived conflict of interest promptly.
- Remove yourself from decisions where you have, or may appear to have, a conflict.
- Do not use your position, or Genus property or information, to obtain a benefit for yourself or a person connected to you.

QUICK READ
You can report a Conflict of Interest using our disclosure form which you can find at 'genusconflicts.ethicspoint.com'

Working with Third Parties

Third parties who act for or on our behalf are an extension of our business. Their conduct reflects on Genus, and under applicable law we may be held liable for their actions. We expect our third parties to share our commitment to ethical business conduct, respect for human rights and compliance with applicable laws.

What this means for you

Choosing the right partners and holding them to our standards is not just good practice, it is a legal obligation.

- Think carefully about who we partner with. Knowing your third party is crucial.
- Only work with third parties who understand and commit to Genus standards.
- Escalate any concern that a third party may be acting unlawfully or inconsistently with our standards.

Modern Slavery and Human Rights

We respect all internationally recognised human rights laws and expect the same of those we work with. Genus is committed to preventing modern slavery, human trafficking and any form of forced or compulsory labour in our operations and supply chains.

What this means for you

- Be alert to signs of modern slavery in our operations and supply chains, including excessive working hours, debt bondage, isolation, restriction of movement, physical abuse or document retention.
- Report concerns about any exploitative labour practices immediately.

QUICK READ
Find out more about our approach to preventing modern slavery in our Annual Modern Slavery Statement

Health and Safety

Genus is committed to providing a safe and healthy working environment for everyone. We comply with all applicable health and safety laws and regulations and expect everyone to take responsibility for their own safety and the safety of those around them.

What this means for you

We operate in environments where the risks are real. From farms and laboratories to offices and production facilities, and we expect everyone to take those risks seriously.

- Follow all health and safety policies, procedures and site-specific requirements.
- Report any workplace hazard, incident, near miss or unsafe condition immediately.
- Do not carry out work activities while impaired by alcohol, drugs, medication or any other factor that could affect your safety or the safety of others.

Environmental Responsibility

Our purpose is to sustainably nourish the world. We are committed to minimising our environmental impact and using natural resources responsibly.

What this means for you

- Comply with all applicable environmental laws and regulations and report any environmental incident immediately.
- Support Genus' sustainability goals and consider the environmental impact of business decisions.

QUICK READ
You can find out more about our approach to Sustainability in our Annual Report

02.

Create value for our customers

CREATE VALUE FOR OUR CUSTOMERS

We win and retain business on merit, through the quality of our products, services and relationships. We compete fairly, transact honestly and never compromise our integrity for commercial gain.

Anti-Bribery and Corruption

Genus has zero tolerance for bribery and corruption. We do not give, offer, promise, accept, request or agree to accept bribes, whether directly or through a third party. Under applicable law, we can be held liable for corrupt conduct carried out anywhere in the world, including by our third parties.

What this means for you

There is no such thing as a small bribe. The value does not matter, what matters is the intent. If a payment, gift or favour is designed to influence an outcome, it is corrupt, and no amount of commercial pressure, local custom or 'everyone does it' makes it acceptable.

- Act with integrity, and make business decisions that are based on merit, not on improper payments, incentives or personal gain.
- Never offer, give or accept anything of value to improperly influence a business decision.
- Do not ask or allow third parties to do anything on our behalf that we could not do ourselves.

QUICK READ
Want to know more? Read our Anti-Bribery and Corruption policy

Gifts and Hospitality

Giving and receiving gifts, meals and hospitality is a normal part of business. However, they must never be used, or appear to be used, to improperly influence a business outcome.

What this means for you

The test is not just value. Context is everything and you must consider timing, frequency and intent. If a gift or hospitality could reasonably be seen as an attempt to influence a business outcome, it should not be given or accepted.

- Gifts and hospitality must be reasonable, proportionate and transparent.

QUICK READ
Thresholds apply which may make a gift, hospitality or a charitable donation reportable.

Lobbying and Political Engagement

Lobbying is a legitimate part of how we engage with regulators, legislators and public officials. However, all lobbying and political engagement undertaken on behalf of Genus must be conducted honestly, ethically and transparently.

What this means for you

- Disclose that you are acting for Genus when engaging with any public official on our behalf.
- Ensure all information provided to public officials is accurate and not misleading. Do not offer, promise or give any advantage to a public official.
- Comply with all applicable lobbying registration and reporting obligations.

QUICK READ
Am I dealing with a public official? Find out more

Fair Competition

We are competitive but fair. We win business on the strength of our products, services and innovation, and never through anti-competitive agreements, abuse of market position or other unlawful conduct.

What this means for you

Competition authorities around the world are active, well-resourced and increasingly coordinated. Investigations can be triggered by a single conversation, and the consequences for Genus and for you personally, can be severe.

- Never discuss or agree prices, market allocation, customer allocation or bid strategies with competitors.
- Do not share commercially sensitive information with competitors.

QUICK READ

Take care when dealing with competitors. If you are unsure what you can discuss or share, contact Compliance.

