



Statement of Non-Financial Information and Sustainability Report 2025

Contents

GENERAL INFORMATION	5
ESRS 2 – GENERAL INFORMATION	6
[BP-1] General basis for the preparation of the sustainability statement	6
[BP-2] Information relating to specific circumstances	9
[GOV-1] The role of the administrative, management and supervisory bodies	12
[GOV-2] Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them	17
[GOV-3] Integration of sustainability-related performance into incentive schemes	18
[GOV-4] Statement on due diligence	19
[GOV-5] Risk management and internal controls for sustainability reporting	21
[SBM-1] Strategy, business model and value chain	22
[SBM-2] Stakeholders’ interests and views	28
[SBM-3] Material incidents, risks and opportunities and their interaction with the strategy and business model	30
[IRO-1] Description of the processes for identifying and assessing material impacts, risks and opportunities	32
[IRO-2] Disclosure requirements set out in the NEIS covered by the company’s sustainability statement	34
ENVIRONMENTAL INFORMATION	35
E1 – CLIMATE CHANGE	35
[GOV-3] Integration of sustainability-related performance into incentive schemes	35
[E1-1] Climate change mitigation transition plan	36
[SBM-3] Material incidents, risks and opportunities and their interaction with the strategy and business model	38
[IRO-1] Description of the processes for identifying and assessing material impacts, risks and opportunities	39
[E1-2] Policies relating to climate change mitigation and adaptation	50
[E1-3] Actions and resources relating to climate change policies	51
[E1-4] Targets related to climate change mitigation and adaptation	54
[E1-5] Energy consumption and mix	58
[E1-6] Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions	60
[E1-7] GHG removals and GHG mitigation projects financed through carbon credits	64
[E1-8] Internal carbon pricing system	65
[E1-9] Expected financial impacts of material physical and transition risks and potential opportunities related to climate change	66
E2 – POLLUTION	67
[IRO-1] Description of the processes for identifying and assessing material impacts, risks and opportunities	67
[E2-1] Policies relating to pollution	69
[E2-2] Actions and resources related to pollution	70
[E2-3] Targets related to pollution	71
[E2-4] Air, water and soil pollution	73
[E2-5] Substances of concern and substances of very high concern	74
[E2-6] Expected financial effects of incidents, risks and opportunities related to pollution	75
E3 – WATER AND MARINE RESOURCES	76
[IRO-1] Description of the processes for identifying and evaluating incidents, risks and opportunities of materiality	76
[E3-1] Policies relating to water and marine resources	77
[E3-2] Actions and resources related to water and marine resources	78
[E3-3] Targets relating to water and marine resources	80
[E3-4] Water consumption	82
[E3-5] Expected financial effects of incidents, risks and opportunities related to water and marine resources	83
E5 – RESOURCE USE AND CIRCULAR ECONOMY	84

[IRO-1] Description of the processes for identifying and assessing material impacts, risks and opportunities related to resource use and the circular economy	84
[E5-1] Policies relating to resource use and the circular economy	86
[E5-2] Actions and resources related to resource use and the circular economy	87
[E5-3] Targets related to resource use and the circular economy	89
[E5-4] Resource inputs	92
[E5-5] Resource use	94
[E5-6] Expected financial effects of incidents, risks and opportunities related to resource use and the circular economy	96
DISCLOSURE OF INFORMATION PURSUANT TO ARTICLE 8 OF REGULATION (EU) 2020/852 (TAXONOMY REGULATION)	97
Taxonomy Tables: Quantitative information. European Sustainable Finance Taxonomy	101
SOCIAL INFORMATION	104
S1 – OWN WORKFORCE	105
[S1-SBM2] Stakeholder interests and views	105
[S1-SBM3] Material issues, risks and opportunities and their interaction with the strategy and business model	106
[S1-1] Policies relating to the Group’s own workforce	108
[S1-2] Processes for engaging with our own employees and employee representatives regarding incidents	112
[S1-3] Processes to address negative impacts and channels for employees to raise concerns	116
[S1-4] Adoption of measures relating to material incidents affecting the organisation’s own staff, approaches to mitigating material risks and capitalising on material opportunities relating to the organisation’s own staff, and the effectiveness of such actions	119
[S1-5] Objectives relating to the management of material adverse impacts, the promotion of positive impacts, and the management of material risks and opportunities	126
[S1-6] Characteristics of the company’s employees	133
[S1-8] Coverage of collective bargaining and social dialogue	135
[S1-9] Diversity parameters	136
[S1-10] Adequate wages	137
[S1-11] Social protection	138
[S1-12] People with disabilities	139
[S1-13] Training and skills development metrics	140
[S1-14] Health and safety parameters	141
[S1-15] Work-life balance parameters	142
[S1-16] Remuneration parameters (pay gap and total remuneration)	143
[S1-17] Incidents, complaints and serious incidents relating to human rights	144
S4- CONSUMERS AND END USERS	145
[SBM-2] Interests and views of stakeholders	145
[SBM-3] Material incidents, risks and opportunities and their interaction with the strategy and business model	146
[S4-1] Policies relating to consumers and end-users	149
[S4-2] Processes for engaging with consumers and end-users regarding incidents	152
[S4-3] Processes for addressing adverse events and channels for consumers and end-users to express their concerns	156
[S4-4] Adoption of measures relating to incidents of material significance concerning consumers and end-users, approaches to mitigate risks of material significance and capitalise on opportunities of material significance relating to consumers and end-users, and the effectiveness of such actions	161
[S4-5] Targets relating to the management of material adverse incidents, the promotion of positive incidents, and the management of material risks and opportunities	165
INFORMATION ON GOVERNANCE	169
G1 – BUSINESS CONDUCT	169
[GOV-1] The role of the administrative, management and supervisory bodies	169
[IRO-1] Description of the processes for identifying and assessing material incidents, risks and opportunities	172

[G1-1] Corporate culture and policies on corporate culture and business conduct	174
[G1-2] Management of supplier relationships	179
[G1-3] Prevention and detection of corruption and bribery	182
[G1-4] Confirmed cases of corruption or bribery	184
[G1-6] Payment practices	185
OTHER SECTOR-SPECIFIC ISSUES.....	186
DATA SECURITY AND PRIVACY	186
[GOV-2] Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them	186
[IRO-1] Description of the process for identifying and assessing material incidents, risks and opportunities	188
[MDR-P] Policies adopted to manage sustainability issues of material significance	189
[MDR-A] Actions and resources relating to sustainability issues of material significance.....	190
[MDR-M] Metrics relating to material sustainability issues	193
[MDR-T] Monitoring the effectiveness of policies and actions through targets	194
RESEARCH AND DEVELOPMENT (R&D)	197
[GOV-2] Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them	197
[IRO-1] Description of the process for identifying and assessing material impacts, risks and opportunities	199
[MDR-P] Policies adopted to manage sustainability issues of material significance	201
[MDR-A] Actions and resources relating to sustainability issues of material significance.....	202
[MDR-M] Parameters relating to sustainability issues of material significance	208
[MDR-T] Monitoring the effectiveness of policies and actions through targets	209
TABLE OF CONTENTS	210
LIST OF DATA POINTS INCLUDED IN CROSS-CUTTING STANDARDS AND THEMATIC STANDARDS DERIVED FROM OTHER EU LEGISLATION	216
ADDITIONAL EINF ANNEX FAES FARMA GROUP	221
Information on social and personnel matters.....	221
Employment.....	221
Work organisation	227
Health and safety	228
Training.....	229
Information regarding the fight against corruption and bribery	230
Contributions to foundations and non-profit organisations	230
Company information	231
The company’s commitments to sustainable development.....	231
Outsourcing and suppliers.....	233
Consumers	234
Tax information	235
Requirements of Law 11/2018 regarding non-financial information and diversity	236

GENERAL INFORMATION

ESRS 2 – GENERAL INFORMATION

[BP-1] General basis for the preparation of the sustainability statement

(Paragraphs 5.a and 5.b) This 2025 Statement of Non-Financial Information and Sustainability Report is based on the Group's scope of consolidation, in the same way as the financial statements. In this regard, the Faes Farma Group companies highlighted for having infrastructure and/or employees are:

Company name	Registered office	Country	Activity
Faes Farma, S.A.	Avenida Autonomía, 10 - 48940 Leioa (Vizcaya)	Spain	Pharmaceutical laboratory
Faes Farma Portugal, S.A.	R. Elías García, 28 – Amadora	Portugal	Pharmaceutical laboratory
Ingaso Farm, S.L.U.	P. El Carrascal, 2 - Lanciego (Álava)	Spain	Animal nutrition and health
Faes Farma Chile Salud y Nutrición Limitada SpA	Avenida Las Condes 7700, Office 303-A, Las Condes, Santiago	Chile	Distributor
Faes Farma del Ecuador S.A.	Avenida de los Shyris No. 860, Shyris Center Building, Office 1001, Quito	Ecuador	Wholesale of pharmaceutical products
Faes Farma Perú, S.A.C.	497 Avenida De La Floresta, Flat 303, Chacarilla del Estanque Estate, San Borja – Lima	Peru	Distributor
Faes Farma Nigeria Limited	No. 25D Ladoke Akintola Street, G.R.A. Ikeja, Lagos	Nigeria	Distributor
Faes Farma México, S.A. de C.V.	Av. Prolongación Paseo de la Reforma, 51, 8th Floor, Mexico City	Mexico	Distributor of pharmaceuticals and animal health products
Colpharma, S.R.L.	Via A.M. Vicenzi 19/4 – Parma	Italy	Distributor
Tecnología & Vitaminas, S.L. (Tecnovit)	Carrer de les Sorts – 43365 Alforja (Tarragona)	Spain	Animal nutrition and health
Cidosa, S.A.U.	Carrer de les Sorts – 43365 Alforja (Tarragona)	Spain	Distributor
AT Capselos S.L.	"Valle del Cinca" Industrial Estate, Calle C, plot 41.03, 22300 Barbastro (Huesca)	Spain	Animal nutrition and health
Faes Farma Colombia, S.A.S.	Av. Carretera, 7 - 155C-20/30, 36th Floor, North Point Tower E - Bogotá	Colombia	Pharmaceutical distributor
Faes Farma Central America and the Caribbean, S.A.	5th Avenue 16-62, Zone 10, Platina Building, 5th Floor, Guatemala	Guatemala	Pharmaceutical company
ISF by Farm Faes, S.L.	Plhus RD Valdabrá 9/11 Huesca	Spain	Animal nutrition and health
Faes Farma Gulf FZCO	Office Number S101230122, South Zone, Jebel Ali Free Zone, Dubai	United Arab Emirates	Distributor
Laboratório Edol - Produtos Farmacêuticos, S.A.	Avenida 25 de Abril, 6 and 6A, 2795 225 Linda-a-Velha	Portugal	Pharmaceutical laboratory

VAPP Production and Marketing of Veterinary Products Veterinária, LDA	Rua Casal do Canas, no. 6, Carnaxide, 2790 204 Carnaxide	Portugal	Animal nutrition and health
Farmacêutica Austral, LDA	Rua 13.008, Block No. 10, Warehouse B12, Matola Fomento Neighbourhood City of Matola	Mozambique	Pharmaceutical distributor
SIFI SpA	Via Ercole Patti 36 – 95025 Aci Sant’Antonio, Catania	Italy	Pharmaceutical laboratory
SIFI France S.A.S.	8 Rue des Grandes Terres 92500 Rueil Malmaison	France	Pharmaceutical distributor
SIFI Iberica S.L.	Calle Poeta Joan Maragall, 47, 4th floor 28020 Madrid	Spain	Pharmaceutical distributor
Laboratorios Sifi de Mexico, S.A. de C.V.	Cordoba 42, 8th Floor, Suite 807, Colonia Roma Norte, Postcode 06700, Cuauhtemoc Mexico City	Mexico	Pharmaceutical distributor
S.C. Oftafarma Romania S.r.l.	Str. Carol Davila, No. 105–107, 2nd Floor, Flat 5, Sector 5 Bucharest	Romania	Pharmaceutical distributor
SIFI Surgical S.r.l.	52 Heltai Gaspar, apt. 1, Ground floor Cluj County, Cluj-Napoca	Romania	Pharmaceutical distributor
SIFI Pharmaceuticals Ltd.	c/o Goodman Jones LLP 1st Floor, Arthur Stanley House, 40-50 Tottenham Street, London	United Kingdom	Pharmaceutical distributor
SIFI Switzerland Sagl	c/o TALENTURE SA Via Canova 9 - 6900 Lugano	Switzerland	Pharmaceutical distributor
SIFI ILAC A.S.	Maltepe Mah. Mithatpaşa St. No. 217 Güzelbahçe / Izmir	Turkey	Pharmaceutical distributor
SIFI CERRAHI	Balmumcu Mah. Bestekar Şevki Bey Sk. Yüksel Proje No: 17 Beşiktaş / Istanbul	Turkey	Pharmaceutical distributor

This report has been prepared in accordance with the requirements set out in Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council with regard to Sustainability Reporting Standards. The Group makes partial use of the simplification provided for in Delegated Act 2025/1416 (*Quick-fix*) in relation to the following requirements:

- ESRS 2, SBM-3, requirement 48(e) relating to the expected financial effects of material risks and opportunities
- Expected financial impacts of material physical and transition risks and potential opportunities related to climate change (E1-9), pollution (E2-6), water and marine resources (E3-5) and resource use and the circular economy (E5-6)
- S1-7, characteristics of self-employed workers within the company’s own workforce
- S1-14, requirements 88(d) and (e), relating to reportable work-related health problems and the number of days lost due to injuries, accidents, fatalities and work-related health problems respectively.
- S1-14, requirement 88, regarding the information required on non-salaried workers.

In addition, the following is addressed:

- The regulation relating to the European Taxonomy: Commission Delegated Regulation (EU) 2026/73 of 4 July 2025, amending Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of the information to be disclosed on environmentally sustainable activities, and Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 as regards the simplification of certain technical selection criteria for determining whether economic activities do not cause significant harm to environmental objectives.
- Law 11/2018, which requires the preparation of the Non-Financial Information Statement (EINF).

In relation to the Group's Statement of Non-Financial Information and to enable key stakeholders and users to understand the Group's performance, results, position and the impact of its activities on the matters included in this statement, the necessary references to information relating to 2024 and 2023 are provided. However, in order to facilitate the understanding of the comparative information in the aforementioned statement, the following circumstances must be taken into account:

- As at the date of preparation, the Group's Management Report contains, amongst other information, the Statement of Non-Financial Information (which additionally includes information on sustainability). The draft law transposing Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 on Corporate Sustainability Reporting (CSRD) has not yet been finalised, creating a situation of inconsistency with the deadlines established by the CSRD itself for public-interest entities with more than 500 employees, which should be subject to the requirements in 2024.
- The Group has chosen to follow the recommendations of the Spanish National Securities Market Commission (CNMV) and the Institute of Accounting and Auditing (ICAC), as set out in their joint statement dated 27 November 2024 and reiterated on 19 November 2025, regarding voluntary compliance with the disclosure requirements of the CSRD and the European Sustainability Reporting Standards (ESRS), whilst also meeting the requirements of Law 11/2018 not covered by that regulatory framework, which are identified in the appendix "Requirements of Law 11/2018 regarding non-financial reporting and diversity".

The process of conceptualising and drafting this document covers the period from 1 January 2025 to 31 December 2025.

The indicators covering the necessary information have been determined based on the results of the double materiality analysis process carried out in accordance with the principles set out in the ESRS 1 standard and the specific requirements across the thematic standards.

Inclusion of the value chain in the definition of material topics

(Paragraph 5.c) For each impact, risk and opportunity (hereinafter IRO), the main actors involved in the different stages of the Group's value chain have been identified, as indicated in each chapter of this report:

- **Upstream:** Suppliers and licensors.
- **Own operations:** All business lines and companies, distinguishing whether it affects the manufacturing phase, administration or the whole.
- **Downstream:** Customers, logistics, *partners* (distribution, licensees), healthcare professionals, end users/consumers.
- **Cross-cutting:** Investors/shareholders, regulatory bodies, local communities and society in general.

(Paragraph 5.d) We have chosen to omit two disclosure requirements as they relate to intellectual property and innovation outcomes. These correspond to MDR-M: Metrics relating to sustainability issues of material significance and MDR-T: Monitoring the effectiveness of policies and actions through targets in the sections on [Data Security and Privacy](#) and [Research and Development](#).

(Paragraph 5.e) Not applicable.

[BP-2] Information relating to specific circumstances

(Paragraph 9) N/A. The medium- and long-term time horizons defined by the Group correspond to those defined in section 6.4 of ESRS 1 Definition of short, medium and long term for reporting purposes, namely:

- The short-term time horizon corresponds to the period adopted as the reporting period in the financial statements.
- The medium-term time horizon refers to the period from the end of the short-term reference period defined above up to five years thereafter.
- The long-term time horizon refers to the period starting five years after the reference period.

(Paragraph 10) N/A. The reported parameters do not include data on earlier or later stages of the value chain.

(Paragraph 11) With regard to the sources of estimation and uncertainty in the result, the quantitative parameters and monetary amounts disclosed in this report that are subject to a high degree of measurement uncertainty are those included in the table below. Furthermore, this information is disclosed together with the information to which the estimates relate.

Standard	Parameter	Comments	Page
E1-5	Electricity consumption – Colpharma and Nigeria	Estimate based on consumption and the average cost of electricity in the country of application	58
E1-5	Electricity consumption – Faes Farma Gulf	Estimate based on per capita consumption (MWh/person) of similar facilities	58
E1-5	Electricity consumption – Sifi Ibérica, Oftafarma Romania and Sifi Surgical	The figure for December is estimated based on the average consumption for the year	58
E1-5	Natural gas consumption - Sifi Ibérica	Figure estimated based on expenditure and the average cost in similar facilities	58
E1-5	Employee fuel consumption (non-sales network) - Faes Farma S.A.	Data estimated based on mileage and the theoretical average consumption for each vehicle type. Additionally, for 2024, due to a lack of data, the amount of fuel for the first few months of the year is estimated based on the average for the last 3 months of the year.	58
E1-5	Fuel consumption – Faes Farma Chile and Colpharma	Data estimated based on fuel expenditure and the average price of each type of fuel in the country of application	58
E1-5	Fuel consumption - Ecuador	Data estimated based on the number of kilometres to be travelled by each vehicle (as agreed with the leasing company), the average fuel price in the country and the number of commercial vehicles in the subsidiary	58
E1-5	Fuel consumption – Sifi SpA	Data estimated based on fuel expenditure and the average price of each type of fuel. Additionally, in the absence of an invoice, the figure for December is estimated based on the annual average.	58
E1-6	Scope 3 emissions, categories 2, 8 and 13 – Group	Data estimated based on expenditure	60
E1-6	Scope 3 emissions, category 1 – Group	Data estimated based on expenditure at Colpharma, Nigeria, and subsidiaries in LATAM, Gulf and Austral	60

E1-6	Scope 3 emissions, category 1 – Subsidiaries with manufacturing facilities	Part of the data estimated based on expenditure at Faes Farma S.A., Faes Farma Central America and the Caribbean, Faes Farma Portugal and subsidiaries of the Animal Nutrition and Health business line	60
E1-6	Scope 3 emissions, categories 4 and 9 – Group	The % load factor of lorries is estimated based on the weight of each shipment	60
E1-6	Scope 3 emissions, category 4 – Group	Data estimated based on expenditure at Colpharma, Nigeria, Peru, Gulf, Faes Farma Portugal, Austral and subsidiaries of the Sifi subgroup	60
E1-6	Scope 3 emissions, category 6 – Group	Data estimated based on expenditure at all subsidiaries except Faes Farma S.A. and subsidiaries of the Animal Nutrition and Health business line. Additionally, for both Faes Farma S.A. and the subsidiaries of the Animal Nutrition and Health business line, emissions from rental vehicles have been estimated based on expenditure.	60
E1-6	Scope 3 emissions, category 9 – Group	Data estimated based on expenditure at Colpharma, Nigeria, Ecuador, Gulf and subsidiaries of the Edol and Sifi subgroups	60
E1-6	Scope 3 emissions, category 9 – Spain	Emissions from shipments to customers accounting for more than 1% of total shipments are calculated, and estimated by extrapolation for the remaining customers (those accounting for <1% of shipments). Additionally, for Faes Farma S.A.'s domestic land shipments, the average load obtained from international shipments is applied.	60
E1-6	Scope 3 emissions, category 9 – Portugal	Emissions associated with sea and air shipments are estimated by extrapolating emissions from land shipments	60
E2-4	Waste disposal volume – Faes Farma S.A. plant in Derio	The figure for December is estimated based on the average consumption for the year	73
E2-4	Discharge volume – Faes Farma Central America and the Caribbean (Guatemala plant), Faes Farma Portugal and Edol's Carnaxide plant	All water consumed is considered as discharged water	73
E2-4	Amount of pollutants - Faes Farma Portugal	Estimated based on similar processes at comparable facilities	73
E3-4	Reclaimed water - Faes Farma Central America and the Caribbean (Guatemala plant)	Estimated based on a flow meter recording recovered water data from the last 12 months	82
E3-4	Water consumption – Faes Farma S.A. Derio plant	The figure for December is estimated based on the average consumption for the year	82
E5-4	Weight of capsules – Faes Farma Centroamérica y Caribe S.A. (Guatemala plant) and Faes Farma S.A.	Estimated based on the average weight of a capsule	92

(Paragraph 12) The climate risk analysis in section [ESRS E1 IRO-1](#) corresponds to a forward-looking analysis with uncertainty based on climate scenarios.

(Paragraphs 13 and 14) The changes in the preparation or presentation of the information, compared with the previous reporting period, are:

Standard	Parameter	Comments	Page
E1-5	Consumption of fuel derived from crude oil and petroleum products	Update to the vehicle fuel calculation methodology	58
E1-6	GHG emissions	Adjustments to the calculation methodology for certain sources	60
E5-5	Waste generated from own operations	Update of the breakdown of waste by treatment type	95
E5-5	Total non-recycled waste and total recycled waste	Data exchange between the two parameters	95
S1-12	% of employees with disabilities, by gender	Error in normalising the gender breakdown	139
-	Complaints systems, complaints received and their resolution	Error in the total	234

Furthermore, the scope of the 2025 data, compared to that of 2024, has been modified by the incorporation into the Faes Farma Group of the Edol sub-groups (acquisition effective in June 2025) and Sifi (acquisition effective in September 2025).

Significant variations in the values of the indicators presented throughout this report, which are attributable to the inclusion of the Edol and Sifi subgroups within the scope of consolidation, are not justified. Conversely, significant variations in the values of the indicators that are not attributable to the inclusion of Edol and Sifi have been justified.

Finally, throughout the report, Grupo Faes Farma discloses comparative information relating to the 2024 financial year in accordance with Law 11/2018 on non-financial information and diversity, even where the information is not comparable due to changes in presentation, breakdown or calculation methodology. Furthermore, the appendix [“Requirements of Law 11/2018 on non-financial information and diversity”](#) in this report includes the information required by Law 11/2018 that is not covered by the NEIS requirements.

(Paragraph 15) This report includes information derived from other legislation or generally accepted pronouncements regarding sustainability reporting. For details of the legislation covered, see the [section ‘LIST OF DATA POINTS INCLUDED IN CROSS-CUTTING AND THEMATIC STANDARDS DERIVED FROM OTHER EU LEGISLATION’](#), which includes the table corresponding to Appendix B of ESRS 2, the [section DISCLOSURE OF INFORMATION PURSUANT TO ARTICLE 8 OF REGULATION \(EU\) 2020/852 \(TAXONOMY REGULATION\)](#) to view information relating to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation) and the [section ADDITIONAL EINF ANNEX FOR THE FAES FARMA GROUP](#) to view information relating to the requirements of Law 11/2018 on non-financial reporting and diversity.

(Paragraph 16) In the environmental intensity parameters, the revenue figure from the consolidated financial statements is used.

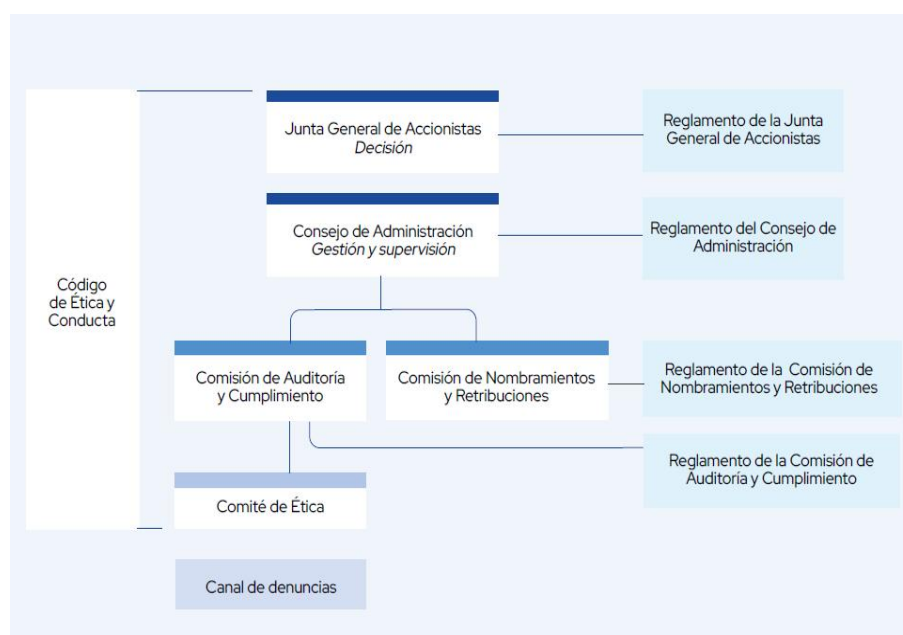
(Paragraph 17) N/A, as the Faes Farma Group has more than 750 employees.

[GOV-1] The role of the administrative, management and supervisory bodies

(Paragraphs 21 and 23) **Faes Farma S.A.** is a company listed on the stock exchanges of Bilbao, Madrid, Barcelona and Valencia, and its shares are traded on the continuous market. Its ownership is distributed as follows:

Significant shareholders 28.04%	Treasury shares 1.57%	Represented by the Board of Directors 4.23%	Free float 66.16%		
			Retail 48.04%	Foreign institutional 10.79%	Domestic institutional 7.33%

The main governing bodies are the General Meeting of Shareholders and the Board of Directors, supported by the Audit and Compliance Committee and the Appointments and Remuneration Committee.



The Board of Directors and Senior Management are considered to be the bodies responsible for administration, management and supervision, as required by ESRS standards.

General Meeting of Shareholders

The General Meeting of Shareholders is the highest decision-making body of the shareholders and meets annually in ordinary session. Its main functions (set out in the Articles of Association and in its Rules of Procedure, both available on the [corporate website](#)) are the approval of the Annual Accounts, the Statement of Non-Financial Information and Sustainability Information, and the approval of the management's performance, the amendment of the Articles of Association, the appointment of Directors, the approval of the director selection policy, the acquisition, disposal or contribution of essential assets to another company, and the increase or reduction of share capital, amongst others.

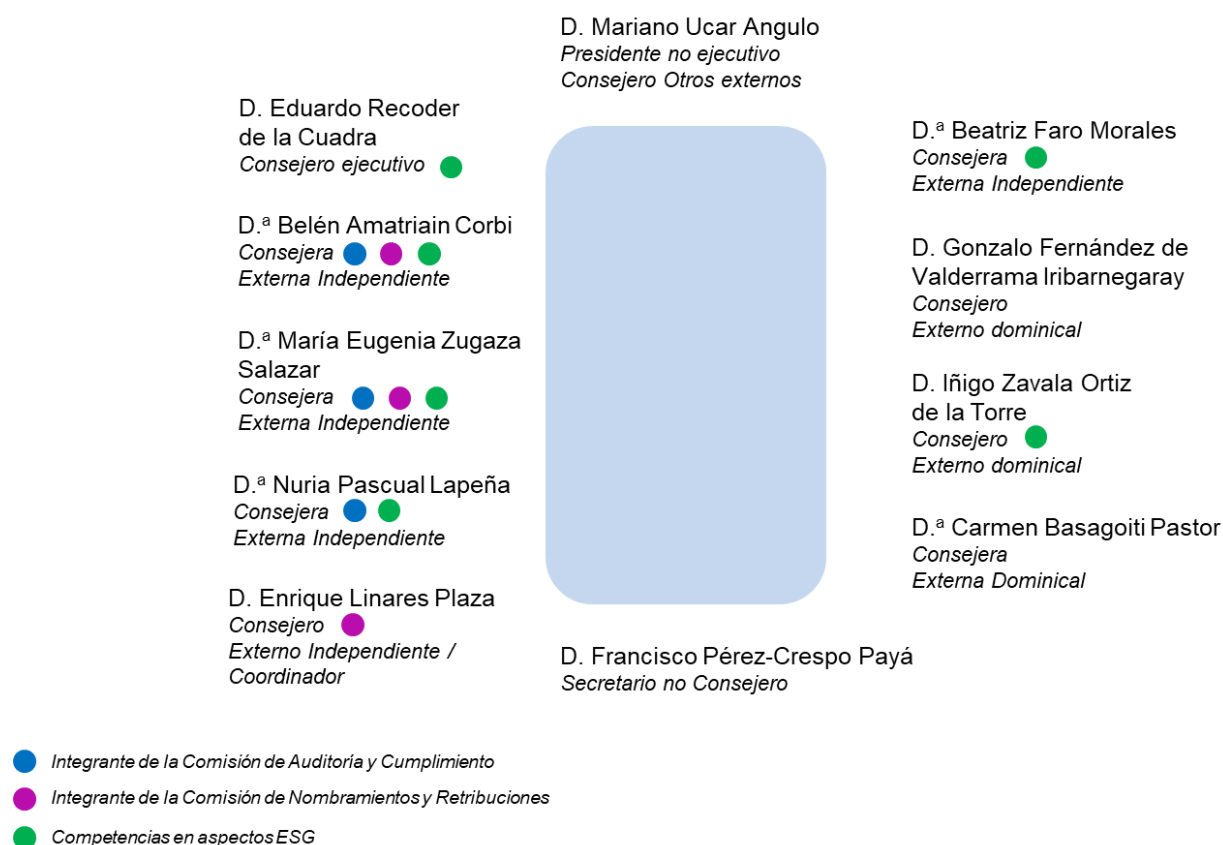
Board of Directors

The Board of Directors is the highest management and supervisory body. Directors are appointed by the General Meeting of Shareholders for a term of four years, renewable for periods of equal duration in accordance with the criteria of the [Director Selection Policy](#).

At the 2025 Annual General Meeting, Ms Beatriz Faro Morales was appointed as an independent director to fill the vacancy created following the resignation of Mr Carlos de Alcocer Torra, who had reached the maximum term of 12 years legally permitted for him to be considered independent. Consequently, the Board of Directors

currently comprises ten members¹, of whom five are independent and five are women, thereby complying with the recommendations of the Code of Good Governance for Listed Companies regarding the independence and diversity of the Board.

50% independent (50% non-independent)	50% women (50% men)	90% non-executive (10% executive) ²
---	---------------------------	--



The expertise of its members in relation to the company's sectors, products and geographical locations is set out in the Board's skills matrix, which is available [under ESRS G1 GOV-1](#) (for further information, see the [corporate website](#)). In addition, six directors have specific expertise in *compliance* matters and a further six have experience in sustainability (in both cases, including the executive director). The specific functions relating to this area are assigned to the Audit and Compliance Committee.

The functioning and responsibilities of the Audit and Compliance Committee are set out in the Articles of Association and its Rules of Procedure, available on the corporate website. Among its functions is the review of the annual accounts and the Statement of Non-Financial Information and Sustainability Information, which, after being prepared by the Board of Directors, must be approved by the General Meeting.

In accordance with the recommendations of the Code of Good Governance for Listed Companies, the Board of Directors conducts an annual assessment of its own functioning, as well as that of the committees, the Chairman and the Executive Director. The latest assessment, which is carried out every three years with the assistance of an external consultant, was conducted in relation to the management of 2025, yielding a favourable result and giving rise to recommendations which are currently being addressed. Furthermore, the Coordinating Director has held meetings with the other directors (in particular the independent directors) with the aim of addressing their concerns.

¹ There is no representation of employees and other workers on the Board of Directors.

² Nine non-executive directors and one executive director.

In the assessment of the Board members' competencies, their knowledge of ESG issues is evaluated, reflecting a Board with expertise in various fields, which has enabled them to understand the content and implications of the Non-Financial and Sustainability Information Statement and the double materiality analysis.

Committees of the Board of Directors

The Board of Directors has two delegated committees, the Audit and Compliance Committee and the Appointments and Remuneration Committee, both chaired by women. The former comprises three independent directors and the latter three members, two women and one man, all of whom are independent.

Audit and Compliance Committee

The main functions of the Audit and Compliance Committee are set out in its Rules of Procedure (available on the [corporate website](#)) and relate to the internal control and audit system, the process of preparing financial and non-financial information, the risk management system, and functions relating to environmental, social and corporate governance issues, including the supervision of compliance with corporate governance rules and the company's internal codes of conduct. Its three members have served on the committee for several financial years, thereby gaining greater experience in matters of corporate conduct.

In addition, it is responsible for establishing and supervising the mechanism that enables employees and other persons associated with the Company, such as directors, shareholders, suppliers, contractors and subcontractors, to report potentially significant irregularities—including financial and accounting irregularities, or those of any other nature—relating to the company that they become aware of within the company or the Group.

Appointments and Remuneration Committee

The functions of the Appointments and Remuneration Committee are set out in its Rules of Procedure (available on the [corporate website](#)) and relate to the selection, appointment, re-election, removal and remuneration of directors, as well as functions relating to the appointment and remuneration of senior executives.

Senior Management

Following the restructuring of the body in October 2024 and the new appointments in 2025, Senior Management comprises fourteen executive members (eleven men and three women) holding the positions of CEO, *Chief Officer* and *Country Manager*.

As indicated in [section ESRS G1 GOV-1](#), thirteen of the fourteen members have expertise in at least one of the pillars of sustainability (environmental, social and governance), based on both their current experience and their previous professional background. Thanks to this and their knowledge of the Group's activities, most of them participated in 2024 in the development of the double materiality analysis, which defined sustainability impacts, risks and opportunities.

(Paragraph 22) With regard to the role played by the administrative, management and supervisory bodies in the governance processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities, the Board of Directors is highlighted as being responsible for approving the [Sustainability Policy](#), the Sustainability Strategy and the Statement on Non-Financial and Sustainability Information. This report is drawn up on the basis of the impacts, risks and opportunities identified in the double materiality study, with the Board of Directors assigning supervisory responsibility to the Audit and Compliance Committee. Furthermore, this Committee is responsible for reporting to the Board of Directors on this matter.

