

# **Faes Farma Group**

## **Corporate Policy on**

### **Diversity, Equity and**

#### **Inclusion**



# Corporate Diversity, Equity and Inclusion Policy

## Introduction

At **Faes Farma**, diversity, equity and inclusion are essential levers for our purpose: **transforming people's health**. These values drive us to contribute, through our activity, to the construction of more just, inclusive and collaborative societies, where **caring for people is always a priority**.

Our sector demands scientific rigour, constant innovation and a deep sense of responsibility towards society. To meet these challenges, we need diverse teams, equitable environments and inclusive leadership capable of integrating all perspectives. Cultural diversity and collaboration between people from different backgrounds strengthen our ability to innovate and create value.

This Diversity, Equity and Inclusion Policy ("DEI Policy") reinforces our commitment to the Principles of the Global Compact and the Sustainable Development Goals, integrating them as benchmarks for our strategy and our way of acting, and reflects Faes Farma's comprehensive vision of diversity, equity and inclusion, aligned with our Code of Ethics and Conduct and our corporate purpose.

This Policy is also part of our Strategic Plan and establishes a common standard for the entire Group: workspaces where everyone is treated with respect, has equal opportunities and can contribute in a safe, collaborative and trust-based environment.

Its scope transcends the internal sphere. The way we work and make decisions has a direct impact on patients, healthcare professionals, customers, suppliers, investors, the communities in which we operate and other stakeholders. Managing diversity rigorously and promoting an inclusive culture is therefore part of our social responsibility.

## Scope of application

The commitments and principles set out in this Policy apply to all Faes Farma Group companies, in all countries where we operate and to all its professionals, regardless of hierarchical level, type of contract, role or origin. It is cross-cutting in nature and extends to all stages of our value chain.

It also extends to our external relationships – suppliers, strategic alliances, clinical research, patients, healthcare professionals, customers and other collaborations – when there is a direct link to our processes, products or services, promoting an inclusive culture that transcends the internal sphere.

## Key definitions

To avoid ambiguity and ensure a shared understanding, we have adopted the following definitions, adapted to the context of our Group:

- **Diversity:** The presence of people from different cultures, genders, ages, abilities, experiences, opinions and ways of thinking. Each person brings unique value that enriches the team.
- **Equity:** Providing each person with what they need to have equal opportunities, recognising that we do not all start from the same point.
- **Inclusion:** Creating an environment—policies, procedures, ways of working and relating—where all people feel valued, listened to and respected, participating fully.
- **Bias:** A conscious or unconscious tendency or prejudice that can influence decisions and behaviours, affecting fairness and objectivity.



- **Accessibility:** Design and adaptation of environments, processes and tools so that all people, including those with disabilities, can participate without limitations.
- **Equality:** The principle of offering the same opportunities and rights to all people, without distinction.

## Purpose

The purpose of the Faes Farma Group's DEI Policy is to define, consolidate and disseminate a management model that guarantees equal opportunities and non-discrimination, promotes a diverse, inclusive and respectful professional environment, and fosters the personal and professional development of all people who form part of the Group.

The objectives of this policy are:

**Establish the DEI corporate framework and integrate it into our corporate culture.** Promote behaviours and values that reinforce respect, collaboration and equality in all areas.

**Ensure fair and transparent processes.** Ensure that our selection, development, and promotion policies are based on objective criteria, eliminating any form of discrimination.

**Promote diversity as a competitive advantage.** Foster diverse teams that bring different perspectives, enriching innovation and decision-making.

**Create inclusive and safe environments.** Develop initiatives that encourage the active participation of all people, ensuring a work environment free of bias and barriers.

**Ensure global consistency and local compliance.** Consolidate a corporate culture based on respect, equity and inclusion that inspires trust and commitment in all individuals and stakeholders linked to Faes Farma.

## Our principles

Faes Farma's DEI Policy is based on the following principles of action:

1. **Respect and dignity:** we ensure dignified treatment and relationships based on respect, fostering an inclusive culture that values diversity and rejects any form of discrimination or harassment.
2. **Equal opportunities:** we promote access, retention and professional advancement for all individuals based on their talent, contribution and potential, without obstacles arising from prejudice or bias.
3. **Value of diversity:** we recognise that diversity of thought, experience and culture enhances creativity, innovation and decision-making, as well as strengthening our connection with the patients and communities we serve.
4. **Shared responsibility:** building a diverse, equitable and inclusive environment is the responsibility of everyone in the Group – from the Board of Directors to each employee – and our external partners.
5. **Global and local adaptation:** as we operate in different countries and cultures, we harmonise a global vision of value with respect for local sensitivities, regulations and realities.
6. **Measurement and transparency:** we establish indicators to track the progress of our DEI practices, report to the Board of Directors, and communicate our actions and results in a clear and understandable manner.



## Corporate commitments

To implement this Policy, we are committed to carrying out, among others, the following lines of action:

### 1. Mainstreaming and integration.

- Incorporate the diversity perspective into all areas, processes and decisions of the Group.
- Align this policy with the Code of Ethics and Conduct and with all other policies, equality plans, agreements and accords in force, ensuring internal consistency and uniform application at all organisational levels.

