

The Virbac logo is a blue rectangle with the word "Virbac" in white, italicized font. A thin red horizontal line is positioned below the text.

Virbac

**Shaping the future
of animal health**

A man wearing a grey hat and a green and black plaid shirt is kneeling in a grassy field, holding the hands of a young child with long brown hair. They are both looking towards the right. In the background, several cows are grazing in a field under a blue sky with white clouds. A metal fence is visible on the left side of the frame.

CODE OF CONDUCT

A portrait of Sébastien Huron, Chief executive officer of Virbac group. He is a middle-aged man with short brown hair, smiling, wearing a dark blue blazer over a light blue button-down shirt. The background is a plain, light grey.

SÉBASTIEN HURON
Chief executive officer, Virbac group

“**Our culture is the foundation of our identity and a competitive advantage.**”

Each of us shapes it through our words and actions. Our common desire is to build a culture that fosters trust including more diversity and creating a culture in which all employees can express the best of themselves. Our company's longevity is first and foremost based on this trust between us and with our customers and partners. To sustain it in the long term, we must make responsible choices.

We are certainly evolving in a complex, rapidly changing world, in which societal requirements and ethical dilemmas arise regularly. In this context, the proper behavior in each situation is not always clear and obvious. Our code of conduct is designed to orient us and guide our activities in an honest and exemplary manner. In helping us make the right decisions, this code enables us to take care of each other, understand our responsibilities toward others, comply with applicable rules and protect the company.

Please read it carefully and contact the departments mentioned in this document for further details or if you have questions. I expect all managers to encourage a culture in which employees feel free to ask questions and share their concerns when they believe a behavior violates our code of conduct. We must remain transparent about our intentions and ask for help when faced with a difficult situation

By applying these principles in each of our activities, we are able to act and make decisions more confidently and effectively. Their daily implementation will enable us to carry on our mission of advancing the health of animals with those who care for them every day so we can all live better together.

Thank you to everyone.

Sébastien





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WHO WE ARE

- Our culture and values
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Our culture and values

VALUES

Nurturing entrepreneurship

Demonstrating initiative and venturing off the beaten path, with no dogma. Learning from our failures and adapting with agility.

Fostering a customer-driven approach

Developing a unique relationship with veterinarians, farmers and owners to anticipate their needs. Providing them with solutions that improve veterinary practice and the quality of life for animals.

Stimulating innovation

Remaining on the lookout for the newest trends and innovative tools, offering ever more ingenious and useful solutions to our customers.

PURPOSE

Advancing the health of animals with those who care for them every day, so we can all live better together.

Paying attention to people

Offering every employee worldwide the means to progress and advance the company in a spirit of conviviality and sharing.

Demonstrating our engagement

Successfully completing each project. Excelling together; taking advantage of our professional and cultural differences to achieve an even better result.

Choosing sustainability

Shaping and developing our business for the long-term. Finding the best balance between economic growth and respect for people and the environment.

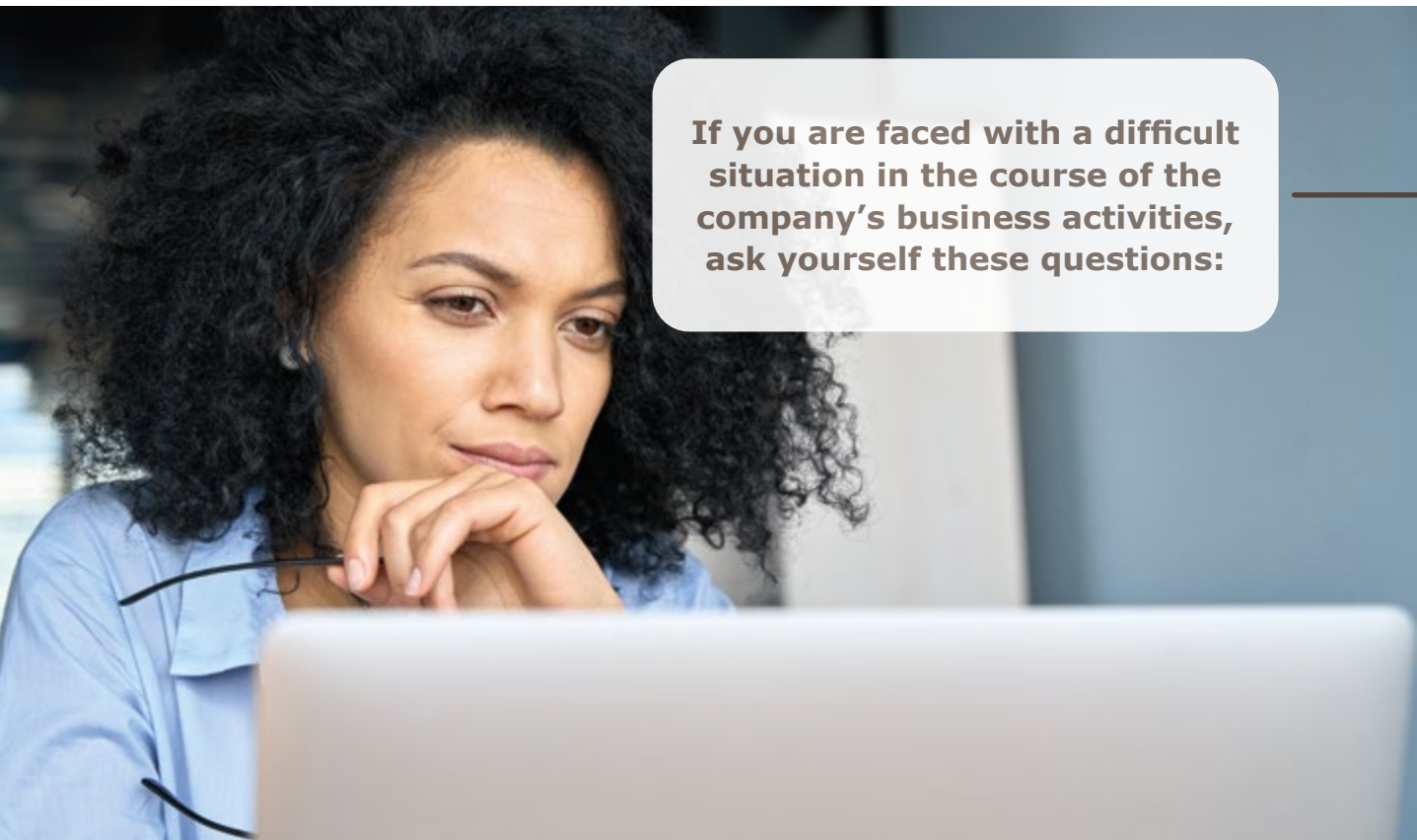
VISION

A unique, innovative and agile company that is shaping the future of animal health by encouraging and enabling all employees to enrich the customer experience.