In turn, Senior Management participated in the preparation of this study, led by the Sustainability department (reporting to the *Chief GRC & Internal Audit Officer*), thereby fulfilling the commitments set out in the [Sustainability Policy](#) and relevant regulations.

From a risk perspective, we have a Risk Control and Management Policy (approved by the Board of Directors in 2021) which establishes the general framework for action, the procedures and responsibilities for carrying out the control and management of the risks faced by the Group in an efficient and effective manner. Available on the intranet, it forms part of the internal regulations and applies to the Group's Risk Management System (RMS) across all its sites, investee companies and areas, covering all risks that affect or may affect the achievement of **the Faes Farma Group's** objectives in all its areas of competence and scope, whether arising from its environment or its activities. It is therefore mandatory for all companies comprising the **Faes Farma Group**, as well as all management teams, areas and departments.

The Audit and Compliance Committee is responsible for assessing and supervising the Group's financial and non-financial risk management system, including operational, technological, legal, social, environmental, political and reputational risks, including those related to corruption. It is the Committee that must report to the Board of Directors on the results of the assessments carried out.

The Risk Management System (RMS) provides reasonable assurance that all significant financial and non-financial risks are identified, assessed, continuously monitored and reduced to the defined levels of risk appetite and tolerance, before finally being reported to and approved by the Board of Directors.

This Policy sets out the guidelines for identifying and managing risks within the tolerance limits approved from time to time by the Board of Directors, and is designed to:

- Contribute to the achievement of the **Faes Farma Group's** strategic objectives;
- Provide the maximum safeguards for the protection of the company's interests and, consequently, those of employees, shareholders and other stakeholders;
- Protect the reputation of **the Faes Farma Group**;
- Safeguard the Group's assets;
- Preserving the **Faes Farma Group's** business stability and financial soundness on a sustained basis;
- Contribute to regulatory compliance; and
- Facilitate the conduct of operations in accordance with the agreed safety and quality standards.

The responsibilities of the administrative, management and supervisory bodies in relation to the Risk Management System (RMS) are as follows:

Board of Directors

- Ultimately responsible to stakeholders for the operation of **the Faes Farma Group's** Risk Management System.
- To approve the Risk Control and Management Policy and the Group's Corporate Risk Map.
- To oversee the RMS with the support of the Audit and Compliance Committee.

Audit and Compliance Committee (ACC)

- Responsible for evaluating and supervising the **Faes Farma Group's** Risk Management System.
- Report to the Board of Directors on the results of the assessments carried out and the timetable for the measures proposed to address the weaknesses identified.

Senior Management and Management Team³

- Responsible for identifying and assessing risk as risk owners.
- To implement and foster a risk-focused culture within the organisation, actively involving their staff in the RMS.
- Define, establish and/or modify the risk appetite and risk tolerance to be submitted to the Board of Directors.
- Approve plans and actions regarding identified risks.
- To oversee the proper management of risks within their area of responsibility.

³ The Management Team comprises the CEO, *Chief Officers*, *Country Managers of the Global Executive Team (GET)*, and *Global Heads and Heads* who form part of *the Global Team (GT)*.

- Report to the Risk and Internal Audit Coordinator on the development of risks.

Risk management and assessment

Once risks have been identified, the Management Team assesses them based on standard criteria of impact, probability and speed of occurrence. This assessment is used to produce the Group's Risk Map, which is reviewed and reassessed annually or more frequently if necessary.

The Group's risk management is primarily implemented through the definition and monitoring of qualitative and quantitative indicators (*KRIs*), its risk appetite and tolerance levels, as well as control activities and action plans. Risk owners regularly monitor their risks, ensuring that existing controls are in place and that approved action plans are being implemented, whilst also analysing the potential materialisation of risks through established KRIs. At least once a year, risk owners prepare a risk monitoring report which they submit to the risk coordinator.

For their part, the Risk Coordinator reports, at least annually, to Senior Management and the Audit and Compliance Committee on the Risk Management System, providing a consolidated overview of the Group's Risk Map and, in particular, the evolution of key risks and other relevant aspects.

In addition to the Risk Management System, which incorporates general sustainability risks, there is no additional overarching procedure beyond the double materiality analysis for sustainability impacts, risks and opportunities. However, each department within the Group has specific procedures and controls in place for their management, as indicated throughout the report.

[GOV-2] Information provided to the company's administrative, management and supervisory bodies and sustainability issues addressed by them

(Paragraph 26) On a regular basis, at least annually, the Head of Corporate Sustainability reports to the Audit and Compliance Committee (ACC) to provide information on material impacts, risks and opportunities, the application of due diligence, and the results and effectiveness of the policies, actions, metrics and targets implemented to address them. Similarly, prior to attending the Audit and Compliance Committee, the main matters to be approved are presented to Senior Management. In the 2025 financial year, two meetings were held with each body.

The first took place in October, during which, on the one hand, the 2025–2030 Climate Change Mitigation Transition Plan, developed throughout 2025, was presented to Senior Management. Secondly, at the Audit and Compliance Committee (ACC), the aforementioned Plan was presented and approved, and a report was given on the status of the 2025 Non-Financial and Sustainability Information Statement in terms of regulatory compliance. For details of the Plan, see section [E1-1](#).

The second session with Senior Management took place in November, during which the 2025–2030 Sustainability Strategy was explained. It was in December that a report was given on the status of the 2025 Sustainability Report and the 2025–2030 Sustainability Strategy was presented and approved by the Audit and Compliance Committee. The process of reviewing and updating the strategy took into account the impacts, risks and opportunities of relative importance identified in the double materiality analysis carried out in 2024 and updated in 2025. As the updates are not considered significant, the double materiality analysis has not been resubmitted to the Audit and Compliance Committee. The pillars, overall objectives and measures established to promote sustainability in various areas of the Group have been approved, as well as a monitoring plan, which will be led by a specific Committee. For details of the new 2025-2030 Sustainability Strategy, see [section ESRS 2 SBM-1](#).

Following each session, the Chair of the Audit and Compliance Committee reports to the Board of Directors on the main issues raised.

[GOV-3] Integration of sustainability-related performance into incentive schemes

(Paragraph 29) The remuneration of executive directors is approved by the Board of Directors on the proposal of the Appointments and Remuneration Committee in accordance with the [Directors' Remuneration Policy](#), which, in turn, is approved every three years by the General Meeting of Shareholders (its most recent approval was in June 2025 and it will remain in force until 31 December 2028, without prejudice to any adjustments or updates that the Board of Directors may carry out in accordance with its provisions and any amendments that may be approved by the General Meeting of Shareholders from time to time). In addition, the Board of Directors approves and publishes the Annual Report on Directors' Remuneration each year, which is in turn put to a consultative vote at the General Meeting of Shareholders. Both documents are available on the corporate website.

The remuneration of senior management is proposed by the CEO under the supervision of the Appointments and Remuneration Committee.

The variable remuneration targets for both executive directors and senior management are determined using a combination of financial and non-financial indicators, aligned with the Group's strategic priorities. These targets may include, amongst others, specific, predetermined and quantifiable economic, financial, operational, strategic and/or value-creation parameters. Indicators linked to the sustainability strategy and individual performance may also be considered.

As set out in the [Directors' Remuneration Policy](#), the non-financial targets for executive directors will account for a maximum of 40% of the total incentive. Sustainability targets are included within these objectives.

Both the executive director and senior management have a short- and long-term variable remuneration system linked to the achievement of objectives, which include sustainability objectives. The inclusion of ESG metrics in the variable remuneration of the executive director and senior management aims to reinforce the commitment of those in positions of responsibility to integrating sustainability into the company's operations and results, and includes specific and measurable indicators on environmental, social and corporate governance aspects.

In 2025, the approval of the new 2025–2030 Sustainability Strategy was the cross-cutting objective, accounting for 4% of the CEO's remuneration and 3% of that of the rest of senior management. Additionally, from a social perspective, a further 4% of the CEO's remuneration and 3% of Senior Management's remuneration is linked to the implementation of the *People Plan*, which contains actions aimed at integrating the new culture, developing the competency and leadership model, and promoting the equality and inclusion plan.

[GOV-4] Statement on due diligence

(Paragraph 32) The due diligence process in relation to sustainability issues is reflected in the following table of correspondence:

Key elements of due diligence	Section
Integration of due diligence into governance, strategy and the business model	<ul style="list-style-type: none"> ▪ ESRS 2 GOV-2: Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them ▪ ESRS 2 GOV-3: Integration of sustainability-related performance into incentive schemes ▪ ESRS 2 SBM-3: Material issues, risks and opportunities and their interaction with strategy and the business model
Engagement with relevant stakeholders	<ul style="list-style-type: none"> ▪ ESRS 2 GOV-2: Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them ▪ ESRS 2 SBM-2: Stakeholder interests and views ▪ ESRS 2 IRO-1 Description of the processes for identifying and assessing material issues, risks and opportunities ▪ [S1-1] Policies relating to the company’s own staff ▪ [S4-1] Policies relating to consumers and end-users ▪ [S1-2] Processes for engaging with own employees and employee representatives on material issues ▪ [S4-2] Processes for engaging with consumers and end-users regarding incidents
Identification and assessment of adverse impacts	<ul style="list-style-type: none"> ▪ ESRS 2 IRO-1 Description of the processes for identifying and assessing material incidents, risks and opportunities ▪ ESRS 2 SBM-3 Material incidents, risks and opportunities and their interaction with strategy and the business model
Taking action to address these adverse impacts	<ul style="list-style-type: none"> ▪ [E1-3] Actions and resources relating to climate change policies ▪ [E2-2] Actions and resources relating to pollution ▪ [E3-2] Actions and resources relating to water and marine resources ▪ [E5-2] Actions and resources relating to resource use and the circular economy ▪ [S1-3] Processes for remedying adverse impacts and channels for employees to raise concerns ▪ [S1-4] Action taken regarding material impacts on own personnel, approaches to mitigate material risks and address material opportunities relating to own personnel, and the effectiveness of such actions ▪ [S4-3] Processes for addressing adverse impacts and channels for consumers and end-users to raise concerns ▪ [S4-4] Measures taken in relation to incidents of material significance affecting consumers and end-users, approaches to mitigating risks of material significance and capitalising on opportunities of material significance relating to consumers and end-users, and the effectiveness of such actions ▪ [MDR-A] Actions and resources relating to material sustainability issues (Data security and privacy)

	<ul style="list-style-type: none"> ▪ [MDR-A] Actions and resources relating to sustainability issues of material significance (Research, development and innovation)
<p>Monitoring the effectiveness of these efforts and reporting</p>	<ul style="list-style-type: none"> ▪ [E1-4] Targets relating to climate change mitigation and adaptation ▪ [E2-3] Targets related to pollution ▪ [E3-3] Targets related to water and marine resources ▪ [E5-3] Targets related to resource use and the circular economy ▪ [S1-5] Targets related to the management of material negative impacts, the promotion of positive impacts, and the management of material risks and opportunities (Own staff) ▪ [S4-5] Targets relating to the management of material negative impacts, the promotion of positive impacts, and the management of material risks and opportunities (Consumers and end users) ▪ [MDR-M] Metrics relating to material sustainability issues (Data security and privacy) ▪ [MDR-T] Monitoring the effectiveness of policies and actions through targets (Data security and privacy) ▪ [MDR-M] Metrics relating to material sustainability issues (Research, development and innovation) ▪ [MDR-T] Monitoring the effectiveness of policies and actions through targets (Research, development and innovation)

The very structure of the thematic chapters comprising this report reflects the essential elements set out in the table above; that is, from governance, stakeholder engagement, identification and measurement, to the implementation of measures and the assessment of their effectiveness.

[GOV-5] Risk management and internal controls for sustainability reporting

(Paragraph 36) The main features of the risk management system and the internal control system in relation to the sustainability reporting process are presented at the launch session for the report preparation process, where:

- The importance of preparing this report is emphasised.
- Legislative developments applicable to the current reporting period are shared.
- Key areas for improvement compared to the previous period's report are identified.
- Flowcharts are defined to establish the reporting, consolidation and validation process for the sustainability information used for the report and for internal management. Furthermore, these flowcharts enable:
 - Understand the role of each participant within the Group as a whole.
 - Identify the key contacts for each aspect at each location.
 - Ensure that information is obtained from the entire relevant scope for each aspect.

The methodology followed for the preparation of the report, which enables the identification of the following control and reporting risks, is divided mainly into two aspects:

- The most relevant topics according to the results of the double materiality assessment, taking into account the volume of information required by regulations (information related to environmental and human resources issues), those areas specific to the sector (ESRS S4) and specific implications of being a listed company (ESRS G1).
- Quantitative information where potential errors and therefore controls focus on:
 - Scope
 - Consistency of units and methodologies (including their recording and that of the calculations performed)
 - Changes in data compared to previous periods
 - Existence of evidence

The conclusions of this analysis are applied through the roles defined in the aforementioned flowcharts. These flowcharts cover all companies and sites within the scope of consolidation. In the case of subsidiaries, the Group has the role of “intermediate consolidation manager”, who is responsible for requesting, compiling and carrying out an initial internal control of the information across the various areas. They request this information from the “reporting managers”, who are the individuals holding the source data and supporting evidence.

On the other hand, there are the “area consolidation managers”, who are corporate roles responsible for consolidating and carrying out internal control over specific subject areas across the entire Group. And, finally, the “validation managers”, who are responsible for giving final approval to the information included in the sustainability report.

In addition, there are detailed timetables setting out the key deadlines to be met by the main roles regarding the submission of information.

This planning, progress and conclusions of the process are communicated periodically to the Audit Committee, which in turn is responsible for reporting on the matter to the Board of Directors.

[SBM-1] Strategy, business model and value chain

(Paragraph 40) Sustainability is an integral part of the **Faes Farma Group's** values, as well as its strategy and business model.

Our purpose: bring together passion, science and innovation to transform people's health.



01

Our mission

We develop and deliver innovative products to transform people's health, striving for excellence and fostering talent in our teams.

02

Our vision

To be a leading pharmaceutical group at the Forefront of excellence transforming people's health and well-being.

03

Our values

- The patient, our priority.
- We are innovative.
- We care for people and the environment.
- Excellence that transforms.
- We strive for more.

Business Model

The Group operates with an integrated approach to healthcare and an international outlook, placing the patient at the heart of its activities.

Over more than 90 years of history, **the Faes Farma Group** has established itself as an international group with a presence across five continents and in over 130 countries, whether through products marketed directly or under licence⁴.

2 business lines ⁵	5 continents	+ 130 countries	2,681 employees ⁶	€626,988,000 revenue ⁷
----------------------------------	-----------------	--------------------	---------------------------------	--------------------------------------

Pharmaceutical and Healthcare Division	Animal Nutrition and Health Division
--	--------------------------------------

⁴ (Paragraph 40.a.iv) The Group does not have any products or services that are prohibited in any market.

(Paragraph 40.c) N/A. There are no significant additional sectors of the ESRS beyond those indicated above.

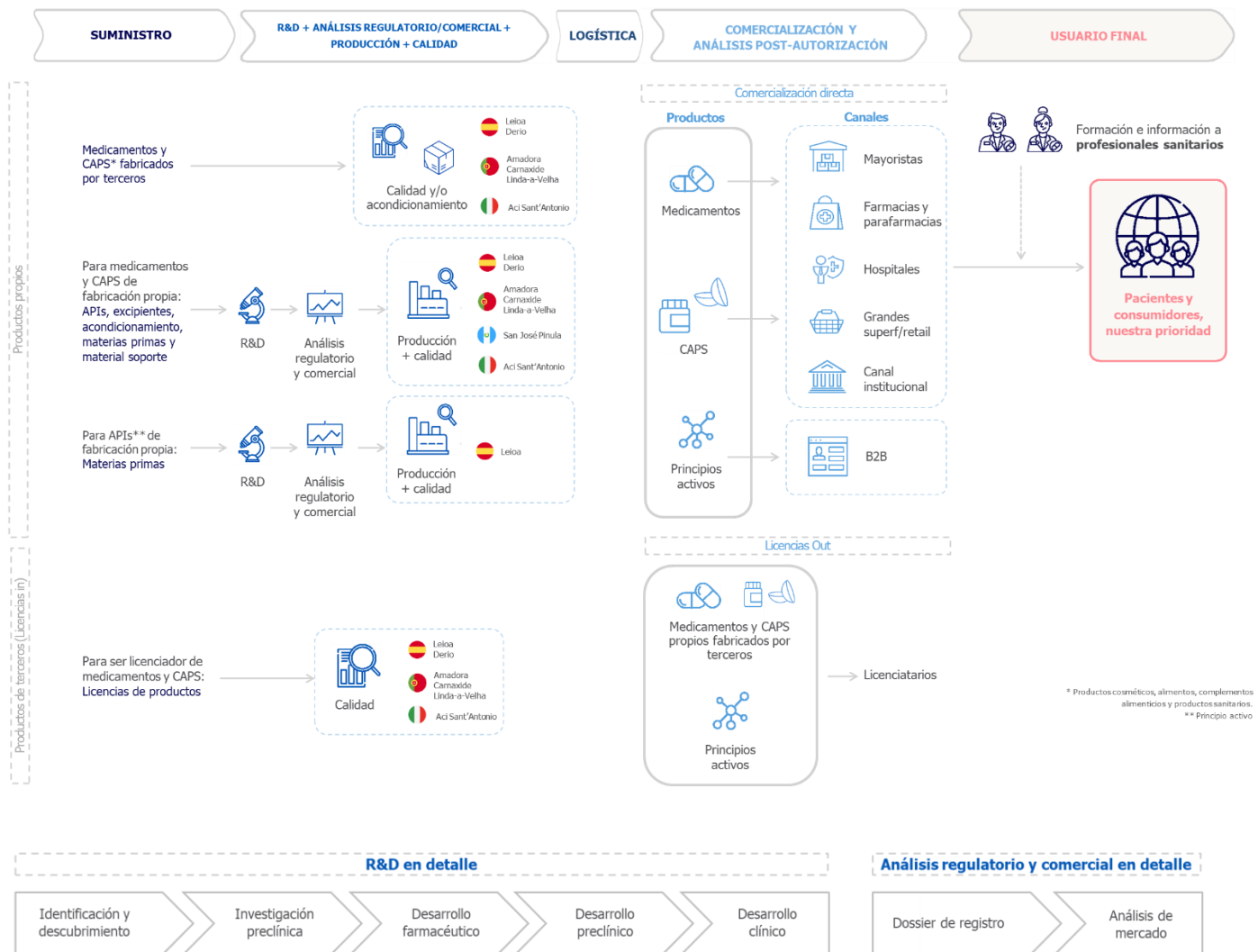
⁵ There are no sectors in addition to the two business lines mentioned.

⁶ For a breakdown of employees by geographical area, see the [ESRS S1-6 section](#).

⁷ The breakdown of total net revenue is presented in the annual accounts (note 23), broken down by pharmaceutical specialities and *healthcare*, nutrition and animal health, and pharmaceutical raw materials.

Pharmaceutical and Healthcare Division

Cadena de valor de la Línea Farmacéutica y Healthcare 87% facturación



The Group researches, develops, manufactures and markets medicines and active ingredients, whilst also developing and marketing cosmetics, food supplements and healthcare products for human use.

Within this business line, at product level, it comprises:

- **Pharmaceutical specialities:** Its main activity involves researching, manufacturing and marketing medicines for human use. This process has a long life cycle, spanning from the identification of the need for a new medicine to its launch on the market. The medicines cover solutions for various therapeutic areas: respiratory, cardiovascular, digestive and metabolic, musculoskeletal, ophthalmic and dermatological. The four main molecules marketed are:
 - Bilastine (allergic rhinoconjunctivitis)
 - Calcifediol (vitamin D deficiency)
 - Mesalazine (ulcerative colitis)
 - Polyhexanide (*Acanthamoeba keratitis*)
- **Healthcare specialities:** Develops and/or markets cosmetic products, foodstuffs, food supplements and medical devices (CAPS) for human consumption, both manufactured in-house and by third parties.
- **Pharmaceutical raw materials:** APIs (active pharmaceutical ingredients).

It has 8 pharmaceutical and medical device production plants and a multi-pronged growth strategy:

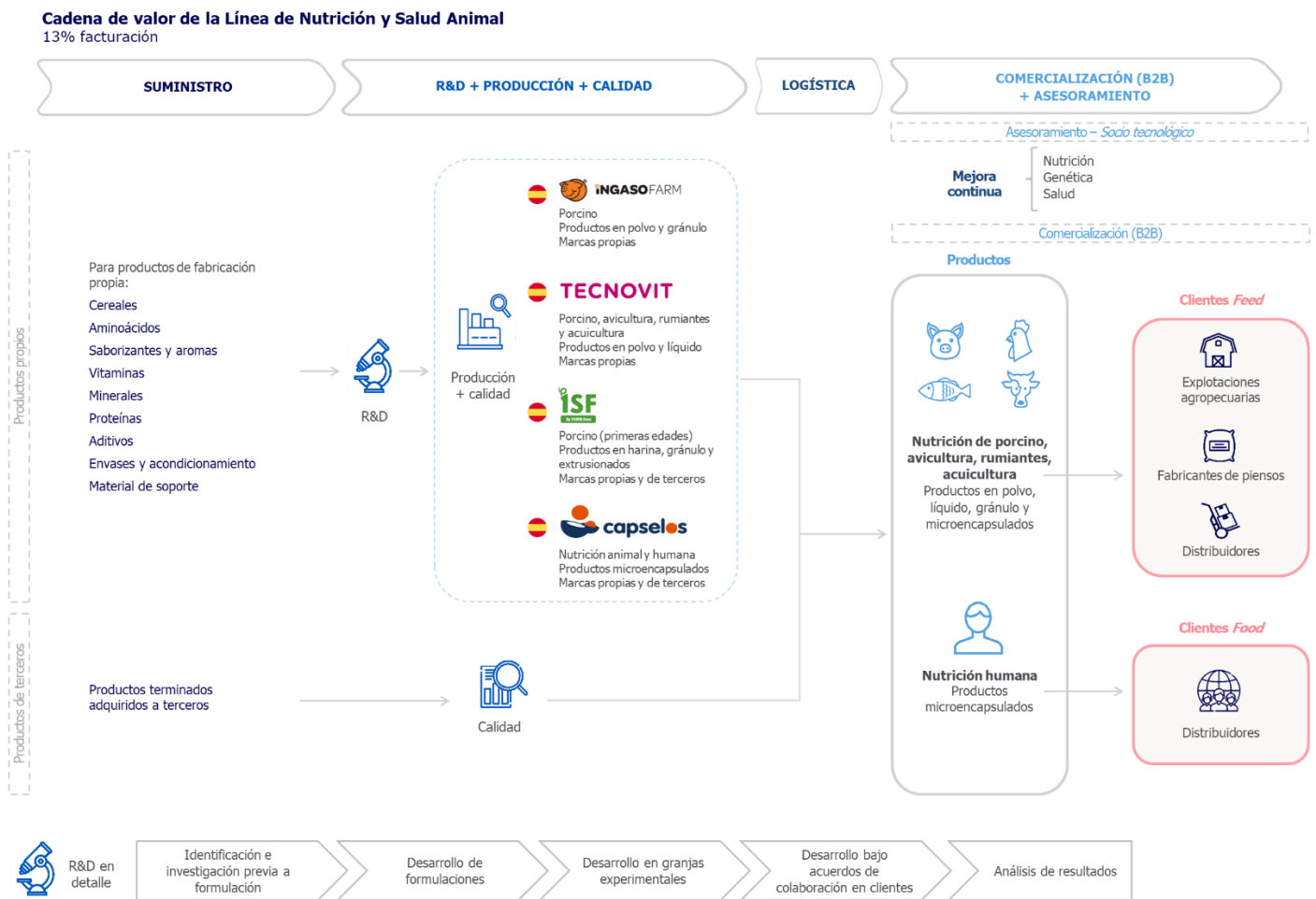
- **Direct marketing** of its own and third-party products (medicines, cosmetics, food supplements and medical devices) (*in-licensing*). Although the products are sold in over 130 countries, three regions stand out: Europe, as the starting point and driving force behind a well-established business; Latin America, with a presence in

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

the main markets; and the Middle East and Africa, covering over 40 countries and offering prospects for long-term growth. In the case of cosmetics, food supplements and healthcare products, there are two main marketing channels: the *consumer* channel (supermarkets) and the *healthcare* channel (pharmacies and parapharmacies).

- **Out-licensing:** the granting of licences for proprietary products. The Group has licensees in over 130 countries. These agreements enable the Group’s products to be brought to markets where it does not have a direct presence.
- Development, manufacture and marketing of premium-quality active ingredients: bilastine, hydrosmine and arginine aspartate.

Animal Nutrition and Health Division



Through this business division, it develops high-quality nutritional solutions and strategies to improve the health and welfare of pigs, ruminants, poultry and aquaculture. To this end, it operates four production plants.

Ingaso Farm and **Tecnovit** produce complementary feeds (concentrates), feed correctors, complete feeds and supplements for animal nutrition. Furthermore, they advise their clients and act as a technology provider, developing their own R&D&I projects and collaborating with third parties through consortia with various organisations.

The **ISF by Farm Faes** factory, which began operations at the end of 2024, focuses on the manufacture of specialised feed for early-stage piglets.

Capselos, for its part, specialises in the microencapsulation of products used for animal and human nutrition. It also shares advisory and research functions with **Ingaso Farm** and **Tecnovit**.

Finally, **Cidos** markets its own manufactured products for animal nutrition and distributes raw materials and finished products acquired from third parties under licence.

Strategic lines of the Group's business model

In April 2025, the process of reflection and development that led to the new 2025–2030 Strategic Plan was concluded, with the ambition of doubling revenue and EBITDA by 2030 and being recognised as the best global Spanish pharmaceutical company. The main drivers that will guide the Group's activity for the period between 2025 and 2030 are:

- **Accelerating growth**

Growing organically in existing markets with a competitive portfolio and strengthening our international presence through M&A (mergers and acquisitions).

- **Leading through science**

Driving innovation and research and development (R&D) with a strong focus on key therapeutic areas, through collaboration and strategic alliances for product development, whilst always seeking a balance between risk and investment optimisation.

- **Achieving commercial and operational excellence**

Using technology to support a new model of commercial excellence and, in terms of our operational approach, maximising productivity thanks to the Derio site.

- **Promoting a positive impact on our culture and environment**

Through a new sustainability strategy and with the ambition to be *the "Best place to work"*, encouraging the attraction of talent, professional growth and pride in belonging.

Sustainability Strategy

With the Board of Directors' approval of the [Sustainability Policy](#) in 2021, a framework for action on sustainability was established, covering both business management and relations with stakeholders. That same year, **the Faes Farma Group** launched its first ESG Strategy, comprising 36 measures across seven themes (people, environmental management, supply chain, good governance and ethics, product innovation, social contribution and commitment to the healthcare system).

However, both the external and internal contexts have changed significantly in recent years. With regard to the Group, the new Faes Farma culture and the new 2025–2030 Strategic Plan described above stand out, the final pillar of which explicitly mentions the commitment to sustainability.

Consequently, throughout 2025, work has been carried out on developing the **Faes Farma Group's** new 2025–2030 Sustainability Strategy, maintaining the same objective: to integrate sustainability into the Group's business model and decision-making. The **2025–2030 Sustainability Strategy, entitled "Focused on a Sustainable Future"**, is based on five main pillars, each with a key objective, and four cross-cutting areas. All of this is monitored and managed by the new Sustainability Committee⁸.

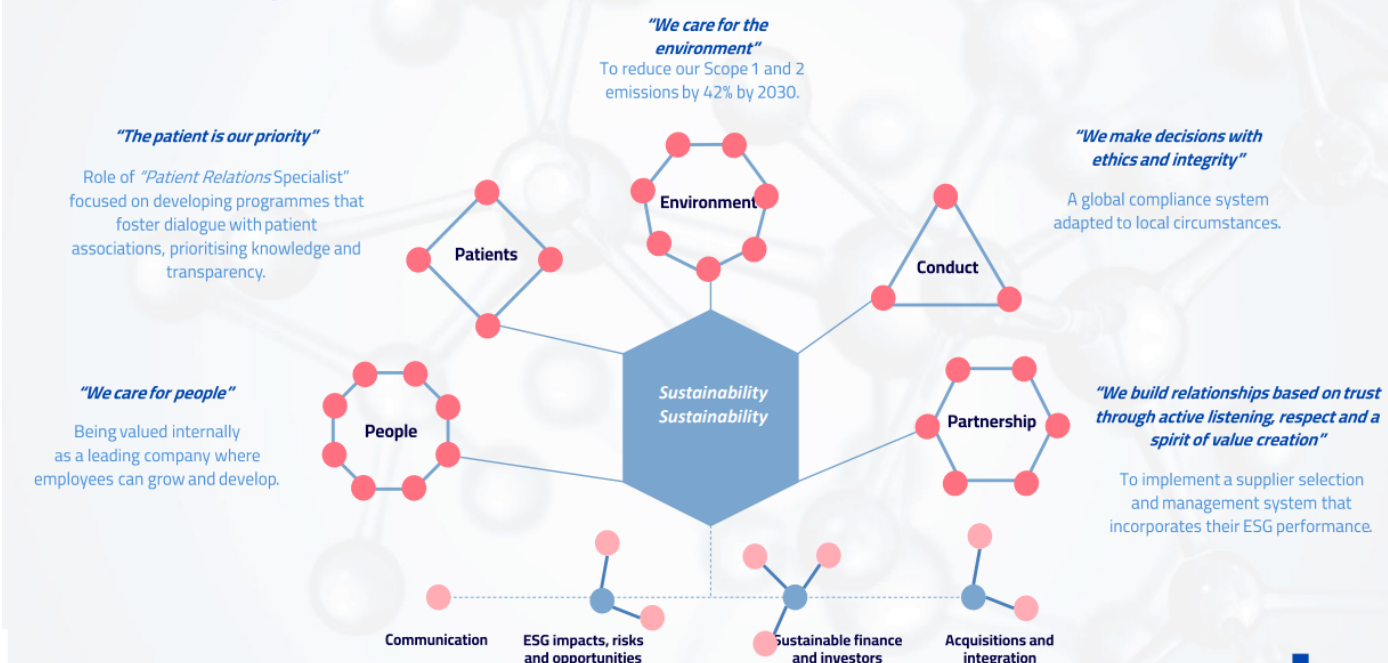
⁸ Throughout 2026, the recently acquired Sifi Subgroup and Edol Subgroup are expected to be integrated into the 2025-2030 Sustainability Strategy.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

Focused on a sustainable Future

Sustainability Strategy 2025–2030

● Dimensions per column
● Cross-cutting measures
○ Priority objective of the pillar



These measures are set out below (for each one, its scope is specified, i.e. whether it applies to a particular product, geographical area or stakeholder group):

Pillar	Measure	Related products	Geographical area	Key stakeholders
PEOPLE	SP1 – Shared purpose: People aligned with and committed to the purpose	NA	Group locations	People
	PE2 – Development of our leaders			
	PE3 – Skills development			
	PE4 – Succession Plans			
	PE5 – Environments of equality, diversity and inclusion			
	PE6 – Expansion of the corporate occupational health and safety management model			
	PE7 – Promoting a positive impact on the community			
	PE8 – "We listen to improve": Measuring the integration of the new culture			
PATIENTS	PA1 – "Bridges of Knowledge": Trained and informed patients and consumers	NA	Group Locations	Consumers and end users (patients)
	PA2 – "Health Leaders" with the patient at the centre	Therapeutic areas where our medicines and CAPS are present	Spain and LATAM	Healthcare professionals, consumers and end users (patients)
	PA3 – "Clinical research and post-marketing studies with the patient": Participation and transparency	Medicines	Locations where studies are conducted	End users (patients)
	PA4 – Innovation in product accessibility for vulnerable groups	Medicines and CAPS	Group locations	Consumers and end users (patients)

ENVIRONMENT	EN1 – Environmental Management	NA	Group Locations	NA	
	EN2 – Water efficiency and management	NA	Spain, Portugal and Guatemala	NA	
	EN3 – Environmental innovation in products – Eco-design	Medicines, CAPS and NySA products	Spain and Portugal	Consumers and end users (patients)	
	EN4 – Towards the decarbonisation of the commercial fleet: 100% renewable fuel and electrification	NA	Spain	Staff and society	
	EN5 – Efficiency and sustainable origin of energy consumed at facilities		Group locations	Society	
	EN6 – Climate Change Mitigation: Measurement and Monitoring				
	EN7 – Adaptation to climate change: risks and opportunities				NA
CONDUCT	C1 – Ethical and transparent business	Medicines and CAPS	Group Locations	Staff, customers and healthcare professionals	
	C2 – Criminal <i>compliance</i>	NA		NA	
	C3 – Strengthening our culture: Code of Ethics and Conduct	NA		Team	
PARTNERSHIP	PAR1 – ESG due diligence in our supply chain: Shared commitment with our suppliers	Medicines and CAPS	Group Locations	Suppliers	
	PAR2 – ESG due diligence in our supply chain: Risk assessment, ESG performance and monitoring programme	Medicines and CAPS	Spain		
	PAR3 – Commitment to local suppliers				
	PAR4 – Due diligence in our supply chain: Combating deforestation	Medicines, CAPS and NySA products	Europe		
	PAR5 – Logistics decarbonisation plan	NA	Group Locations		Logistics suppliers
	PAR6 – ESG rating assessed by business partners	NA	Group Locations		Customers (business partners)
Cross-cutting: ESG IMPACTS, RISKS AND OPPORTUNITIES	IRO1 – Double Materiality Analysis	NA	Group Locations	All stakeholders	
	IRO2 – Internal Control System for Sustainability Information			NA	
Cross-cutting: COMMUNICATION	COM1 – “Communicating sustainability with consistency and values”	NA	Group Locations	All stakeholders	
Cross-cutting: INORGANIC GROWTH AND INTEGRATION	CR1 – Integration of new acquisitions	NA	Group Locations	All stakeholders	
	CR2 – Inorganic growth: ESG Due Diligence			Investors and shareholders	
Cross-cutting: SUSTAINABLE FINANCE AND INVESTORS	INV1 – Sustainable financing	NA	Group Locations	Financial institutions	
	INV2 – Equity Story			Investors and Shareholders	
	INV3 – ESG Index rated by investors			Financial institutions, investors and shareholders	

[SBM-2] Stakeholders' interests and views

(Paragraph 45) The Faes Farma Group takes into account the interests and views of its stakeholders through various channels and dialogue tools. Their interests, views and expectations form the basis for both the Group's Strategic Plan and business model, as well as its Sustainability Strategy.

In 2025, as the culmination of the reflection and development process begun in the final quarter of 2024, the **Group's 2025–2030 Strategic Plan** was presented, which integrates the company's vision for the future whilst also taking into account the interests of key stakeholders.

