

vimian™

Improving animal health through
science and technology for
better lives

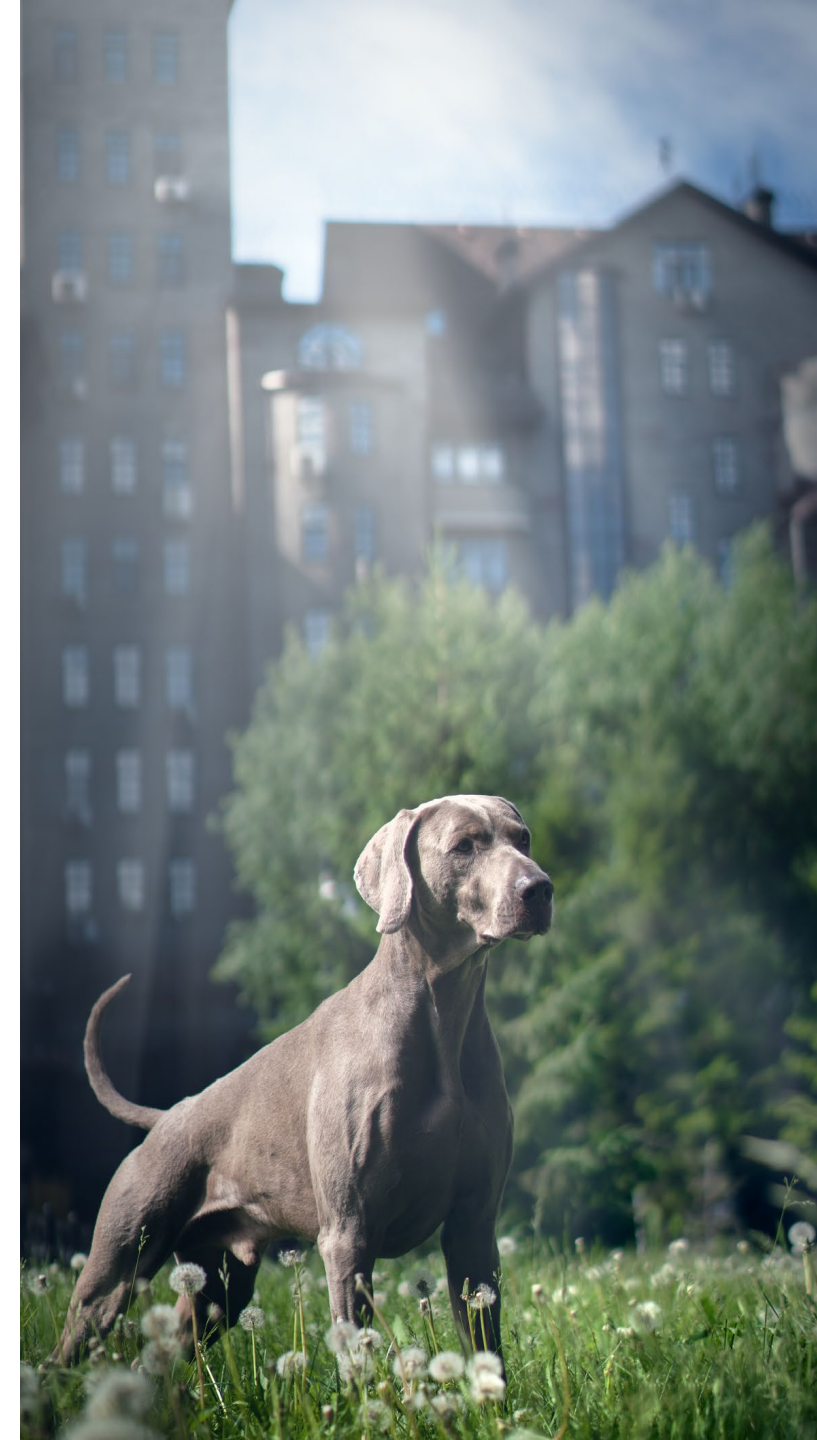
Animal welfare policy

Vimian Group AB (publ) and its
subsidiaries ("Vimian")



Document name	Animal welfare policy
Policy holder	Chief Executive Officer
Other interest holders	Sustainability Director, Animal welfare advisor, Global Medical Education & Scientific Advisory Board Director
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Version	3
Policy approved by	Chief Executive Officer and the Board / April 2025
Policy valid as of	April 2026

Revision	Date	Prepared and approved by	Information
1	2022-11	Prepared by Sustainability Director, Animal welfare advisor and Global Medical Education & Scientific Advisory. Approved by CEO and Board	Policy created with input from stakeholders, thought leaders and international standards.
2	2024-09	Updated by Sustainability Director. Approved by CEO and Board	Minor updates to reference to added policies and reflect regulatory changes.
3	2026-04	Updated by Sustainability Director. Approved by CEO and Board	Minor updates on wording, images and graphics.



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Introduction to the animal welfare policy

Purpose

Vimian Group AB (publ) and its subsidiaries ("Vimian") are committed to high standards of ethical business conduct. In line with this commitment, we have adopted the Animal welfare policy to clarify our ambition and commitments to improve animal health and welfare.

Scope

All Vimian employees ("Vimians") have a personal responsibility to follow the Animal welfare policy by incorporating it into their work, as well as encouraging other Vimian colleagues to do the same, therefore all Vimians should:

- Read, understand and follow the Animal welfare policy.
- Take part in Animal welfare training.
- All Vimians working in marketing and communications shall take the "Animal welfare and ethics considerations for communication"-training to ensure all illustrative material we use as a Group promote healthy animals, in a suitable environment – unless clearly in a clinical setting or highlighting a medical issue.