Sanctions and Export Controls

We comply fully with all applicable sanctions, embargoes and export controls. These laws restrict certain dealings with specified countries, entities and individuals, and breaches can result in severe criminal penalties.

What this means for you

The geopolitical landscape is constantly evolving. Sanctions regimes change rapidly, often without warning, and what is lawful today may not be tomorrow. We all have a responsibility to stay alert and act with caution.

THINK BOX

- Not sure whether a transaction, customer or jurisdiction is affected by sanctions or export controls? Seek guidance from Compliance before proceeding.
- Watch for red flags including unusual routing through third countries or reluctance to share end user or ownership information.

03.

Innovate with purpose

INNOVATE WITH PURPOSE

Innovation is at the heart of what we do. We protect the ideas, data and assets that drive our progress, and we use them responsibly.

Confidential Information and Intellectual Property

Confidential information and intellectual property are among our most valuable and strategically important assets. They drive our innovation, underpin our competitive advantage and sustain the trust our stakeholders place in us.

What this means for you

Our confidential information gives us our competitive edge. Once lost, it cannot be recovered. Protecting it is everyone's responsibility.

- Handle confidential information, intellectual property and trade secrets with care. Do not share with anyone who does not have a legitimate business need to know or with anyone outside of authorised recipients.
- Secure confidential information, intellectual property and trade secrets, whether physical or electronic, and follow our Confidential Information policy, IT security policies and any applicable contractual obligations.
- Respect intellectual property, both ours and others'. Ensure data used in research and development is obtained lawfully and ethically.
- Report any suspected loss, theft or unauthorised access immediately.

THINK BOX

- Only access confidential information that you need for your role.
- Do not disclose confidential information outside Genus without proper authorisation.
- Take care when discussing sensitive matters in public places or on unsecured channels.

Insider Dealing and Market Abuse

Genus is a publicly listed company. If you have access to material information about Genus that is not publicly available, you must not trade in Genus securities or pass that information to others. Insider dealing and market abuse are serious criminal offences.

What this means for you

- Do not deal in Genus shares or other securities if you hold inside information.
- Do not pass inside information to anyone else, whether or not you expect them to trade on it.
- Follow all applicable share dealing policies, trading restrictions and closed periods.

THINK BOX

Not sure whether information is inside? Seek guidance from Corporate Secretariat if you are unsure.

Data Protection

We collect, process and store personal data responsibly, lawfully and transparently. We respect the privacy rights of individuals whose data we hold, and we comply with all applicable data protection laws.

What this means for you

We hold personal data belonging to our employees, customers, partners and others. How we handle that data directly affects people's lives and their trust in us. Data protection laws are complex, vary across jurisdictions and carry significant penalties for failure.

THINK BOX

- Only collect personal data that is necessary for a legitimate business purpose.
- Retain data only for as long as is necessary, and in accordance with retention policies.

Use of Company Property, Assets and Technology

Genus assets, which include equipment, technology, intellectual property, data, facilities and financial resources, are provided for legitimate business use. We all have a responsibility to protect them and to use technology and data responsibly, ethically and in compliance with applicable laws.

What this means for you

Every asset we have, from our intellectual property to our IT systems, and to the data that drives our research, exists to serve our purpose. Misuse, carelessness or neglect of any of them puts the whole business at risk.

- Use Genus property and assets for legitimate business purposes only. Do not use them for personal gain or to benefit third parties without authorisation.
- Follow IT security policies and report any suspected misuse, cyber incident or data breach immediately.

Responsible Use of AI and Digital Tools

Artificial intelligence, automation and digital tools offer significant opportunities to enhance our work. However, their use must be responsible, ethical and aligned with our Values. We must ensure that the use of these technologies does not compromise data security, confidentiality or the integrity of our business.