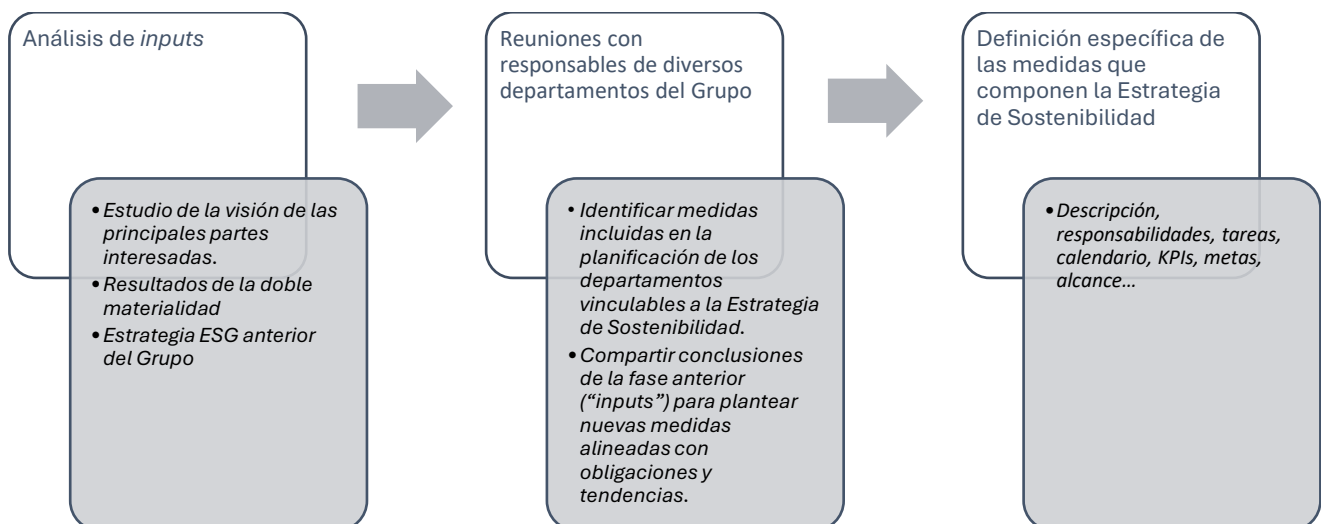
Prior to these strategies, a double materiality study was carried out in 2024, which took stakeholders into account, with a particular focus on employees and customers (surveys), but also on investors, analysing the ESG aspects assessed by various analysts. Furthermore, through interviews with various departments, the concerns of the stakeholders with whom they interact in their day-to-day operations were incorporated into the analysis.

The results and conclusions drawn from the double materiality study carried out in 2024 and its update in 2025, with the aim of adapting it to the company's new reality, have enabled the identification of new global risks, ensuring that this study aligns with the risk map. The conclusions have defined new challenges that have been integrated into the 2025–2030 Sustainability Strategy.

The results of the double materiality study, as well as the results of the actions taken, are reported to the Audit and Compliance Committee.

Furthermore, the sustainability strategy is a tool that evolves in tandem with the challenges and concerns of our stakeholders; for this reason, it was updated in 2025 to produce the **2025–2030 Sustainability Strategy, entitled 'Focused on a Sustainable Future'**. The active listening exercise carried out in 2024 with employees and customers has been complemented by an analysis of the interests of other stakeholders (suppliers, industry associations, patients and consumers, amongst others), the material IROs identified in the double materiality assessment, and the progress made under the previous ESG Strategy.

The conclusions have served as a starting point for discussions with the various heads of departments within the Group to identify relevant measures already included in their planning, understand the needs perceived by department heads in their daily dealings with stakeholders, and define actions that enable us to go further and comply with regulatory requirements.



The actions carried out year on year are published in the Non-Financial and Sustainability Report, but also via other channels such as the intranet (a key channel for employees). In this way, the aim is to demonstrate to stakeholders the efforts being made in areas of concern to them.

Stakeholder	Commitment	Communication channels and initiatives aimed at understanding their concerns
Consumers and end users (patients)	We put the patient at the centre, prioritising their benefit in decision-making and engaging with them to understand their needs in order to actively seek solutions that have a positive impact on their lives and on society	<ul style="list-style-type: none"> ✓ Product testing/clinical trials ✓ Complaints channel ✓ Customer service ✓ Social media and corporate and product websites
People (Our team)	We work as a team with respect for diversity, creating an environment where everyone can develop and give their best. Furthermore, we are committed to building relationships based on trust through active listening, respect and a spirit of creating value	<ul style="list-style-type: none"> ✓ Survey to assess the importance of environmental, social and governance aspects from our employees' perspective ✓ Whistleblowing channel ✓ Department heads and/or the People department ✓ Internal channel: Comunica-T
Shareholders/Investors	The majority of our capital is held by minority shareholders and institutional investors; therefore, ensuring shareholder returns year on year and gaining their trust by providing accurate, transparent and comprehensive information on our operations and results is essential to securing the long-term development of the business	<ul style="list-style-type: none"> ✓ Regular meetings with key investors and proxies ✓ Dedicated email and telephone number for shareholder enquiries ✓ Identification of ESG factors valued by analysts such as: MSCI, S&P, Sustainalytics and SASB
Healthcare professionals	We ensure a smooth relationship with the prescribers of our products through collaboration, continuous training, support in clinical practice and ethical commitment, so that patients/consumers receive the best possible treatments	<ul style="list-style-type: none"> ✓ Meetings and training sessions with the Group's sales network ✓ Customer service ✓ Whistleblowing channel ✓ Social media and corporate and product websites
Partners (Customers)	Our commitment to distributors, supermarkets, pharmacies/parapharmacies, licensees and the public sector, amongst other clients, is demonstrated by offering the best products and services and integrating technological innovation and research based on our commitment to active listening and continuous improvement	<ul style="list-style-type: none"> ✓ Whistleblowing channel ✓ Contacts in the Group's departments ✓ Social media and corporate and product websites ✓ Survey to assess the influence and importance of environmental, social and governance aspects from our customers' perspective
Partners (Suppliers)	Suppliers are the backbone that ensures the continuity and quality of the final product. We therefore maintain constant and open communication to anticipate and mitigate risks, ensure traceability and maintain product integrity throughout its life cycle. Particularly critical are suppliers of raw materials, packaging materials and manufacturers/suppliers of finished products, including licensors	<ul style="list-style-type: none"> ✓ Whistleblowing channel ✓ Contacts in the Group's departments ✓ Industry trade fairs
Society	Our commitment to society goes beyond innovation in healthcare. We work to make a positive impact on local communities, collaborating with educational institutions and research centres to promote knowledge and the training of future professionals. We also take responsibility for protecting the environment, contributing to a healthier future for people and the planet	<ul style="list-style-type: none"> ✓ Whistleblowing channel ✓ Social media and corporate and product websites

[SBM-3] Material incidents, risks and opportunities and their interaction with the strategy and business model

(Paragraph 48) The material impacts, risks and opportunities resulting from the update of the double materiality assessment are⁹ :

Material topic	Material sub-topic	Material sub-sub-theme	Associated ESRS
Climate change	Climate change mitigation	-	ESRS E1
	Energy		
Environmental pollution	Water pollution	-	ESRS E2
Water and marine resources	Water	-	ESRS E3
Circular economy	Resource inputs, including resource use	-	ESRS E5
	Waste and resource outflows		
Own staff	Working conditions and labour rights	Health and safety	ESRS S1
	Equal treatment and opportunities for all	Training and skills development	
Consumers and end users	Social inclusion of consumers or end users	-	ESRS S4
	Personal safety of consumers or end users		
	Impacts related to information for consumers or end users		
Business conduct	Corporate culture	-	ESRS G1
	Whistleblower protection		
	Corruption and bribery		
	Tax transparency		
Research and development (R&D)	Innovation and the adoption of new technologies	-	Group-specific
	Product R&D		
Data security and privacy	Data privacy	-	Group-specific
	Cybersecurity		

(Paragraph 48.f) The impacts, risks and opportunities identified from the double materiality study carried out in 2024 and updated in 2025 have been taken into account in the update of the 2025–2030 Sustainability Strategy, which in turn implements the fourth lever of the Group’s 2025–2030 Strategic Plan, thereby maintaining the resilience of the Group’s management model. Section [SBM-1](#) describes the levers planned for development in the coming years, as defined in the Strategic Plan and the Sustainability Strategy , in response to the impacts, risks and opportunities identified in the analysis conducted prior to their definition.

⁹

(Paragraphs 48.a, 48.b and 48.h) See the response to these disclosure requirements in the relevant section for each material topic.

(Paragraphs 48.d and e) No significant current or anticipated financial impacts have been identified in relation to the material IROs.

(Paragraph 48.c) See response to i) iii) iv) in requirement IRO-1 or SBM-3 for each material topic, and ii) in ESRS 2.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

In turn, the results of the double materiality study were sent to the Audit and Compliance Committee for information and consideration in 2024, and it has been communicated to them that there have been no significant changes in the 2025 update. These results have been taken into account for the update of the Risk Map, which was carried out during November and December 2025.

However, prior to the identification of IROs, the Group has a risk identification and assessment system integrated into the company’s operational management, which enables it to make decisions and guide its strategy to mitigate, prevent and/or remedy risks. In the case of opportunities and impacts, prior to the double materiality analysis, each department has identified the IROs relevant to its day-to-day management and takes actions and decisions to capitalise on or address them.

Paragraph 48.g) Following the update of the double materiality carried out in 2025, changes have occurred in the following impacts, risks and opportunities, which are no longer of relative importance:

Material topic	Material sub-topic	Material IRO	Reason
Climate change	Energy	Reduction in grid energy consumption in manufacturing processes due to the acquisition/upgrading of machinery, air conditioning equipment, insulation and other measures that improve efficiency	This has been removed and integrated into a single positive impact linked to the sub-theme of “energy”.
Environmental pollution	Soil pollution	Soil contamination due to poor management of potentially hazardous substances	Not considered material as regulatory obligations regarding measurements and accepted levels are met.
Circular economy	Waste and resource outflows	Implementation of measures to improve the tracking of products and packaging from their release to their disposal	This has been removed and integrated into the negative impact linked to the sub-theme of “Waste and resource outflows”, setting out the actions taken to mitigate this impact.
Social contribution and relations with local communities	Rights of groups	-	Although the positive impact on the local community through job creation is a reality for the Group, it is not a significant challenge compared to the other issues assessed. Therefore, it is no longer a material issue.
Business conduct	Animal welfare	Reputational damage due to the confirmation of poor practices in the treatment of animals used in the research phase (a phase involving animals required by regulations)	This is not considered material as it is a highly regulated issue within the sector and, therefore, all the necessary requirements and standards for carrying out the activity are met.

[IRO-1] Description of the processes for identifying and assessing material impacts, risks and opportunities

(Paragraph 53) The process carried out to identify and assess material impacts, risks and opportunities has consisted of a dual materiality analysis considering two perspectives:

- The materiality of both positive and negative impacts of the company on the environment.
- Financial materiality (financial risks and opportunities that may have an economic impact on the business group).

In this exercise, carried out in 2024 and updated in 2025, the IROs of all the company's activities, business relationships and geographical areas were identified and assessed, whether due to its own operations or as a result of its business relationships, enabling the identification of its main sustainability issues. Furthermore, Grupo Faes Farma has incorporated the views of its main stakeholders into the double materiality analysis, as proposed by the CSRD, developing a comprehensive methodology for listening and dialogue that has included quantitative consultations with various *stakeholders* (customers and employees of different Group subsidiaries). The analysis has also incorporated information obtained from relevant documentation on analysts' expectations for the sector and actions taken by competitors in order to infer the results and incorporate them into the analysis.

The methodology applied to the process comprised the following phases and tasks:

1. Context and business model analysis

In the initial phase of the project, a context analysis was carried out, covering both internal and external factors (analysis of context and trends, *benchmarking* of sector competitors, analysis of standard-setters such as MSCI, SASB, S&P and Sustainalytics, and internal meetings with each business line). In addition, the value chain was defined for each of the company's business lines.

2. Identification of impacts and material issues

Identification of the impacts, risks and opportunities affecting the company or its environment. The identified IROs were grouped into material topics to facilitate their understanding, and these were in turn divided into the following groups: Environment, Social and Governance (ESG). The company's entire value chain was taken into account when identifying IROs.

During the IRO identification process, whenever an impact, risk or opportunity was detected, consideration was also given to whether there were other related IROs, and all of these were included in the list of assessed IROs.

3. Assessment of IROs

Assessment of the identified IROs with internal and external stakeholders:

- Internal stakeholders: assessment of IROs with the Sustainability Department and other internal *stakeholders* (employees) via employee questionnaires.
- External stakeholders: assessment of the issues with priority external stakeholders; in this case, customer feedback was taken into account via questionnaires.

For the assessment of impacts, their scale, scope, likelihood and remediability were taken into account, with the following considerations:

- Current positive impact: assessment of scale and scope.
- Potential positive impact: assessment of scale, scope and likelihood.
- Current negative impact: assessment of scale, scope and remediability.
- Potential negative impact: assessment of scale, scope, remediability and probability.

For risks and opportunities, their probability and economic valuation in the short, medium and long term were taken into account. This assessment measures the degree of significance of potential economic losses (taking into account the financial situation, performance and cash flow), classifying them as very

low, low, medium, high and very high (a classification aligned with that applied in the company's overall risk map). Furthermore, within the short-term probability, those events identified as very likely or virtually certain to occur are highlighted.

4. Interpretation of Results

For the prioritisation of issues, the materiality threshold has been set at 70% of the value of the IRO with the highest score.

For further details on how sustainability-related risks are prioritised in relation to other types of risks, including the use of risk assessment tools, see [section ESRS 2 GOV-1](#).

Thanks to the internal knowledge of the directors of the various departments and consultations and analyses of stakeholder expectations and the sectoral context, the IROs were identified and pre-assessed. In parallel, the Sustainability and Risk teams (both reporting to the Chief GRC & Internal Audit Officer) reviewed and validated the process for identifying and assessing the IROs to ensure they were representative of the Group's reality and aligned with other analyses, such as the Group's risk map.

Regular updates

The double materiality analysis will be reviewed annually, as was done in 2025, to ensure that it reflects the Group's current situation. In 2025, the process described above was maintained; however, the IROs and their assessments were reviewed with the aim of:

- Apply the lessons learnt following the preparation of the first double materiality analysis in 2024. In other words, the IROs have been reduced to avoid duplicating internal and external impact perspectives.
- Utilise the conclusions drawn following the development of the Group's Sustainability Strategy. The internal and external analysis conducted prior to developing the strategy enables an update of knowledge regarding the Group's current performance and future outlook, and thereby the identification of IROs and their assessment.
- Integrate recently acquired companies (the Edol subgroup and the SIFI subgroup) into the IROs, taking into account the type of activity, location and product type.

Process for integrating risks into overall management

During the risk update process on which the risk map is based, the conclusions drawn from the double materiality analysis were taken into account. Specifically, an assessment was made as to whether all material risks were being considered in the overall risk map (whether across all companies or in a specific company) with the aim of incorporating their assessment into the overall map and ensuring consistency between the two analyses. In this way, material risks have been considered across various risks on the Group's map (HR, R&D, customer/patient relations, cybersecurity, ethical practices, non-compliance with ESG requirements, amongst others).

Process for integrating opportunities into overall management

Unlike risks, there is no formalised management model linked to an opportunities map. Opportunities relating to each aspect are identified and managed through the operations of the various departments and within business development areas. In the interviews on double materiality and the Sustainability Strategy, the various managers were able to convey the opportunities they identify by keeping abreast of trends and needs, and even during the process of updating the risk maps. In the latter, action plans and areas for improvement are identified, where risks often turn into opportunities.

[IRO-2] Disclosure requirements set out in the NEIS covered by the company's sustainability statement

(Paragraph 56) The disclosure requirements met in this sustainability report are:

NEIS requirement	Section	Pages
ESRS 1 General requirements	-	-
ESRS 2 General information	ESRS GENERAL INFORMATION	5 to 34
ESRS E1 Climate Change	ESRS E1 CLIMATE CHANGE	35 to 66
ESRS E2 Pollution	ESRS E2 POLLUTION	67 to 75
ESRS E3 Water and marine resources	ESRS E3 WATER AND MARINE RESOURCES	76 to 83
ESRS E4 Biodiversity and ecosystems	Not of relative importance	-
ESRS E5 Resource use and the circular economy	ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY	84 to 96
ESRS S1 Own staff	ESRS S1 OWN STAFF	104 to 144
ESRS S2 Workers in the value chain	Not relevant	-
ESRS S3 Affected groups	Not of relative importance	-
ESRS S4 Consumers and end users	ESRS S4 CONSUMERS AND END USERS	145 to 165
ESRS G1 Business conduct	ESRS G1 BUSINESS CONDUCT	169 to 185
Other sector-specific issues	OTHER SECTOR-SPECIFIC ISSUES	186 to 209

For further details on the disclosure requirements met in preparing this 2025 Non-Financial and Sustainability Report and a list of data points included in cross-cutting standards and thematic standards derived from other EU legislation, please refer to the [section LIST OF DATA POINTS INCLUDED IN CROSS-CUTTING STANDARDS AND THEMATIC STANDARDS DERIVED FROM OTHER EU LEGISLATION](#).

(Paragraph 59) For a detailed explanation of how material information to be disclosed relating to material impacts, risks and opportunities has been determined, please refer to [section ESRS 2 IRO-1](#).

ENVIRONMENTAL INFORMATION

E1 – CLIMATE CHANGE

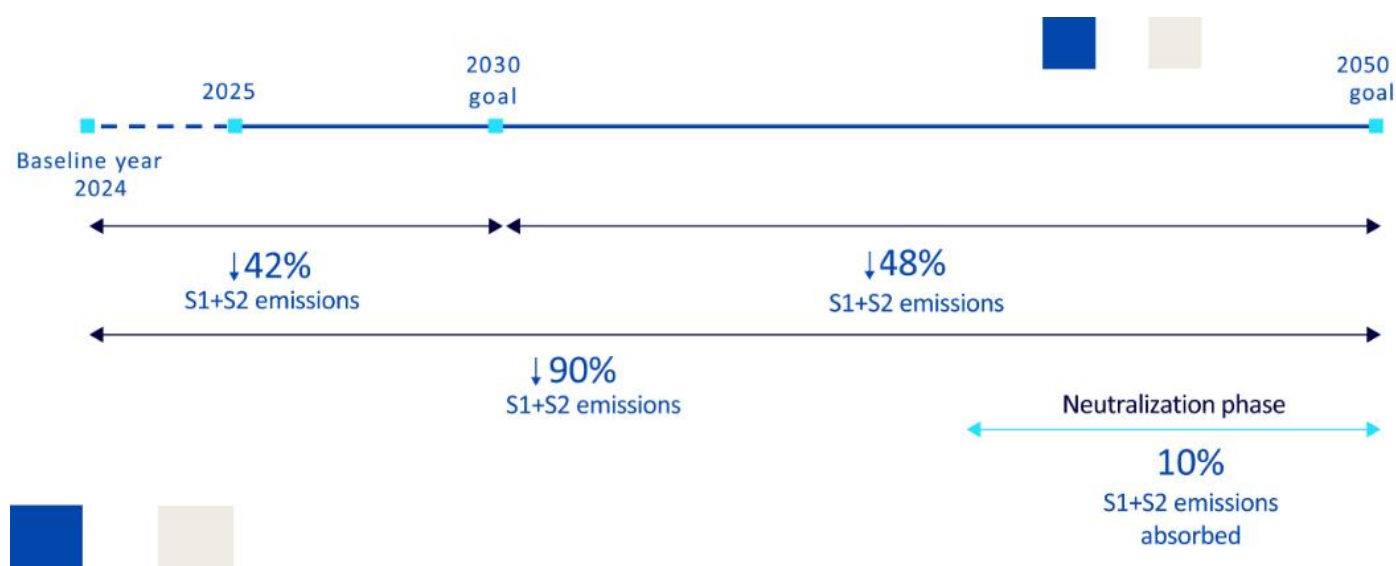
[GOV-3] Integration of sustainability-related performance into incentive schemes

(Paragraph 13) See the response to this disclosure requirement in [section ESRS 2 GOV-3](#).

[E1-1] Climate change mitigation transition plan¹⁰

(Paragraphs 14, 16) In 2025, the Faes Farma Group developed the **Climate Change Mitigation Transition Plan 2025–2050**¹¹. The plan, presented to Senior Management and the Audit and Compliance Committee and approved by the Board of Directors, sets out two main objectives:

- To reduce **Scope 1 and 2 emissions** by **42% by 2030**, compared to 2024 (Phase I)
- Achieve climate neutrality by 2050, i.e. reduce Scope 1 and 2 emissions by 90% by 2050 compared to 2024 (Phase II and beyond), with around 10% of these emissions removed from the atmosphere through carbon offset measures.



These targets have been defined in accordance with the recommendations set out by the *Science Based Targets initiative (SBTi)*¹² to achieve the objective of limiting global warming to 1.5°C in line with the Paris Agreement, although they have not yet been submitted for validation.

The SBTi methodology specifies in its *absolute* pathway that, to achieve the 1.5°C target, annual emissions must be reduced by 4.2% by 2030 (compared to 2020). Where the base year is after 2020, the annual reduction rate must be increased in order to achieve the same 42% reduction in emissions by 2030.

Similarly, the initiative sets climate neutrality as a target for 2050.

In defining these targets, future developments have also been taken into account. On the one hand, by establishing a series of measures for 2030 which, if current trends continue, would allow the proposed milestone for that date to be comfortably met (-42% in emissions compared to 2024), but assuming that the integration of Edol and Sifi could limit the ability to achieve this target (they are not currently included within the scope of the Plan, although they are expected to be integrated during 2026). And, on the other hand, by including in the estimates the projected consumption for the Derio plant in the coming years.

The provisions of the transition plan are defined as a target in the 2025–2030 Strategic Plan, under the pillar of promoting a positive impact on the environment. Furthermore, in the 2025–2030 Sustainability Strategy, the objective of the ‘Environment’ pillar itself aligns with the ambition to reduce Scope 1 and 2 emissions by 42% by 2030. Furthermore, this pillar includes targets with the plan’s specific measures, as well as the responsibility to monitor and improve the 2025–2050 Climate Change Mitigation Transition Plan.

¹⁰ (Paragraph 16.f) The Group has not invested significant amounts of CapEx related to coal, oil and gas during the reporting period. (Paragraph 16.g) The Group is not excluded from EU benchmarks harmonised with the Paris Agreement.

¹¹ Given the recent incorporation of new subsidiaries into the Group (subsidiaries of Edol and Sifi), they are not included in the current scope of the plan. It is expected that they will be integrated during 2026 and that specific measures will be defined for them.

¹² [SBTi Corporate Net-Zero Standard, version 1.3 \(September 2025\)](#)

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

To achieve the established objective, an initial phase of actions has been defined covering the period from 2025 to 2030, with measures in the areas of energy efficiency, the use of renewable energy, the electrification of processes and the replacement of fuels. These correspond to:

- Use of fuel with a lower emission factor
- Electrification of the fleet
- Procurement of electricity with a guarantee of origin (renewable)
- Procurement of natural gas with a guarantee of origin (renewable)

The investments required to carry out the identified actions are expected to be approved on an annual basis, in accordance with the proposed monitoring plan. The budget set for 2026 is around €16,000. See progress regarding the implementation of the measures in [section E1-3](#) and details on the actions to be developed in the future in [section E1-4](#).

With regard to blocked emissions, no in-depth analysis has been carried out as this is expected to be defined in future phases, but it is currently recognised that these may stem from refrigerant gases for which no alternative currently exists.

Monitoring of compliance with the provisions of the plan will be overseen by a committee established for this purpose, which will meet every four months to analyse the progress of the indicators and review the required investment, amongst other matters. The committee's coordination team will report to the Audit and Compliance Committee and the CEO every six months.

[SBM-3] Material incidents, risks and opportunities and their interaction with the strategy and business model

(Paragraph 18) Following the double materiality analysis carried out in relation to climate change, two risks have been identified in connection with the energy sub-theme, specifically transition risks:

- Increased energy costs due to geopolitical instability and/or stricter legal requirements, both in the company's own operations and in the services/products it procures
- Increased costs related to rising energy prices in payments to suppliers resulting from geopolitical instability, among other factors.

(Paragraph 19) No resilience analysis of the Group's strategy and business model in relation to climate change has been carried out.

[IRO-1] Description of the processes for identifying and assessing material impacts, risks and opportunities

(Paragraph 20) In 2024, the Group carried out its first double materiality exercise, examining the locations where it operates and the activities it carries out there in order to determine the IROs related to pollution. For each climate-related IRO, the Group has identified which actors in the value chain are affected, considering both upstream and downstream stages. However, no comprehensive analysis has been carried out to determine the detailed level of exposure. In 2025, the double materiality assessment was updated to align with the company's new circumstances. For details of the process used to determine the company's IROs, see [section ESRS 2 IRO-1](#).

Topic	Sub-theme	Type	IRO	Associated ESRS	+/-	Actual/Potential	Group scope	Relationship with the company's value chain (including stakeholders)
Climate change	Climate change mitigation	Impact	Greenhouse gas emissions from our operations and the value chain	E1.GOV-3, E1-1, E1-2, E1-3, E1-4, E1-6, E1-7, E1-8, E1-9	-	Current	Group	In-house operations; Logistics Suppliers
Climate change	Climate change mitigation	Impact	Reduction in greenhouse gas emissions resulting from the implementation of climate change measures included in the emissions reduction plan for our operations and value chain	E1.GOV-3, E1-1, E1-2, E1-3, E1-4, E1-6, E1-7, E1-8, E1-9	+	Current	Group	In-house operations; Logistics Suppliers
Climate change	Energy	Impact	Reduction in grid energy consumption due to the implementation of self-consumption measures, sustainable mobility, local energy synergies and energy efficiency improvements at plants (acquisition/upgrading of machinery, air conditioning equipment or insulation, amongst others)	E1-2, E1-3, E1-4, E1-5, E1-9	+	Potential	Group	In-house operations (Manufacturing)
Climate change	Energy	Impact	High grid energy consumption due to the age of less efficient facilities	E1-2, E1-4, E1-5, E1-9	-	Current	Faes Farma S.A. Faes Farma Portugal Faes Farma Central America and the Caribbean S.A. Laboratório Edol Sifi SpA	Own operations

Climate change	Energy	Risk	Increase in energy costs due to geopolitical instability and/or stricter legal requirements, both in our own operations and in the services/products we purchase	E1-2, E1-3, E1-4, E1-5, E1-9	N/A	N/A	Group	In-house operations (Offices and manufacturing); Logistics Suppliers
Climate change	Energy	Risk	Increase in costs related to rising energy prices in payments to suppliers resulting from geopolitical instability, etc.	E1-2, E1-3, E1-4, E1-5, E1-9	N/A	N/A	Group	Own operations (Administration)

The company’s overall risk map includes the risk of adaptation to climate change generally within the ESG risk category. During the process of identifying these risks, internal sources (individual risk maps, internal interviews and business documentation) and external sources (risk reports from reputable organisations and risk maps of comparable companies) were considered. Following assessment, this risk is not among the Group’s top 10 risks for the year 2025.

Furthermore, the Faes Farma Group has a SWOT analysis that identifies environmental (and other) risks and opportunities for the Faes Farma S.A. plants in Spain (Derio and Leioa) within the framework of ISO 14001.

(Paragraphs 20, 21) Notwithstanding the fact that a more specific analysis of the risks and opportunities of climate change will be carried out in the coming years, the process undertaken in the context **of the double materiality analysis**, from which climate-related IROs were identified, is described below.

For further details on the double materiality process, see [section ESRS 2 IRO-2](#).

The following highlights the relevance of climate within each of the phases and tasks carried out as part of the double materiality analysis:

1. Context and business model analysis

- **Global ESG Context:** European regulations require a large number of companies across various sectors to conduct an analysis of how climate change affects the company, as well as how the company contributes to climate change.
- **Analysts and Framework:** Whilst climate change is highlighted more directly for the animal nutrition sector, water and energy consumption are of greater relevance for the pharmaceutical sector.
- **External reports from sectoral bodies:** With regard to climate change, the impact of the sectors in which the Group operates on climate change is highlighted.
- **Industry competitor benchmark:** All companies in the sector analysed include climate change in their materiality studies without distinguishing between mitigation and adaptation, except in the animal nutrition sector, where adaptation is specifically mentioned.

2. Identification of impacts and material issues

In identifying the climate-related IROs affecting the company or its environment, the following have been taken into account:

- The topics and subtopics proposed by the ESRS: energy, climate change mitigation and adaptation.
- The conclusions set out above regarding the context analysis.
- The material issue “energy and climate change” reflected in the Group’s previous materiality analysis.
- Relationship between the issues and the Group’s Risk Map.

3. Assessment of IROs

- **Internal stakeholders:** Assessment of IROs in consultation with the Sustainability Department and other internal *stakeholders* (employees) via questionnaires.
- **External stakeholders:** Assessment of issues with priority external stakeholders; in this case, customer feedback was taken into account via questionnaires.

In **assessing impacts**, their scale, likelihood and remediability have been taken into account. In the process of identifying and assessing climate impacts, the Group's activities and their relationship to emissions generation have been examined. To calculate Scope 1 and 2 emissions, an analysis of the emission sources from the Group's own operations was carried out. Regarding indirect Scope 3 emissions, in 2025 progress was made in the use of primary data sources for a significant portion of categories 1, 3, 4, 5, 6 and 9. For those categories where it has not been possible to obtain primary data, and for the remaining relevant categories (2, 8 and 13), the calculation based on expenditure and investment has been maintained.

For further information on the process of assessing the actual impacts of climate change and the associated consumption and emissions, see [section E1-5](#) and [section E1-6](#).

With regard to strategic plans that may entail significant changes to the Group's climate impact in the short term, the Group's 2025–2030 Strategic Plan is particularly noteworthy, specifically:

- The lever “Accelerate growth”, which in 2025 has resulted in the acquisition of new companies such as Grupo Edol and Grupo Sifi.
- The lever “Achieve commercial and operational excellence” through the maximisation of production expected thanks to the new pharmaceutical plant in Derio (Vizcaya).

However, these milestones have already been taken into account in the next steps to be carried out by the committee of the 2025–2050 Climate Change Mitigation Transition Plan. This plan is a dynamic tool which, thanks to the committee, will be updated in line with new developments and challenges we face in both internal and external contexts. To date, various measures and scenarios have been proposed to enable us to adapt and ensure the achievement of our objectives.

Meanwhile, for the **assessment of physical risks**, their probability and economic impact in the short, medium and long term have been taken into account. This assessment measures the degree of significance of potential economic losses (taking into account the financial situation, performance and cash flow), classifying them as very low, low, medium, high and very high (a classification aligned with that applied in the company's global risk map). Furthermore, within the short-term probability, those risks are identified that are very likely or virtually certain to materialise.

As explained in other sections, the corporate risks assessed to form the Group's Risk Map include ‘Adaptation to climate change’ as the potential inability to adapt the business (strategic risk) and its facilities (physical risk) to the consequences of climate change.

This risk was first included in 2023 in the risk mapping process after being identified as an external trend and in light of increasing regulation in this area. Since then, and following assessment by Senior Management, it has remained on the risk map with the following short-term assessment:

- Impact: Low
- Probability: Remote
- Speed of occurrence (or speed at which a risk affects the business once it materialises): Very low

Although no comprehensive analysis has been carried out to identify and assess physical risks and hazards throughout the value chain, the following presents an initial estimate of the hazards to which the Group's production plants in Southern Europe and Central America are potentially exposed, together with an assessment of the degree of exposure. The analysis focuses on the regions where we have factories, as this is where the impact could be most significant for the business. Furthermore, it covers the companies with the highest turnover.

Climate-related hazards as defined by Commission Delegated Regulation (EU) 2021/2139 have been analysed, assessing the exposure of the Group's assets and activities to these hazards.

This analysis has taken into account infrastructure potentially exposed to these hazards based on internal knowledge and events that have occurred in the recent past. For this reason, the hazards listed in the following tables of this requirement are considered potential risks.

A literature review has been initiated to assess the extent to which the Group’s assets are exposed to certain hazards in Southern Europe. Specifically, the SSP5-8.5 scenario has been considered in the short, medium and long term, in accordance with the criteria defined by the European Commission’s [Climate Adapt](#) platform.

Climatic impact drivers	Southern Europe		
	Near term (2021-2040)	Medium term (2041-2060)	Long term (2081-2100)
	SSP5-8.5 (very high emissions)	SSP5-8.5 (very high emissions)	SSP5-8.5 (very high emissions)
Mean temperature	↑ ↑ ↑	↑ ↑ ↑	↑ ↑ ↑
Heatwave days	↑ ↑ ↑	↑ ↑ ↑	↑ ↑ ↑
Total precipitation	↘	↘	↓
Heavy precipitation	↗	↗	↑

Summary of confidence in direction of projected change in climatic impact-drivers (color coding), representing their aggregate characteristic changes for the near term (2021-2040), medium term (2041-2060) and long term (2081-2100 periods (in reference to 1995-2014) for ensemble-scenario combinations CMIP6 SSP5-8.5 CMIP5 RCP8.5 and CORDEX-EUR RCP8.5 within each EUCRA region. Shown arrows are based on detrended standard deviation (1995-201 multiples and on ensemble median changes.

Projected change (in reference to 1995-2014)

- ↑ ↑ ↑ Increase above 3 standard deviations
- ↑ ↑ Increase above 2 standard deviations
- ↑ Increase above 1 standard deviations
- ↗ Increase above 0.25 standard deviations
- ↔ Limited change between 0.25 and -0.25 standard deviations
- ↘ Decrease below -0.25 standard deviations
- ↓ Decrease below -1 standard deviations
- ↓ ↓ Decrease below -2 standard deviations
- ↓ ↓ ↓ Decrease below -3 standard deviations

Confidence

- High agreement: at least 80% of models of each ensemble show a positive change
- Low agreement: at least 50% of models of each ensemble show a positive change
- No agreement: ensembles disagree on the direction of change
- Low agreement: at least 50% of models of each ensemble show a negative change
- High agreement: at least 80% of models of each ensemble show a negative change
- No available data

Taking this high-emissions scenario into account, it is concluded that a significant increase in average temperature has already been detected in this region, including heatwaves. Southern Europe is undergoing a process of desertification, with rainfall levels tending to decrease and the events that do occur becoming more intense.