Implementation

To embed the high standards of business ethics Vimian ensures that the Animal welfare policy:

- Is approved by the Board.
- Is informed by relevant internal and/or external expertise.
- Specifies Vimian's expectations on employees, business partners and other parties linked to animal welfare.
- Is communicated and publicly available on Vimians website to all employees, business partners and other relevant parties.
- Is implemented across the group through repeated training.



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](#)





Positive impact on animal welfare

This policy is centred around the areas in which Vimian can make the largest positive impact on animal welfare:

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

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 annually. 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 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 in 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 supports, the veterinary clinics in our network with guidelines regarding ethics and welfare in practice, education and we 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, and cosmetic surgical procedures that might otherwise be difficult to broach.



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. 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 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 channels, collaborate with global stakeholders and introduce alternatives to address antimicrobial resistance and foster responsible use of antibiotics.

/ **Reduce our environmental impact, and GHG emissions**

Read more about our commitment in the [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 applicable animal welfare laws and regulations**

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

- / Place testing in countries with stricter regulations**

Vimian aims to place any testing/trials in countries with strong regulation to protect laboratory animals during animal studies.

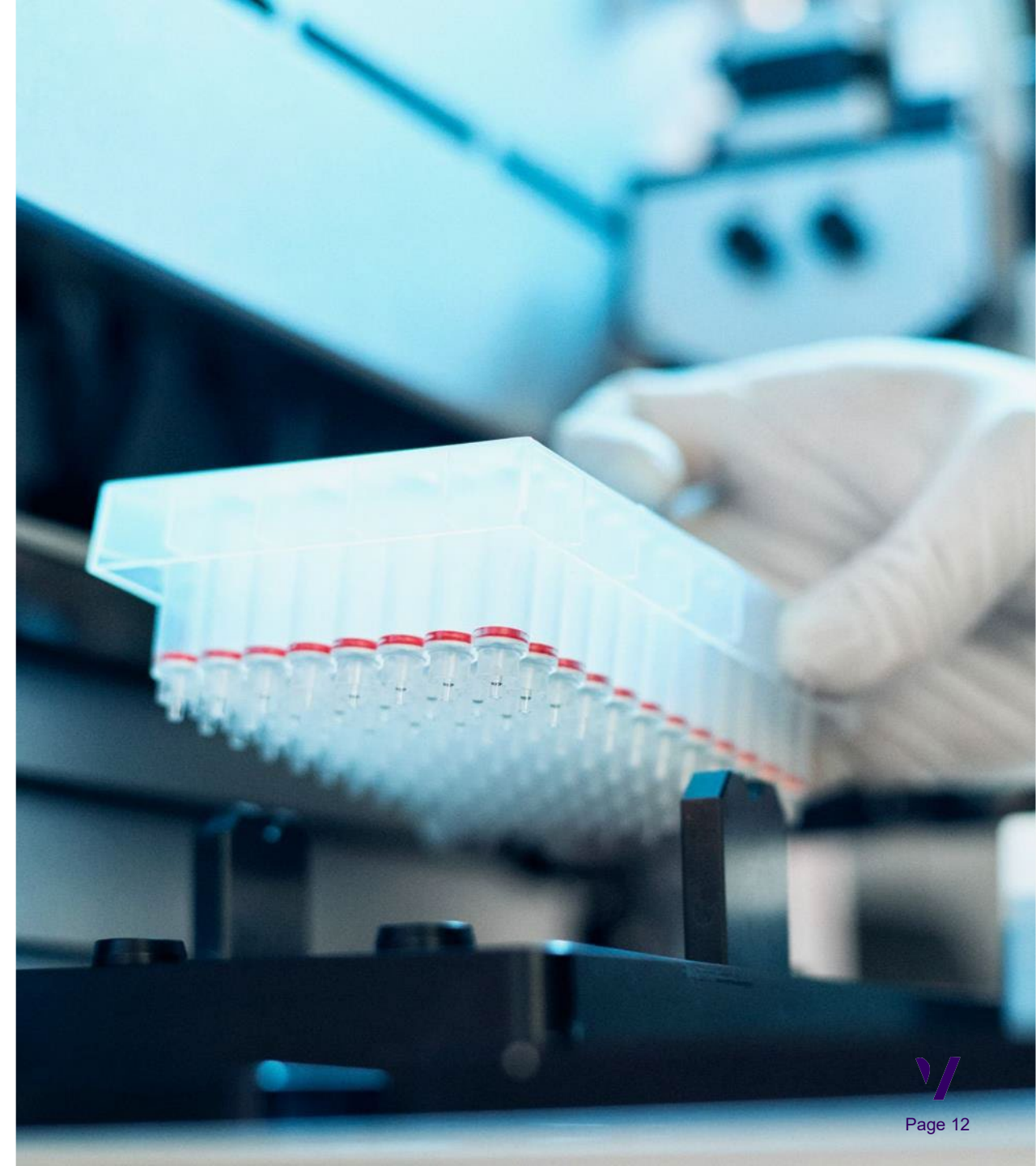
- / Conduct trials in an ethical manner**

- / Perform regular monitoring of outsourced trials**

- / Adhere to international best practice guidelines, codes and principles**

- / 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.





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