What this means for you

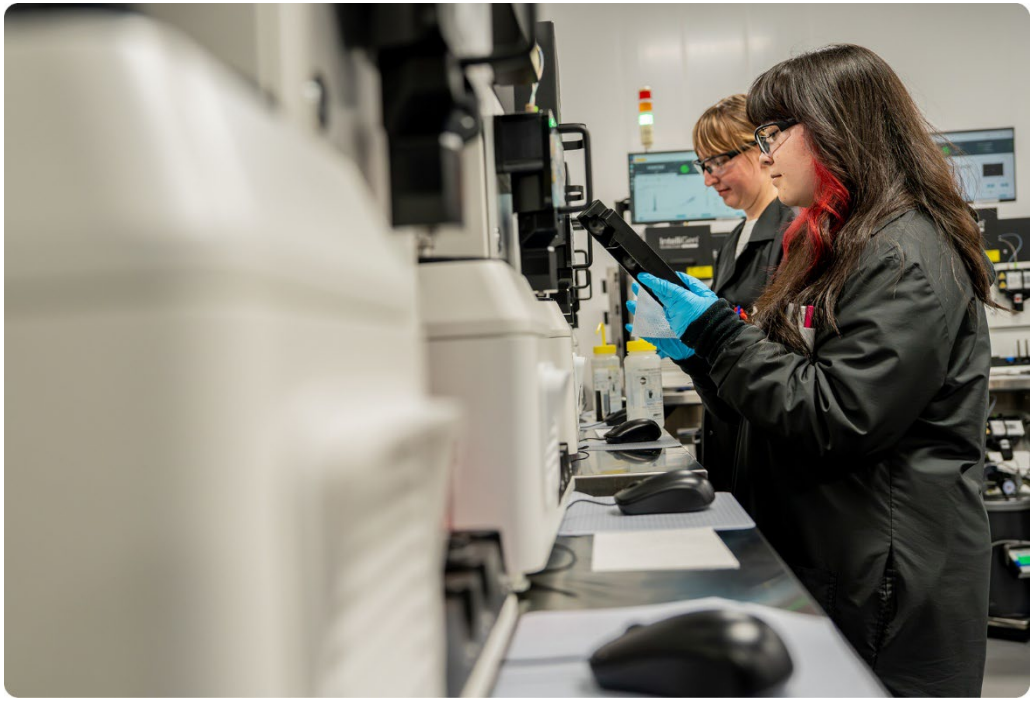
- Only use AI tools, platforms and software that have been approved by Genus for business use.
- Never input confidential, proprietary or personal data into external AI tools or platforms unless expressly authorised.
- Understand and comply with all IT security policies, including those relating to cybersecurity, access controls and incident reporting.
- Report any suspected cyber incident, data breach or misuse of technology immediately.

Research Integrity and Product Quality

Our science must be beyond reproach. We are committed to the highest standards of research integrity and to delivering products that are safe, effective and of the highest quality. Our customers, and the animals and food systems they support, depend on it.

What this means for you

- Conduct all research honestly, objectively and in compliance with applicable laws, regulations and ethical standards.
- Record and report research data accurately. Never falsify, fabricate or inappropriately manipulate data.
- Ensure that products meet all applicable quality, safety and regulatory requirements before release.
- Report any concerns about research misconduct, product quality or safety immediately.



04.

Never stop improving

NEVER STOP IMPROVING

We hold ourselves to high standards and continuously strengthen the way we work. We keep accurate records and build a culture of accountability.

Accurate Books and Records

We maintain full, accurate and transparent records of all business transactions, decisions and approvals. The integrity of our records is essential to our regulatory obligations, our stakeholders' trust and sound decision-making. Incomplete, inaccurate or misleading records may breach our policies and applicable law.

What this means for you

Accurate records are the foundation of accountability. If it is not recorded properly, it cannot be verified, audited or defended.

- Record all transactions honestly and accurately.
- Ensure expenses, payments and approvals are properly documented.

Financial Crime

Genus firmly rejects fraud, money laundering and the facilitation of tax evasion in all their forms. Under applicable law, Genus can be held criminally liable if someone acting on its behalf commits fraud or facilitates tax evasion and the Group did not have adequate procedures in place to prevent it.

What this means for you

Financial crime takes many forms. Prevention starts with each of us.

- Report any suspected fraud, money laundering or tax evasion facilitation immediately.
- Follow approval processes and segregation of duties controls.
- Escalate red flags in transactions, due diligence or suspicious payment arrangements.
- Preserve relevant records and cooperate with investigations. Do not assist, encourage or facilitate tax evasion by any person.

Training and Review

We are committed to ensuring that everyone working for or on behalf of Genus has the knowledge, skills and support to meet the standards set out in this Code. We monitor compliance, investigate potential breaches thoroughly and fairly, and take appropriate corrective action.

What this means for you

A Code is only as strong as the culture behind it. Training helps you recognise risk. Monitoring helps us catch what we miss. Accountability is what makes the difference between a document on a shelf and a standard we actually uphold.

- Complete all mandatory compliance training assigned to you.
- Stay current with changes to policies, laws and best practice relevant to your role.
- Apply what you learn and help colleagues understand their responsibilities.
- Cooperate fully with any compliance review, audit or investigation and keep the details confidential unless authorised to disclose them.
- Retaliation against anyone who assists an investigation is strictly prohibited.

MAKING IT REAL. OUR COMMITMENT

This Code is a living document. It reflects who we are and the standards we set. We will review it regularly to ensure it remains effective, current and proportionate to the risks we face.

Breaching this Code is a serious matter and may result in disciplinary action, up to and including termination of employment. For third parties, breaches may lead to immediate termination of contract. Breaches of applicable law may also give rise to personal criminal or civil liability.

At Genus, we want prosperity that we can all be proud of.

QUICK READ

Where to go for help

- Genus Compliance: compliance@genusplc.com
- Your Genus line manager or HR Business Partner
- Your business relationship contact (if external)
- Genus Group General Counsel & Company Secretary
- EthicsPoint for anonymous reporting, where permitted by local law, which you can find at 'genusplc.ethicspoint.com'

Genus

www.genusplc.com