QUALABS SA BIC

Disclosure Report

Date Submitted: July 10th, 2026

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Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
2) Describe how the company has addressed this issue
3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company

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Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☑
Biodiversity Impacts	☐	☑
Chemicals	☐	☑
Disclosure Alcohol	☐	☑
Disclosure Firearms Weapons	☐	☑
Disclosure Mining	☐	☑
Disclosure Pornography	☐	☑
Disclosure Tobacco	☐	☑
Energy and Emissions Intensive Industries	☐	☑
Gambling	☐	☑
Genetically Modified Organisms	☐	☑
Illegal Products or Subject to Phase Out	☐	☑
Industries at Risk of Human Rights Violations	☐	☑
Monoculture Agriculture	☐	☑
Nuclear Power or Hazardous Materials	☐	☑
Payday, Short Term, or High Interest Lending	☐	☑
Water Intensive Industries	☐	☑
Tax Advisory Services	☐	☑

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	☐	☑
Breaches of Confidential Information	☐	☑
Bribery, Fraud, or Corruption	☐	☑
Company has filed for bankruptcy	☐	☑
Consumer Protection	☐	☑
Financial Reporting, Taxes, Investments, or Loans	☐	☑
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	☐	☑
Labor Issues	☐	☑
Large Scale Land Conversion, Acquisition, or Relocation	☐	☑
Litigation or Arbitration	☐	☑
On-Site Fatality	☐	☑
Penalties Assessed For Environmental Issues	☐	☑
Political Contributions or International Affairs	☐	☑
Recalls	☐	☑
Significant Layoffs	☐	☑
Violation of Indigenous Peoples Rights	☐	☑
Other	☐	☑

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Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	☐	☑
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☑
Company prohibits freedom of association/collective bargaining	☐	☑
Company workers are prisoners	☐	☑
Conduct Business in Conflict Zones	☐	☑
Confirmation of Right to Work	☐	☑
Does not transparently report corporate financials to government	☐	☑
Employs Individuals on Zero-Hour Contracts	☐	☑
Facilities located in sensitive ecosystems	☐	☑
ID Cards Withheld or Penalties for Resignation	☐	☑
No formal Registration Under Domestic Regulations	☐	☑
No signed employment contracts for all workers	☐	☑
Overtime For Hourly Workers Is Compulsory	☐	☑
Payslips not provided to show wage calculation and deductions	☐	☑
Sale of Data	☐	☑
Tax Reduction Through Corporate Shells	☑	☐
Workers cannot leave site during non-working hours	☐	☑
Workers not Provided Clean Drinking Water or Toilets	☐	☑
Workers paid below minimum wage	☐	☑
Workers Under Bond	☐	☑
Other	☐	☑

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☑
Child or Forced Labor	☐	☑
Negative Environmental Impact	☐	☑
Negative Social Impact	☐	☑
Other	☐	☑

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Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Tax Reduction Through Corporate Structure

Topic	Corporate Shell registered in the British Virgin Islands
Summary of Issue	The ultimate parent entity of Qualabs S.A. BIC, included in the scope of the B Corp certification, is based in the British Virgin Islands. Qualabs S.A. BIC is based in Uruguay. All Qualabs' staff and operations are based in Uruguay. The entity in the British Virgin Islands does not conduct operational activities, generate revenue, have employees, and does not generate taxable income or income tax payments. The company informs that its purpose is corporate rather than tax-related: to consolidate the shareholders' capital structure (cap table), facilitate investment and partner participation, and manage the stock option plan.
Size/Scope of Issue **(e.g. $ financial implication, # of individuals affected)**	The company currently pays 0% of its earnings in taxes, due to its qualification as exempt under the incentive regime for the software industry and service exports, even though the nominal Tax on Income from Economic Activities (Impuesto a la Renta de las Actividades Económicas or IRAE) rate in Uruguay would be 25%. As all taxable income is generated in Uruguay, the effective tax rate reflects the applicable Uruguayan tax framework and the company's operational structure.
Impact on Stakeholder(s)	In addition to the many different aspects of value that business provides society, business has an obligation to contribute its share of taxes. This is because business exists within the context of society; its proper role is to serve society, not the other way around. Moreover, healthy businesses can only exist over the long term in a healthy society. A healthy society depends upon public expenditures made possible by taxes.
Implemented Management Practices	Qualabs has taken the following steps to ensure its corporate structure is not used to reduce taxes and that the parent entity in the British Virgin Islands poses no fiscal, ethical, or reputational risk: - In line with Qualabs' core value of transparency, the company maintains complete accounting records and openly discloses its full corporate structure; - Should it receive external investment in the future, it is

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	committed to preserving the current separation, keeping all operations and tax obligations in Uruguay; - While these safeguards are already applied in practice, they have not yet been captured in a formal written policy. As part of its commitment to continuous improvement, Qualabs will formalize them into a corporate-governance policy.
Other Management Comments	*While neither Qualabs Limited nor Qualabs S.A. BIC has received external investment to date, we view this as a potential possibility and are prepared for it. That entity is strictly non-operational: it has no employees, conducts no commercial activity, and generates no revenue or taxable income. Its purpose is exclusively corporate, namely to consolidate the shareholders' capital structure, facilitate future investment and partner participation, and administer the employee stock option plan. All of the company's economic substance, one hundred percent of its staff, operations, and revenue-generating activity, remains in Uruguay, where the company complies fully with the tax framework. The zero percent effective income-tax rate results from Uruguay's legal incentive regime for the software industry and service exports, not from the offshore structure; all taxable income is generated and would be taxed in Uruguay under the standard IRAE rate absent that regime. The corporate structure therefore has no bearing on the amount of tax the company pays.*

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