Making the right decisions

Making ethical choices helps build solid trust, both among ourselves and with the people with whom we interact. Nevertheless, the situations we encounter are not always simple (ethical dilemmas, conflicts of interest or complex circumstances). The Virbac code of conduct will not tell us precisely what to do in each and every situation, but it will serve as a guide to ensure compliance with the rules applicable to our business and the company's strategic orientations, regardless of our function or position.



If you are faced with a difficult situation in the course of the company's business activities, ask yourself these questions:

Is the action legal, in compliance with our code of conduct and with company policies?

If this situation were made public, would you still feel comfortable?

Is this action in the interest of our customers, partners or colleagues, or our company and its environment?

YES

If you answered "yes" to all these questions without hesitation, then the action or situation in question theoretically does not present a problem.

NO

If you have answered "no" to any of these questions or if you have any doubts about what to do, ask for advice from your manager or their manager or another internal resource mentioned in the code of conduct, such as the Human Resources department, the Legal department or the Legal Compliance division.



The manager's role

At Virbac, managers are the people primarily responsible for ensuring rules and principles are complied with both within the company and in the operation of our business. They therefore play a major role through their examples in developing and spreading a corporate culture at the very heart of the work environment. The way in which we take action and make decisions while working together forms the basis of the trust shared with our employees, our customers, and all of our stakeholders.

Managers, your team's performance relies on the quality of the relationship you create together:

- train your team on the importance of ethics and integrity at work, and clearly state that you expect the work to be done in accordance with our founding principles;
- explain what an ethical decision is and lead by example when making decisions;
- point out to your team that a result only counts if it can be obtained in absolute compliance with our principles and make sure that all our results are achieved in this way;

- check in regularly to make sure your team knows that you are always there to lend a sympathetic ear, especially if one or more employees have something difficult to tell you;
- if a doubt arises, quickly take measures to properly address the concerns expressed and correct the problems (if necessary, get support from your management, the Legal department, and/or Human Resources).





Speak up

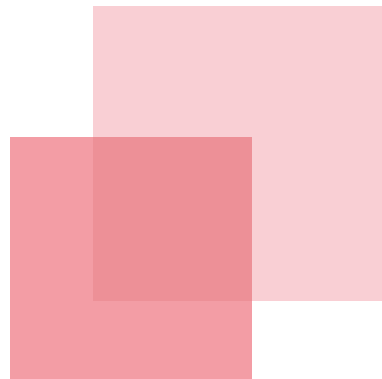
It takes courage to speak up when something seems wrong. And this courage is essential to moving forward together. We understand this can be difficult. That is why we are here to support you and why we do not tolerate any form of retaliation.

You will not suffer any negative consequences if you:

- raise concerns about a behavior that appears to be inconsistent with our principles;
- refuse to do something that goes against our code of conduct or the law, even if your refusal implies an impact on the company's business;
- cooperate with an internal and/or official investigation.

Anyone who retaliates against an employee for having taken any of the above actions will be subject to disciplinary action, up to and including termination.

Please also be aware that as a whistleblower, you are protected by law in many countries when you report facts of which you are aware, as long as you act objectively and in good faith.



IN PRACTICE

How do I report a behavior that is inconsistent with our code of conduct?

Beyond progressing through the hierarchical levels, we have specific channels to allow you to report a concern as easily as possible. Certain reports can be made via our dedicated, secure and confidential platform at the following address: virbac.signalement.net (or, if applicable, via your country's equivalent site) or sent to the Group Human Resources, Group Legal departments or Group Legal Compliance division.

What happens to the information provided?

Regardless of the channel you decide to use, your report is kept confidential. It is recorded in our systems and dedicated referents carry out the necessary investigations to verify whether or not the alert is well-founded. Do not conduct any investigation into problems on your own. Once the investigation is completed, the appropriate corrective actions are determined and implemented.

If you use the virbac.signalement.net platform, you can:

- choose whether or not to be anonymous;
- receive confirmation that your report has been addressed;
- access it at any time to see if your report has been processed or filed.



WE CARE FOR EACH OTHER

- Ensuring the health and safety of individuals at our sites
- Giving everyone the same chances
- Ensuring a respectful work environment





Ensuring the health and safety of individuals at our sites

Anyone working in our company has the right to expect a healthy and safe work environment. This is why we implement all human and technical processes and resources to meet and, at times, exceed the health and safety standards applicable to our various sites and activities, and thus prevent the occurrence of workplace accidents and occupational illnesses.

At Virbac, we are committed to:

- promoting an appropriate work-life balance and taking psychosocial risks into account (see the "Ensuring a respectful work environment" section);
- implementing appropriate practices and equipment relating to workplace safety in accordance with local regulations;
- implementing preventive and awareness-raising measures for all employees;
- training employees on good health, hygiene and safety practices in connection with their work and functions;
- regularly verifying the proper application of health and safety instructions at workstations and empowering employees to contribute to the continuous improvement of risk management;
- encouraging everyone to alert their line manager, the security manager of the site concerned or the company management concerned in the event of an incident, facility, situation or behavior presenting a safety risk in the work environment;
- adhering strictly to applicable laws and regulations, as well as internal rules, policies and procedures in force.

IN PRACTICE

I saw one of my colleagues get his finger caught while closing a door. He wants to continue his work without going to the infirmary so as not to delay his team. What should I do?

In order to ensure the safety of Virbac employees and to continuously improve our risk management, it is essential to report all accidents, including the most minor, as well as any event that could have led to an incident. This allows us to take appropriate measures including corrective action to prevent accidents from happening again or incidents from becoming more serious.

I just changed my glasses and the new frame does not allow me to wear my safety glasses correctly. What should I do?

We provide employees with the most appropriate protective equipment for each activity. Everyone is responsible for the proper condition of their equipment and its suitability to their needs, and must report any shortcoming to their supervisor or to the safety manager.



HAVE A QUESTION?

Contact the Group EHS department: security@virbac.com



Giving everyone the same chances

Evolving at the core of the company's activity, we all support the company's values and are key players in its development. This is why our international Group recognizes and values the uniqueness and differences in each of us. Beyond compliance with labor law, we view diversity in talent, gender, origins, cultures, generations and skills as a powerful performance driver.