Southern Europe

The plants are located at the following sites:

- Pharmaceutical manufacturing
 - Leioa (Biscay, Spain)
 - Derio (Biscay, Spain)
 - Amadora (Lisbon, Portugal)
 - Linda-a-Velha (Lisbon, Portugal)
 - Carnaxide (Lisbon, Portugal)
 - Aci Sant’Antonio (Catania, Italy)
- Animal feed manufacturing
 - Barbastro (Huesca, Spain)
 - Huesca (Huesca, Spain)
 - Lanciego (Álava, Spain)
 - Alforja (Tarragona, Spain)

The acute hazards to which these plants are potentially exposed are:

Acute hazards	Description of the potential risk
Droughts	These could have an impact by increasing the cost of water. <i>See further details on the assessment below.</i>
Heavy rainfall and strong winds	Potential structural damage to facilities. <i>See further details on the assessment below.</i>
Heatwaves	Potential impact on both employees' working conditions and production processes, particularly those requiring controlled temperature and humidity conditions. <i>See further details on the assessment below.</i>

In addition to the above hazards affecting the whole of southern Europe, potential acute hazards have been identified for the Leioa and Derio plants:

- There is a possibility that the Leioa plant could be affected by flooding linked to heavy rainfall, as it is located on the banks of the Nervión estuary.
- Meanwhile, the new Derio plant, situated opposite a forested hillside, could be affected by landslides caused by soil degradation/erosion, as well as by forest fires caused by climatic factors.

Although droughts are identified as an acute risk, increases in water costs, given the Group's annual expenditure, would in no case be material to the profit and loss account. These costs could presumably be passed on, or even if the cost increase were absorbed, it would not be material to the profit and loss account.

Similarly, strong winds are identified as an acute risk due to the potential impacts that facilities could suffer in the event of such occurrences. All of the Group's fixed assets are adequately insured. In the specific case of the factories in Leioa (Vizcaya), Amadora (Portugal) and Linda-a-Velha (Portugal), due to their very location, they are not particularly exposed to strong winds as they are surrounded by other buildings and are not directly affected. However, the plants in Derio (Spain) and Carnaxide (Portugal) may be more exposed to wind as they are situated in an open area. Nevertheless, these are recently constructed buildings built in accordance with the latest technologies and taking into account current and foreseeable climatic conditions. Taking this into account, along with the insurance policies in place, it is considered that the production plants would not be affected under the selected scenario and that, therefore, any effects arising from these hazards should not affect plant production for more than a few days and never for a period long enough to cause production stoppages and/or delays in product dispatch.

With regard to the plants in Catania (Italy), Linda-a-Velha and Carnaxide (Portugal), it is noted that these areas may experience sudden, heavy rainfall, leading to localised flooding and landslides, with the consequent potential for the drainage system to become overloaded and for operational disruptions.

Heatwaves could lead to an increase in energy consumption. Given the Group's energy costs and the expected rise in energy costs under the selected scenario, the economic impact is not expected to be significant and could be absorbed without having a material impact on the Group's profitability. With regard to the potential impact on employees' working conditions, which is not expected to be of significant relevance, the Group would act to protect their safety. Investments and adaptations have already been made at the plants, particularly at the new Derio factory, enabling conditions to be adapted to continue production in suitable working environments. Consequently, this acute risk is not expected to have a significant financial impact.

Finally, the Sifi SpA plant in Catania (Italy) is exposed to other environmental risks such as avalanches, earthquakes, landslides and volcanic eruptions due to its location on the slopes of Mount Etna. However, these are not included in this analysis as they are not considered to be risks related to climate change. Similarly, the plants in Linda-a-Velha and Carnaxide (Portugal) are exposed to seismic risk, which is not a climate-related risk.

The chronic hazards to which these plants are potentially exposed are:

Chronic hazards	Description of the potential risk
Variation in ambient temperature – Thermal stress	Potential increase in energy consumption to maintain the same indoor climate conditions and optimal operating conditions for the equipment.
Water stress	As water is a key resource in industry, production could be affected by service interruptions or an increase in the cost of water.

In addition to the above hazards, specific potential hazards have been identified for the following plants:

- The Derio plant, being situated on a hillside, could be affected by soil degradation/erosion.
- The region where the SIFI facilities in Catania (Italy) are located shows increasing variability in rainfall, characterised by longer dry periods followed by episodes of intense, brief rainfall. These changes may lead to risks of water scarcity for industrial use and local pressure on water supply systems.

Central America

This region is home to the only production plant outside Europe. Specifically, this is the pharmaceutical factory located in San José de Pinula (Guatemala department). This department lies within the so-called ‘dry corridor’, an area characterised by a dual climate marked by the El Niño and La Niña phenomena. It is defined by a period of drought alternating with one of heavy rainfall, although this reality is mitigated at the plant’s location due to its specific climate.

Based on internal knowledge, past events and considering the climate projections published by the *Climatelinks* platform (supported by USAID, the United States Agency for International Development), the following potential climate hazards to which this plant could be exposed have been identified:

Acute hazards	Description of the potential risk
Heatwaves	It is expected that heatwave periods (the season of the year during which the heat is most intense in the northern hemisphere) in July or August will become longer, which could affect the facilities’ climate requirements and working conditions. However, the effect is mitigated by the local topography.
Drought	Its location in the dry corridor increases the risk of longer drought periods, although this is mitigated by the local topography. Water availability may be reduced, but this is more due to human factors than climatic ones.
Forest fires	During the dry season, there is an increased risk of fires in the vegetation surrounding the plant and its access routes. However, the high level of ambient humidity reduces the likelihood of fires for climatic reasons.
Rainfall and strong winds	During the wet season, in addition to the impact of hurricanes affecting the coastal area, the plant may be affected by strong winds and rainfall. However, the effect is mitigated by the local topography.
Flooding	An increase in rainfall could cause the small river located at one of the plant’s access points to rise.
Landslides	The plant is located near a hillside and surrounded by woodland and farmland created following a period of deforestation. This, combined with other hazards, could lead to soil degradation resulting in landslides that affect the plant and access to it.

Chronic hazards	Description of the potential risk
Variation in ambient temperature	The expected rise in ambient temperature could affect the climate requirements of the facilities and working conditions. However, the effect is mitigated by the local topography.
Water availability	Due to periods of drought and/or more intense rainfall, which reduces water absorption by the soil, water availability could be reduced. However, this problem is currently due largely to human factors.
Soil degradation/erosion	The plant is located near a hillside and surrounded by woodland and farmland created following a period of deforestation. This, combined with other climate hazards, could lead to soil degradation.

Transition opportunities and risks

With regard to the assessment of transition opportunities and risks, as with the assessment of physical risks, their probability and economic valuation in the short, medium and long term have been taken into account.

In turn, the scenario consistent with the Paris Agreement, which limits the temperature increase to 1.5°C, has been considered. As European regulations are geared towards meeting this target, the Group's parent company, based in Spain, is working to align its commitment with it.

To this end, and amongst other actions, this analysis has been initiated by identifying the main transition risks and opportunities it faces, specifically in its activities in Europe, with a view to subsequently carrying it out in other regions where it operates. For this initial identification, timeframes have been considered in line with the climate neutrality target in Europe:

- from the present to 2030 (short term)
- 2030 to 2040 (medium term)
- 2040 to 2050 (long term)

Policy and legislation

The European Green Deal, also known as the European Green Pact, is a European Union initiative whose main objective is to transform Europe into the first climate-neutral continent by 2050.

Spain has adopted several measures and regulations in line with the *European Green Deal*. Among the most notable are:

- Integrated National Energy and Climate Plan (PNIEC) 2021–2030: This plan sets national targets for emissions reduction, energy efficiency and the use of renewable energy, forming the roadmap for meeting European climate targets.
- Climate Change and Energy Transition Act: this law establishes a legislative framework to achieve climate neutrality by 2050, including specific measures for the decarbonisation of the economy and the transition to a sustainable energy model.
- Royal Decree 214/2025: which requires certain companies to calculate their organisational carbon footprint, have an emissions reduction plan and specific targets, amongst other requirements.

Portugal has Law No. 98/2021 of 31 December, which establishes the Framework Climate Law. It sets climate neutrality for 2050 and the general framework for climate policy, strengthening governance and the use of economic instruments and green taxation. Although it does not yet impose a cross-cutting obligation on all companies to calculate their carbon footprint, it does guide sectoral regulation, public procurement and sustainable financing towards the requirement to measure and reduce emissions, particularly for carbon-intensive activities.

In **Italy**, they have the PNIEC (*Piano Nazionale Integrato per l'Energia e il Clima*), a strategic plan defining how the country will implement European energy and climate commitments by 2030, and *the Strategia nazionale a lungo termine (NLTS)*, the latest update of which reflects alignment with the European targets of carbon neutrality by 2050 and a 55% reduction in emissions by 2030.

With regard to climate change and the **pharmaceutical and healthcare sectors**, the European Union plays a coordinating role in addressing cross-border health threats, including those associated with climate change. The new EU4Health vision (2021–2027) aims to prepare for future health crises.

In 2021, the European Climate and Health Observatory was launched as part of the new EU Strategy on Adaptation to Climate Change.

Furthermore, Spain has the Pharmaceutical Industry Strategy 2024–2028, which aims to support projects that promote the digital transformation of industrial companies and improve their environmental sustainability. It also proposes revising the contribution percentage by incorporating new criteria such as environmental impact and carbon footprint.

In the case **of the animal nutrition and health sector**, the Plant Health Act and the Animal Health Act cover climate-related risks to crops, forests and farm animals. Knowledge regarding the impacts of climate change on plant and animal health has been compiled through the European Food Safety Authority’s CLEFSA project.

The Green Deal in general, and the specific regulations and strategies mentioned above, cover various areas in which we may be affected. Below, we identify the different transition events to which the Group may currently be exposed, briefly explaining how they are expected to evolve:

Transition events – Policy and legislation	Timeframe of impact	Current level of impact (low, medium, high)	Comments
Increase in supply and distribution prices linked to emissions requirements for players in our supply chain.	Short, medium and long term	Low	Although the sectors in which we operate are not directly affected by carbon pricing mechanisms, rising carbon prices will increase indirect operating costs.
Reporting obligations and emissions offsetting.		Low	The requirements for reporting emissions data and climate neutrality trends (CSRD, climate change legislation, etc.) are increasing, which may lead to higher costs. However, the sectors in which we operate are not subject to emissions trading schemes.
Regulation requiring changes to our products.		Medium	The trend towards sustainable animal feed is underpinned by regulatory requirements where our business excels in implementation. Additionally, our medicines and <i>healthcare</i> products are affected by changes aimed at reducing their environmental impact, thereby having an indirect effect on climate change.

Technology

Europe has adopted a proactive approach to combating climate change. In the industrial sector, this is reflected in a series of initiatives aimed at promoting the development and implementation of low-emission technologies. These measures seek not only to reduce environmental impact, but also to drive innovation and improve the competitiveness of European industry in the global market.

Similarly, the Spanish Ministry of Industry and Tourism offers industrial companies—including those in the pharmaceutical and animal feed manufacturing sectors—the ‘Industria Conectada 4.0, Activa Financiación’ funding scheme. This initiative aims to support projects that promote the digital transformation of industrial

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

companies and improve their environmental sustainability as a result of this digitalisation. In particular, this initiative aims to support the incorporation of knowledge, technologies and innovations aimed at the digitalisation of processes and the creation of technologically advanced products and services with higher added value. Support is provided for projects in the field of industrial digitalisation, covering both industrial research and technological development, as well as innovation in processes and the organisation of industrial companies.

Some of the low-emission technologies being promoted and implemented in the European industrial sector that could affect our business are:

- Green hydrogen: Produced from renewable sources, green hydrogen can be used as a clean fuel in industrial processes, replacing fossil fuels.
- Energy efficiency: Implementation of technologies and practices that improve energy efficiency in energy production and use, thereby reducing emissions.
- Electrification of industrial processes: Replacing fossil fuel-based systems with cleaner electric technologies.

Below, we identify the various technology-related transition events to which we may currently be exposed and how we expect them to evolve:

Transition events – Technology	Timeframe of impact	Current impact level (low, medium, high)	Comments
Costs of the transition to lower-emission technology in our factories and commercial fleet.	Short, medium and long term	Low	The Group is exposed through the factories of both business lines and the commercial fleets. Although the current impact is low, it is expected to increase gradually, being greater in the short to medium term with regard to sustainable mobility affecting the fleet.
Reduction in consumption costs following the implementation of lower-emission technologies and efficiency measures.	Medium and long term	Medium	After absorbing the initial costs of aligning with low-emission commitments, the Group will have the opportunity to achieve decarbonisation and progressively reduce consumption costs.

Market

Below, we identify the various market-related transition events to which we may currently be exposed and how we expect them to evolve:

Transition events – Market	Timeframe of impact	Current impact level (low, medium, high)	Comments
Changes in patients' needs related to allergens and vitamin D synthesis.	Medium and long term	Medium	Climate change is altering exposure to UV rays and affecting people's vitamin D levels. Furthermore, the impact of climate change on seasons, pollen concentrations and allergenicity is expected to increase the European population's exposure to pollen and airborne allergens in the future. Source Depending on the geographical location, this may be considered a risk or an opportunity

Changes in societal habits due to variations in average temperatures and heatwaves.	Short, medium and long term	Medium	In areas where the average temperature is rising, people spend more time outdoors and shed protective clothing, leading to greater exposure to UV radiation. When temperatures are extremely high, people spend less time outdoors. Depending on the location, this can be seen as a risk or an opportunity. Source
Increased customer interest in animal feed that helps reduce emissions on farms.	Short, medium and long term	Medium	Our animal nutrition business line has long been committed to researching and manufacturing feed that helps reduce greenhouse gas emissions from animals, turning this growing interest into a business opportunity.

Reputation

Below, we identify the various reputation-related transition events to which we may currently be exposed and outline how we expect them to evolve:

Transition events – Reputation	Timeframe of impact	Current level of exposure (low, medium, high)	Comments
Positive perception among stakeholders when undertaking and communicating ambitious climate commitments and actions.	Short, medium and long term	Medium	By 2025, the Group has published its Climate Change Mitigation Transition Plan 2025–2050 and the associated targets, which has a medium-term impact from the present into the long term, as the sectors in which we operate are not emissions-intensive.
Inability to respond to the increasing demand for information and the expectations of various stakeholders.	Short, medium and long term	Low	Although the increase in demands is already a reality, our level of exposure is low as we do not belong to emission-intensive sectors and necessary actions are being taken to reduce this risk.

Potential constraints on the transition to a climate-neutral economy

Given the maturity of available technologies and energy sources, there are currently several activities that will require significant effort to become compatible with a climate-neutral economy. The following highlights the main market constraints, where developments are expected in the short and medium term:

- Complete replacement of energy from fossil fuels with renewable energy:** The development of new energy sources such as hydrogen will be key to achieving this objective.
- Sustainable mobility:** The electrification of mobility depends on increasing the range of electric vehicles and expanding the charging network to make it a viable option for logistics, supply chains and the commercial network.
- Carbon capture and storage (CCS) technologies:** Further progress is needed in the capacity of this technology to remove emissions from the atmosphere, as well as its development to make it a viable and available option for achieving climate neutrality.

The Group’s activities are centred on highly regulated sectors, which in several cases are incompatible with the implementation of measures to adapt to the consequences of climate change and contribute to its mitigation.

An example of this is the search for alternatives in medicine packaging that allow for a reduction in the amount of raw material used in the packaging process and the use of recycled materials. It is expected that, in the short and medium term, medicine approval processes will incorporate the possibility of applying these measures without this entailing a limitation and/or extension of deadlines.

At present, no climate-related scenarios are included in the **Faes Farma Group's** financial statements (consolidated annual accounts).

[E1-2] Policies relating to climate change mitigation and adaptation

(Paragraph 24) The policies that include references to the impacts, risks and opportunities linked to climate change mitigation and adaptation from the double materiality study are set out below.

Climate change is addressed in the [Code of Ethics and Conduct](#) (the latest update of which was approved by the Board of Directors in July 2025): *“We base our actions on respect for the environment, the responsible and efficient use of resources, and contributing to the fight against climate change”*.

Similarly, Principle 1 of the [Sustainability Policy](#) (approved by the Board of Directors in November 2021) refers to the Group’s contribution to the fight against climate change: *“Principle 1: Faes Farma bases its actions on respect for the environment, the responsible and efficient use of resources, and the contribution to the fight against climate change”*.

Both documents are available on the company’s website for all stakeholders and apply to all persons providing services to the Group. Similarly, the companies and third parties with which the Group interacts are expected to apply these principles by accepting the [Code of Ethics and Conduct for Third Parties](#) (the latest update of which was approved by the Board of Directors in July 2025).

(Paragraph 25) Both the [Code of Ethics and Conduct](#) and the [Sustainability Policy](#) set out, in general terms, the Group’s commitment to mitigating climate change. Furthermore, the [Sustainability Policy](#) makes explicit reference to energy efficiency and the deployment of renewable energy: *“To develop specific actions enabling Faes Farma to improve the efficiency of its energy consumption, whilst also seeking to ensure that such consumption comes from clean sources, with the aim of progressively reducing its carbon footprint and thus contributing to society’s collective fight against climate change”*.

Information on the scope, content and general objective of each policy mentioned can be found in [section ESRS G1-1](#).

[E1-3] Actions and resources relating to climate change policies

(Paragraphs 28 and 29) The climate change mitigation actions currently being implemented¹³ and established for the future within the first phase (2025–2030) of the Group’s Transition Plan are as follows:

Energy efficiency based on industrial symbiosis

- **Utilisation of waste heat from a neighbouring industry**
 - Relevant measure of the 2025-2030 Sustainability Strategy: EN5
 - Scope: Faes Farma S.A. (Leioa plant)
 - Start date: 2025
 - Expected completion date: 2026
 - Projected annual emissions reduction upon implementation (compared to the base year 2024): 1,283 tonnes CO₂eq
 - Emissions achieved: N/A, the initiative has not yet been completed as it is currently being implemented.
 - This inter-industry cooperation initiative involves the construction of a pipeline to transport steam generated during the production process at a nearby industrial site from its premises to the Leioa plant (Vizcaya). It is expected that this will reduce natural gas consumption by up to 90%. Connection works were carried out during 2025 and the project is expected to be up and running in the first quarter of 2026.

Fuel substitution

- **Use of renewable diesel in the commercial fleet (50% of total consumption)**
 - Relevant measure of the 2025-2030 Sustainability Strategy: EN4
 - Scope: Faes Farma S.A. and NySA subsidiaries
 - Start date: 2026
 - Expected completion date: -
 - Projected annual emissions reduction upon implementation (compared to the base year 2024): 465 tonnes CO₂eq
 - Emissions achieved: N/A, the initiative has not yet been implemented
 - The aim of this measure is to replace the use of conventional diesel with an alternative fuel from renewable sources, which has a lower emission factor. It is expected that its use will be expanded to account for at least 50% of the total diesel consumption of the commercial fleets of Faes Farma S.A. and its Animal Nutrition and Health subsidiaries in Spain.

Use of renewable energy

- **Procurement of renewable electricity (with a certificate of origin)**
 - Relevant measure in the 2025-2030 Sustainability Strategy: EN5
 - Scope: Faes Farma Portugal
 - Start date: 2027
 - Expected completion date: -
 - Projected annual emissions reduction upon implementation (compared to the base year 2024): 1,001 tonnes CO₂eq
 - Emissions achieved: N/A, the measure has not yet been implemented

¹³ The actions taken in 2025 in relation to climate change did not require significant operating expenses or investments in fixed assets for the company (the Group’s Investment Committee is responsible for approving significant expenses and investments set at amounts exceeding €100,000).

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish versión shall prevail.

- Thanks to this measure, emissions associated with electricity consumption (scope 2) at Faes Farma Portugal's facilities will be eliminated.
- **Procurement of renewable natural gas (with a certificate of origin)**
 - Corresponding measure in the 2025-2030 Sustainability Strategy: EN5
 - Scope: Tentatively at Faes Farma S.A., ISF and Faes Farma Portugal, pending an annual analysis of the evolution of the cost of certificates against the Group's needs
 - Start date: 2030
 - Expected completion date: -
 - Projected annual emissions reduction upon implementation (compared to the base year 2024): 715 tonnes CO₂eq
 - Emissions achieved: N/A, the measure has not yet been implemented.
 - Thanks to this measure, emissions associated with natural gas consumption (Scope 1) at the facilities of Faes Farma S.A. (Derio and Leioa plants), ISF and Faes Farma Portugal could be eliminated.

Process electrification

- **Electrification of the commercial fleet (10% of vehicles)**
 - Corresponding measure in the 2025-2030 Sustainability Strategy: EN4
 - Scope: Faes Farma S.A.
 - Start date: 2028
 - Expected completion date: -
 - Projected annual emissions reduction upon implementation (compared to the base year 2024): 69 tonnes CO₂eq
 - Emissions achieved: N/A, the measure has not yet been implemented
 - For the first phase of the plan's implementation, a pilot scheme will be carried out between 2028 and 2030, aiming to electrify 10% of Faes Farma S.A.'s commercial fleet. Using the data obtained from this study, the timelines and electrification targets for commercial vehicles to be followed in future phases will be defined.

In addition to the above, further actions are being undertaken beyond those set out in the plan or the 2025–2030 Sustainability Strategy:

- **Calculation of the product's carbon footprint**
 - Scope: Ingaso, ISF
 - Start date: 2024
 - Expected completion date: N/A, ongoing action
 - Using life cycle assessment methodology, the carbon footprint of ISF feed has been calculated for the first time in 2025. This product joins the 33 Ingaso products for which the product carbon footprint is already calculated and published in their technical data sheets.
- **Organisation's carbon footprint registration: Ingaso awarded the "Reduzco" seal**
 - Scope: Ingaso
 - Start date: 2025
 - Expected completion date: 2025
 - After four years of including the carbon footprint (Scopes 1 and 2) of Ingaso, Tecnovit and Capselos in the Carbon Footprint Register on the website of Spain's Ministry for Ecological Transition and the Demographic Challenge (MITECO), the Ministry has awarded Ingaso the "Reduzco" seal for reducing its emissions consecutively over the last three years.

- **Energy-saving campaigns**

- Scope: Faes Farma Colombia
- Start date: 2024
- Expected end date: N/A, ongoing initiative
- As an example of the campaigns carried out in some of the Group's offices, in Colombia information is provided on electricity consumption and best practices for energy saving. Thanks to this initiative, comparing data from 2024 and 2025, electricity consumption has been reduced by 15%.

[E1-4] Targets related to climate change mitigation and adaptation

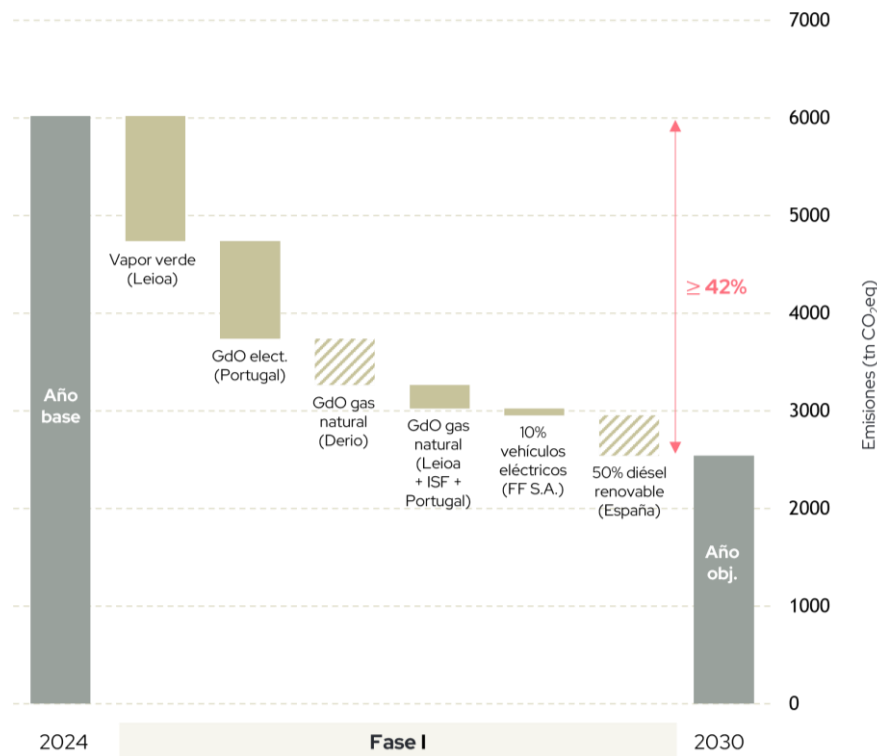
(Paragraphs 33 and 34) In line with the commitment to combat climate change included in the policies mentioned in [section ESRS E1-2](#), the 2025 target of having an approved Transition Plan in place—including measures, interim reduction targets and a net-zero emissions target by 2050 in accordance with the Paris Agreement—has been met. The plan sets out two main targets, defined in accordance with the provisions of section ESRS E1-1.

To reduce Scope 1 and 2 emissions by 42% by 2030

To achieve this objective, actions to be implemented up to 2030 have been identified during 2025, in what is defined as the first phase of the transition plan. During this five-year period, the Group will implement measures including:

- Utilisation of waste heat from a nearby industrial facility
- Use of renewable diesel in the commercial fleet (50% of total consumption)
- Procurement of renewable electricity (with a certificate of origin)
- Procurement of renewable natural gas (with a certificate of origin)
- Electrification of commercial fleet vehicles (10% of vehicles)

See [section E1-3](#) for further details.



Corresponding target of the 2025-2030 Sustainability Strategy: Objective of the ‘Environment’ pillar

Related IROs:

- Impact: Greenhouse gas emissions from our operations and value chain
- Impact: Reduction in greenhouse gas emissions resulting from the implementation of climate change measures included in the emissions reduction plan for our operations and the value chain

Scope: Faes Farma Group

- Start date: 2025
- Expected completion date: 2030

Target type: Mandatory¹⁴

Baseline: 6,016 tonnes CO₂eq (2024)

Target level defined:

¹⁴ Royal Decree 214/2025 makes it mandatory to set a target for 2030 and to have a reduction plan in place.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

- Reduce Scope 1 and 2 emissions by 42% by 2030, compared to 2024 (reduction of 2,529 tonnes CO₂eq)

Achieved level: N/A. 2025 is the baseline year and no actions have yet been implemented to assess progress. However, work has begun on the project to utilise waste heat from a nearby industrial site, which is expected to be completed in the first quarter of 2026.

Achieving carbon neutrality by 2050

In order to achieve carbon neutrality by 2050, the Group has set targets to reduce Scope 1 and 2 emissions by 90% and to offset emissions that cannot be reduced (residual emissions). At present, no additional measures beyond those proposed in the first phase (2025–2030) of the plan have been finalised, but potential actions to be implemented from 2030 onwards have already been identified.

Corresponding target of the 2025–2030 Sustainability Strategy: To be included in future strategies

Related IROs:

- Impact: Greenhouse gas emissions from our operations and the value chain
- Impact: Reduction in greenhouse gas emissions due to the implementation of measures against climate change included in the emissions reduction plan for our operations and the value chain

Scope: Faes Farma Group

- Start date: 2025
- Expected completion date: 2050

Type of target: Voluntary

Baseline: 6,016 tonnes CO₂eq (2024)

Target level defined:

- Reduce Scope 1 and 2 emissions by 90% by 2050, compared to 2024 (a reduction of 5,420 tonnes CO₂eq)
- Implement carbon offset measures for residual Scope 1 and 2 emissions (estimated at 10% of Scope 1 and 2 emissions).

Achieved level: N/A. 2025 is the baseline year and no actions have yet been implemented to enable progress to be assessed.

The effectiveness of the actions defined in the transition plan will be monitored by the committee set up for this purpose, which will meet every four months. The committee's functions include assessing progress against the indicators, assigning responsibility for implementing the measures, and reviewing the required investment.

Other targets included in the 2025–2030 Sustainability Strategy, relating to climate change, are:

Conducting energy audits in the pharmaceutical division's companies in Europe

Relevant measure of the 2025-2030 Sustainability Strategy: EN5

Related IROs:

- Reduction in grid energy consumption due to the implementation of self-consumption measures, sustainable mobility, local energy synergies and energy efficiency improvements at the plants (purchase/upgrading of machinery, air-conditioning equipment and insulation, amongst other measures).
- High grid energy consumption due to the age of less efficient facilities.

Scope: Faes Farma S.A. and Faes Farma Portugal

- Start date: 2025
- Expected completion date: 2030

Objective: To identify areas for improvement where the implementation of measures will reduce energy consumption, as well as to comply with Directive (EU) 2023/1791

Type of objective: Mandatory

Defined target level: Schedule, carry out and monitor energy audits at the plants

Level achieved: In 2025, the schedule for the energy audits planned for the next five years has been defined.

Improvement in the calculation of the main Scope 3 sources and assessment of integration into the Transition Plan

Corresponding measure in the 2025-2030 Sustainability Strategy: EN6

Related IROs:

- Greenhouse gas emissions from our operations and the value chain.

Scope: Faes Farma Group

- Start date: 2026
- Expected completion date: 2027

Objective: To extend the scope of the emissions reduction commitment to the value chain

Type of target: Voluntary

Target level defined:

- Improve the calculation methodology based on primary data for emissions from the main Scope 3 sources
- Analyse and define the applicability of specific measures for reducing Scope 3 emissions, and define reduction targets to be included in the Transition Plan

Achieved level: N/A, not yet started

Organisation's carbon footprint record: Faes Farma S.A.

Relevant measure from the 2025-2030 Sustainability Strategy: EN6

Related IROs:

- Greenhouse gas emissions from our operations and the value chain.

Scope: Faes Farma S.A.

- Start date: 2026
- Expected completion date: -

Objective: To align the parent company with good business practices and the recommendations of Royal Decree 214/2025

Type of target: Voluntary

Defined target level:

- Recording of the carbon footprint (scopes 1, 2 and 3) of Faes Farma S.A. for 2025

Level achieved: N/A, not yet started

Validation by SBTi of short-term emissions reduction targets

Corresponding measure in the 2025-2030 Sustainability Strategy: EN6

Related IROs:

- Greenhouse gas emissions from our operations and the value chain.

Scope: Faes Farma Group

- Start date: 2027
- Expected completion date: 2028

Objective: To have emissions reduction targets validated by a third party, demonstrating that they have been defined with scientific rigour, comparability and credibility

Type of target: Voluntary

Target level defined:

- To obtain validation from the SBTi for Scope 1, 2 and 3 emissions reduction targets

Achieved level: N/A, not yet started

Analysis and assessment of the financial implications of climate change risks and opportunities

Relevant measure in the 2025–2030 Sustainability Strategy: EN7

Related IROs:

- Increased energy costs due to geopolitical instability and/or stricter legal requirements, both in our own operations and in the services/products we purchase
- Increase in costs related to rising energy prices in payments to suppliers resulting from geopolitical instability, etc.

Scope: Faes Farma Group

- Start date: 2026
- Expected completion date: 2027

Objective: To quantify the expected financial impacts of material physical and transition risks and potential opportunities related to climate change

Type of target: Voluntary

Target level defined:

- Conduct an analysis of the financial implications of climate change risks and opportunities

Achieved level: N/A

Logistics decarbonisation plan

Corresponding measure in the 2025-2030 Sustainability Strategy: PAR5

Related IROs:

- Greenhouse gas emissions from our operations and the value chain
- Reduction in greenhouse gas emissions due to the implementation of measures against climate change included in the emissions reduction plan for our operations and the value chain
- Increase in energy costs due to geopolitical instability and/or stricter legal requirements, both in our own operations and in the services/products we purchase
- Increase in costs related to rising energy prices in payments to suppliers resulting from geopolitical instability, etc.

Scope: Faes Farma Group

- Start date: 2025
- Expected completion date: 2027

Objective: To reduce emissions associated with the transport and distribution of major logistics shipments

Type of target: Voluntary

Target level defined:

- Compile greenhouse gas emissions from major domestic and international shipments
- Assess the possibility of contracting a green logistics service

Level achieved: In 2025, we began collecting information on Faes Farma S.A.'s distribution services.

In addition to the above, general environmental management targets that are also related to climate change include developing a Group environmental policy and obtaining ISO 14001 certification for the subsidiaries in the Animal Nutrition and Health division [EN1]. For further details on these measures set out in the 2025–2030 Sustainability Strategy, see [section E2-3](#).

[E1-5] Energy consumption and mix¹⁵

(Paragraphs 37 and 38)

Total energy consumption related to own operations (MWh)	2025		2024	
	Q	%	Q	%
Energy consumption from fossil fuel sources	42,961	59.5%	23,173	48.6
Consumption of fuel from coal and its derivatives	0	-	0	-
<i>Coal</i>	0	-	0	-
Fuel consumption from crude oil and petroleum products	14,702	-	10,253¹⁶	-
<i>Process diesel</i>	1,829	-	702	-
<i>Vehicle diesel</i>	4,920	-	5,007	-
<i>Petrol (vehicles)</i>	7,942	-	4,533	-
<i>Propane</i>	11	-	11	-
Fuel consumption from natural gas	23,830	-	10,953	-
<i>Natural gas</i>	23,830	-	10,953	-
Fuel consumption from other fossil sources	394	-	0	-
<i>LPG</i>	394	-	0	-
Consumption of electricity, heat, steam and cooling purchased or procured from fossil fuel sources	4,034	-	1,967	-
Consumption of energy from nuclear sources	975	1.4%	235	0.5%
Energy consumption from renewable sources	28,288¹⁷	39.2%	24,251¹⁸	50.9%
Fuel from renewable sources	0	-	0	-
Electricity, heat, steam and cooling purchased or procured from renewable sources	27,240	-	23,826	-
Self-generated renewable energy not used as fuel	1,047	-	424	-
Total energy consumption	72,224	100%	47,659	100%

Total energy consumption related to own operations (%)	2025	2024
Energy from fossil fuels	59.5%	48.6%
Energy from nuclear sources	1.4%	0.5%
Energy from renewable sources	39.2%	50.9%

For companies whose electricity does not have a certificate of origin, a breakdown of the source of that electricity has been carried out, specifically into renewable, non-renewable and nuclear energy. This breakdown has been produced using data from *The International Tracking Standard Foundation and the Association of Issuing Bodies*.

For estimated consumption figures, please refer to [section BP-2](#).

With regard to vehicle fuel, the data collection methodology has been updated at Faes Farma S.A., with figures derived from the number of kilometres travelled.

(Paragraph 39) Several companies generate renewable energy at their facilities using photovoltaic panels, such as the plants in Derio (Faes Farma S.A.), Carnaxide (Laboratório Edol), Sifi SpA, Tecnovit, Ingaso Farm and Capselos.

¹⁵ None of the tables included in this chapter have been verified by an external body other than the verifier of this 2025 Non-Financial and Sustainability Information Statement.

¹⁶ Vehicle fuel data has been updated following a revision of the calculation methodology.

¹⁷ In 2025, renewable energy supply contracts have been maintained, but the exact figure for the MWh with a guarantee of origin that have been redeemed with the CNMC is not currently available.

¹⁸ In 2024, all renewable MWh consumed were offset, both in Spain (CNMC) and in Guatemala (I-REC).