### 2. Work environment free from harassment and discrimination

- Ensure an environment free from discrimination on the grounds of gender, origin, age, disability, sexual orientation, gender identity, religion, family situation, social status or any other personal characteristic.
- Implement protocols for the prevention of and action against harassment in all its forms, reinforcing a culture of prevention through awareness-raising, regular training and accessible reporting channels.
- Management and teams must take responsibility for identifying and acting on any behaviour that is contrary to dignity and respect.

### 3. Access to employment, classification and professional development

- Ensure that all decisions regarding recruitment, mobility and professional growth are based on objective criteria, aligned with our values and behaviours, ensuring equal opportunities and diversity in teams.
- Promote clear and transparent evaluation and compensation processes that favour professional development and recognise each person's contribution.
- Encourage the recruitment of people with disabilities and vulnerable groups, ensuring adapted and accessible environments that eliminate physical, technological and organisational barriers to their active participation.

### 4. Knowledge management

- Promote continuous learning and knowledge sharing throughout the Group, encouraging collaboration and innovation.
- Ensure that training is equal, accessible and adapted to technological and organisational changes as a driver of cohesion and competitiveness.
- Promote the exchange of experiences and knowledge between people of different ages, taking advantage of generational diversity to enrich innovation and talent development, and promote interaction between professionals from different cultures and internal mobility to take advantage of the Group's multicultural richness.

### 5. Remuneration system

- Ensure equal pay for work of equal value, with competitive salaries based on objective criteria.
- Ensure that all people receive a decent salary, in line with legal standards and ethical principles, which allows them to cover their basic needs and promotes their well-being.
- Establish consistent remuneration policies and benefits across the Group, adapted to different socio-occupational realities to ensure fairness and cohesion.
- Clearly communicate the criteria and processes of the remuneration system, reinforcing trust and the perception of fairness within the organisation.



## 6. Work-life balance

- Promote measures that facilitate work-life balance, adapting working hours and arrangements to meet personal and family needs.
- Define and communicate policies that guarantee a balance between professional and personal responsibilities, ensuring that everyone is aware of and can exercise their rights.
- Incorporate effective guidelines for digital disconnection and actions that protect rest time, fostering a healthy environment that respects personal time.

## 7. Inclusive, non-sexist and non-discriminatory language and communication

- Ensure the conscious use of inclusive, clear and unbiased language in all internal and external communications, reflecting diversity and avoiding discriminatory expressions.
- Review and apply inclusive criteria in documents, images, advertising and corporate materials, ensuring that they represent all people in a respectful and balanced manner.
- Promote team training in inclusive communication practices so that respect and diversity are present in every interaction and message.

## 8. Awareness and training

- Promote diversity training with the aim of avoiding unconscious bias.
- Develop inclusive leadership programmes that inspire collaboration, promote unbiased decision-making and enhance personal development, creating safe spaces and transformative teams.
- Organise awareness-raising activities on key dates and maintain ongoing awareness-raising actions to consolidate an inclusive culture.

## 9. Value chain and external impact

- Promote diversity criteria with suppliers, collaborators and strategic partners.
- Participate in external networks and initiatives that promote diversity and inclusion in the business environment, encouraging the exchange of best practices and positioning the Group as a committed agent.

## Implementation and monitoring

The effective implementation of this Policy will be carried out through action plans, procedures and management tools defined by the People Department, in coordination with the different areas of the Group. These plans will incorporate measurable objectives, assigned responsibilities and implementation schedules to ensure progress in the commitments made.

To facilitate compliance with the Policy and ensure behaviour in line with our values, the Group has an internal reporting system ([faesfarma.integrityline.com](https://faesfarma.integrityline.com)) available to all individuals, which is a secure and confidential mechanism for reporting possible breaches in the areas of diversity, equity and inclusion, among others.

Faes Farma will promote ongoing dialogue with its stakeholders—people who are part of the Group, talent in the recruitment process, external collaborators, the scientific community, healthcare professionals, and the communities in which we operate—in order to understand their expectations and reinforce value creation. It will also disseminate relevant, rigorous, and accessible information on progress in equal opportunities, diversity, and inclusion.

The **Board of Directors** will ensure compliance with this Policy and the correct application of its principles and commitments throughout the Group.



The **Sustainability Committee** will periodically review the Policy, evaluate its degree of implementation and monitor the associated indicators, proposing improvements when necessary. Specific information on the progress achieved will be prepared and published annually as part of the sustainability report.

The People Department will lead the operational implementation, monitor the action plans and ensure coordination between the areas involved.

Management teams will apply the principles of the Policy in the day-to-day management of their teams, promoting behaviour consistent with the company's inclusive culture. Likewise, everyone in the organisation is responsible for respecting and enforcing the established principles, ensuring a working environment in which dignity, equity and fair treatment prevail.

## Approval

This Policy was approved by the Board of Directors of Faes Farma on 22 December 2025.