At Virbac, we are committed to:

- spreading and promoting the values of open-mindedness, respect and tolerance, which are all qualities we wish all our teams to share, in addition to rigor, results-driven orientation and customer proximity;
- ensuring equal opportunities and treating all employees fairly in their professional development as well as any person who wishes to join us;
- highlighting the human dimension in all its diversity in each of our activities;
- supporting each individual's development through a dedicated training policy.



IN PRACTICE

While recruiting, I was implicitly asked to avoid hiring a disabled person. What should I do?

The selection of a candidate must be based solely on objective criteria and on the professional skills and qualities that fit the open position. Discrimination of any kind is prohibited at Virbac.

I applied for a management position for which I think I meet the requirements, and my application was not accepted. I believe I wasn't chosen because of my age. The position was offered to someone younger than me, even though I had all the required skills. What should I do?

The selection of a younger candidate is not necessarily due to discrimination. Other criteria may come into play. But do not leave this type of question unanswered, because it can affect your relationship of trust with the company. You must feel free to contact your local management and ask questions about the hiring decision.

FIND OUT MORE

Charter promoting non-discrimination and diversity, recognized by the French high authority against discrimination and exclusion, signed by Virbac

HAVE A QUESTION?

Contact your unit's management or the Group Human Resources department (human@virbac.com)



Ensuring a respectful work environment

Our success is inextricably bound to the commitment from each of us. This commitment is directly related to the importance placed on employees, who are the driving force behind our company and its major decisions. A respectful work environment that ensures a good work-life balance, contributes to individual well-being and is a source of greater collective efficiency.

At Virbac, we are committed to:

- fostering a climate of mutual respect, solidarity and trust between all employees;
- allowing everyone to flourish in their work without being subject to any discrimination whatsoever due to their gender, religion, origin, age, political or sexual orientations, physical appearance, medical condition or disability (see "Giving everyone the same chances" section)
- taking action against all forms of harassment at work and taking appropriate measures if such acts are revealed and proven;
- prohibiting any form of violence and any behavior having the purpose or effect of harming the dignity of a person and creating an intimidating, humiliating, offensive, hostile or degrading environment;
- complying with and ensuring that our partners comply with all social standards applicable to work, as well as the principles

defined by the ILO (International labor organization) dealing with trade union freedoms where applicable, the right to collective bargaining, forced labor, child labor, equal pay and discrimination (see the "Conducting our business with integrity" section);

- establishing channels for reporting inappropriate and/or prohibited acts or behaviors of which an employee may become aware or be a victim (see the "Speak up" section).



IN PRACTICE

A colleague often speaks to me in an aggressive way, and I feel denigrated professionally and personally. What should I do?

If you feel comfortable, do not hesitate to point out the aggressive behavior to your colleague and the feeling of denigration you feel because of his/her attitude. If, despite your remark, the situation does not calm down and your colleague continues to act in the same way, or if you do not feel comfortable addressing it directly with your colleague, do not hesitate to talk about it with your local management.

I witness inappropriate behavior of a colleague, which could be considered harassment. What should I do?

If you feel comfortable, do not hesitate to let your colleague know that you find this behavior inappropriate. If, despite your intervention, this colleague refuses to take your remark into account and continues to act in the same way, or if you do not feel comfortable addressing it directly with your colleague, do not hesitate to share the situation with your local management.

While visiting a subcontractor's premises, I realized that some workers employed at one of its plants were under 14 years of age. Should I discuss this with my line manager?

Yes. This subcontractor is not in compliance with the standards arising from fundamental ILO conventions on child labor. Your management and the Sourcing department must be informed of this so the partner can be asked to stop these practices, if they are indeed proven, or so that any other appropriate measure (such as termination of the contract) can be taken in the event that these illegal practices continue.

FIND OUT MORE

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HAVE A QUESTION?

Contact your unit's management or the Group Human Resources department (human@virbac.com)



WE ACT WITH INTEGRITY

- Conducting our business with integrity
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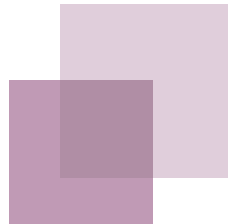
Conducting our business with integrity

We have zero tolerance for corruption, influence peddling and money laundering. The consequences of these actions may jeopardize our company and its reputation and lead to the personal liability of the offenders and our managers. Preventing these actions requires the involvement of all to ensure the ethical approach that we wish to cultivate.

At Virbac, we are committed to:

- behaving as a responsible actor for animal health and doing everything possible to conduct our business ethically and in an exemplary manner, in all countries in which we operate;
- thinking and acting at all times with common sense and demonstrating discretion, fairness and integrity even in the absence of a legislative reference;
- adopting honest behavior and prohibiting or rejecting any embezzlement of funds, fraud, theft, and any form of corruption (public, private, active, passive), granting or acceptance of inappropriate benefits;
- complying with and ensuring that our teams and partners comply with applicable international treaties, national legislation and internal policies in the fight against corruption, influence peddling and money laundering;

- carrying out prior, adequate and necessary verifications of our customers, suppliers or other partners to ensure that they are engaging in legitimate activities in conjunction with the products provided or services rendered;
- alerting management or the legal compliance director as soon as possible when a situation appears to be contrary to the Group code of conduct or anti-corruption policy, before continuing the operation, to avoid any risk to the project, the company, the Group and oneself.



IN PRACTICE

In order to increase our chances of obtaining an administrative authorization to allow us to enter a new market, the national authority regulating our local activities or our local distributor encourages us to use a specific local consultant as an intermediary. What should be done in this case?

The local consultant in question may have specific skills and knowledge that may improve our chances of obtaining the desired authorization. But this could also lead us to indirectly participate in the bribery of officials, which constitutes a criminal offense. We have zero tolerance for all corrupt practices, and any employee engaged in such practices is subject to disciplinary sanctions, up to and including termination. You must inform the Group Legal department or the Legal department in your area as soon as possible so that the necessary measures can be taken to document the process of selecting the local consultant, and so that his or her integrity can be ensured before any agreement is entered into.

As a salesperson, you invite a purchasing manager from a chain of clinics to lunch several times a month at relatively expensive restaurants, and you always pay the bill. In return, this customer favors Virbac in comparison to other companies in the same sector and references our products regularly. Is this corruption?

Even though maintaining or developing a professional network is part of a salesperson's job, the expenses incurred to achieve this objective must be reasonable and proportionate and comply with the Group policy on gifts and hospitality. These actions may also be considered corruption if the amounts prove to be disproportionate to the expenses incurred for other customers or if it is for the purpose of influencing a decision.