	2025	2024
Non-renewable energy production (MWh)	N/A	N/A
Renewable energy production (MWh)	1,047	424
Total energy produced (MWh)	1,047	424

(Paragraphs 40, 41, 42 and 43)

Energy intensity based on net revenue	2025	2024
Energy intensity associated with activities in sectors with a high climate impact* (<i>MWh/thousand euros</i>)	0.115	0.093

* Total net revenue from activities in sectors with a high climate impact is derived from Note 23 to the annual accounts.

All companies within the Group are considered to have a high climate impact as their activities fall under NACE codes in Section C “Manufacturing” and Section G “Wholesale and retail trade”.

[E1-6] Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions

(Paragraphs 44, 48, 49, 50, 51 and 52)

Location-based GHG emissions (tCO₂eq) - Pharmaceuticals and Healthcare	2025	2024
Gross Scope 1 GHG emissions	7,672	4,627
Location-based gross Scope 2 GHG emissions	8,709	6,781
Gross Scope 3 GHG emissions	82,959	36,756
Total emissions	99,339	48,164

Market-based GHG emissions (tCO₂eq) – Pharmaceuticals and Healthcare	2025	2024
Gross Scope 1 GHG emissions	7,672	4,627
Market-based gross Scope 2 GHG emissions	2,076	1,027
Gross Scope 3 GHG emissions	82,959	36,756
Total emissions	92,706	42,410

We do not generate biogenic CO₂ emissions resulting from the combustion or biodegradation of biomass.

Location-based GHG emissions (tCO₂eq) – Animal Nutrition and Health Division	2025	2024
Gross Scope 1 GHG emissions	949	362
Location-based gross Scope 2 GHG emissions	1,082	357
Gross Scope 3 GHG emissions	125,151	8,070
Total emissions	127,182	8,789

Market-based GHG emissions (tCO₂eq) – Animal Nutrition and Health Division	2025	2024
Gross Scope 1 GHG emissions	949	362
Market-based gross Scope 2 GHG emissions	0	0
Gross Scope 3 GHG emissions	125,151	8,070
Total emissions	126,100	8,432

We do not generate biogenic CO₂ emissions from the combustion or biodegradation of biomass.

GHG emissions	Retrospective			Milestones and target years		
	Current year	Base year	Change 2024 / 2025 (%)	2030	2050	Annual target % / base year
	2025	2024 ¹⁹				
Scope 1 GHG emissions						
Gross Scope 1 GHG emissions (tCO ₂ eq)	8,621	4,989	+73%	2,894*** (-42%)	499*** (-90%)	-7%
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes (%)	0	0*	- *	-	-	-
Scope 2 GHG emissions (tCO₂eq)						
Location-based gross Scope 2 GHG emissions	9,790	7,138	+37%	-	-	-
Market-based gross Scope 2 GHG emissions	2,076	1,027	+102%	596*** (-42%)	103*** (-90%)	-7%
Total gross indirect GHG emissions (Scope 3) (tCO₂eq)						
Significant Scope 3 GHG emissions	208,110	44,826	+364%	-	-	-
Goods and services purchased	173,873	42,117	+313%	-	-	-
Capital goods	157	60	+160%	-	-	-
Fuel and energy-related activities (not included in Scope 1 or 2)	7,345	2,170	+238%	-	-	-

¹⁹ The 2024 data has been updated due to adjustments in the calculation methodology for some sources, following the review carried out for the definition of the Climate Change Mitigation Transition Plan.

Transport and distribution in previous phases	4,050	7	+57,079%	-	-	-
Waste generated during operations	561	332	+69%	-	-	-
Business travel	784	52	+1,403%	-	-	-
Commuting by employees	**	**	-	-	-	-
Assets leased in previous phases	78	23	+245%	-	-	-
Transport and distribution	21,257	64	+32,875%	-	-	-
Turnover of goods sold	**	**	-	-	-	-
Use of the products sold	**	**	-	-	-	-
End-of-life treatment of products sold	**	**	-	-	-	-
Leased assets in subsequent phases	5	**	-	-	-	-
Franchises	**	**	-	-	-	-
Investments	**	**	-	-	-	-
Total GHG emissions (tCO₂eq)						
Total GHG emissions (location-based)	226,521	56,953	+298%	-	-	-
Total GHG emissions (market-based)	218,806	50,842	+331%	-	-	-

For further information on targets relating to climate change mitigation, see [section ESRS E1-4](#).

*N/A. The Group's activities are not subject to regulated emissions trading schemes.

** Scope 3 categories excluded from the calculation either because they are not considered material for the Group (categories 7, 10, 11 and 12) or because they are not applicable due to the company's activities (categories 14 and 15).

*** The emission reduction targets, of 42% by 2030 and 90% by 2050, have been set for the sum of Scopes 1 and 2, not for each of them separately. The data included in the table are calculated separately, but do not necessarily reflect the emissions to be achieved in those target years.

The carbon footprint is a parameter representing total emissions of CO₂ and other greenhouse gases (GHGs), expressed in terms of CO₂ equivalent (tCO₂eq), caused directly (Scope 1) or indirectly through electricity consumption (Scope 2) and other induced emissions (Scope 3).

For **scopes 1 and 2**, the GHG Protocol accounting and reporting standard and ISO 14064 are the reference standards for calculating the **Faes Farma Group's** carbon footprint. These two standards are internationally recognised and their methodological approaches are similar, using emission factors sourced from public databases²⁰.

To calculate **Scope 2 (location-based)**, the sources of information for deriving emission factors are:

- Chile, Ecuador, Colombia, Peru, Nigeria and the Gulf: *I-REC(E). Residual Mix I-TRACK (2024)*
- Portugal, Spain, Italy and Romania: *European Residual Mixes 2020 (2024 mix)*

To calculate **Scope 2 market-based** emissions, the sources of information used to derive the emission factors are:

- Faes Farma S.A. and subsidiaries of the Animal Nutrition and Health business line: They use electricity with a Guarantee of Origin (GoO).
- Faes Farma Portugal: Does not use electricity from renewable sources. The emission factor has been calculated by averaging the emission factors reported by the distributor, but adjusting it for
- Other subsidiaries: As set out in the GHG Protocol, in cases where the supplier's emission factor is not available, the same *location-based* emission factor is used to calculate *market-based* Scope 2 emissions.

For the calculation of **Scope 3** ⁽²¹⁾, emissions generated by categories 2, 8 and 13 for all companies are calculated based on expenditure from the Group's various accounting accounts linked to the aforementioned

²⁰ Emission factor (tCO₂eq/MWh) for natural gas, propane, diesel, petrol and electricity:

- General: Defra. GHG Conversion factors 2025. Full set.
- Spain: Ministry for Ecological Transition and Demographic Challenge. Emission factors 2007–2024.

Emission factors for refrigerants (tCO₂eq/kg) for HFC-32, HFC-134a, R-404a, R-407c, R-410a, R-438a, R-453a – Ministry for Ecological Transition and Demographic Challenge. Emission factors 2007–2024.

²¹ Emission factors used for category 1: Various bibliographic sources and Defra. GHG Conversion factors 2025. Full set.

Emission factors used for categories 3, 4 (air and sea transport) and 9 (air and sea transport): Defra. GHG Conversion factors 2025. Full set

categories. The method used allows CO_2eq emissions to be allocated for each monetary unit of expenditure depending on the sector (CNAE activity) in which that expenditure is classified. In Spain, the INE (National Statistics Institute) regularly publishes environmental and economic data by sector. This data includes greenhouse gas emissions ($\text{kg CO}_2\text{eq}$) and production (€) for the various economic sectors. This estimation methodology follows an econometric model of interrelation between economic and environmental accounting, which enables analysis and forecasting work to be carried out, using the NAMEA methodology as a starting point.

In category 1, relating to goods and services purchased, the most significant emissions from subsidiaries with manufacturing plants have been calculated based on primary data (purchases of raw materials and packaging materials). Part of the emissions from these subsidiaries have been calculated based on expenditure. Data for Colpharma, Nigeria, and subsidiaries of LATAM, Gulf and Austral have been estimated based on expenditure, following the methodology described above.

For Category 3, relating to activities involving fuel and energy consumption, the MWh of energy consumed has been used as the activity data.

For Category 4 (upstream transport), in the case of Faes Farma S.A., Faes Farma Centroamérica y Caribe S.A. (Guatemala), Ecuador, Colombia, Mexico, Chile, subsidiaries of the Animal Nutrition and Health business line and Laboratório Edol, emissions have been calculated based on primary data (transport of purchased raw materials and packaging materials). In the case of Colpharma, Nigeria, Peru, Gulf, Faes Farma Portugal, Austral and subsidiaries of the Sifi subgroup, emissions have been estimated based on expenditure.

For category 5 (waste generated by operations), the different types of waste generated by the company's own operations have been used as activity data.

For category 6 (business travel), in the case of Faes Farma S.A. and subsidiaries of the Animal Nutrition and Health business line, emissions have been calculated based on primary data, using information provided by the travel agency. For the remaining Group companies, emissions have been calculated based on expenditure.

For category 9 (downstream transport), in the case of Faes Farma S.A., Faes Farma Centroamérica y Caribe S.A. (Guatemala), Peru, Colombia, Mexico, Chile, Faes Farma Portugal and subsidiaries of the Animal Nutrition and Health business line, emissions have been calculated based on primary data, using information on logistics and distribution shipments. In the case of Colpharma, Nigeria, Ecuador, Gulf and subsidiaries of the Edol and Sifi subgroups, emissions have been estimated based on expenditure.

The increase in emissions in 2025, compared to 2024, is mainly due to the update of the Scope 3 calculation methodology. This year, the number of categories in which the calculation has been based on primary data has increased, enabling a more comprehensive emissions figure to be obtained.

The incorporation of Sifi and Edol subsidiaries into the Group, as well as full-scale operations at the Derio and ISF plants, have also contributed to the rise in emissions.

(Paragraph 47) With the inclusion in 2025 of the companies in the Edol and Sifi sub-groups, the scope of the carbon footprint data reported for the current financial year has also been amended. The 2024 data has not been updated.

Emission factors used for category 6: ICAO (<https://iccc.icao.int/calculator>) for air transport and the Ministry for Ecological Transition and the Demographic Challenge. Emission factors 2007–2024 for land transport

Emission factors used for categories 4 (land transport) and 9 (land transport): Ministry for Ecological Transition and Demographic Challenge. Emission factors 2007–2024.

Emission factor used for category 5: Catalonia Office for Climate Change - [240617_OCCC_Guia_GEH_pel_calcul_2023_v2024.pdf](#)

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

(Paragraphs 53, 54 and 55)

GHG intensity by location based on net revenue*	2025	2024
Emissions intensity (tCO ₂ eq/€ thousand)	0.036	0.011

*Total net revenue used to calculate GHG intensity is included in Note 16 to the annual accounts

Market-based GHG intensity by net revenue*	2025	2024
Emissions intensity (tCO ₂ eq/€ thousand)	0.035	0.010

*Total net revenue used to calculate GHG intensity is included in Note 16 to the annual accounts

[E1-7] GHG removals and GHG mitigation projects financed through carbon credits

(Paragraph 56) The company does not have any GHG removal or mitigation projects financed through carbon credits.

[E1-8] Internal carbon pricing system

(Paragraph 63) The company does not apply internal carbon pricing systems.

[E1-9] Expected financial impacts of material physical and transition risks and potential opportunities related to climate change

Having analysed and assessed the options for reporting on the expected financial impacts of material physical and transition risks and potential opportunities related to climate change, it has been concluded that, for this financial year, the Group will avail itself of the transitional provisions set out in Appendix C, List of phased-in disclosure requirements, of “ESRS 1 General Requirements” and the information required under ESRS E1-9 will be omitted.

E2 – POLLUTION

[IRO-1] Description of the processes for identifying and assessing material impacts, risks and opportunities

(Paragraph 11) In 2024, the Group carried out its first double materiality exercise, for which it examined the locations where it operates and the activities it carries out there in order to determine the IROs related to pollution. In 2025, a double materiality update was carried out to adapt it to the company's new reality. To view the process used to determine the company's IROs, see [section ESRS 2 IRO-1](#).

Impacts, risks and opportunities related to pollution

Topic	Sub-theme	Type	IRO	Associated ESRS	+/-	Current/Potential	Group scope	Relationship with the company's value chain (including stakeholders)
Environmental pollution	Water pollution	Impact	Urban water pollution due to increased pollutants from consumption and poor management of medicines by the end consumer	E2-1, E2-2, E2-3, E2-4, E2-6	-	Current	Faes Farma S.A. Faes Farma Portugal Laboratório Edol Sifi SpA	End users
Environmental pollution	Water pollution	Impact	Water pollution due to the lack of adequate treatment processes for effluents generated by production processes	E2-1, E2-2, E2-3, E2-4, E2-6	-	Current	Faes Farma Central America and the Caribbean, S.A.	Own operations (Manufacturing)
Environmental pollution	Water pollution	Risk	Financial penalties and/or increased costs resulting from the discharge of untreated water and the European pharmaceutical industry's responsibility for urban water pollution	E2-1, E2-2, E2-3, E2-4, E2-6	N/A	N/A	Faes Farma S.A. Faes Farma Portugal Faes Farma Central America and the Caribbean, S.A. Laboratório Edol Sifi SpA	Own operations (Manufacturing)

The two material negative impacts are linked to the nature of the pharmaceutical business and, in turn, to the regulations in each region:

- European regulations aim to control the impact that products from sectors such as pharmaceuticals and cosmetics are having on water bodies, in many cases caused by poor waste management by the end consumer. Consequently, operations in Portugal, Italy and Spain face this new challenge.
- Regulations at Faes Farma Centroamérica y Caribe S.A. (Guatemala) are more lenient than those in Europe regarding the treatment of discharges, so a potential impact has been identified.

As a result of the above, and particularly in relation to the pharmaceutical industry's responsibility for water pollution, there is a risk of financial penalties and/or increased costs due to the need to implement measures to address the impacts and/or comply with regulations.

[E2-1] Policies relating to pollution

(Paragraphs 14 and 15) Environmental pollution, specifically water pollution, is a significant issue for the company and is addressed in the Environmental Policy of Faes Farma S.A. (based on the ISO 14001 standard, which covers the pharmaceutical production plants in Leioa and Derio²²) where the objective is set out as “*To promote continuous improvement and prevent pollution, that is, to minimise and avoid, as far as possible, the environmental impacts of our activity*”²³ .

Sifi SpA’s health, safety and environment policy includes a commitment to protecting the environment, including the prevention of pollution. It also addresses the reduction of hazardous chemicals and the improvement of their storage²⁴ .

In line with the measures set out in the new 2025–2030 Sustainability Strategy, a Group environmental policy will be developed and approved in 2026, governing the commitments applicable to all business lines and subsidiaries, as well as the actions to be undertaken.

²² Faes Farma S.A.’s Environmental Policy is available via posters and notices at the Derio and Leioa sites. It was approved by the then Managing Director, but it is the current CEO who is driving its implementation.

Faes Farma Portugal, Faes Farma Central America and the Caribbean, and Laboratório Edol do not have policies relating to pollution prevention and control. Following the identification of pollution-related IROs at these sites, consideration will be given to developing a policy to manage them.

²³ It makes no explicit mention of the pollutants or substances covered, nor of the minimisation and substitution of substances of concern and the phasing out of substances of very high concern. Nor is there any explicit mention of the prevention of incidents and emergency situations and, should they occur, the control and limitation of their impact on people and the environment.

²⁴ Sifi SpA’s Health, Safety and Environment Policy is available to stakeholders both on the subsidiary’s intranet and on the [public website](#). The *General Manager* of Sifi approved this policy and is driving its implementation.

[E2-2] Actions and resources related to pollution

(Paragraph 18) With the aim of preventing water pollution, the Group is implementing a series of actions that form part of its current and future daily environmental management²⁵ :

- The **Faes Farma S.A.** (in Leioa and Derio) plants are equipped with treatment plants to minimise the environmental impact of discharged water; based on quarterly analyses, these plants are monitored to ensure they remain within legal parameters. The characteristics of the treatment plants are as follows:
 - At the Leioa plant, the wastewater network is divided into three categories: industrial, stormwater and sewage. Industrial wastewater reaches the treatment plant via two pipes: process water from the chemical plant, which flows directly into the auxiliary tank, and the rest of the industrial wastewater, which flows into the inlet chamber of the main tank. The plant carries out physical-chemical treatment to control the pH, ensuring it remains within the limits specified in the discharge permit (between 6 and 9.5).
 - The Derio plant (which has a treatment plant for industrial wastewater comprising two homogenisation and neutralisation tanks, with submersible water recirculation pumps) has two tanks for hydrochloric acid and caustic soda, for the automatic correction and adjustment of pH in the homogenisation tanks.
- The **Faes Farma Portugal** plant also has a treatment plant and, similarly, the applicable legal parameters are monitored on the basis of quarterly analyses.
- The **Laboratório Edol** plants (Linda-a-Velha and Carnaxide) have wastewater treatment plants and quarterly analyses of industrial wastewater discharges are carried out.
- **Sifi SpA** also has a wastewater treatment plant, but in this case, the analyses are carried out on a monthly basis. Sifi treats two types of effluent. On the one hand, there is domestic wastewater from toilets and, on the other, industrial wastewater from the production process. Each wastewater stream is transported to a separate storage tank and then sent to the treatment plant where they are mixed in a single homogenisation tank. The wastewater treatment plant is a biological system that uses activated sludge with a submerged biofilter, involving nitrification and denitrification stages. It has the capacity to treat 100 m³ of wastewater per day.
- At **Faes Farma Central America and the Caribbean**, regular analyses are carried out to ensure that the discharged water remains within legal parameters. Additionally, by 2025:

Installation of a flow meter

- Corresponding measure of the 2025–2030 Sustainability Strategy: EN2
- Scope: Faes Farma Central America and the Caribbean
- Start date: 2025
- Expected completion date: 2026
- A flow meter has been installed to measure the volume of discharge

²⁵ The actions taken in 2025 in relation to pollution did not require significant operating expenses or investments in fixed assets for the company (the Group Investment Committee is responsible for approving significant expenses and investments set at amounts exceeding €100,000).

[E2-3] Targets related to pollution²⁶

(Paragraphs 23 and 25) The 2025–2030 Sustainability Strategy has defined various objectives under the ‘Water efficiency and management’ measure, the aim of which is to ensure optimal water management, including the management and control of emissions to water:

Installation of flow meters

Measure of the 2025-2030 Sustainability Strategy to which it corresponds: EN2

Related IRO: Water pollution due to the absence of adequate treatment processes for discharges originating from production processes.

Scope: Faes Farma Central America and the Caribbean and Faes Farma Portugal

- Start date: 2025
- Expected completion date: 2026

Objective: To measure the volume of discharges

Type of target: Voluntary

Target level defined:

- Installation of a flow meter at the Faes Farma Central America and Caribbean plant
- Installation of a flow meter at the Faes Farma Portugal plant

Achieved level: In 2025, the flow meter was installed at the Faes Farma Central America and Caribbean plant in Guatemala.

Extended producer responsibility for water pollution

Relevant measure of the 2025–2030 Sustainability Strategy: EN2

Related IRO:

- Urban water pollution caused by increased levels of contaminants resulting from the consumption and poor management of medicines by the end consumer.
- Financial penalties and/or increased costs resulting from the discharge of untreated water and the responsibility of the European pharmaceutical industry for urban water pollution.

Scope: Faes Farma S.A. and Faes Farma Portugal

- Start date: 2028
- Expected completion date: 2029

Objective: Management of the principle of extended producer responsibility regarding water pollution

Type of objective: Mandatory

Defined target level:

- Membership of a SCRAP

Achieved level: N/A

Compliance with these targets is monitored by the Sustainability Committee, which tracks the implementation of the 2025–2030 Sustainability Strategy.

Throughout 2026, the possibility of integrating the facilities of Laboratório Edol and Sifi SpA into this water efficiency and management measure will be assessed, with specific targets set for them.

In addition to the above, other general management targets included in the 2025–2030 Sustainability Strategy, but also related to pollution, are:

Definition and approval of a Group environmental policy

Relevant measure of the 2025-2030 Sustainability Strategy: EN1

Related IROs: All those linked to the themes of climate change, pollution, water and marine resources, and resource use and the circular economy.

²⁶ Stakeholders have been involved in setting targets relating to pollution, as these form part of the 2025–2030 Sustainability Strategy, in which all measures have been defined following an analysis of stakeholders’ expectations and concerns. The targets set are not based on conclusive scientific evidence.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

Scope: Faes Farma Group

- Start date: 2026
- Expected completion date: 2026

Objective: To define the environmental commitments and principles by which the Group will guide its actions

Type of objective: Voluntary

Target level defined:

- Develop the environmental policy
- Approve the environmental policy

Level achieved: N/A

ISO 14001 environmental management certification in subsidiaries within the animal nutrition and health division

Relevant measure of the 2025-2030 Sustainability Strategy: EN1

Related IROs: All those linked to the themes of climate change, pollution, water and marine resources, resource use and the circular economy.

Scope: Ingaso, Tecnovit, Cidosa, Capselos and ISF

- Start date: 2026
- Expected completion date: 2027

Objective: To establish an internationally recognised framework for environmental performance management

Type of objective: Voluntary

Defined target level:

- Obtaining ISO 14001 certification at Ingaso
- Obtaining ISO 14001 certification at Tecnovit
- Achieving ISO 14001 certification at Cidosa
- Capselos achieves ISO 14001 certification
- Achievement of ISO 14001 certification at ISF

Level achieved: N/A

[E2-4] Air, water and soil pollution²⁷

(Paragraphs 28, 30)

Water pollutants (kg)	2025	2024
Phosphorus	85.4	51.9
Nickel	7.7	4.7
Lead	14.1	9.0
Zinc	15.6	7.2
Total organic carbon	40,590	12,545
Phenols	28.0	22.5
Cyanide	6.2	2.7
Chloride	46,863	11,030
Arsenic	1.4	0.9
Cadmium	0.8	0.5
Copper	8.3	4.6
Chromium	7.4	4.6
Mercury	0.2	-
Ammoniacal nitrogen	107.5	-
Total	87,736	23,684

With regard to water pollution, the data in kg/year emitted via industrial wastewater have been calculated as follows:

- At the Leioa plant, the pollutants included in the table above are the result of multiplying the average concentration obtained from the quarterly analyses carried out by the competent authority—in this case, the Vizcaya Water Consortium—by the plant’s annual discharge figure, obtained from a flow meter located at the outlet of the industrial treatment plant. For the Derio plant, the methodology is identical.
- At Faes Farma Central America and the Caribbean (Guatemala), as there is no flow meter at the outlet of the industrial treatment plant, the industrial discharge figure has been estimated by assuming it is the same as the water consumed at the plant, and multiplying this figure in m^3 by the results of the analyses carried out by the competent authority.
- In the case of Faes Farma Portugal, there is no flow meter to measure the total volume of industrial water discharged, nor are the results of the industrial wastewater analyses available, as these are carried out by the municipal authority and such information is not shared by that authority. Therefore, to obtain the kg/year figure for pollutants, the total volume discharged is estimated using the same criteria as for Faes Farma Central America and the Caribbean (Guatemala), and due to the similarity of the process, the averages from the analyses of industrial wastewater discharged in Derio are used and multiplied by the total volume of water discharged.
- With regard to the pollutant data for the plant owned by Sifi SpA in Italy, these figures are the result of multiplying the average concentration obtained from monthly analyses carried out by an accredited laboratory by the plant’s annual discharge volume, obtained from a flow meter located at the outlet of the industrial treatment plant.
- In the case of Laboratório Edol’s Linda-a-Velha plant, the methodology is identical to that used at Leioa, Derio or Sifi SpA. Analyses are carried out quarterly.
- However, in the case of the Carnaxide facility (Laboratório Edol), there is no discharge flow meter available; therefore, the discharge figure is estimated to be equal to the water consumption figure, and it is this figure that is multiplied by the average of the quarterly analyses.

The increase in water pollutants is due to the rise in the volume discharged at the Leioa and Guatemala treatment plants, resulting from higher production levels, which consequently increases the total volume of pollutants discharged. Similarly, the full commissioning of the Derio treatment plant has led to higher discharge volumes.

²⁷ None of the tables included in this chapter have been verified by an external body other than the verification provider for this 2025 Non-Financial and Sustainability Information Statement.

[E2-5] Substances of concern and substances of very high concern²⁸

(Paragraphs 34, 35)

Substances of concern	2025	2024
Substances of concern generated or used during production or purchased (t)	878	327
Substances of concern leaving the site as emissions, as products or as part of products or services (t)	0	0
Total (t)	878	327

Substances of very high concern (SVHC)	2025	2024
Substances of very high concern generated or used during production or purchased (t)	50	37
Substances of very high concern leaving your sites as emissions, as products or as part of products or services (t)	0	0
Total (t)	50	37

For the Faes Farma S.A. plants (Leioa and Derio), Faes Farma Portugal and Sifi SpA, information relating to substances of concern and substances of very high concern has been extracted from the goods receipt data entered into SAP once these substances have been received. In the case of Faes Farma Central America and the Caribbean (Guatemala), the SAP-Business One platform is used to obtain the information. At Edol, the Dynamics NAV platform is used. In all cases, the data on the quantity of substances comes from goods receipts at the plants.

The increase in the purchase of substances of concern and substances of very high concern is due to the increase in 2025 in the production of one of the Group's products, which requires greater use of substances categorised as such.

²⁸ None of the tables included in this chapter have been verified by an external body other than the verifier of this 2025 Non-Financial and Sustainability Information Statement.

[E2-6] Expected financial effects of incidents, risks and opportunities related to pollution

Following an analysis and assessment of the options for addressing the expected financial effects of incidents, risks and opportunities related to pollution, it has been concluded that, for this financial year, the Group will avail itself of the transitional provisions set out in Appendix C. List of disclosure requirements phased in from “ESRS 1 General Requirements” and the information prescribed in ESRS E2-6 will be omitted.

E3 – WATER AND MARINE RESOURCES

[IRO-1] Description of the processes for identifying and evaluating incidents, risks and opportunities of materiality

(Paragraph 8) In 2024, the Group carried out its first double materiality exercise, examining the locations where it operates and the activities it carries out there in order to identify the IROs relating to water and marine resources. In 2025, the double materiality assessment was updated to reflect the company’s current situation. For details of the process used to determine the company’s IROs, see [section ESRS 2 IRO-1](#).

Impacts, risks and opportunities related to water and marine resources

Topic	Sub-topic	Type	IRO	Associated ESRS	+/-	Actual/Potential	Group scope	Relationship with the company’s value chain (including stakeholders)
Water and marine resources	Water	Impact	High water consumption due to washing carried out during the production and manufacture of drugs and/or active ingredients	E3-1, E3-2, E3-3, E3-4, E3-5	-	Current	Faes Farma S.A. Faes Farma Portugal Faes Farma Central America and the Caribbean Laboratório Edol Sifi SpA	Own operations (Manufacturing)
Water and marine resources	Water	Risk	Impact on production and increased costs due to water supply constraints	E3-1, E3-2, E3-3, E3-4, E3-5	N/A	N/A	Faes Farma Central America and the Caribbean	Own operations (Manufacturing)

A material negative impact has been identified, linked to the pharmaceutical business line, as water is a key resource in the plants’ production process, used for washing equipment. In the case of the production of ophthalmic products, such as eye drops, water is the primary raw material.

Although consumption is high and the plants in Portugal and Italy are located in areas at risk of water stress, thanks to the infrastructure available at these sites, there are no supply issues.

In contrast, at the plant in Guatemala, despite not being in an area at risk of water stress, a risk has been identified associated with a possible limitation in water availability, due to a lack of infrastructure connecting to the municipal network.

[E3-1] Policies relating to water and marine resources

(Paragraph 11) The Faes Farma Group does not have a policy relating to water and marine resources.

The IROs relating to water and marine resources were identified through the double materiality analysis carried out in 2024 and updated in 2025. One of the conclusions of this study is that the high water consumption for washing processes in the production and manufacture of pharmaceutical products indicates that water is a material issue for the company, particularly at the Derio and Leioa sites (which consume 50,000 and 130,000 m³ of water per year respectively) and at the pharmaceutical production plants of Faes Farma Portugal, Faes Farma Central America and the Caribbean (Guatemala), Laboratório Edol (Portugal) and Sifi SpA (Italy).

Based on this identification, we will proceed to assess the possibility of developing a policy to manage them.

[E3-2] Actions and resources related to water and marine resources

(Paragraph 17) The actions carried out in relation to water resources are as follows²⁹ :

- **Faes Farma S.A. 2024-2026 Action Plan**

- Corresponding measure of the 2025-2030 Sustainability Strategy: EN2 (for the Derio plant)
- Scope: Faes Farma S.A. (Derio and Leioa plants)
- Start date: 2024
- Expected completion date: 2026
- This comprises actions related to the improvement of internal processes, with the aim of reducing water consumption and thereby achieving a better water consumption ratio ^{m³} per unit of production. The main actions of the aforementioned plan are set out below:
 - Monitoring of consumption
 - Optimisation of water supply time during washing
 - Optimisation of the number of washes
 - Minimisation of process water discharge
 - Involvement and training of departments involved in the main water-consuming processes on the importance of proper water management
 - Setting specific water reduction targets in Leioa
 - Identification of the main water-intensive processes
 - Identification of processes where water reuse is possible

The following were completed in 2025:

- Monitoring of water consumption in Leioa
- Optimisation of water supply times for washing at both plants
- Optimisation of the number of washes at both plants
- Minimisation of process water discharge at both plants
- Identification of the main water-intensive processes at both plants

- **Process adjustments at Faes Farma Portugal**

- Relevant measure of the 2025-2030 Sustainability Strategy: EN2
- Scope: Faes Farma Portugal
- Start date: 2024
- Expected completion date: N/A, ongoing measures.
- In addition to the actions already implemented in previous years regarding adjustments to the CIP (clean-in-place) system configuration, this year has seen improvements to the manufacturing process for injectables, identified as one of the processes with the highest consumption of process water. Consequently, the measures implemented at the Faes Farma Portugal facilities are:
 - Optimisation of the hot water storage system, achieved by redesigning the system on the third floor (ointment area), where an existing leak has also been repaired.
 - Adjustment of the CIP (clean-in-place) system settings, reducing water consumption during rinsing by shortening the cleaning cycles.

Despite the implementation of the above measures, no reduction in water consumption at the plant could be observed in 2025, either in absolute terms or relative to production. This is because the type of product manufactured during the year required a higher water consumption intensity than that produced in 2024.

- **Study of water supply availability**

²⁹ The actions taken in 2025 in relation to water resources did not require significant operating expenses or investments in fixed assets for the company (the Group Investment Committee approves significant expenses and investments set at amounts exceeding €100,000).

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish versión shall prevail.

- Relevant measure of the 2025–2030 Sustainability Strategy: N/A
- Scope: Faes Farma Central America and the Caribbean
- Start date: 2025
- Expected completion date: 2026
- During 2025, an analysis of available resources was initiated, which will conclude in 2026 with the definition of the measures to be implemented.

In 2026, the possibility of integrating the facilities of Laboratório Edol and Sifi SpA into the water efficiency and management objective of the 2025-2030 Sustainability Strategy will be assessed, with specific measures established for them.

(Paragraph 19) The pharmaceutical production plants located in areas of high water stress³⁰ are those of Faes Farma Portugal, Laboratório Edol and Sifi SpA.

In the case of Faes Farma Portugal, the implementation of measures to reduce water consumption forms part of standard operating procedures, as described above.

At Laboratório Edol and Sifi SpA, no measures are currently in place to reduce water consumption, but it is expected that, following their integration into the Group's Sustainability Strategy, it will be possible to identify improvement actions.

³⁰ Source: [Aqueduct Water Risk Atlas](#)

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

Level achieved: As a result of the analysis, three measures have been identified that could potentially be applied to the Faes Farma Portugal plant. Two of these were implemented in 2025, but a third is pending an economic feasibility study.

Looking ahead to 2026, following the analysis and definition of measures aimed at reducing water consumption carried out at Faes Farma Portugal, as well as the integration of Edol and Sifi into the 2025–2030 Sustainability Strategy, it is expected that additional targets related to water resources will be established.

In addition to the above, general environmental management targets that are also related to water and marine resources include the development of a Group environmental policy and the attainment of ISO 14001 certification at subsidiaries within the Animal Nutrition and Health division [EN1]. For further details on these measures set out in the 2025–2030 Sustainability Strategy, see [section E2-3](#).

[E3-4] Water consumption^{33 34}

(Paragraphs 28 and 29)

Water consumption in own operations (m ³)	2025	2024
Water consumption*	233,963	167,623
Water consumption in water-stressed areas (including areas of high water stress)**	59,998	13,963
Recycled and reused water***	488	1,591

* The 2025 water consumption figure is derived from internal meter readings and includes water consumption at the pharmaceutical production plants of Faes Farma S.A., Faes Farma Portugal, Faes Farma Central America and the Caribbean, Laboratório Edol and Sifi SpA. The 2024 consumption figure corresponds to Faes Farma S.A., Faes Farma Portugal and Faes Farma Central America and the Caribbean.

**This corresponds to water consumption at the plants of Faes Farma Portugal, Laboratório Edol and Sifi SpA.

***This refers to recycled water from the Faes Farma Central America and Caribbean plant, which is the only plant where water is recycled and reused, as modifications have been made to the facilities to recover osmosis reject water.

(Paragraph 29)

Water intensity*	2025	2024
Total water consumption in own operations (m ³ / thousands of EUR of revenue)	0.37	0.33

*Total net revenue used to calculate water intensity is included in Note 23 to the annual accounts

³³ None of the tables included in this chapter have been verified by an external body other than the verifier of this 2025 Non-Financial and Sustainability Information Statement.

³⁴ No water consumption for firefighting purposes was recorded in 2025. The plants of Faes Farma S.A. (Leioa and Derio), Faes Farma Central America and the Caribbean, Laboratório Edol (Carnaxide) and Sifi SpA have a water storage capacity (comprising the sum of the capacities of the fire-fighting water tanks) of 1,586 m³. The Faes Farma Portugal and Laboratório Edol's Linda-a-Velha plants do not have fire-fighting water tanks. In 2024, no fire-fighting water consumption was recorded either. The water storage capacity was 1,177 m³ corresponding to the Faes Farma S.A. and Faes Farma Central America and the Caribbean plants.

[E3-5] Expected financial effects of incidents, risks and opportunities related to water and marine resources

Having analysed and assessed the options for addressing the expected financial effects of incidents, risks and opportunities related to water and marine resources, it has been concluded that, for this financial year, the Group will avail itself of the transitional provisions set out in Appendix C. List of disclosure requirements phased in from “ESRS 1 General Requirements” and the information prescribed in ESRS E3-5 will be omitted.