Developing relationships of trust with the authorities

In each country in which we operate, we regularly interact with public authorities, either because of our economic activities or for our animal health product development, manufacturing or marketing activities. Ethics, respect and professionalism are key to our relations with these authorities in order to reflect our integrity and ensure our credibility with all our stakeholders.

At Virbac, we are committed to:

- always delivering to the competent authorities information that is honest, complete and as precise and accurate as possible when applying for authorizations or permits as well as during inspections;
- storing the documents subject to control in a reliable and secure manner for the periods required by applicable regulations or the periods in force in the company;
- complying with the rules applicable to inspection, including not destroying information to avoid having to provide it, and complying with any seizure or seal measures that may be put in place;
- delivering our arguments objectively in the event of a disagreement with potential inspectors, complying with the applicable regulatory procedures;
- complying with all procedures for reporting

to the competent authorities to which we are subject, particularly in relation to the safety of our products.

We also prohibit:

- any facilitating payment, corrupt practice or similar to obtain more favorable treatment by the authorities;
- any association with or support to a political party, regardless of its orientation, and we do not support or finance any public entity; this does not prevent us from having to pay the fees regularly due to these authorities in accordance with applicable regulations.

IN PRACTICE

The competition authority comes to our offices to review our compliance with the rules that it monitors. May I refrain from sharing certain information or giving access to my computer if I am asked to do so? If necessary, can I clean my drive before the inspection?

No, you must always cooperate with the authorities. Any document requested in connection with the purpose of the inspection must be provided and under no circumstances be destroyed or hidden.

You must also provide access to your computer or business smartphone if the request is legitimate. It is therefore important to involve the department concerned, in this particular case the Legal department, as soon as the inspection notice is received. The inspection notice will help you understand the extent of the inspectors' investigative powers. Please note, you do not have to provide an assessment of any non-compliance of the given elements with applicable rules: it is up to the inspectors to do so.

I am asked to contribute to the campaign of a candidate who is well positioned to win in the local elections and with whom I also share ideas that are in the interest of the company. Can I do it?

Yes, you can do so insofar as you act exclusively on your own behalf, without directly or indirectly involving Virbac.



HAVE A QUESTION?

Contact the local or Group Legal department



Respecting free competition

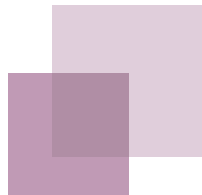
We believe fair competition is a performance driver to help develop us with quality products tailored to the needs of veterinarians, farmers and animal owners. In most countries, free competition is guaranteed by rules that prohibit companies from colluding with each other or from abusing a dominant position to sell their products and gain or preserve market share. Failure to comply with these rules is punishable by heavy fines for companies, or even imprisonment for persons who have participated in prohibited practices.

At Virbac, we are committed to:

- not discussing with our competitors, directly or indirectly, our market shares, prices or commercial policies, and not seeking out information about our competitors unlawfully;
- not denigrating our competitors, but promoting our products by relying on their intrinsic qualities or their price positioning;
- not entering into agreements with our competitors on the positioning of our respective products on the market, prices and promotional

campaigns, either globally or based on geographic areas;

- not abusing a strong position that we may have on the markets to impose unfair conditions on our customers;
- consulting with the Legal department whenever we are considering a partnership with or an acquisition from a competitor, to ensure that the related transaction is feasible and to determine the operating methods required for proper compliance with the rules on free competition.



IN PRACTICE

I have to attend an information meeting organized by a drug agency, and while waiting for its representatives to arrive, competitors discuss price and strategy. What should I do?

If persons nearby are in such conversation, you must ensure that you exclude yourself as soon as possible, while noting, if appropriate, that the topics covered are not on the agenda of the meeting organized by the agency. Do not try to listen to what is being said. This could be considered passive participation, which is also prohibited. Next, notify the Legal department of what you observed.

At a dinner party, I meet a sales representative of one of our competitors who works in the same area as me. We are both working on the launch of companion animal parasiticides, and the main competitor in the market offers bundled product offers that make it very difficult to launch our new product. Can I talk to this person to find out if he is having similar difficulties?

No. Even in a "defensive" position, exchanges with representatives of a competitor regarding our commercial operations and market situation are prohibited. However, if you think that a competitor who is dominant in the market engages in questionable business practices, talk to your Legal department, which can help you analyze the situation and, if necessary, warn the competitor about the danger of continuing such practices.



HAVE A QUESTION?

Contact the Group Legal department: legal@virbac.com

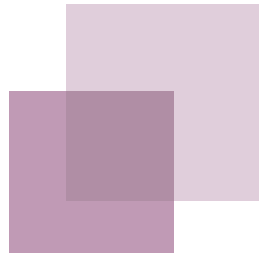


Protecting privacy and personal data

Respect for privacy is a fundamental individual right. Personal information and data fall within the private sphere and must be protected and collected with complete transparency to maintain a relationship of trust with our employees, customers, partners, and investors, among others.

At Virbac, we are committed to:

- only collecting personal data when necessary;
- taking all possible precautions in this case:
 - providing clear and transparent information on the purpose of the collection, how the personal data will be collected and how it will be used;
 - implementing technical and organizational measures to protect personal data against disclosure, loss, alteration or access by an unauthorized third party;
 - storing personal data only as long as necessary for the purposes of processing or the specific service, and in accordance with legal requirements;
- giving stakeholders the opportunity to exercise their individual rights at any time, including the right to access or modify their personal data when and to the extent applicable.
- complying with applicable laws, regulations and contractual obligations as well as established good practices and making sure our suppliers and business partners comply with them.



IN PRACTICE

To strengthen the representatives' sales pitch, I would like to send a questionnaire to our customers to better understand their opinion on a product. How should I proceed?

For a study, survey or poll, if the collection of respondents' personal data is not necessary (for example, for a simple collection of opinions or statistical data on a product), anonymity must be the rule. Otherwise, it must be carried out in accordance with applicable laws and regulations, particularly with regard to transparency and traceability, by including specific information in the form, a template of which will be provided to you by the Legal department in order to meet our obligation to inform respondents.

While recruiting, I received some interesting resumes but they do not correspond to my immediate needs. Can I keep them in my personal storage space for future use?

A resume contains a lot of personal information that can only be stored securely and for a limited period of time. This type of document must be stored in the Workday platform, configured to comply with the constraints of applicable regulations.

I would like to send a newsletter to companion animal owners who have already purchased our petfood. How should I proceed?