E5 – RESOURCE USE AND CIRCULAR ECONOMY

[IRO-1] Description of the processes for identifying and assessing material impacts, risks and opportunities related to resource use and the circular economy

(Paragraph 11) In 2024, the first double materiality exercise was carried out, during which **Grupo Faes Farma** examined the locations where it operates and the activities it carries out there in order to determine the IROs related to resource use and the circular economy. In 2025, the double materiality assessment was updated to align with the company’s new circumstances. For details of the process used to determine the company’s IROs, see [section ESRS 2 IRO-1](#).

Impacts, risks and opportunities related to resource use and the circular economy

Topic	Sub-topic	Type	IRO	Associated ESRS	+/-	Actual/Potential	Group scope	Relationship with the company’s value chain (including stakeholders)
Circular economy	Waste and resource outflows	Impact	Implementation of measures for the proper management of waste and packaging at the plants	E5-1, E5-2, E5-3, E5-5, E5-6	+	Current	Group	In-house operations; Logistics Suppliers
Circular economy	Waste and resource outflows	Impact	Environmental pollution due to poor management of medicines and their packaging at the end of their life cycle	E5-1, E5-2, E5-3, E5-5, E5-6	-	Current	Group	In-house operations; Logistics Suppliers; Customers; End users
Circular economy	Resource inputs	Impact	Reduction in the consumption of virgin raw materials through new eco-design measures for packaging and the reuse of manufacturing by-products	E5-1, E5-2, E5-3, E5-4, E5-6	+	Potential	Group	Own operations (Manufacturing); Logistics Suppliers
Circular economy	Resource inputs	Impact	Difficulty in reducing resource use due to strict industry regulations on the packaging of medicines	E5-1, E5-2, E5-3, E5-4, E5-6	-	Current	Faes Farma S.A. Faes Farma Portugal Faes Farma Central America and the Caribbean Laboratório Edol Subsidiaries in Latin America, Italy and Nigeria	Own operations (Manufacturing) Suppliers

With regard to waste and resource use, two impacts have been identified, linked to two different stages of the supply chain:

- A positive impact linked to the waste management measures implemented at each site, ensuring waste is managed correctly.
- Negative impact linked to the possibility that collection and management systems for end-of-life products may not be 100% effective, meaning some medicines could end up in the environment.

From the perspective of resource input, efforts to begin implementing eco-design measures in CAPS products and the reuse of surplus materials—for example, in the animal nutrition plants—stand out, resulting in a positive impact. These measures were initiated in line with the Group’s strategy and are being driven by regulatory requirements.

However, the implementation of such measures faces constraints from sectoral regulations, good manufacturing practices, or even the availability of recycled raw materials, thereby making it difficult to reduce the consumption of virgin raw materials.

[E5-1] Policies relating to resource use and the circular economy

(Paragraphs 14, 15) The implementation of measures for the proper management of waste and packaging, adequate monitoring from the point of leaving the plants until final disposal, the reduction of virgin raw material consumption through new eco-design measures in packaging, and the reuse of manufacturing surpluses are key aspects of the Group's progress towards a circular economy through reduction, reuse and recovery initiatives with the support of authorised waste management operators.

[Sustainability Policy](#)³⁵ expresses the Group's commitment to *“using the resources necessary for the Group's activities in a responsible manner, employing the available control mechanisms in waste management in accordance with current legislation”*, which reflects the actions on which its approach to resource use and the circular economy is based.

Approved by the Board of Directors in November 2021 and available on the website, it applies to all companies within the Group and over which it has management control. Furthermore, in the case of investee companies outside its operational control, the Group promotes awareness of this Policy, as well as action in line with the principles and commitments set out therein. Finally, the Policy is also intended to guide commercial relations with its suppliers.

The use of resources is also covered by the [Code of Ethics and Conduct](#), the latest update of which was approved by the Board of Directors in July 2025: *“We base our actions on respect for the environment, the responsible and efficient use of resources, and contributing to the fight against climate change. We comply with the regulations of national and international regulatory bodies relating to environmental control and protection. We use the necessary resources responsibly and, aware of the environmental impact we generate throughout the entire value chain and the urgency of taking action in this regard, our efforts focus on measuring our performance and taking measures to reduce our impact and contribute to the planet's global objectives”*.

The [Code of Ethics and Conduct](#) is available on the company's website to all stakeholders and applies to all people providing services to the Group.

For details of the key content of the [Sustainability Policy](#) and the [Code of Ethics and Conduct](#), see [section ESRS G1-GOV1](#).

Finally, Sifi SpA's health, safety and environment policy identifies reducing the amount of waste produced and increasing the rate of waste recycled and/or recovered as areas for improvement³⁶.

³⁵ The Sustainability Policy makes no mention of the transition away from the use of virgin resources, including the relative increase in the use of secondary (recycled) resources, nor of the sustainable sourcing and use of renewable resources. Similarly, although in our pharmaceutical production plants we always prioritise waste reduction and recovery over disposal, this is not explicitly addressed in our Sustainability Policy.

³⁶ Sifi SpA's Health, Safety and Environment Policy is available to stakeholders both on the subsidiary's intranet and on the [public website](#). It makes no mention of the transition away from the use of virgin resources, including the relative increase in the use of secondary (recycled) resources, nor of the sustainable sourcing and use of renewable resources. The *General Manager* of Sifi approved this policy and is driving its implementation.

[E5-2] Actions and resources related to resource use and the circular economy

(Paragraphs 19 and 20) Some of the actions related to resource use and the circular economy that form part of the Group's current³⁷ and future day-to-day environmental management are:

Optimisation of waste management in line with the waste hierarchy

- Separation of waste at source.
- Contracts with authorised waste management operators.
- Adherence to the waste hierarchy, with recovery always taking precedence over disposal.
- Maintenance of chronological records of hazardous and non-hazardous waste.

Measures aimed at ensuring sound management of waste generated at the end of the useful life of products sold

- **Extended producer responsibility for packaging placed on the market**
 - SIGRE and Ecoembes – Spain. In relation to extended producer responsibility, Faes Farma S.A. collaborates with SIGRE and Ecoembes for domestic and commercial packaging. In 2025, Faes Farma S.A. also joined SIGRE for industrial packaging.
 - ENVALORA – Spain. The animal nutrition and health business line is a member of this association, which works towards the proper management of agricultural and livestock packaging waste.
 - VALORMED and Sociedade Ponto Verde – Portugal. Compliance with applicable regulations is ensured through these organisations.
 - CONAI – Italy. Packaging management is handled by the National Packaging Consortium.
 - In addition, a similar system is in place in Chile to comply with Law No. 20,920 on the Promotion of Recycling and Extended Producer Responsibility.
- **Proper management of products returned from the market**
 - The Group works with third parties to dispose of medicines that have expired or been damaged during storage. This allows customers to return medicines nearing their expiry date so that they can be properly treated and disposed of.

Furthermore, additional and specific measures have been implemented, which began in 2024 and have continued throughout 2025:

Efficient use of raw materials

- **Reintroduction of products into the production process and reduction of wastage**
 - Relevant measure of the 2025-2030 Sustainability Strategy: N/A
 - Scope: Capselos
 - Start date: 2024
 - Expected completion date: N/A, to be maintained over time
 - Noteworthy best practices include:
 - Reintroduction of rejected, compliant or surplus products into the production chain to prevent their disposal, the majority of which are raw materials of biological origin.
 - The booster pumps ensure that the pipes are completely emptied. Thanks to these measures, potential product wastage (mostly of biological origin) is reduced to just 1%.

As an additional measure introduced in 2025 to address the issue of stock availability for products intended for *food* customers (human nutrition) whose expiry dates were approaching or had already passed, thereby making them unsuitable for sale, these products have been reintroduced into the production chain for *feed* products (animal nutrition). This has prevented them from going to waste.

³⁷ The actions taken in 2025 regarding resource use and the circular economy did not require significant operating expenses or investments in fixed assets for the company (the Group Investment Committee approves significant expenses and investments set at amounts exceeding €100,000).

Prevention of waste generation and efficient use of raw materials

- **Eco-design group for CAPS product packaging**
 - Relevant measure of the 2025-2030 Sustainability Strategy: EN3
 - Scope: Faes Farma S.A.
 - Start date: 2024
 - Expected completion date: 2028
 - Since 2024, the *Healthcare* division of Faes Farma S.A. has had an eco-design group comprising various departments, with the aim of identifying and implementing measures to reduce the consumption of raw materials and prevent the generation of packaging waste associated with CAPS products. In accordance with the obligation to have a packaging waste prevention plan, Faes Farma S.A. is participating in the Ecoembes collective plan with two actions to be monitored until 2028:
 - Elimination of packaging elements: The number of products marketed where the package leaflet has been eliminated is monitored.
 - Use of cardboard packaging with a certificate of sustainable natural resource management: The volume of products sold in which standard cardboard boxes have been replaced with FSC-certified cardboard is monitored. See results achieved in [section E5-3](#).

[E5-3] Targets related to resource use and the circular economy

(Paragraphs 23, 24, 26 and 27) To achieve the commitments regarding resource use and the circular economy set out in the [Sustainability Policy](#), Faes Farma S.A. regularly monitors indicators relating to the following objectives³⁸ :

Increasing the circular design of products and minimising the use of primary raw materials

Extending the eco-design working group to include medicinal product packaging and products from the animal nutrition and health business line

During the stakeholder consultation phase and preliminary analysis aimed at developing the Group's 2025–2030 Sustainability Strategy, the need to expand this working group to other products in line with regulatory requirements and market trends was identified.

Relevant measure of the 2025-2030 Sustainability Strategy: EN3

Related IROs:

- Impact: Reduction in the consumption of virgin raw materials through new eco-design measures in packaging and the reuse of manufacturing surpluses
- Impact: Difficulty in reducing resource use due to strict industry regulations on the packaging of medicines

Scope: Packaging associated with medicines and products from the animal nutrition and health business line over which the company has control and which are marketed in Spain and Portugal

- Start date: 2026
- Expected completion date: 2030

Objective: Creation of multidisciplinary working groups and identification/implementation of eco-design measures for packaging in accordance with regulations and best practice in the sector.

Type of objective: Voluntary

Defined target level: No specific quantitative target is defined; rather, the aim is to establish the working groups and to identify and implement measures provided they are technically, legally and economically viable.

Level achieved: N/A, development will begin in 2026.

Minimisation of the use of primary raw materials

Elimination of leaflets

This objective is established in line with the responsibility and legal requirement to have a waste prevention plan.

Relevant measure in the 2025–2030 Sustainability Strategy: N/A

Related IROs:

- Impact: Reduction in the consumption of virgin raw materials through new eco-design measures in packaging and the reuse of manufacturing surpluses

Scope: CAPS products marketed in Spain

- Start date: 2024
- Expected completion date: 2028

Objective: To increase the number of products and SKUs for which leaflets are eliminated in CAPS products sold in Spain

Type of objective: Voluntary

Target level defined: No specific quantitative target is defined; rather, the aim is to increase the number of product variants sold without package leaflets.

Level achieved: The marketing of certain Cannaben and Fisionatur product lines without package leaflets continues, increasing the number of products marketed without package leaflets in Spain by 16%.

³⁸ Ecological thresholds have not been taken into account when setting targets.

Stakeholders have not been involved in setting targets related to resource use and the circular economy, with the exception of the expansion of the eco-design working group. This target is part of the 2025–2030 Sustainability Strategy, where all measures have been defined following an analysis of stakeholders' expectations and concerns. The defined target is not based on conclusive scientific evidence.

Sustainable sourcing and use of renewable resources

Increased use of cardboard packaging with a sustainable management certificate

As in the previous case, this is established in line with the responsibility and legal requirement to have a waste prevention plan.

Relevant measure of the 2025-2030 Sustainability Strategy: N/A

Related IROs:

- Impact: Reduction in the consumption of virgin raw materials through new eco-design measures in packaging and the reuse of manufacturing surpluses

Scope: CAPS products marketed in Spain

- Start date: 2024
- Expected completion date: 2028

Objective: To increase the number of CAPS products sold in Spain with FSC-certified packaging

Type of objective: Voluntary

Target level defined: No specific quantitative target is defined; rather, the aim is to increase the number of products for which leaflets are no longer provided.

Level achieved: In addition to the FSC-certified products already on the market, products from Cannaben, Arnidol and Vitnatur were added in 2025.

Waste management

Increase in waste recovery

Relevant measure of the 2025-2030 Sustainability Strategy: N/A

Related IROs:

- Impact: Implementation of measures for the proper management of waste and packaging at the plants

Scope: Faes Farma S.A. (Derio Plant)

- Start date: 2025
- Expected completion date: 2025

Objective: To increase the percentage of waste sent for recovery, exceeding the 85% achieved in 2024

Type of objective: Voluntary

Target level defined: $\geq 85\%$ of waste recovered by 2025

Achieved level: Thanks to changes made by some waste management operators, prioritising the procurement of recovery services wherever possible, a waste recovery rate of 92% was achieved in 2025.

Reduction in the generation of non-hazardous waste

Relevant measure in the 2025-2030 Sustainability Strategy: N/A

Related IROs:

- Impact: Implementation of measures for the proper management of waste and packaging at the plants

Scope: Faes Farma S.A. (Leioa Plant)

- Start date: 2025
- Expected completion date: 2025

Objective: Reduction in the ratio of hazardous waste generation relative to the production factor

Type of objective: Voluntary

Target level defined: 2% reduction in the ratio of hazardous waste generation relative to the production factor, compared to 2024

Achieved level: Drums that were previously managed directly as waste have now begun to be used as containers for storing other waste. This has resulted in a 3.6% reduction in the indicator.

(Paragraph 25) All the targets set relate to increasing the circular design of products, preventing waste generation and recycling, reducing raw material consumption, and promoting the use of sustainably sourced raw materials.

	2025	2024	Change 2024–2025	Compliance
Cardboard packaging with sustainable management certification (product units)	344,460	54,487	+532%	NA*
Elimination of leaflets from CAPS products sold in Spain (product units)	192,488	166,379	+16%	NA*
Waste recovery at the Derio plant, Faes Farma S.A. (%)	92%	85%	+7%	Yes
Non-hazardous waste generated at the Leioa plant, Faes Farma S.A., relative to the production factor (kg/production factor)	0.000687	0.000713	-3.6%	Yes

**There has been a positive trend, but the assessment of target achievement will be carried out in 2028.*

In addition to the above, general environmental management targets that are also related to resource use and the circular economy include developing a Group environmental policy and obtaining ISO 14001 certification for subsidiaries in the Animal Nutrition and Health division [EN1]. For further details on these measures set out in the 2025–2030 Sustainability Strategy, see [section E2-3](#).

[E5-4] Resource inputs³⁹

(Paragraphs 30, 31 and 32) The consumption of the main raw materials at the seven production plants of the **Pharmaceuticals and Healthcare Division**, by type, is as follows:

- Active Pharmaceutical Ingredients (APIs)
- Excipients
- Capsules
- Packaging/packaging materials

With regard to the **Animal Nutrition and Health Division**, the main raw materials used vary across the four plants in this business line, as each manufactures different types of products. **Capselos** manufactures microencapsulated premixes for which hydrogenated fats, emulsifiers, additives and esterified fatty acids are used. For the manufacture of premixes and complementary feeds, **Ingaso Farm**, **Tecnovit** and **ISF** use different additives and raw materials (minerals, vitamins, amino acids, dairy products, etc.), depending on the type of product to be manufactured. For its part, **Ingaso Farm** also uses cereals and vegetable protein for the production of finished feed.

The categories summarising the main raw materials for this business line are listed below:

- Cereals, their mixtures and by-products
- Hydrogenated vegetable fats
- Fatty acids
- Emulsifier
- Calcium carbonate
- Sepiolite
- Potato starch
- Packaging materials: bags, sacks, *big bags*, bottles and demijohns, depending on the type of product

Materials used to manufacture the products and services	2025		2024	
	kg	% of total	kg	% of total ⁴⁰
Pharmaceutical and Healthcare Division				
Total weight of technical and biological products and materials used (kg)*	5,000,689	7%	3,718,295	23%
Biomaterials (and biofuels used for non-energy purposes) used to manufacture the company's products and services	0	0%	0	0%
Technical materials, obtained from raw materials through a transformation process	5,000,689	7%	3,718,295	23%
Biological materials (and biofuels used for non-energy purposes) used to manufacture the company's products and services (including packaging) sourced sustainably, with information on the certification scheme used and on the application of the cascade principle	0	0%	0	0%
Reused or recycled secondary components, secondary intermediate products and secondary materials used to manufacture the company's products and services (including packaging) (kg)	0	0%	0	0%
Animal Nutrition and Health Division				
Total weight of technical and biological products and materials used (kg)*	71,745,542	93%	12,273,209	77%

³⁹ None of the tables included in this chapter have been verified by an external body other than the verifier of this 2025 Non-Financial and Sustainability Information Statement.

⁴⁰ The 2024 percentages have been adjusted to reflect the total volume of technical and biological products and materials used by the Group, rather than by business line.

Biological materials (and biofuels used for non-energy purposes) used to manufacture the company's products and services	68,237,972	89%	9,394,234	59%
Technical materials, obtained from raw materials through a transformation process	3,507,570	5%	2,878,975	18%
Biological materials (and biofuels used for non-energy purposes) used to manufacture the company's products and services (including packaging) sourced sustainably, with information on the certification scheme used and on the application of the cascade use principle	0%**	0%**	0**	0%**
Reused or recycled secondary components, secondary intermediate products and secondary materials used to manufacture the company's products and services (including packaging) (kg)	0	0%	0	0%
Total technical and biological products and materials used (kg)	76,746,240	100%	15,991,504	100%

*Technical materials refer to materials obtained from raw materials through a transformation process.

**There is no certificate of sustainable origin for the identified biological materials.

Biological raw materials⁴¹ are used in animal nutrition plants for the manufacture of semi-finished and finished products such as cereals, their mixtures and by-products, hydrogenated vegetable fats or potato starch.

Raw material data is derived from direct measurement. The quantity of these materials is recorded upon receipt of the goods and is reflected in the management software of each production plant; in the case of Faes Farma Central America and the Caribbean (Guatemala), the figure for kilograms of capsules is obtained by multiplying the average weight of a capsule by the number of capsules used.

In the case of capsules, as the information is available in units, an estimate of the approximate weight of a capsule is made and multiplied by the number of units used to manufacture the various medicines.

The difference in the total products and materials used is explained by the fact that, in 2025, packaging material data is derived from production orders stored in the management software used by the production plants. For each product, the packaging/materials required for its manufacture are identified; therefore, based on the different units produced, the packaging/packaging material data is obtained, and is thus not a direct measurement.

Meanwhile, for the year 2024, the packaging material data for Faes Farma S.A., Tecnovit, Ingaso Farm and Capselos were estimated based on the packaging declarations submitted to SCRAP/the Ministry in 2023 and the revenue figures for 2023 and 2024. In the case of Faes Farma Central America and the Caribbean, the packaging material data was obtained using the ratio of the declared packaging weight to Faes Farma S.A.'s 2024 revenue and Faes Farma Central America and the Caribbean's revenue data for 2024.

⁴¹ Biological raw materials are a unique group of raw materials based on natural and plant-based ingredients.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

[E5-5] Resource use⁴²

(Paragraphs 35 and 36) With regard to the products sold by the Group, we are beginning to consider recyclability criteria for the packaging of CAPS products, currently implementing specific measures that go beyond legal requirements.

With regard to the attributes of durability and reparability, depending on the type of products sold, these do not apply to key products and materials arising from the production process.

(Paragraphs 37, 38, 39 and 40) Waste generation is one of the most significant issues at the production plants across the various business lines. Consequently, procedures are in place that set out guidelines for the proper management of waste, improving waste separation at source and, consequently, its recovery.

Pharmaceutical and *Healthcare* Division

The main types of waste generated are typical of the sector:

- Waste from medicine packaging, consisting mainly of cardboard and plastic
- Contaminated plastic or metal packaging
- Waste comparable to municipal waste
- Wooden pallets

Animal Nutrition and Health Division

The products manufactured at **Ingaso Farm** and **ISF** are food products with a shelf life of 6 to 24 months, depending on their ingredients. Two types of packaging are used: sacks and big bags. Once the product they contain has been used, sacks and big bags are not reusable. The waste generated in our production process is similar to that of other companies in the sector:

- Plastic packaging
- Paper or cardboard packaging
- Products unfit for consumption (products from cleaning or sweeping, products in poor condition, etc.)
- Packaging contaminated with hazardous waste

The **Tecnovit** and **Capselos** plants, which are also dedicated to the production of food products, mainly generate packaging contaminated with hazardous substances or cardboard/plastic packaging; in the case of **Tecnovit**, aqueous liquids containing hazardous substances constitute the largest volume of waste generated.

In addition, we indirectly generate other waste such as oils and greases from machinery, electronic devices, cartridges, printer toner, etc. The waste management companies selected for treatment have been chosen with a focus on waste recovery. The main recoverable materials are: paper and cardboard, plastics and biomass for energy cogeneration.

Products and materials	2025	2024
% of recyclable content in products and their packaging	0%	0%

A 0% recyclable content in products and their packaging is assumed, pending the publication of the delegated acts linked to Regulation (EU) 2025/40 on packaging and packaging waste, which will define the characteristics required for packaging to be considered recyclable.

⁴² None of the tables included in this chapter have been verified by an external body other than the verifier of this 2025 Non-Financial and Sustainability Information Statement.

All the 2025 tables in this chapter include data on expired or defective products owned by the Group, which have been destroyed by logistics operators.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

Waste generated from own operations (tonnes)	2025	2024
Hazardous waste	965	531
Non-hazardous waste	1,526	883
Total	2,491	1,414

Waste generated from own operations not intended for disposal (tonnes)	2025	2024
Hazardous waste not intended for disposal	798	399⁴³
Intended for preparation for reuse	0	0
Recycled	0	0.5
Sent for other recovery operations	798	399
Non-hazardous waste not intended for disposal	1,165	666
Intended for preparation for reuse	0	0
Recycled	83	0
Sent for other recovery operations	1,083	666
Total waste generated not destined for disposal	1,963	1,065

Waste generated from own operations destined for disposal (tonnes)	2,025	2,024
Hazardous waste sent for disposal	167	131
Disposed of by incineration	20	12
Sent to landfill	51	4
Sent for other disposal operations	97	115
Non-hazardous waste destined for disposal	361	217
Non-hazardous waste disposed of by incineration	7	16
Non-hazardous waste sent to landfill	134	94
Non-hazardous waste destined for other disposal operations	220	107
Total waste generated destined for disposal	528	348

Waste generated from own operations	2025		2024⁴⁴	
	Tn	%	Tn	%
Total waste generated	2,491	100%	1,414	100%
Total non-recycled waste	2,409	97%	1,413	100%
Total recycled waste	83	3%	0.5	0%

Hazardous waste generated, of which radioactive	2025	2024
Hazardous waste generated (tonnes)	965	531
Radioactive waste generated (tonnes)	0	0

Waste data is obtained from the various identification documents recorded for each logistics operation in compliance with current legislation; therefore, these are direct measurements.

⁴³ The 2024 data has been updated due to an adjustment in the type of waste treatment at one of the subsidiaries.

⁴⁴ The 2024 data has been updated because there was an error in the transfer of information, resulting in the data being swapped.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

[E5-6] Expected financial effects of incidents, risks and opportunities related to resource use and the circular economy

After analysing and assessing the options for addressing the expected financial effects of incidents, risks and opportunities related to resource use and the circular economy, it has been concluded that in this financial year the Group will avail itself of the transitional provisions set out in Appendix C, 'List of phased-in disclosure requirements', of 'ESRS 1 General Requirements' and will omit the information prescribed in NEIS 5-6.

DISCLOSURE OF INFORMATION PURSUANT TO ARTICLE 8 OF REGULATION (EU) 2020/852 (TAXONOMY REGULATION)

On 18 June 2020, the European Commission adopted Regulation 2020/852, also known as the “Taxonomy Regulation”,
Taxonomy”, with the aim of establishing a framework to facilitate sustainable investment.

This Regulation was followed by the following Delegated Regulations:

- Delegated Regulation of 4 June 2021, which defines a list of economic activities that contribute substantially to the **objectives of climate change mitigation** and adaptation and do not cause significant harm to other environmental objectives. It has subsequently been amended:
 - In March 2022 to include economic activities in certain energy sectors,
 - On 27 June 2023 to include adjustments and new activities within these two objectives.
- Delegated Regulation of 6 July 2021 describing the various **key indicators to be reported** by companies subject to the obligation to publish non-financial statements in accordance with Articles 19a and 29a of Directive 2013/34. It has subsequently been amended:
 - In March 2022 to specify the public disclosure of information on activities in certain energy sectors,
 - On 27 June 2023 to include specific public information on the economic activities of the last four objectives.
- Delegated Regulation of 26 June 2023, which supplements the regulations published to date by establishing the technical selection criteria for determining the conditions under which an economic activity is considered **to contribute substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, the prevention and control of pollution, or the protection of biodiversity and ecosystems**, and to determine whether such an economic activity does not cause significant harm to any of the other environmental objectives.
- Commission Delegated Regulation (EU) 2026/73 of 4 July 2025 amending Delegated Regulation (EU) 2021/2178 as regards the **simplification of the content and presentation of the information** to be disclosed on environmentally sustainable activities and Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 as regards the simplification of certain technical selection criteria for determining whether economic activities do not cause significant harm to environmental objectives.

Consequently, in accordance with Article 10(2) of Article 8 of the Taxonomy Regulation, we report in this report the proportion of activities aligned with and eligible under the taxonomy in terms of their turnover (revenue), their investments in fixed assets (CapEx) and their operating expenses (OpEx) for the objectives of:

- Climate change adaptation
- Climate change mitigation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

Accounting policy, assessment of compliance with Regulation 2020/852 and other related regulations, and contextual information

The Group’s activities are primarily based on the manufacture and marketing of medicines, active pharmaceutical ingredients and animal nutrition products. In addition, CAPS products manufactured by third parties are marketed.

Turnover – eligibility

The nature of our operation falls within the scope of activities covered by the objective of “Pollution prevention and control”:

Objective	Economic activity in accordance with the Taxonomy
Pollution prevention and control	1.1. Manufacture of active pharmaceutical ingredients (APIs) or active substances
	1.2. Manufacture of medicinal products

It should be noted that **Grupo Faes Farma** markets medicines and active ingredients manufactured in-house and by third parties, manufactures medicines and active ingredients at the request of third parties, and markets products under licence. To distinguish the revenue corresponding to medicines and active ingredients manufactured directly, a detailed analysis has been carried out to differentiate these cases at product level. Cases where the product is merely packaged at the Group’s facilities have not been considered as medicines manufactured by the Group.

The key indicator relating to turnover is calculated as the proportion of revenue derived from eligible activities (numerator) to the company’s total revenue (denominator). Such revenue corresponds to that recognised in accordance with International Accounting Standard (IAS) 1, paragraph 82(a), as adopted by Commission Regulation (EC) No 1126/2008. The denominator of this key indicator is set out in note 16 “Ordinary income and other income” of the consolidated notes for the 2025 financial year.

Details of the indicators can be found below in the [section ‘Taxonomy Tables: Quantitative Information. European Taxonomy for Sustainable Finance’](#).

OpEx – eligibility

This indicator is defined as the proportion of eligible taxonomic OpEx (numerator) to total taxonomic OpEx (denominator).

This denominator reduces total operating expenses to non-capitalised direct costs relating to research and development, building refurbishment measures, short-term leases, maintenance and repairs, as well as other direct expenses related to the day-to-day maintenance of tangible fixed assets by the company or a third party to whom activities are outsourced, and which are necessary to ensure the continued and effective operation of such assets.

On the other hand, the numerator of this indicator would include the operating expenses included in the denominator that are allocated to eligible activities.

Our non-capitalised direct costs covered by the European taxonomy, i.e. those included in the denominator, represent less than 5% of the Group’s total operating expenses (see the table below). Therefore, their value is considered immaterial and, in accordance with section 1.1.3.2 of Annex 1 to the Delegated Regulation of 6 July 2021, the numerator of the indicator is reported as 0.

Target	Total (in thousands of euros)	Proportion of taxonomic OpEx of total OpEx (in %)
Non-capitalised expenses	514,610	-
Non-capitalised expenses recorded by the Taxonomy (Denominator) ⁴⁵	19,235	3.74%

⁴⁵ Based on the definition of the denominator of the OpEx KPI, as defined by the Taxonomy, this denominator has been obtained by aggregating the following items listed in note 18 of the 2025 consolidated financial statements under “Other expenses”: “Operating lease expenses” + “Research and development expenses” + “Repair and maintenance”. Furthermore, the Group’s total OpEx is considered to be the sum of the following operating expenses: “Consumption of raw materials and consumables” (profit and loss account of the 2025 consolidated financial statements), “Employee remuneration expenses” (note 17 of the 2025 consolidated financial statements) and “Other expenses” (note 18 of the 2025 consolidated financial statements).

In 2025, (3.59%), the proportion of taxonomic OpEx is slightly higher than in 2024 remaining below 5% in both cases.

Details of the indicators and the template can be found below in the [section 'Taxonomy Tables: Quantitative Information. European Taxonomy for Sustainable Finance'](#).

CapEx – eligibility

This indicator is calculated as the proportion of fixed assets invested in eligible economic activities (numerator) relative to the total assets acquired during the 2025 financial year (denominator).

This denominator (total CapEx) is calculated as additions to tangible and intangible assets before depreciation, amortisation, revaluations and impairment losses, excluding changes in fair value. It also includes additions resulting from business combinations.

Thus, total CapEx will cover costs recognised in accordance with:

- a) IAS 16 Property, Plant and Equipment, paragraph 73(e)(i) and (iii);
- b) IAS 38 Intangible Assets, paragraph 118(e)(i);
- c) IAS 40 Investment Property, paragraph 76(a) and (b) (for the fair value model);
- d) IAS 40 Investment Property, paragraph 79(d)(i) and (ii) (for the cost model);
- e) IAS 41 Agriculture, paragraph 50(b) and (e);
- f) IFRS 16 Leases, paragraph 53(h).

In accordance with the consolidated financial statements, total CapEx is disclosed in notes 4 and 5 to the 2025 consolidated financial statements and corresponds to additions for the financial year.

Given the low level of eligible CapEx amounts, the Group has not formally proposed a CapEx plan, as set out in section 1.1.2.2 of Delegated Regulation 2021/2178 of 6 July.

Following the commissioning of the Derio pharmaceutical plant and the ISF by Farm Faes plant in 2024, the volume of investment in 2025 has been significantly reduced. This is due to the completion of the construction and commissioning phase, with investments in 2025 focusing on equipping the facilities and increasing tangible fixed assets relating to vehicles in the Sifi and Edol subgroups. The main activities relating to economic activities included in the Taxonomy Regulation are detailed below:

Objectives	Description of the activity	Economic activity in accordance with the Taxonomy
Climate Change Mitigation / Adaptation	Tangible fixed assets relating to vehicles in the SIFI subgroup and the Edol subgroup	6.5 Transport by motorcycles, passenger cars and light commercial vehicles
	Replacement of energy-efficient lighting, air conditioning and ventilation equipment	7.3. Installation, maintenance and repair of energy-efficient equipment
Sustainable use and protection of water and marine resources	Improvement of the water system at Faes Farma Portugal	2.1. Water supply
Pollution prevention and control	Equipment and machinery for the manufacture of active ingredients at the Leioa plant, Vizcaya (Spain)	1.1. Manufacture of active pharmaceutical ingredients (APIs) or active substances
	Equipment and machinery dedicated to the manufacture of medicines at our five active pharmaceutical plants	1.2. Manufacture of medicines

With regard to the goals of “Transition to a circular economy” and “Protection and restoration of biodiversity and ecosystems”, we have no investments linked to the activities covered by these goals.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish versión shall prevail.

In the eligibility assessment, the figures corresponding to each one of the measures implemented through a comprehensive analysis of the various CapEx items across the different departments and business units, thereby avoiding any potential double counting.

When assessing the eligibility of investments made at the Derio plant in line with activity “1.2. Manufacture of medicines”, those directly related to the medicine manufacturing process have been considered. For example, manufacturing machinery and equipment, quality and laboratory equipment, and palletising software, amongst others, are considered eligible. However, civil engineering works that do not have a direct and exclusive link to the medicinal product manufacturing process are not considered eligible (handrails, structural elements, etc.).

In the event that an investment at the Leioa plant is directly linked to both the manufacture of medicinal products and active pharmaceutical ingredients, it has been classified under activity 1.2 as this is our core business.

If activities are eligible for both the ‘climate change mitigation’ and ‘climate change adaptation’ objectives, this value has been allocated to the ‘climate change mitigation’ objective in order to avoid the risk of double counting. In this way, we ensure consistency with the types of actions promoted by our ESG Strategy.

On the other hand, if the same investment is eligible for different objectives and activities, it is considered under only one objective. The criterion followed has been to assign it to the objective linked to the nature of the investment (for example, if the investment relates to the installation of a sanitation network eligible for four of the objectives, it has been assigned to “Sustainable use and protection of water and marine resources”).

Details of the indicators and the template can be found below in the [section ‘Taxonomy Tables: Quantitative Information. European Sustainable Finance Taxonomy’](#).

Degree of alignment

In order to determine the degree of alignment of eligible revenues and investments (OpEx is considered “immaterial”), compliance with the three requirements is assessed: technical criteria, the “*do no significant harm*” principle, and compliance with the “minimum safeguards”. We are currently taking the necessary steps to ensure compliance with the minimum safeguards as set out in the Taxonomy Regulation (2020/852) and in the documents published by the European Commission in this regard. Furthermore, we are working on analysing the vulnerabilities to climate change risks and opportunities that affect us, which is one of the key requirements under the “*do no significant harm*” principle. Consequently, the level of alignment is 0%.