Without the owner's consent and the traceability of this consent by Virbac, sending the newsletter is prohibited. Such an act could be treated as "ambush marketing" and is subject to significant financial penalties. The owner must subscribe to the newsletter to receive it, for example, during a satisfaction survey, on a website, a conference, etc. They must be clearly informed of the collection of their personal data (their email address in this case) in order to receive the newsletter and express their consent on the registration form.





Preventing and managing conflicts of interest

The existence of personal interests is entirely compatible with the pursuit of the interests of our company. It is only when there is a contradiction between the two that conflicts of interest arise, along with risk that we may favor our personal interests over those of the organization. This situation could in some cases lead to a criminal offense Virbac, its managers, employees, partners, and others.

At Virbac, we are committed to:

- avoiding situations in which our personal interests conflict or appear to conflict with those of our company;
- refraining from taking part directly or indirectly in any decision likely to put our own interests in conflict with or influence the interests of the company;
- immediately inform our line manager of any probable or proven conflict of interest in order to find an appropriate solution;
- not using the position we hold to obtain benefits for ourselves or for friends or relatives;
- notifying our line manager as soon as we plan to hold office on the board of directors of any other company or scientific advisory committee in the same industry as ours or related to our activity.



IN PRACTICE

My sister has responsibilities in a company that responded to a call for tenders from Virbac. I can use my influence in the selection of the service provider. What should I do?

Your relative's position unquestionably constitutes a conflict of interest. You must report this conflict of interest to your manager. Of course, the company in which your sister works can participate in the call for tenders. However, you will not be able to actively participate in the decision-making process or delegate this matter to a colleague. In order for the decision to be made objectively and without the risk of favoritism, the delegation must be carried out by the line manager.

I have a personal relationship with a former Virbac employee who now works for a competitor and asks for information about our customers, for example our pricing policy. What should I do?

Sharing information with the competition may constitute an offense in your country and may be considered collusion within the meaning of competition law. Therefore, you must not share information with friends or relatives or any other person working for a competitor. If you have any questions about this, please contact your Legal department.

I am a manager and I would like to recruit my daughter for my team. Is this possible?

No. If you have close ties, in particular family or marital ties, with the candidate, you can not be a decision-maker in the HR process. All hiring must also follow our internal HR processes, including the requirement of objective and clearly identified candidate selection criteria.

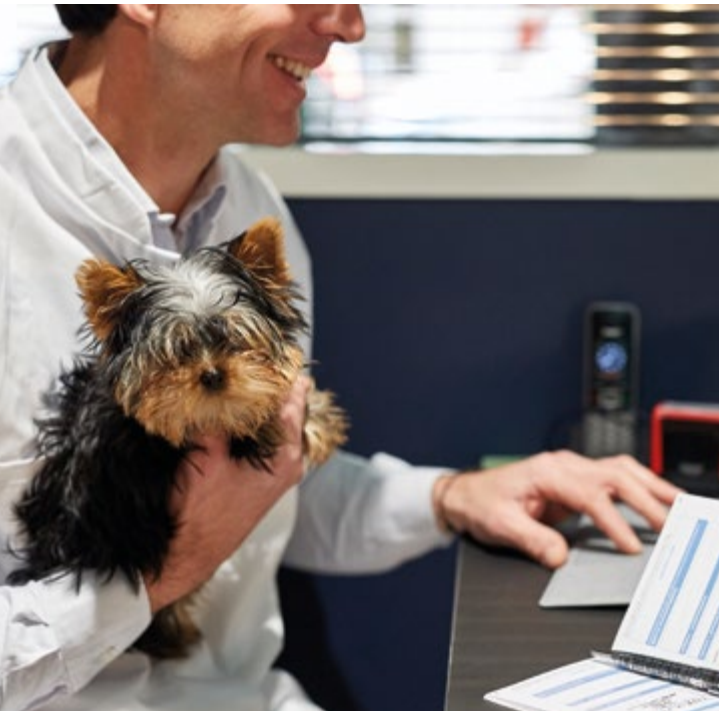
HAVE A QUESTION?

Contact the Legal Compliance division (compliance@virbac.com) or your Legal department.



Complying with good promotion and communication practices

Promotions and communications on veterinary products and services are strictly regulated. Our responsibility is to share clear, precise and high-quality information to preserve the relationship of trust that unifies us, particularly with veterinarians, farmers and pet owners.



At Virbac, we are committed to:

- providing promotional and advertising materials containing accurate, objective, verifiable, non-misleading and up-to-date information about our products and services;
- complying with and acting in accordance with the regulations that apply to the presentation of our products, in particular those relating to scientific studies supporting claims, regardless of the communication or promotion medium;
- complying with applicable legislation and rules on transparency when interacting with stakeholders, such as veterinarians, veterinary clinics and other persons who administer, prescribe, buy or recommend prescription drugs.

IN PRACTICE

I am a sales representative. A veterinarian asks me about the use of our product that is different from that indicated on the labeling. What should I do?

You must not recommend uses other than those that appear on our product labeling. You must ask the veterinarian to contact the Virbac technical department related to his or her request.

I am a sales representative. A customer asks me for a commercial gesture for the purchase of antibiotic products. What should I do?

Regulations on the marketing of veterinary medicines are very strict, and certain practices are prohibited depending on the country. For any customer request that would deviate from the commercial policy implemented in your country, please contact your line manager and, if necessary, the Legal department.

I have had product brochures in inventory for over five years and would like to use them with my customers rather than throw them away. Can this be done to avoid waste?

Regulations, including those for advertising, change regularly. Therefore, before salvaging old brochures, it is advisable that you make sure they are still valid and consistent with the product as marketed today by consulting the qualified person in your unit.

HAVE A QUESTION?

Contact the Group Legal department: legal@virbac.com



Communicating responsibly to markets and preventing insider trading

The transparency and accuracy of our Group's accounts are essential to gaining the trust of all our partners and ensuring business is conducted with integrity, in compliance with the laws, accounting principles and other financial standards in force. As a Group controlled by a listed company, we also have a duty to provide the financial markets with relevant information allowing all current or future investors and shareholders to make decisions regarding their investments in Virbac with the best information possible and in a fair manner.

At Virbac, we are committed to:

- ensuring our accounts are prepared in accordance with accounting principles and rules that apply to us and our business, accounting and financial information and projections are prepared realistically and with integrity;
- providing the financial markets with accurate information, as quickly as possible with regard to non-recurring information, and in an intelligible, relevant and reliable manner;
- implementing all measures required by law or market authorities to avoid the disclosure or inappropriate use of privileged information before its publication, and handling said publication as quickly as possible;
- notifying any holder of privileged information they are prohibited from purchasing/selling Virbac shares and they are registered,

where applicable, on the list of insiders kept in relation to this information;

- in the same way, notifying any employee who is aware of an operation in which Virbac is involved and potentially having a significant impact on the value of the partner's shares listed on a financial market that they must keep this information confidential and that they are prohibited from purchasing/selling this partner's securities or financial instruments.