Taxonomy Tables: Quantitative information. European Sustainable Finance Taxonomy

Proportion of turnover, CapEx and OpEx derived from products or services associated with economic activities eligible under the taxonomy or that comply with it. Disclosure for the year 2025

ICR	Total (€ thousands)	Proportion of activities eligible under the taxonomy	Activities that comply with the taxonomy	Proportion of activities that comply with the taxonomy	Breakdown of activities that comply with the taxonomy by environmental objectives						Proportion of enabling activities	Proportion of transition	Activities not assessed as lacking significant relative importance	Activities that comply with the taxonomy in the previous financial year (N-1)	Proportion of activities that comply with the taxonomy in the previous financial year (N-1)
					Climate change mitigation	Adaptation to climate	Water	Circular economy	Pollution	Biodiversity					
Turnover	626,988	39.13%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0	0%
OpEx	Not material	Not material	Not material	Not material	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not material
CapEx	21,988	67.79%	-	0%	0%	0%	0%	0%	0%	0%	Not applicable	Not applicable	0%	-	0%

Proportion of turnover derived from products or services associated with economic activities that are eligible under the taxonomy or that comply with it. Disclosure for the year 2025

Economic Economic	Eligible	Eligible ICR under the taxonomy (proportion of CAPEX)	ICR that complies with the taxonomy (monetary value of CAPEX)	ICR that complies with the taxonomy (proportion of CAPEX)	Environmental objective of activities that comply with the taxonomy						Enabling activity	Transition activity	Proportion of eligible ICR under the taxonomy that complies with the taxonomy
					Climate change mitigation	Climate change adaptation Climate	Water	Circular economy	Pollution	Biodiversity			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
		%	thousands of euros	%	%	%	%	%	%	%	("E", where where applicable)	("T", where applicable)	%
1.1 Manufacture of active pharmaceutical ingredients (APIs) or active substances	PPC 1.1	5.01%	0	0%	0%	0%	0%	0%	0%	0%	Not applicable	Not applicable	0%
1.2 Manufacture of medicines	PPC 1.2	34.13%	0	0%	0%	0%	0%	0%	0%	0%	Not applicable	Not applicable	0%
Total adjustment by objective					0%	0%	0%	0%	0%	0%			
Total ICR (turnover)		39.13%	0	0%	0%	0%	0%	0%	0%	0%	Not applicable	Not applicable	0%

Proportion of CapEx arising from products or services associated with economic activities that are eligible under the taxonomy or that comply with it. Disclosure for the year 2025

Economic Economic	ICR	Eligible ICR according to the taxonomy (proportion of CAPEX)	ICR compliant with the taxonomy (monetary value of CAPEX)	ICR compliant with the taxonomy (proportion of CAPEX)	Environmental objective of activities that comply with the taxonomy						Enabling activity	Transition activity	Proportion of eligible ICR under the taxonomy that complies with the taxonomy
					Climate change mitigation	Climate change adaptation Climate	Water	Circular economy	Pollution	Biodiversity			
6.5 Transport by motorcycles, passenger cars and light commercial vehicles	CCM 6.5	23.16%	0	0%	0%	-	-	-	-	-	Not applicable	Not applicable	0%
7.3 Installation, maintenance and repair of energy-efficient equipment	CCM 7.3	0.46%	0	0%	0%	-	-	-	-	-	Not applicable	Not applicable	0%
6.5 Transport by motorcycles, passenger cars and light commercial vehicles	CCA 6.5	23.16%	0	0%	-	0%	-	-	-	-	Not applicable	Not applicable	0%
7.3 Installation, maintenance and repair of energy-efficient equipment	CCA 7.3	0.46%	0	0%	-	0%	-	-	-	-	Not applicable	Not applicable	0%
2.1 Water supply	WTR 2.1	0.01%	0	0%	-	-	0%	-	-	-	Not applicable	Not applicable	0%
1.1 Manufacture of active pharmaceutical ingredients (APIs) or active substances	PPC 1.1	0.12%	0	0%	-	-	-	-	0%	-	Not applicable	Not applicable	0%
1.2 Manufacture of medicines	PPC 1.2	44.03%	0	0%	-	-	-	-	0%	-	Not applicable	Not applicable	0%
Total adjustment by objective					0%	0%	0%	0%	0%	0%			
Total ICR (turnover)		67.79%	0	0%	0%	0%	0%	0%	0%	0%	Not applicable	Not applicable	0%

SOCIAL INFORMATION

S1 – OWN WORKFORCE

[S1-SBM2] Stakeholder interests and views

(Paragraph 12) Information on how the Group engages with its own staff and takes their views, interests and rights into account; see [section ESRS 2 SBM-2](#), which sets out the various forms and channels of communication and dialogue the Group maintains with each of its stakeholder groups.

[S1-SBM3] Material issues, risks and opportunities and their interaction with the strategy and business model

(Paragraph 13) To understand how the impacts, risks and opportunities affecting the Group's own staff arise from the Group's strategy and business model, and how they underpin and contribute to its adaptation, see [section ESRS 2 SBM-3](#).

(Paragraph 14⁴⁶) All employees who could be significantly affected by the company are included within the scope of the information disclosed in [section ESRS 2 SBM-3](#). In all cases, the employees who could be affected by the identified IROs are the Group's salaried staff.

Impacts, risks and opportunities relating to the Group's own staff

Topic	Subtopic	Type	IRO	Associated ESRS	+/-	Current / Potential	Group Scope	Relationship with the company's value chain (including stakeholders)
Own staff	Working conditions and labour rights	Impact	Personal and professional development of employees through the implementation of attractive working conditions (recruitment, training and talent retention), thereby contributing to the company's development	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-8, S1-10, S1-11, S1-13, S1-14, S1-15, S1-17	+	Potential	Group	In-house operations
Own staff	Working conditions and labour rights	Risk	Increased costs due to demands for pay rises, as well as penalties for breaches of working conditions, which may lead to strike action	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-8, S1-10, S1-11, S1-14, S1-15, S1-17	N/A	N/A	Group	Own operations
Own staff	Equal treatment and opportunities for all	Impact	Group-wide recruitment procedures ensuring equality, diversity and inclusion	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-9, S1-12, S1-16, S1-17	+	Current	Group	Own operations
Own staff	Equal treatment and opportunities for all	Impact	Lack of physical accessibility measures at the facilities in Leioa (Spain), Guatemala and Animal Nutrition	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-12, S1-17	-	Current	Faes Farma S.A Faes Farma Central America and the Caribbean Animal Health and Nutrition Business	Own operations
Own staff	Equal treatment and opportunities for all	Impact	Promotion of equal treatment and opportunities regardless of gender, race, age, religion, disability, etc.	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-9, S1-12, S1-13, S1-16, S1-17	+	Current	Group	Own operations

⁴⁶ (Paragraph 14 e)) The measures arising from the transition plan to reduce carbon emissions do not have a negative impact on the Group's own staff. See section [E1-1](#).

(Paragraph 14 f) g)) No significant IROs linked to forced labour and child labour have been identified; therefore, there are no operations at risk in this regard.

Own staff	Equal treatment and opportunities for all (sub-sub-theme: Training and capacity building)	Impact	Continuous development of employees' knowledge and skills through training programmes tailored to their needs	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-13, S1-17	+	Current	Group	Own operations
Own staff	Equal treatment and opportunities for all (sub-sub-theme: Training and capacity building)	Impact	Lack of employee motivation due to a shortage of internal career development plans tailored to different profiles	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-13, S1-17	-	Current	Group	Own operations
Own staff	Working conditions (Sub-sub-theme: health and safety)	Impact	Reduction in accidents occurring on own premises and commuting accidents thanks to the safety and security measures put in place	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-14, S1-17	+	Current	Group	Own operations
Own staff	Working conditions (Sub-sub-theme: health and safety)	Impact	Impact on employees' health due to the risks to which they are exposed in their workplaces	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-14, S1-17	-	Current	Faes Farma S.A. Faes Farma Portugal Faes Farma Central America and the Caribbean Animal Health and Nutrition Business Sifi SpA Edol Laboratory	Own operations

The three **negative impacts** are generalised as they are not linked to specific events but to broader areas. The previous definition of the **positive impacts** indicates their origin. All of them affect all employees, and in the case of the impact of *Group-wide recruitment procedures that ensure equality, diversity and inclusion*, they additionally affect candidates for job vacancies. Finally, the first impact and **risk** in this table relate to working conditions. The same applies to the last impact, which relates to health and safety measures.

(Paragraph 15) N/A. No understanding has been developed of how people with specific characteristics, those working in particular contexts or those carrying out specific activities may be at greater risk of harm, as all members of the Group's own staff could be negatively affected by the ORIs identified as a result of the double materiality exercise carried out.

(Paragraph 16) N/A. The material risks and opportunities arising from impacts on the Group's own staff and its subsidiaries do not relate to specific groups of people but to all the Group's own staff.

[S1-1] Policies relating to the Group's own workforce

At the Faes Farma Group, we know that people are the driving force behind our innovation and growth. Their knowledge, commitment and creativity enable us to adapt to a sector such as the pharmaceutical industry, which is constantly evolving. For this reason, we promote working environments that foster well-being, equal opportunities and professional development, convinced that nurturing and developing talent is essential to building a sustainable, adaptable company that is prepared for the future.

(Paragraphs 19, 20, 23 and 24) The pillar of the [Sustainability Policy](#), “Respect and care for people”, reflects the Group's commitment to its staff. This Policy is embodied in the Sustainability Strategy, which positions people as one of the pillars of the strategy, as an indispensable means of achieving a more inclusive, fair and sustainable environment, linking these efforts to the achievement of each of the strategic objectives.

The roadmap for people management is focused on achieving the following commitments:

- Responding to internal and external challenges, aligning and seeking people's commitment to the Group's purpose and new culture
- Developing professionals and retaining talent
- To continue working towards equal opportunities and the creation of diverse and inclusive environments
- Expand the corporate health and safety model so that corporate standards are established and met across all businesses and geographies where the Group operates
- To promote a positive impact on the community

To achieve these objectives, it develops various policies, codes and procedures applicable to all staff:

[Code of Ethics and Conduct](#)⁴⁷ recently updated to incorporate the new purpose, mission, vision and values, sets out the values, guiding principles and standards of conduct that should guide and inspire actions and decisions. It serves as a mandatory practical framework to ensure that all activities are carried out honestly, fairly and responsibly, promoting an ethical working environment that is aligned with the company's objectives and corporate culture. This code is complemented by the **Code of Use of IT Tools**, which aims to encourage the use of technology to meet the Group's needs and prevent its use in conduct that harms individuals or the company, and the **Anti-Corruption and Anti-Bribery Policy**, which aims to prevent, detect and combat any form of corrupt or bribery-related behaviour within the Group, and ensure that all activities are carried out in an ethical, legal and transparent manner, promoting an environment of integrity and regulatory compliance.

(Paragraph 24.b) In the Code, the Group expresses its commitment to zero tolerance of all forms of discrimination on grounds of gender, race, sexual orientation, age, marital status, religious beliefs, political opinions, nationality, social origin or disability, and any other form of discrimination covered by EU regulations and legislation.

(Paragraph 24.c) The Group's **Diversity, Equity and Inclusion Policy**⁴⁸, approved in December 2025, establishes a common framework for action to ensure that everyone has equal opportunities for access, development and progression, in a safe, respectful and discrimination-free working environment. This policy guides decision-making, defines responsibilities and reinforces our commitment to merit-based talent practices, eliminating biases and barriers, and promoting diversity as a driver of innovation, competitiveness and the creation of sustainable value for the business and for society. It covers key processes such as recruitment, professional development, internal mobility, working conditions and external relations. It includes essential principles such as equality, non-discrimination and active inclusion, as well as specific commitments to inclusive processes, equal pay, continuous training and accessibility. These specific commitments also include the inclusion of people belonging to groups at particular risk of vulnerability, such as women in technical

⁴⁷ To ensure its dissemination, it has been made available to all staff via the corporate training platforms, the intranet and the Group's website, and is available in the corporate repository. During the second half of the year, various training campaigns were carried out across all companies and workplaces, using short training modules and posts on internal communication platforms, and various training sessions were conducted via the Faes Farma Academy training platform.

⁴⁸ Made available to the relevant stakeholders who must contribute to its implementation via the intranet. It has been communicated through internal channels.

fields, people with disabilities and those with diverse backgrounds, through inclusive processes, accessibility, mentoring and continuous training.

(Paragraph 24.d) Through the **Policy on the Prevention of and Action against Harassment and Discrimination**⁴⁹, the Group reaffirms its commitment to zero tolerance of any conduct constituting harassment in any of its forms, and promotes a working environment based on mutual respect. This policy aims to guarantee human dignity, individual freedom, sexual freedom and moral integrity through the implementation of proactive measures that foster these values. The protocols against harassment and discrimination complement this policy by establishing preventive measures and reporting procedures designed to prevent and eradicate situations of workplace harassment, sexual harassment, harassment on the grounds of gender, and other conduct that infringes upon sexual freedom or moral integrity. These protocols, negotiated within the committees of the Group's various companies, have as their primary objective the guarantee of a safe, respectful environment free from behaviour contrary to people's fundamental rights.

Recruitment and selection policy⁵⁰ aims to ensure compliance with the Group's values and strategic objectives by ensuring that recruitment and selection processes are conducted in accordance with principles of fairness and non-discrimination. It sets out the basic principles that must govern all recruitment and selection activities:

- Respect for equal opportunities and the promotion of non-discrimination
- Processes based on criteria of merit and ability
- Compliance with the labour legislation in force in each country in this area
- Guaranteeing absolute confidentiality and the protection of personal data
- Value proposition for candidates
- Ensuring objective and impartial selection and recruitment processes
- Encouraging the recruitment of people from marginalised groups and those with different abilities.

Furthermore, it identifies and regulates each stage of the recruitment and selection process, setting out the criteria and standards that must govern these processes. The new selection procedure includes, amongst its objectives, promoting the recruitment of people with disabilities with the aim of ensuring selection and recruitment processes based on objective and impartial criteria. Furthermore, it actively promotes workplace inclusion through the recruitment of people from socially excluded groups and those with different abilities, fostering a diverse and equitable working environment that reinforces our values of social responsibility and commitment to equal opportunities.

In both business lines in Spain, the Group has a **Staff Training Procedure** designed to establish the necessary guidelines and methods for planning, implementing and evaluating training initiatives within the organisation. It aims to ensure that staff receive appropriate training in line with their roles and needs, thereby ensuring the continuous development of their skills and competencies. It also promotes the standardisation and monitoring of training processes, aligning them with the company's strategic objectives and helping to improve staff performance and efficiency. It covers the identification of training needs, the definition of learning objectives, the planning and scheduling of courses or activities, the allocation of resources, the delivery methodology, and the monitoring and evaluation of results. It also includes the roles and responsibilities of those involved in the process. These training needs are set out in the Annual Training Plan, which is reviewed and evaluated at the end of the year in the Training Report, which includes an assessment of the overall fulfilment of the training plan within the company.

Health and Safety Policy⁵¹ through which the Group is committed to continuous improvement in occupational health and safety by providing safe and healthy working conditions in all environments where it operates,

⁴⁹ Made available to affected stakeholders who must contribute to its implementation via the intranet, through posters in all workplaces and via training for all staff.

⁵⁰ Made available to affected stakeholders and those required to contribute to its implementation via the intranet and is available in the corporate repository. Training has been provided to recruitment managers in the group's subsidiaries regarding the newly approved procedure.

⁵¹ Made available to the relevant stakeholders who are required to contribute to its implementation, via the intranet and in the corporate repository.

complying with the requirements of the applicable regulations in each of the locations where it carries out its activities, fostering health and well-being at work, and promoting the participation and consultation of employees and their representatives.

These policies are implemented through specific procedures to ensure that discrimination is prevented, mitigated and addressed once detected, as well as to promote diversity and inclusion in general. For specific examples of the procedures implemented, see [section ESRS S1-4](#) on actions relating to the impact ‘Promotion of equal treatment and opportunities without distinction as to gender, race, age, religion, disability, etc.’ and to the impact ‘Group-wide recruitment procedures ensuring equality, diversity and inclusion’.

Details of the policies relating to human capital management at the **Faes Farma Group**:

Policy	Scope/perimeter at company level	Public or internal	Highest level responsible for its implementation	References to standards	Year
Sustainability Policy	Group	Public (Website)	Board of Directors	-	November 2021
Code of Ethics and Conduct	Public	Public (Website) + Intranet	Board of Directors	Code of Good Practice for the Pharmaceutical Industry (Farmaindustria) International Bill of Human Rights Fundamental Conventions of the International Labour Organisation (ILO) OECD Guidelines for Multinational Enterprises	July 2025
Diversity, Equity and Inclusion Policy	Group	Intranet	Board of Directors	International Bill of Human Rights Fundamental Conventions of the International Labour Organisation (ILO) OECD Guidelines for Multinational Enterprises	December 2025
Policy on the prevention of and action against harassment and discrimination	Group	Intranet	CEO	International Bill of Human Rights Fundamental Conventions of the International Labour Organisation (ILO) OECD Guidelines for Multinational Enterprises	January 2024
Recruitment and Selection Policy	Group	Intranet	<i>Chief People Officer</i>	International Bill of Human Rights Fundamental Conventions of the International Labour Organisation (ILO) OECD Guidelines for Multinational Enterprises	January 2024
Health and Safety Policy	Group	Website	CEO	International Bill of Human Rights	June 2025

				Fundamental Conventions of the International Labour Organisation (ILO) OECD Guidelines for Multinational Enterprises	
--	--	--	--	--	--

(Paragraphs 21 and 22) The **Faes Farma Group** confirms that its policies relating to its own staff comply with the relevant internationally recognised instruments, including the United Nations Guiding Principles on Business and Human Rights. Compliance with these instruments is demonstrated as follows:

- **United Nations Guiding Principles on Business and Human Rights:** ensuring a human rights-based approach across all our operations. This includes establishing accessible grievance mechanisms for employees.
- **International Labour Organisation (ILO) Core Conventions:** policies strictly prohibit child labour, forced labour and any form of discrimination or labour exploitation, such as human trafficking. They also promote respect for freedom of association and collective bargaining at all levels.
- **International Bill of Human Rights:** ensures that labour practices respect fundamental rights, including the rights to dignity, equality and safety, promoting an inclusive and equitable working environment.
- **OECD Guidelines for Multinational Enterprises:** these guidelines draw on international recommendations regarding responsible employment, human rights and sustainable development, reinforcing our commitment to operating with integrity and transparency.

[S1-2] Processes for engaging with our own employees and employee representatives regarding incidents

(Paragraph 27) At the Faes Farma Group, processes for engaging with our own staff and their representatives are carried out, on the one hand, in accordance with the labour regulations and sectoral agreements applicable in each country, which constitute the framework for ensuring legal compliance and the protection of workers' rights.

The sectoral agreements applicable to the Group's companies are:

- **Spain:** General Agreement for the Chemical Industry (pharmaceutical and *healthcare* sector) and National Collective Agreement for the Compound Animal Feed Manufacturing Industry (animal nutrition and health sector).
- **Portugal:** APIFARMA Collective Agreement.
- **Italy:** CCNL Chimico-Farmaceutico and CCNL per I Dipendenti del Terziario: Commercio, Distribuzione e Servizi.
- **France:** National Collective Agreement for the Pharmaceutical Industry.

These agreements regulate essential aspects such as working conditions, health and safety, work-life balance and trade union rights, ensuring a working environment that complies with current regulations.

Furthermore, in addition to the regulatory framework, the Group promotes internal mechanisms that strengthen social dialogue and the active participation of employees in the management of key issues.

The *Chief People Officer* is responsible for developing, promoting and overseeing strategies that ensure this participation is realised through continuous social dialogue, by implementing communication channels with employees and their representatives.

This collaboration takes place through various bodies within the Group's companies, which participate and collaborate in different ways on a regular basis.

With employee representatives

Spain:

- **Works councils:** There is a strong commitment to the active participation of employees and their representatives in defining and implementing key policies. Works councils play a fundamental role in collaborating on and monitoring issues such as equal opportunities, training, internal promotion, work-life balance, health and safety, and measures to improve the working environment. Works councils operate at a local level and exist in Spanish companies with the required number of employees (Faes Farma, S.A., Ingaso Farm and Tecnovit), meeting quarterly with company representatives. At these meetings, the company reports on the progress of the business, recruitment prospects and, in general, matters of interest to and affecting employees.

As a result of this collaboration, Faes Farma, S.A. has its own collective agreement for its workplaces in Bizkaia, which sets out conditions that significantly improve upon those provided for in the applicable sectoral agreement, covering key aspects such as remuneration, working conditions, work-life balance and professional development. Although this collective agreement applies specifically to the two sites in Bizkaia, the company voluntarily extends the agreed terms to the rest of its pharmaceutical and *healthcare* sites in Spain, thereby reinforcing its commitment to the continuous improvement of working conditions.

It is worth highlighting the improvements established in the collective agreement compared to the sectoral agreement regarding working conditions and the work-life balance.

Measures for organising working time

- Option of flexible working hours and special working hours for employees with children under the age of 14.
- Compressed working hours during the summer months and on Fridays.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish versión shall prevail.

- Hour bank and flexible hours.
- Option to shorten the lunch break and leave work earlier.
- Training and/or meetings organised during working hours.

Improvements and employee benefits

- Company canteen or meal vouchers.
- Life and accident insurance.
- Discounts on purchases of company products.
- Supplement to sick leave and accident leave.
- Loyalty bonuses.

Measures relating to improvements to statutory leave

- Paid leave for outpatient and hospital appointments with no time limit.
- Paid leave to accompany a family member to medical and hospital appointments without restriction.
- Leave for reduced working hours due to legal guardianship is extended until the child reaches the age of 14.
- Improvements to certain paid leave entitlements and an extension of the circumstances permitting voluntary leave of absence.

In 2025, an agreement was reached on a new collective agreement, thanks to dialogue with employee representatives to address priority issues, such as improving work-life balance policies and career progression.

Among other improvements, the new 2024–2025 agreement includes:

- Extension of the expiry date for flexible working hours and Easter
 - Updates to leave entitlements and greater flexibility in special working hours
 - A pay rise for hours/shifts, and equal pay across professional groups
 - Equalisation of sick pay supplements for shift workers
 - Creation of working groups for promotions and shift change management
- **Equality Committee:** Faes Farma, S.A., Ingaso Farm and Tecnovit have an Equality Committee, which serves as a key forum for collaboration between the company and employee representatives. These working groups, made up of equal representation from the company and the employee side, meet three times a year to review and implement the actions set out in the Equality Plans of these companies. The Equality Plans have been negotiated within these committees, establishing specific measures to promote equal opportunities and improve the work-life balance. Within the three committees, a person has been appointed to be responsible for the organisation, monitoring and evaluation of the Equality Plans, as well as for leading awareness-raising and training campaigns related to this matter. In addition, the committees annually assess the effectiveness of the measures implemented, producing a monitoring report that is made available to the entire workforce via the intranet. These committees reinforce the commitment to social dialogue, complementing the work of the works councils in managing key labour issues.
 - **Health and Safety Committee:** Faes Farma S.A. has occupational health and safety committees at all its work sites (Vizcaya, Madrid and Barcelona), which meet quarterly to identify the workforce's needs regarding occupational health and safety.
 - **Improvement Groups:** All companies within the Animal Nutrition and Health business line have improvement groups focused on occupational risk prevention. The Group's Health and Safety department also participates in these improvement groups, which operate in a similar way to the Health and Safety Committees, meeting quarterly to identify the workforce's needs regarding health and safety at work.
 - **Collective Agreement Promotions Committee:** With the signing of the 2024–2025 collective agreement for Faes Farma, S.A., it was agreed to establish a joint committee, comprising a maximum of three members from each party (the company and the workers' legal representatives). Its objective is to participate in drawing

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

up the criteria to be applied to the promotions provided for in the agreement. Based on an initial set of criteria drawn up by the *People* Department, the committee analyses, discusses and formulates a consensus proposal to serve as a reference for the application of these promotions. The committee is temporary and meets periodically until the criteria are finalised.

- **Working Group on Communication of Shift Changes:** In 2025, a joint working group was established, comprising three representatives from the employee side and three from management, with the aim of improving the management and communication of changes to work shifts. This forum allows for the quarterly analysis of common situations, the agreement of criteria, and the assurance that information reaches all affected staff clearly and in a timely manner. This committee holds a minimum of four and a maximum of seven meetings, with a minimum interval of three weeks between meetings.

Portugal:

- **Improvement groups:** Faes Farma Portugal has an improvement group dedicated to occupational risk prevention. The Group's Health and Safety department also participates in these improvement groups, which operate in a similar way to Health and Safety Committees, meeting quarterly to identify staff needs regarding occupational health and safety.

Italy:

- **Unitary Trade Union Representation (RSU):** Sifi SpA has a unitary trade union representation body, currently comprising eight representatives. They organise regular meetings between the company and employee representatives, fostering open and constructive communication. The company has provided a dedicated room so that trade union activities can be carried out independently and continuously.

The RSU actively participates in the company's decision-making processes and in the signing of agreements. Evidence of this are the second-level agreements relating to the applicable collective agreement, aimed at improving people's living and working conditions:

Measures relating to the organisation of working time

- Implementation of flexible working hours
- Option to work remotely

Employee benefits and perks

- Company canteen or meal vouchers
- Wellness centre
- On-site nursery

Measures relating to improvements to statutory leave

- Option to take parental leave on an hourly basis

- **Health and Safety Committee:** Sifi SpA has a health and safety committee, operating within the framework of ISO 45001, which works towards continuous improvement in the field of health and safety at work.

Colombia:

- **Workplace Coexistence Committee (CCL):** This is a forum for dialogue and consultation between employers and employees aimed at promoting good practices, preventing conflicts and improving the working environment. This committee encourages negotiation, mutual understanding and the resolution of situations that may affect workplace coexistence, contributing to the creation of safe and respectful working environments.

Various:

- **Health and Safety Commission:** During 2025, health and safety commissions have been established in various regions, including Chile, Colombia, Guatemala and Peru. The role of these commissions is the same as that of the health and safety committees and improvement groups in Spain, namely to ensure that needs in this area are met. They serve as a tool for consultation and participation and meet with company representatives at regular sessions.

Direct collaboration**Portugal:**

- **Annual consultation:** At Faes Farma Portugal, an annual consultation is held with employees with the aim of integrating their views into company practice. In this way, all employees actively contribute to improving working conditions, minimising occupational risks and reducing the rate of workplace accidents.
- **Strategic Group Meeting:** At Edol, a meeting is held each year with members of the Board, middle management and administration, where the year's results are analysed and strategic measures for the following year are defined.

(Paragraph 28) With regard to the company's own staff who may be particularly vulnerable to the identified occupational risks, the actions defined and planned in the company's Equality Plan include:

- Risk assessments with a gender perspective and taking into account staff with disabilities.
- Procedures to follow in the event of gender-based violence within the company.
- Positive action to recruit people from the under-represented gender.
- Corporate platforms and resources, as well as the translation of policies into different languages.

[S1-3] Processes to address negative impacts and channels for employees to raise concerns

(Paragraph 32) The **Faes Farma Group** has various formal and informal processes in place to address negative impacts, as well as channels for employees to raise concerns regarding working conditions, equal treatment and opportunities for all, and other employment-related rights:

Working conditions

Formal

- **Works councils** are a key channel for gathering concerns, requests or complaints from employees regarding their working conditions, promotion procedures or professional development. Employee representatives forward these to *the Chief People Officer* for resolution. In addition, a corporate email address is made available to the various works councils to facilitate communication between employees and their representatives.
- **Equality committees at Faes Farma S.A., Ingaso Farm and Tecnovit:** these ensure equal treatment and equal opportunities in all their forms and collect concerns, requests or complaints, which are forwarded to the company for resolution and discussed within the equality committee, with the details recorded in the minutes of the meetings.
- **Integrity Line reporting channel:** For further information, see [section ESRS G1-1](#), which provides details about the reporting channel available to all Group staff.

Not formalised

- **Intranet:** The management team maintains direct communication with all Group staff via the intranet and corporate email, providing updates on relevant developments, the progress of major projects, and the dissemination of corporate policies. At a more local level, all companies use the intranet as a communication channel, where general management publishes internal news aimed at their respective teams. The *People* department regularly monitors access to intranet resources to ensure the effectiveness of the channels.
New recruits receive information about the existing platforms during *onboarding*. Furthermore, the internal corporate communications team ensures these platforms are accessible to new recruits, provides a guide explaining how to access these channels, and promotes initiatives to encourage their use.
- **Comunica-T:** This is a two-way communication tool, accessible via the intranet, designed to facilitate interaction between employees and corporate departments. This dynamic, topic-based virtual mailbox allows any Group employee to submit suggestions, queries or requests quickly and easily via a form. The corporate departments available to receive and manage these communications include:
 - Environment
 - People
 - IT (Information Technology)
 - Communication
 - Corporate Identity

Every enquiry is recorded on the intranet and linked to the employee's profile, enabling transparent and organised tracking of the status of each communication. Depending on their nature, messages are resolved directly by the relevant department or, if necessary, referred to *the Chief People Officer* for more specialised handling. This channel is used to address issues relating to working conditions and occupational health and safety, ensuring a timely response from the designated responsible persons in each case. These channels foster an environment of continuous improvement by facilitating the contribution of ideas and solutions from all employees. *Comunica-T* enables the effective management of suggestions received and the monitoring of areas requiring the most attention, thereby facilitating informed decision-making.

- **Town halls:** An open and direct communication forum for all Group employees. These virtual meetings have enabled employees to come together to share key information and strategic in . Given the companies' global presence, *town halls* are scheduled to accommodate different time zones, thereby ensuring the participation of all employees. Topics addressed have included the reorganisation of the Group's structure, the formation of the new management team and the definition of the strategic plan.

- **Corporate email account:** All Group employees have an email account that allows them to access corporate resources. In some departments, staff working shifts at the plants in Spain have a workstation with access to corporate resources, enabling them to access their corporate email and other communication channels as and when required. Dedicated training rooms equipped with computers have also been set aside for their use. *Feedback* and suggestions are regularly requested via email to help further improve the various available channels.
- **My Faes Portal:** For the companies in Spain (Faes Farma S.A. and the Animal Nutrition and Health subsidiaries), an *online* portal has been set up that allows staff to view and manage their personal and employment information, access payslips and download their tax deduction certificates.
- **Information screens:** For staff working shifts who find it more difficult to access IT resources, information screens have been installed in the break areas at the Derio plant (Spain), where relevant news, corporate campaigns, etc. are displayed. Another way of making information accessible is through the use of QR codes, which allow staff to access corporate platforms via their mobile devices.
- **Satisfaction surveys accessible via QR codes:** To ensure that all staff are involved in continuous improvement, Edol has introduced satisfaction surveys accessible via QR codes, located at strategic points throughout the premises. This initiative enables employees without access to email or computer equipment to express their opinions and suggestions easily and confidentially, thereby enhancing the inclusivity and effectiveness of communication channels.
- **Talana Next app:** In Chile, the *Talana Next* app was launched in 2025, a digital tool that enhances communication and the management of work processes. This app enables:
 - Electronic attendance recording and digital signing of documents
 - Access to payslips and requests for certificates (income, length of service)
 - Management of statutory holidays (holidays)
 - Review and acceptance of regulations, protocols and annexes via digital signature
 The implementation of *Talana Next* improves traceability, transparency and accessibility of channels for raising concerns and managing requests, ensuring effective follow-up and reducing response times.
- **Compliance with NOM-035:** The Mexican subsidiary complies with NOM-035, a standard that assesses working conditions from a psychosocial perspective, including factors such as workloads and organisational climate. As part of this compliance, a questionnaire is administered that allows employees to confidentially report incidents related to oppressive, inequitable or psychologically adverse environments. This mechanism contributes to the early detection of risks and the implementation of corrective measures to ensure healthy working environments.

Equal treatment and opportunities for all

Formalised

- **The anti-harassment protocols of Faes Farma S.A., Ingaso Farm and Tecnovit** have been drawn up within the various equality committees. These protocols set out the procedure for filing complaints in cases of workplace harassment, sexual harassment, harassment on the grounds of sex, and any other conduct contrary to sexual freedom and moral integrity, and guarantee protection against retaliation for those involved in the complaint or report. The complaint is handled directly by the *Chief People Officer* or by the Ethics Committee, depending on its nature. The protocol provides for the participation of employee representatives on the investigating committee, provided that the complainant so requests. Annually, the company issues a report containing the information on the complaints registered, their nature and the resolution, which is delivered to the employee representatives via the equality committee.
- **The Group's Protocol on the Prevention of and Response to Harassment** sets out the mechanism for handling complaints and reports, which are, in all cases, brought to the attention of the Ethics Committee. The protocol guarantees protection against retaliation for those involved in the complaint or report.

Training and skills development

Not formalised

- **Chat for exchanging ideas:** In Guatemala, a corporate WhatsApp chat group involving all sales staff is used as a dynamic communication channel. In this space, achievements, ongoing initiatives and recognition of top-performing teams and staff are shared. Furthermore, teams exchange ideas on campaigns and visits, fostering collaboration and continuous improvement in sales management.

Health and safety

Formalised

- The formalised processes for identifying and addressing negative impacts relating to occupational health and safety within the Group's companies are channelled through the existing joint health and safety committees. During quarterly meetings, complaints and suggestions for improvement are raised, recorded and addressed, and these are documented in the minutes.
- **Workers' Safety Representatives (RLS):** In Italy, SIFI S.p.A. ensures the active participation of workers in safety management through the Workers' Safety Representatives (RLS) and the designated representatives, formally appointed for each role. The RLSs participate in regular health and safety meetings, whilst the designated representatives collaborate daily with the HSE department and area managers to monitor operating conditions and report risks or incidents. Proposals and notifications are recorded in the minutes and analysed by the committee, serving as the basis for defining corrective and preventive actions to ensure safe working environments.

Not formalised

- **UNIFIKAS Suggestion Channel:** All employees of Faes Farma S.A., the Animal Nutrition and Health business line, and Faes Farma Peru have access to the UNIFIKAS prevention management tool to submit suggestions and complaints regarding occupational health and safety. The employee can create a suggestion within the system, which is automatically forwarded to their line manager, who is obliged to process it by either escalating it, managing it or closing it, providing the reason for closure in the latter case. That suggestion may lead to some action. In that case, the action is transferred to the Action Plan within the Unifikas tool itself. Employees can view the status of their suggestion or complaint at any time. The Prevention Service checks that the Action Plan is functioning correctly, and this is in turn reviewed by the Health and Safety Committee.

(Paragraph 33) For further information, see [section ESSRS G1-1](#), which provides details on the Internal Reporting System (Whistleblowing Channel) applicable to all Group staff.

[S1-4] Adoption of measures relating to material incidents affecting the organisation's own staff, approaches to mitigating material risks and capitalising on material opportunities relating to the organisation's own staff, and the effectiveness of such actions

(Paragraphs 37, 38 and 40) The actions carried out in relation to the roadmap for human capital management are:

Impact: Lack of employee motivation due to a shortage of internal career development plans tailored to different profiles

- **Redefinition of the organisational structure**

- Relevant measure of the 2025-2030 Sustainability Strategy: -
- Scope: Faes Farma Group
- Start date: 2024
- Expected completion date: 2026. The deadline for this action has been extended due to the acquisition of new subsidiaries.
- In 2024, with the appointment of the new CEO, an in-depth analysis of the Group's organisational structure and management team was initiated, to adapt them to the needs arising from the new strategic objectives and the integration of new companies. During 2025, work has been carried out to establish standardised criteria for the definition and description of departments and roles, with the aim of ensuring clarity and consistency across the organisation, particularly following the integration of Sifi and Edol. This process has not yet been completed and is expected to be finalised in 2026.