Note: insider information includes confidential and precise information concerning Virbac or other Virbac partners who issue listed securities or financial instruments, where such information, if it were known to the public, would be likely to significantly impact the value of Virbac's shares or securities issued by its partners.

IN PRACTICE

As part of my duties, I, by chance, had access to certain information on our future performance that suggests a very positive development in our stock. Can I talk to my friends about it so they can take advantage?

As soon as you have access to information that would be likely to have a significant impact on the value of our stock or other securities issued by Virbac if it were known to the public, you must refrain from talking about it to anyone, including your relatives or colleagues. You must also refrain from using this information yourself by buying or selling Virbac securities. In this situation, you are considered to be an "insider." In this case, you should have been registered on a list of insiders specific to the project and been informed you must refrain from trading Virbac securities. To do this, please contact the Group Financial Affairs department, which will make the adjustment. Failure to comply with these rules may result in heavy fines and other severe penalties for you and the company.

I am contacted by a journalist who would like to obtain information on the economic performance of a newly marketed product. Can I share this information?

No. Only certain people are authorized to share the Group's financial information and prospects on behalf of Virbac and to decide on the nature of the information to be disseminated on a case-by-case basis. No matter the situation, speak with the Communications department or the Group Financial Affairs department, which will tell you what to do.



WE UNDERSTAND OUR RESPONSIBILITIES

- Ensuring the quality of our products and services
- Committing to the ethics of animal studies
- Protecting the environment
- Maintaining long-term relationships with those around us





Ensuring the quality of our products and services

Our activities are at the heart of the food chain and the Earth's ecosystem, where the health of all living beings is intrinsically linked. To control the potential impact of our products on animals, humans and the environment, we meet the highest applicable quality-safety-efficacy standards and continually strive to improve our performance in this area.

At Virbac, we are committed to:

- developing, producing and providing products and services to improve the health of our animals and their quality of life, while ensuring the comfort and safety of those who take care of them;
- conducting our activities in strict compliance with applicable regulations (laws, rules, national and international standards, internal procedures) throughout the production chain, including:
 - Good laboratory practices and Good clinical study practices during the development phase;
 - current Good manufacturing practices during the production phase (all our pharmaceutical industrial sites are cGMP certified);

- Good distribution practices in the transport phase.
- complying with internal procedures for information concerning the quality and safety of our products as well as the handling of complaints;
- communicating about our products responsibly, i.e., clearly, legibly, accurately and honestly, in accordance with product information and, where applicable, with marketing authorizations, whether for promotional purposes or with government authorities.

Our organization allows us to monitor and measure our quality level at all stages of our products' life cycle, both at our sites and at our partners' sites.



IN PRACTICE

If I hear a friend, relative or third party talk about our products and raise the allegation of a defective product, potentially causing adverse effects on the health of their animal, should I report it?

Yes. Our mission is to ensure the quality and safety of our products along the production chain, from development to distribution. If you hear our products being called into question in your circle or during your non-professional activities, you must encourage the person to talk to their veterinarian or go to the point of sale. These professionals will take the necessary measures in accordance with applicable regulations. As part of your duties at Virbac, if you receive a call or an email from an individual or a health care professional about adverse effects, inefficacy or poor quality, this information must be reported in accordance with the procedure provided for in your subsidiary.



Committing to the ethics of animal studies

In order to best care for animals, we have a responsibility to conduct studies that guarantee the quality, efficacy and safety of our products. As a first approach, we use alternative methods that do not use animals. When there is no alternative approved by the authorities or when regulations require it, animal studies are conducted in accordance with animal ethics and welfare.

At Virbac, we are committed to complying with the principles of our animal studies charter:

- compliance with the international rule of the 3Rs "Replace, Reduce, Refine" (replace with alternative tests, reduce the number of animals, and refine the conditions for hosting and conducting studies);
- prior ethical assessment of all studies by an ethics committee respecting the rules of independence and impartiality;
- application of regulations and scientific and ethical standards;
- reduced impact on animals to minimize their discomfort, distress or suffering;
- application of the best standards for animal upkeep and the conduct of studies.

We have established monitoring tools to ensure these commitments apply to all animal studies, all Virbac employees, and to our external partners.

IN PRACTICE

My daughter's nanny regularly makes references to stray dogs that, in her opinion, are picked up in the street by pharmaceutical companies to carry out animal experiments. What can I tell her?

You can tell her the manufacture of veterinary medicinal products is one of the most highly regulated activities in the world. In order to guarantee the quality, efficacy and safety of our products, we first resort to alternative methods that do not involve animals. When necessary, animal studies are conducted. In order for them to be carried out in compliance with animal ethics and welfare, we have developed an ethics charter that applies to all studies. Available on Virbac website, this charter proposes ten commitments, the sixth of which requires all animals come from centers licensed by the authorities.



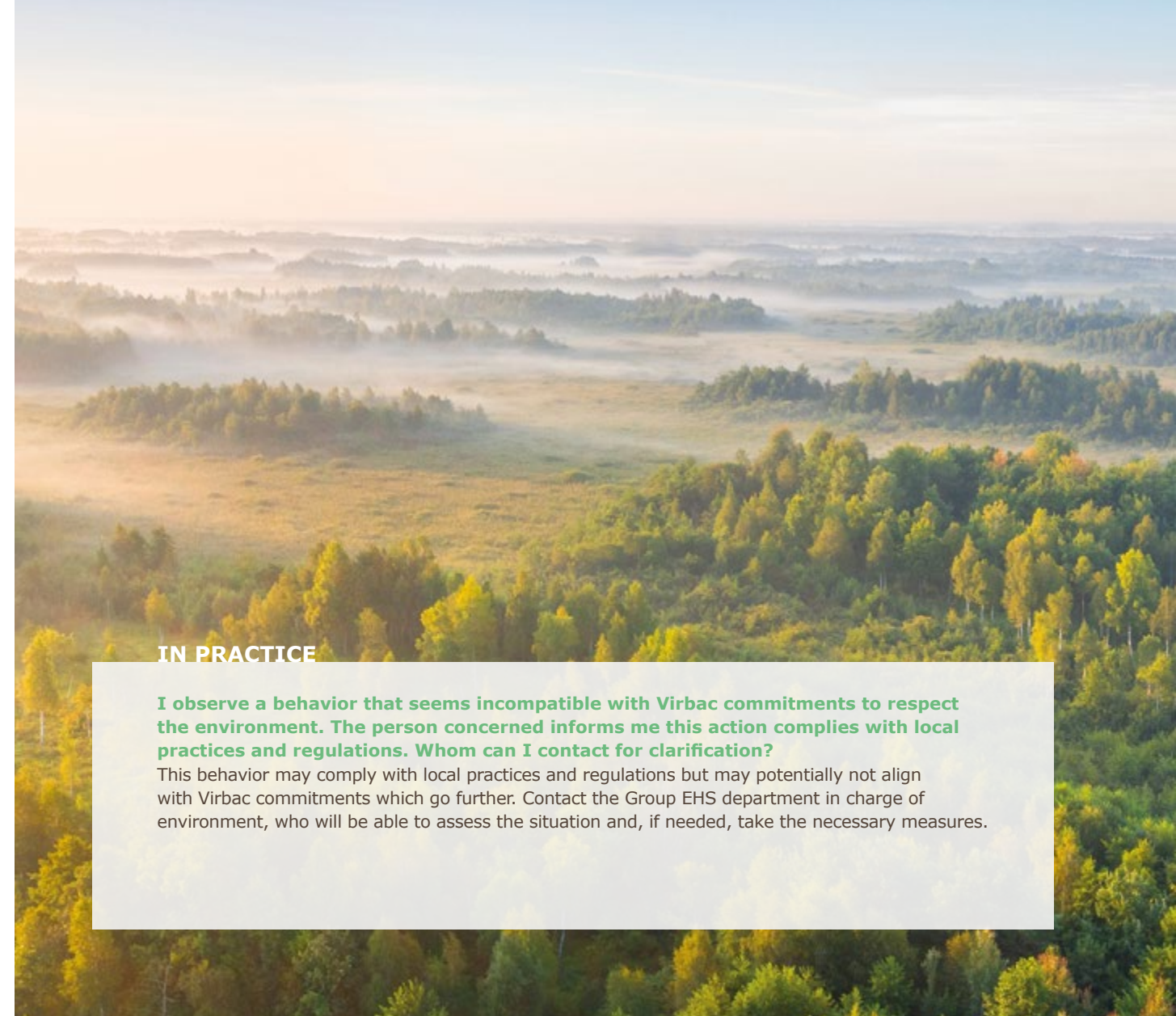


Protecting the environment

Preserving the environment is one of our major commitments for sustainable development. Beyond local initiatives, we seek to reduce the environmental footprint of our activities and products Group-wide.

At Virbac, we are committed to:

- combating climate change by reducing our greenhouse gas emissions;
- using resources sustainably by reducing energy (gas and electricity) and water consumption and reducing materials used, including packaging placed on the market;
- restricting discharges into the environment by reducing ordinary and hazardous industrial waste as well as limiting the volume of water released and its COD (Chemical oxygen demand) load;
- selecting our partners, suppliers and subcontractors by taking their environmental commitments into account;
- training Virbac employees to limit environmental risks related to our activity, including with regard to waste and polluting discharges;
- encouraging employees to behave in an environmentally friendly manner, by adopting eco-responsible attitudes, including managing office waste throughout the company;
- implementing the best available techniques for the environment;
- promoting the circular and local economy, including limiting transport.



IN PRACTICE

I observe a behavior that seems incompatible with Virbac commitments to respect the environment. The person concerned informs me this action complies with local practices and regulations. Whom can I contact for clarification?

This behavior may comply with local practices and regulations but may potentially not align with Virbac commitments which go further. Contact the Group EHS department in charge of environment, who will be able to assess the situation and, if needed, take the necessary measures.

FIND OUT MORE

Commitment to preserve the environment (audited sustainable development report)

HAVE A QUESTION?

Contact the Group EHS department: environment@virbac.com



Maintaining long-term relationships with those around us

Integrity is essential to maintaining long-term relationships with our partners and other stakeholders based on respect and mutual trust. For this reason, we believe in entrepreneurial freedom in accordance with the laws and regulations related to our activity, and we ensure the implementation of our ethical rules by Virbac employees.

At Virbac, we are committed to:

- complying with laws and regulations as well as our ethical principles with all our stakeholders (customers, distributors, suppliers, shareholders, partners, consultants, intermediaries, agents, etc.);
- providing truthful and complete information on the company, its activities, processes and products;
- training and raising awareness among all Group employees in order to convey our culture of integrity and loyalty to them and ensuring the proper application of these principles;
- selecting our partners, suppliers and subcontractors objectively and transparently;

- ensuring our business partners, suppliers and subcontractors comply with applicable laws and regulations in their country as well as with the principles of our code of conduct;
- not taking part in any anti-competitive practices (collusion or exchanges of sensitive information with competitors, abuse of dominant position, agreements aimed at imposing constraints on customers or suppliers or restricting supplies, price-fixing practices, etc.);
- complying with all rules prohibiting corruption, influence peddling, fraud or money laundering practices.

IN PRACTICE

I receive an email from a supplier who provides me with information about its business activities. I know we don't have a confidentiality agreement with this supplier. Can I freely communicate this information to third parties?

It all depends on the nature of the information transmitted. If it is public information, it may be communicated both internally and externally. If it is sensitive information or if you have any doubts about the confidential nature of this information, contact the supplier directly. Even in the absence of a confidentiality agreement, the communication of sensitive or non-public information without the agreement of the service provider is not consistent with the spirit of partnership that is at the heart of relations with our suppliers.

One of my friends works for one of our competitors. Can we discuss our companies with each other?

Yes, if your conversation is about public information. Confidential information or information concerning the company's business strategy, particularly prices and sales terms and conditions, must not be discussed.



HAVE A QUESTION?

Contact the Corporate Sourcing department (sourcing@virbac.com) or the Group Legal department (legal@virbac.com)

WE PROTECT OUR COMPANY

- Preserving our company's reputation
- Protecting our information system
- Protecting confidential information
- Protecting our intangible assets





Preserving our company's reputation

To develop and sustain a quality relationship with all our stakeholders, it is essential that they perceive our company and its products as they are. We must therefore protect the image and reputation across all our communication channels.

At Virbac, we are committed to:

- complying with principles and procedures for speaking via traditional or online media and on social networks (particularly the clear separation of our actions relating to professional life and those relating to the private sphere);
- adopting appropriate behaviors so as not to harm the image and reputation of our company, its products and its employees;
- using social networks with care, especially when speaking about our professional life, avoiding any disclosure of confidential information or information harmful to the interests of the company, and respecting the privacy of our colleagues and business partners.

Applicable communications legislation and the company's internal rules also apply on social networks (image rights, privacy, confidentiality, etc.). The way in which Virbac is presented on social networks is important for branding and achieving our objectives. This is why only certain people are authorized to officially communicate on behalf of Virbac on these media.



IN PRACTICE

I am invited to express my opinion on a company-related subject in the media, on social networks or in a public meeting. Can I do it?

Everyone is free to express their point of view, ideas or opinions. However, there is a difference between speaking "about Virbac" and "on behalf of Virbac": only officially authorized persons can speak on behalf of Virbac, mentioning their relationship with the company. If you speak without being specifically tasked to do so, make it clear your statements are personal and do not reflect those of the company. Be careful not to disclose any confidential information in your comments, and be sure to comply with your obligations toward your employer. If you are not an official spokesperson and you must represent the company as part of your business activity (meetings with partners or events at professional associations), use the corporate tools provided by the Communications department.

I would like to post videos or photos taken during a company-organized seminar on Facebook. Do I have the right to do so?

Sharing special moments on social networks is common. However, before publication, you must verify the content posted online does not harm the interests of the company (confidentiality, compliance with pharmaceutical regulations, etc.) or the image rights and privacy of the persons appearing on those videos or photos (by obtaining their prior consent).



FIND OUT MORE

Social media Intranet page: good habits procedure for managing communications crises

HAVE A QUESTION?

Contact the Corporate Communications department: communication@virbac.com



Protecting our information system

Our information system is all the hardware and software resources we use on a daily basis to collect, store, process and disseminate the data necessary for the proper functioning of our company. It represents an essential tool for which security, integrity and availability must be safeguarded in order to avoid data leakage or malicious intrusions.

At Virbac, we are committed to:

- preserving and using the computer equipment and software the company makes available to us for professional purposes, and refraining from any misuse or use for unauthorized purposes (for example, use of non-approved external storage means, installation of programs not authorized by the company, use of tools for commercial activities other than those of the company, etc.);
- remaining vigilant with regard to requests from unidentified third parties and applying appropriate security measures;
- complying with our policies, charters and procedures relating to the security of our information system.

Furthermore, we allow the use of company equipment for personal purposes, if such use is necessary (i.e., justified by the work-life balance), if it complies with applicable rules in your country and if it concerns activities that are not prohibited.



IN PRACTICE

I receive an email from an unknown sender asking me to pay to maintain a trademark right, domain name or other company assets. What should I do?

Destroy the email or tag it as spam or phishing. Never respond to this type of solicitation and do not open the attachments. This is a phishing technique aimed at extracting your personal information or money, or injecting a virus into our information system. These illegal methods can have very serious consequences and end up jeopardizing our business. If in doubt, contact the Information Systems Management teams.

I have a USB flash drive, can I use it on company hardware?

No. Connecting a third-party device to our business equipment without authorization from the IT teams is prohibited. It is best to ask the sender to place the content on a shared, secure space and to give you access to it. Mobile devices (thumb drives, external hard drives, etc.) can take control of your equipment as soon as they are connected to your computer. They can also contain computer viruses, be misplaced or stolen very easily, risking loss of information or data breaches which could harm the company and/or any person affected by the information.

FIND OUT MORE

Group Information System Security Policy
Local charter for the use of Virbac information systems accessible from your IT department

HAVE A QUESTION?

Contact your local or regional IT manager



Protecting confidential information

Information exchanged as part of our professional (scientific, technical, commercial, financial) activities is one of our company's key assets. Just like the information shared with us by third parties, it must be protected so we can continue our mission in the service of animal health.

At Virbac, we are committed to:

- protecting the internal and external data and information to which we have access, whether shared directly or indirectly, or generated by us in the performance of our duties;
- using it only in the context of our work/projects or the scope that has been defined, and keeping it confidential;
- complying with any contractual obligations that may apply to this information and, more generally, respecting the rights of the third parties who have communicated it to us.

IN PRACTICE

I hear some of my colleagues discussing a Virbac project in public. Some of the information exchanged is highly confidential. What should I do?

It is unwise to talk about our professional activities when people outside our company are likely to hear what is being said. This information may be sensitive (financial data, employee information, etc.) or may reveal plans to our competitors. Avoid discussing or working in public places (airports/planes, train stations/trains, etc.). Advise your colleagues to be more discreet or to stop all conversation if the place is not suitable.

I'm leaving my office to attend a meeting. Should I take any particular actions?

Your office may contain confidential information. Make sure to protect this information by locking your computer session and storing sensitive documents in a locked cabinet.



HAVE A QUESTION?

Contact your manager or the local or Group Legal department





Protecting our intangible assets

Trademarks, patents, registration files, business secrets, etc. The respect and protection of Virbac's intellectual property and associated intangible assets are essential to the future of our business. To contribute to the development, maintenance and defense of these assets, we make sure they are not degraded, stolen, destroyed or used inappropriately internally or externally.

At Virbac, we are committed to:

- protecting our intangible assets, which include our scientific and technical knowledge, the know-how developed in the context of our activities, our manufacturing and marketing secrets, registration files, trademarks, patents, models and copyrights;
- ensuring our rights are respected by third parties;
- complying with intellectual property laws and regulations.

IN PRACTICE

When buying a parasiticide for my companion animal, I discovered a competing product whose name or appearance is similar to one of our products. I also discovered on the Internet this competitor uses our product's content, text and photos to promote its own communications. What should I do?

This may be counterfeiting or unfair competition that could harm our business. In addition to the potential infringement of our intellectual property rights, we may have a case of customer diversion. Notify the Group Legal department teams as soon as possible so further investigations can be carried out and actions implemented.

A competing product is presented at an international trade fair. It seems to be using a technology very similar to the "protective shell" patented by Virbac to secure its vials. What should I do?

It is essential to protect the investment Virbac has made in its design and innovation efforts. When faced with what is likely to be counterfeiting or unfair competition, inform the Group Legal department teams as soon as possible. This will allow us to take measures quickly (if possible, during the trade fair) while deciding on the actions to be implemented with the Patent teams to defend our rights.



HAVE A QUESTION?

Contact the Group Legal department: trademarks@virbac.com for any questions regarding trademarks, domain names or copyrights, or legal@virbac.com for any other questions



LIVE BETTER
TOGETHER

CORPORATE.VIRBAC.COM