- **Strengthening and reorganisation of the *People* teams within the Group's companies**

- Relevant measure of the 2025-2030 Sustainability Strategy: -
- Scope: Faes Farma Group
- Start date: 2024
- Expected completion date: 2025
- The main objective is to unify the *People* department under common standards and criteria that facilitate the creation of synergies, optimise management, promote global collaboration and facilitate the internal development of talent. To achieve this, in 2025 the *People* function within the Group's structure in Spain was reorganised, clarifying roles and strengthening integration between local and corporate management. This transformation drives the training, attraction and development of talent, and unifies internal communication, laying the foundations for more agile people management aligned with the Group's strategic challenges.

- **'Faes Farma one leadership', developing leadership aligned with the Group's culture and values**

- Corresponding measure of the 2025-2030 Sustainability Strategy: PE2
- Scope: Faes Farma Group
- Start date: 2025
- Expected completion date: 2030
- Project aimed at all those with responsibility within the Group. The objective is to define and consolidate a distinctive leadership model, capable of inspiring, motivating and guiding teams through cultural transformation and the achievement of strategic objectives. It combines participatory reflection, the identification of key competencies and the design of training and development programmes tailored to the organisation's real needs, promoting behaviours consistent with corporate values at all levels. During 2025, a working group was set up to reflect on the key competencies and behaviours that should characterise leadership within our Group, identifying the competencies and behaviours we seek in a leader within the Group. In addition, a process has been initiated to identify areas for improvement, with the aim of designing training and development programmes tailored to the actual needs of the executive and management teams, and aligned with the new culture and values.

- **Design and implementation of a competency-based management system for all staff**
 - Corresponding measure of the 2025-2030 Sustainability Strategy: PE3
 - Scope: Faes Farma Group
 - Start date: 2025
 - Expected completion date: 2030
 - Aimed at developing key skills to address business challenges and adapt to change, in line with the strategic plan and corporate culture, through personalised training and professional development plans. In 2025, a working group was set up to identify and define the Group's key competencies. Together with a specialist consultancy, the competency management system and associated processes are being designed. The roll-out of the system and the implementation of individualised development plans are scheduled for later phases, starting in 2026.

- **Competence and skills development**
 - Relevant measure of the 2025-2030 Sustainability Strategy: -
 - Scope: Faes Farma S.A.
 - Start date: 2025
 - Expected completion date: 2026
 - Sales network: In 2025, a new project was launched focusing on training and the development of skills and competencies within the sales network, tailored to the new business model and strategic plan. Training programmes and professional development initiatives are being designed and implemented to transform the sales culture and consolidate new ways of working, with the aim of ensuring that sales teams are prepared to meet market demands and the Group's strategic objectives. A specific module has been introduced to transform managers into leaders, focusing on inspirational leadership, change management, *coaching* and team development, ensuring that training plans are personalised and aligned with individual and organisational needs.
Industrial area: With the aim of identifying training gaps, defining individualised development plans and strengthening the plant's operational flexibility, a project has been launched to map the competencies required for maintenance and pharmaceutical manufacturing roles.

- **Definition of the internal promotion procedure**
 - Relevant measure of the 2025-2030 Sustainability Strategy: -
 - Scope: Faes Farma S.A.
 - Start date: 2025
 - Expected completion date: 2026
 - During 2025, a specific working group was set up to design the internal promotion procedure at Faes Farma S.A., with the aim of defining clear and transparent criteria that guarantee equal opportunities and objectivity in professional development processes. The procedure is currently in the analysis and design phase. Examples of best practice are being compiled and input from employees is being gathered to draw up the final protocol.

- **'Jóvenes Faes Farma' Programme**
 - Corresponding measure of the 2025-2030 Sustainability Strategy: PE7
 - Scope: Faes Farma S.A.
 - Start date: 2025
 - Expected completion date: 2027
 - In 2025, the general terms and conditions of the scholarship and the number of annual scholarships per area were established. Work is also underway on developing the programme content, as well as formalising agreements and partnerships with universities and educational institutions.

- **Implementation of training procedures across Group companies**
 - Corresponding measure of the 2025-2030 Sustainability Strategy: -
 - Scope: Faes Farma Group
 - Start date: 2024
 - Expected completion date: 2027

- The main milestone for 2025 is the design of the new 2025-2030 Training Plan, aimed at consolidating a comprehensive development ecosystem.

Impact: Continuous development of employees' knowledge and skills through training plans tailored to their needs

- **Roll-out of the new corporate training platform, Faes Farma Academy**

- Corresponding measure of the 2025-2030 Sustainability Strategy: -
- Scope: Faes Farma Group
- Start date: 2024
- Expected completion date: 2025
- In 2024, the new corporate training platform, Faes Farma Academy, was launched, replacing and integrating the two existing training portals, OnFaes and Aula Faes. This enables all the Group's training resources to be offered in a single space, capitalising on synergies in terms of content and simplifying access for users. The new tool enables the management of training to be diversified and decentralised, with the creation of different roles by area and by company, so that *ad hoc* training courses can be developed according to needs. Its implementation took place in two phases. In 2024, access was granted to the sales network with specific content on products and sales techniques. In 2025, access to the new platform was extended to all areas and companies within the Group, incorporating the remaining corporate and training content and enabling decentralised training management.

- **Creation of a benchmark structure for Operational Excellence**

- Corresponding measure of the 2025-2030 Sustainability Strategy: -
- Scope: Faes Farma Group
- Start date: 2025
- Expected completion date: 2030
- This initiative aims to boost efficiency, quality and competitiveness across different areas through process standardisation, the Lean-Kaizen culture and industrial digitalisation, aligning people, technology and business. By 2025, the following progress will be notable:
 - An Operational Excellence team has been formed and is already working in collaboration with an external consultancy firm.
 - Key teams from various areas involved in the improvement projects have been identified to ensure positive progress.
 - Thanks to the processes implemented, initial savings have been achieved in the areas of Production, Quality and Procurement & Logistics.

Impact: Personal and professional development of employees thanks to the introduction of attractive working conditions (regarding recruitment, training and talent retention), thereby contributing to the company's development

- **Update of the methodology associated with variable remuneration**

- Sustainability Strategy 2025-2030 measure to which it corresponds: -
- Scope: Faes Farma Group
- Start date: 2025
- Expected completion date: 2025
- During 2025, the target-setting model for Senior Management has been redesigned to align it with the new Strategic Plan. The main change involves placing greater emphasis on the achievement of collective objectives related to the Group's strategy rather than on individual performance. The aim is to strengthen collaboration between departments, promote a holistic view and ensure that the Group's results take precedence over individual achievements. This approach fosters cohesion, shared responsibility and a focus on common goals, which are critical to our strategy

- **New collective agreement**

- Sustainability Strategy 2025-2030 measure to which it relates: -
- Scope: Faes Farma S.A., Leioa site (Vizcaya)
- Start date: 2024
- Expected end date: 2025
- In 2025, an agreement was reached to approve Faes Farma, S.A.'s own collective agreement for 2024 and 2025, covering its workplaces in Bizkaia. A framework agreement that exceeds the terms of the applicable collective agreement in key areas such as pay, working conditions, work-life balance and professional development. Although this collective agreement applies to the two work centres in Bizkaia, we have voluntarily extended the negotiated terms to the rest of the pharmaceutical and *healthcare* work centres in Spain.

Impact: Impact on employees' health due to the risks to which they are exposed in their workplaces

Impact: Reduction in accidents occurring on company premises and commuting accidents thanks to the safety and security measures put in place

- **Implementation of a corporate occupational risk prevention management model**

- Corresponding measure of the 2025-2030 Sustainability Strategy: PE6
- Scope: Faes Farma Group
- Start date: 2022
- Expected completion date: 2030
- The ultimate aim of the Health and Safety Policy is to create a genuine culture of prevention, for which work is being carried out in three key areas: health promotion, occupational risk prevention and training in health and prevention. In 2025, progress has been made towards the objective of implementing a standardised and centralised management model for occupational risk prevention:
 - Corporate software for occupational health and safety management has been implemented at ISF.
 - Support and monitoring of the prevention teams at companies where the system is already in place have been maintained.
 - Risk assessments have been completed for all existing posts to date in Derio (Spain) and a system for recognising PPE has been created based on colour-coding (red, yellow and green) according to risk and toxicity.

Impact: Promotion of equal treatment and opportunities regardless of gender, race, age, religion, disability, etc.

- **Development and dissemination of the 'Guide to Inclusive Corporate Communication'**

- Corresponding measure of the 2025-2030 Sustainability Strategy: PE5
- Scope: Faes Farma Group
- Start date: 2025
- Expected completion date: 2026
- In 2025, the manual was produced and disseminated to staff via the intranet. The guide to inclusive communication is a tool that sets out simple guidelines for using more inclusive language in emails, meetings, documents and internal and external materials. Its aim is to facilitate day-to-day communication and contribute to working environments where everyone feels valued and treated with respect. In 2026, training sessions will be organised for the entire Group.

- **Implementation and monitoring of equality plans**

- Corresponding measure of the 2025-2030 Sustainability Strategy: PE5
- Scope: Spain (Faes Farma S.A., Ingaso Farm and Tecnovit)
- Start date: 2023
- Expected completion date: 2026
- By 2025, the monitoring of equality plans across the Group's companies has been consolidated, strengthening the implementation of measures and adapting actions to current regulations,

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

including equality and non-discrimination for the LGTBQ+ community in accordance with Royal Decree 1026/2024. Some of the actions carried out this year include:

- Approval of the Second Equality Plan Monitoring Report at Faes Farma S.A., published on the intranet with an infographic of key indicators
- Regular meetings of the Equality Committees at Faes Farma S.A., Ingaso and Tecnovit to validate measures and approve reports
- Presentation and approval of the first monitoring report at Ingaso and Tecnovit, with an analysis of indicators relating to the workforce, recruitment, promotions, the pay gap, work-life balance and training
- Review and update of content to ensure the use of inclusive language

In other regions:

- Implementation of anti-harassment and anti-discrimination protocols in Chile, Mexico and Ecuador (to comply with the Karin Law, NOM035 and the Violeta Law, respectively)
- Workshops on diversity and organisational culture in Chile and Mexico
- Workplace climate surveys in Portugal with a focus on equality and diversity

- **Strengthening of corporate culture through the identification and implementation of the new purpose, mission, vision and values**

- Corresponding measure of the 2025–2030 Sustainability Strategy: PE1
- Scope: Faes Farma Group
- Start date: 2025
- Expected completion date: 2027
- By 2025, the new purpose, mission, vision and values had been identified and implemented across most of the Group’s companies. From 2026 onwards, the roll-out will be completed across the Animal Nutrition and Health, UAE, Nigeria, Sifi and Edol companies.
- Among the initiatives carried out to develop the new corporate culture are:
 - Creation of the Culture Team to lead the process
 - A global survey to gather feedback and define the new corporate statements
 - Official presentation at *the corporate town hall* and Capital Markets Day
 - Internal campaign “We are all part of the change” with visual materials and participatory activities
 - In-person and virtual workshops in Spain, Latin America and Portugal to explore the values and define associated behaviours
- Furthermore, in LATAM and Portugal, additional measures have been implemented, such as the “Living our philosophy” campaign, featuring nominations based on values and interactive videos, and the adaptation of content and organisation of local information sessions to reinforce corporate culture, respectively.

- **Continuation of the roll-out of the Internal Communication Plan**

- Measure of the 2025-2030 Sustainability Strategy to which it corresponds: -
- Scope: Faes Farma Group
- Start date: 2022
- Expected completion date: 2026
- Consolidation of the *Town Hall* as the main channel of communication between Senior Management and the entire workforce. This format has been used regularly to share corporate strategy and key organisational changes, reinforcing a visible and approachable leadership model that promotes transparency and connection with people.
- Holding an in-person *Town Hall* to mark the acquisition of SIFI, as a direct communication channel to reinforce the corporate message in the region most affected by the integration and to foster cultural alignment.
- Strengthening the use of the ‘DOC FF’ corporate library, which is established as the single, centralised repository for policies, regulations, plans and corporate and local documentation.

- Active use of the Comunica-T channel, accessible via the corporate intranet, which promotes two-way communication and employee participation. In 2025, 15 suggestions were received, reflecting the workforce's growing interest in contributing to continuous improvement.
 - Dissemination of corporate and health content via the intranet and *newsletters*, with messages aligned with the Group's values and culture. Notable among these are publications on the responsible and ethical use of information and artificial intelligence, as well as medical and wellbeing advice, reflecting the ongoing commitment to people's health and care.
 - Publications marking key dates related to diversity, equality and health, such as 8 March (International Women's Day), the International Day of Women and Girls in Science (with the production of a video featuring testimonials from female scientists within the Group), Pride Day, World Blood Donor Day, and the publication of the follow-up to the Equality Plan and a news item on the invisible mental load. These initiatives reflect the Group's commitment to promoting equal opportunities, inclusion and the well-being of people.
 - Communication regarding the appointment of new *Chief Officers*, reinforcing the visibility of leadership and its role in organisational development.
- **Integration of the various human resources management and corporate communication tools from a single source of information**
 - Measure of the 2025-2030 Sustainability Strategy to which it relates: -
 - Scope: Faes Farma Group
 - Start date: 2022
 - Expected completion date: 2027
 - This integration enables the automation of processes, improves internal communication, increases efficiency by reducing bureaucracy and minimises errors. Highlights include:
 - Launch of the employee portal, which centralises the management of administrative procedures, communications and access to personal and corporate documentation. First phase: Implemented in Spain.
 - Launch of the *Learning* platform, key to advancing digitalisation and efficient knowledge management within the Group. In its first phase, the tool acts as a centralised repository for corporate training, allowing each subsidiary to record information directly. This eliminates manual processes, improves data reliability and facilitates the regular retrieval of indicators and KPIs. It was implemented in Spain in 2025 and access will gradually be extended to the other subsidiaries.
 - Integration of the Unifikas system for health and safety management
 - Automation of communications regarding staff movements and document management

Impact: Group-wide recruitment procedures ensuring equality, diversity and inclusion

- **Roll-out of the corporate recruitment policy approved in 2023 across all Group companies**
 - Relevant measure of the 2025–2030 Sustainability Strategy: -
 - Scope: Faes Farma Group
 - Start date: 2023
 - Expected completion date: 2026
 - Since 2023, Faes Farma has rolled out the Corporate Recruitment Policy across all Group companies, ensuring recruitment and selection processes that are fair, transparent and aligned with corporate commitments. In 2025, implementation was strengthened across all subsidiaries, and in 2026, training on the procedure will be introduced in the newly acquired companies (Edol and Sifi).

Risk: Increased costs due to demands for pay rises, as well as penalties for breaches of employment conditions, which could lead to strike action

- **Negotiation of a new collective agreement for 2026**
 - Relevant measure of the 2025-2030 Sustainability Strategy: -
 - Scope: Faes Farma S.A. (Leioa)
 - Start date: 2025
 - Expected completion date: 2026

- Faes Farma S.A. has its own collective agreement for its Leioa (Bizkaia) site, the terms of which are voluntarily extended to all other sites, exceeding the legal minimum requirements in terms of pay, work-life balance and professional development. The aim is to achieve an up-to-date and balanced employment framework that offers attractive terms of employment, training and professional development, whilst ensuring financial sustainability and long-term viability.

Impact: Reduction in accidents occurring at company premises and commuting accidents thanks to the safety and protection measures put in place

Impact: Impact on employees' health due to the risks to which they are exposed in their workplaces

- **Provision of ISO 45001 certification**

- Corresponding measure of the 2025-2030 Sustainability Strategy: -
- Scope: Sifi SpA
- Start date: 2021
- Expected completion date: -
- Since 2021, Sifi SpA has held ISO 45001 health and safety certification for its research, development and production activities relating to pharmaceutical specialities and medical and medical-surgical devices for the ophthalmic sector.

(Paragraph 39) The Group determines the necessary and appropriate actions in response to actual or potential negative impacts on its own staff through clearly established processes. These actions are primarily defined by the *Chief People Officer*, in line with the principles and objectives set out in the Sustainability Strategy, approved by the Board of Directors, thereby ensuring a comprehensive approach consistent with commitments regarding sustainability, workplace wellbeing and respect for human rights.

(Paragraph 41) Through the policies and measures adopted to manage the identified IROs, the Faes Farma Group works to ensure that its activities do not cause or contribute to negative impacts on its own staff. As part of this commitment, a survey was conducted in 2024 targeting all Group employees, with the aim of understanding their concerns and expectations regarding environmental, social and ethical issues, thereby enabling progress towards a business model that integrates sustainability whilst taking into account the concerns of the people who form part of the Group. In addition, workplace climate surveys were conducted at Faes Farma Ecuador and Faes Farma Portugal, enabling a direct assessment of teams' perceptions regarding their well-being, working conditions and working environment. The results obtained were key to identifying areas for improvement and continuing to implement actions that promote a positive, safe and inclusive working environment. It is planned to repeat this type of consultation in the coming years.

(Paragraph 43) None of the actions taken in 2025 in relation to the impacts, risks and opportunities concerning the Group's own staff required significant operating expenses or investments in fixed assets for the company (the Group Investment Committee is responsible for approving significant expenses and investments set at amounts exceeding €100,000).

[S1-5] Objectives relating to the management of material adverse impacts, the promotion of positive impacts, and the management of material risks and opportunities

(Paragraph 46) The main objectives for managing material negative impacts, driving positive impacts, and managing material risks and opportunities in relation to the Group's own staff are:

Development of the new Faes Farma culture and alignment of the Group's people with its purpose and values

The alignment of people with the purpose and values is based on the principles set out in the [Code of Ethics and Conduct](#), which promote integrity, respect and responsibility as the pillars of the Group's conduct. This link ensures that actions and decisions are aligned with the ethical standards governing the organisation, strengthening an organisational culture based on trust and commitment. With the arrival of the new CEO and the reflection process initiated for the development of the new strategic plan, the purpose and values have been reassessed so that they can serve as a foundation for achieving the proposed objectives. It is a strategic decision based on a purpose, and it is a path on which the Group wishes to reflect. It stems from the need to align its culture with the new competencies and skills that will be necessary to achieve our strategic objectives. To this end, the Culture and Values Group has been established, comprising various members of the management team, tasked with devising the process through which the Group's values will be identified and defined, and how they will be rolled out to all individuals and teams.

Corresponding measure of the 2025-2030 Sustainability Strategy: PE1, PE8

Related IROs:

- Impact: Promotion of equal treatment and opportunities regardless of gender, race, age, religion, disability, etc.
- Impact: Continuous development of employees' knowledge and skills through training programmes tailored to their needs
- Impact: Lack of employee motivation due to a shortage of professional development plans tailored to different profiles

Scope: Faes Farma Group

- Start date: 2024
- Expected completion date: 2030. The deadline for achieving the target has been extended following the definition of new objectives related to the new culture in the 2025–2030 Sustainability Strategy.

Objective: People aligned with and committed to the Group's purpose

Type of objective: Voluntary

Target level defined:

- Ensure that 90% of employees have completed training on the new values and competencies of the corporate culture by the end of 2026.
- Measure cultural alignment through workplace climate surveys, with a target of achieving at least 75% awareness and commitment to the new culture.
- Establish a process for continuously gathering feedback on the employee experience to measure the integration of the new culture

The interim milestones associated with these goals and within the context of Faes Farma's New Culture are:

- Identify and define the values that we believe should form part of the DNA of our corporate identity.
- Implement training programmes and campaigns to ensure that employees are aware of and understand the Group's values and the expected behaviours associated with each of them.

Level achieved: During 2025, the established interim milestones were met. Furthermore, 49% of employees have completed training on the new values and competencies of the corporate culture.

Stakeholder engagement: Employees have been involved in identifying and defining the values through *workshops*, surveys and information sessions to ensure that the new culture is integrated and adopted by everyone.

Development of leadership aligned with the Group's culture and values

The development of leadership aligned with the culture and values is directly linked to the principles of [the Code of Ethics and Conduct](#), which sets standards of integrity, respect and responsibility in decision-making and team management. This approach ensures that leaders act as role models, promoting an ethical environment consistent with the Group's values.

Relevant measure of the 2025-2030 Sustainability Strategy: PE2

Related IROs:

- Impact: Promotion of equal treatment and opportunities regardless of gender, race, age, religion, disability, etc.
- Impact: Continuous development of employees' knowledge and skills through training programmes tailored to their needs
- Impact: Lack of employee motivation due to a shortage of professional development plans tailored to different profiles

Scope: Leaders across all Group companies

- Start date: 2024
- Expected completion date: 2030. The deadline for achieving the target has been extended due to the acquisition of new subsidiaries.

Objective: To identify the leadership model required by the Group and to develop and align leaders with this model through participatory workshops.

Type of objective: Voluntary

Defined target level:

- Identification of leadership competencies and behaviours
- 100% of leaders participating in the leadership programme
- Training completed by 100% of the Group's leaders

The interim milestones towards this goal, within the context of the New Faes Farma Culture, are:

- Identifying and defining the profile of the Faes Farma leader, addressing and discussing the leader's key organisational behaviours and their link to the Group's culture and values.
- Development of a standardised leadership model to ensure a common language and consistent practices.

Achievement level: During 2025, leadership competencies and behaviours were identified, and 68 leaders (100% of the total) participated in the programme.

Stakeholder engagement: Leaders from Group companies have been involved through workshops and sessions to identify and define key competencies.

Continuous personal and professional development of employees to contribute to their professional growth and adaptation to the challenges of the business and the environment

The continuous personal and professional development of employees is aligned with the [Code of Ethics and Conduct](#), which promotes a commitment to excellence, responsibility and mutual respect. This approach fosters holistic growth that not only benefits each individual but also strengthens the Group's ability to address business and environmental challenges in an ethical and sustainable manner.

Corresponding measure of the 2025-2030 Sustainability Strategy: PE3

Related IROs:

- Impact: Personal and professional development of employees through the implementation of attractive working conditions (recruitment, training and talent retention), thereby contributing to the company's development
- Impact: Promotion of equal treatment and opportunities regardless of gender, race, age, religion, disability, etc.
- Impact: Continuous development of employees' knowledge and skills through training programmes tailored to their needs
- Impact: Lack of employee motivation due to a shortage of professional development plans tailored to different profiles.

Scope: Faes Farma Group

- Start date: 2023

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

- Expected completion date: 2027

Objective: To implement objective, systematic and standardised processes to identify each individual's potential and create strategies for the different stages of an employee's professional life, ensuring equal opportunities.

Type of objective: Voluntary

Defined target level: To implement the competency-based management model in 100% of positions with responsibility and to design individualised training plans in line with the potential identified.

The interim milestones associated with this goal are:

- Competency-based management: Defining the Group's key competencies based on our values and establishing the methodology to assess the level or degree to which a competency has been acquired.
- Talent development: Design of learning environments and individualised development plans that enable us to develop talent and improve organisational capabilities.

Progress to date: To date, the competencies have been identified and work is underway to define a system for managing them. Once this has been completed, we will proceed to develop individualised plans and implement the model in roles involving managerial responsibility.

Stakeholder involvement: Staff selected for the identification and definition of key competencies will be involved.

Extension of the corporate occupational health and safety management model to all subsidiaries

This expansion is essential to ensure a safe and healthy working environment for all employees. This objective is aligned with the Group's health and safety policy, which promotes the prevention of occupational risks, compliance with current regulations and the continuous improvement of working conditions.

Corresponding measure of the 2025-2030 Sustainability Strategy: PE6

Related IROs:

- Impact: Effect on employees' health due to the risks to which they are exposed in their workplaces.
- Impact: Reduction in accidents occurring at the Group's own facilities and commuting accidents thanks to the safety and protection measures put in place.

Scope: Faes Farma Group

- Start date: 2022
- Expected completion date: 2030

Objective: To contribute to the creation of safe and healthy working environments. The upcoming milestones associated with this objective are:

- To continue implementing the health and safety management model across all our subsidiaries. See progress on this objective in the [section ESRs S1-4](#).
- Integration of ISF, Faes Farma Portugal and Faes Farma Peru into the prevention management system, in line with work already underway: specific training, workplace conditions, risk assessment, protection plan, etc.

Type of target: Voluntary

Target level defined: 100% of subsidiaries integrated into the occupational risk prevention management system by 2030

Level achieved: The health and safety management model is currently implemented at Faes Farma S.A., the Animal Nutrition and Health subsidiaries, and Faes Farma Peru. These subsidiaries account for 35% of the Faes Farma Group's total workforce. During 2025, work has been carried out to bring Faes Farma Central America and the Caribbean (Guatemala) and Faes Farma Portugal into line.

Stakeholder engagement: All employees are involved through health and safety committees at the workplaces, holding regular meetings to identify needs and propose improvements.

Promoting environments of equality, diversity and inclusion

This goal is aligned with the Sustainability Policy and the Diversity, Equity and Inclusion Policy, which promotes equal opportunities, respect for individual differences and the inclusion of all people, regardless of their gender, race, sexual orientation, disability or other characteristics. By promoting these values, we not only strengthen the organisational culture but also ensure a fair and enriching working environment for all employees.

Corresponding measure of the 2025-2030 Sustainability Strategy: PE5**Related IROs:**

- Impact: Personal and professional development of employees through the implementation of attractive working conditions (recruitment, training and talent retention), thereby contributing to the company's development
- Impact: Promotion of equal treatment and opportunities regardless of gender, race, age, religion, disability, etc.
- Impact: Continuous development of employees' knowledge and skills through training programmes tailored to their needs

Scope: Faes Farma Group

- Start date: 2022
- Expected completion date: 2027

Objective: To contribute to the creation of an inclusive and equitable working environment, in line with the Group's culture.

Target type: Voluntary

Target level defined:

- 100% of the measures negotiated in the equality plans of Faes Farma S.A., Tecnovit and Ingaso Farm to be implemented by 2027
- Maintain or improve the Group's current pay gap

The next milestones associated with this goal are:

- Development of the Faes Farma Group's diversity, equity and inclusion policy.
- Approval and implementation of the Group's promotion policy and procedure.

Progress to date: In 2025, the diversity, equity and inclusion policy was approved.

Stakeholder engagement: Employees are being involved through works councils and equality committees at workplaces in Spain, with regular meetings held to monitor measures, identify needs and propose improvements.

Development and implementation of the 'Jóvenes Faes Farma' programme

The implementation of the 'Jóvenes Faes Farma' programme, which offers scholarships to recent graduates, is a key initiative to foster the development of young talent and contribute to the organisation's sustainable growth. This goal is aligned with the Group's Sustainability Policy, which promotes investment in education and training as fundamental pillars of economic and social development. By supporting young professionals, we not only strengthen our commitment to sustainability but also ensure a more prosperous and equitable future for the community.

Corresponding measure of the 2025-2030 Sustainability Strategy: PE7**Related IROs:**

- Impact: Personal and professional development of employees through the implementation of attractive working conditions (regarding recruitment, training and talent retention), thereby contributing to the company's development

Scope: Faes Farma S.A.

- Start date: 2025
- Expected completion date: 2027

Objective: To attract and develop young, recently graduated talent, offering them the opportunity to gain practical experience in a dynamic and professional environment.

Type of objective: Voluntary

Defined target level: To implement the scholarship programme across Faes Farma S.A. companies by 2026.

Interim milestones:

- Development and approval of the "Jóvenes Faes Farma" programme
- Establishment of the general terms and conditions of the scholarship
- Determination of the number of annual scholarships per area and development of programme content
- Agreements and partnerships with universities and educational institutions
- Design of the communication model for both the Group's website and LinkedIn

Progress achieved: The programme and the general terms and conditions of the scholarship were developed during 2025 and are expected to be approved in 2026.

Stakeholder involvement: We are collaborating with area managers to design relevant and attractive programmes.

Implementation of IT tools to improve efficiency in day-to-day operations within the *People* department

The implementation of IT tools to improve efficiency in day-to-day operations within the *People* department is essential for optimising our processes and ensuring a high-quality service. This objective is aligned with our Code of Ethics and Conduct, which promotes transparency, accountability and innovation. By adopting new technologies, we not only improve operational efficiency but also ensure that our actions are responsible and benefit all employees.

Relevant measure of the 2025-2030 Sustainability Strategy: -

Related IROs:

- Impact: Personal and professional development of employees through the implementation of attractive working conditions (recruitment, training and talent retention), thereby contributing to the company's development
- Impact: Continuous development of employees' knowledge and skills through training programmes tailored to their needs
- Impact: Lack of employee motivation due to a shortage of professional development plans tailored to different profiles

Scope: Faes Farma S.A.

- Start date: 2022
- Expected completion date: 2026

Objective: To contribute to operational efficiency and continuous improvement in project management.

Type of objective: Voluntary

Defined target level: To implement the ERP system for the *People* department by the end of 2026.

Intermediate milestones associated with this goal:

- Implementation of the skills assessment module
- Implementation of the training management module

Achieved level: In 2025, the implementation of the training management module was completed.

Stakeholder involvement: Employees will be engaged through training sessions and continuous *feedback* to ensure the software is adopted and used effectively.

Defining the new Internal Communication Plan

The aim of updating the current Internal Communication Plan is aligned with the principles set out in the Group's Code of Ethics and Conduct, which promotes integrity, transparency and respect in all interactions and decisions within the organisation. Furthermore, this update reinforces the Faes Farma Group's ESG Strategy, which seeks to integrate sustainability into the business model and decision-making, fostering effective internal communication consistent with the values of equality, diversity and inclusion.

Related IROs:

- Impact: Personal and professional development of employees through the implementation of attractive working conditions (regarding recruitment, training and talent retention), thereby contributing to the company's development
- Impact: Continuous development of employees' knowledge and skills through training programmes tailored to their needs
- Impact: Lack of employee motivation due to a shortage of professional development plans tailored to different profiles

Scope: Faes Farma Group

- Start date: 2025
- Expected completion date: 2026

Objective: To adapt the current internal communication plan to the Group's new reality

Type of objective: Voluntary

Defined target level: To implement the new internal communication plan in 2026.

Intermediate milestones associated with this objective:

- Review the strategic objectives and align them with the new Strategic Plan.
- Draw up a new action plan to support the achievement of the established strategic objectives.
- Launch the new internal communication plan.

Achieved level: In 2025, actions have been taken to achieve the strategic objectives.

Stakeholder engagement: Employees are involved to understand unmet internal communication needs, as well as to gather the content and actions to be included in the plan.

Definition of succession plans for key positions

Corresponding measure of the 2025-2030 Sustainability Strategy: PE4

Related IROs:

- Impact: Continuous development of employees' knowledge/skills through training plans tailored to their needs
- Impact: Lack of employee motivation due to a shortage of professional development plans tailored to different profiles

Scope: Faes Farma Group

- Start date: 2026
- Expected completion date: 2030

Objective: To ensure that we have trained and qualified professionals available to fill key positions when required.

Type of objective: Voluntary

Defined objective level:

- Draw up a talent map
- Develop development plans for the individuals identified in the talent map

Intermediate milestones associated with this goal:

- Identification of key roles
- Analysis of risks due to unplanned loss

Level achieved: N/A

Stakeholder engagement: Stakeholders have been involved in setting this target as it forms part of the 2025–2030 Sustainability Strategy, where all measures have been defined following an analysis of stakeholders' expectations and concerns.

Other targets relating to our own staff, the details of which are set out in [section S1-4](#), are:

Target	Scope	Expected completion date	Type of objective
Redefinition of the organisational structure	Faes Farma Group	2026	Voluntary
Development of competencies and skills (specific to the sales network and the industrial division)	Faes Farma S.A.	2026	Volunteer
Definition of the internal promotion procedure	Faes Farma S.A.	2026	Volunteer
Creation of a benchmark structure for Operational Excellence	Faes Farma Group	2030	Volunteer
Continuation of the roll-out of the Internal Communication Plan	Faes Farma Group	2026	Voluntary
Integration of the various human resources and corporate communication management tools from a single source of information	Faes Farma Group	2027	Voluntary
Roll-out of the corporate recruitment policy approved in 2023 across all Group companies	Faes Farma Group	2026	Voluntary

Negotiation of a new collective agreement for 2026	Faes Farma S.A., Bizkaia workplaces	2026	Mandatory
---	---	------	-----------

(Paragraph 47) The process for setting targets is carried out within the *People* department, in collaboration with the *Chief People Officer* and in line with the Group's strategic plan. Whilst final decisions are taken internally, proposals and needs raised by works councils and equality committees are actively considered and assessed. These proposals serve as key inputs for defining targets that not only meet business objectives but also address staff expectations and well-being. Subsequently, results are tracked using monitoring tools and periodic evaluation, enabling adjustments to be made and lessons learned to be identified in order to continuously improve the working environment and ensure the achievement of objectives.

[S1-6] Characteristics of the company's employees

Employees by gender (Paragraph 50a)	2025	2024
Men	1,205	816
Women	1,476	959
Others	0	0
Not reported	0	0
Total employees	2,681	1,775

Employees by country (Paragraph 50a)	2025	2024
Chile	94	89
Colombia	192	159
Ecuador	63	64
United Arab Emirates	2	2
Spain	923	849
France	3	-
Guatemala	174	168
Italy	394	15
Mexico	275	192
Mozambique	18	-
Nigeria	32	32
Peru	51	43
Portugal	405	162
Romania	23	-
Switzerland	1	-
Turkey	31	-
Total employees	2,681	1,775

The total number of employees is referred to in note 17 to the consolidated financial statements.

Employees by type of contract and gender (Paragraph 50b)	Male	Women	Other	Not reported	Total 2025
Number of employees (<i>number of people</i>)	1,205	1,476	0	0	2,681
Number of permanent employees (<i>number of people</i>)	1,118	1,388	0	0	2,506
Number of temporary employees (<i>number of people</i>)	87	88	0	0	175
Number of employees on non-guaranteed hours (<i>number of people</i>)	0	0	0	0	0
Number of full-time employees (<i>number of people</i>)	1,205	1,472	0	0	2,677
Number of part-time employees (<i>number of people</i>)	0	4	0	0	4
Total employees	1,205	1,476	0	0	2,681

Employees by type of contract and gender (Paragraph 50b)	Men	Women	Other	Not reported	Total 2024
Number of employees (<i>number of people</i>)	816	959	0	0	1,775
Number of permanent employees (<i>number of people</i>)	761	901	0	0	1,662
Number of temporary employees (<i>number of people</i>)	55	58	0	0	113

Number of employees on non-guaranteed hours (<i>number of people</i>)	0	0	0	0	0
Number of full-time employees (<i>number of people</i>)	816	958	0	0	1,774
Number of part-time employees (<i>number of people</i>)	0	1	0	0	1
Total employees	816	959	0	0	1,775

Employees who have left the company during the reporting period (Paragraph 50c)	2,025	2024
Employees who have left the company	330	246
Staff turnover rate	15%	14%

(Paragraph 50 d, e and f) The report presents quantitative data on the characteristics of the Group's employees, broken down by gender, country and type of contract. Standard methodologies for classifying and collecting employment data have been used to compile this information, ensuring the consistency and reliability of the data at a global level. The data is reported in terms of the number of people, without using full-time equivalents (FTEs), which accurately reflects the total number of employees in each category. The data presented corresponds to the end of the reporting period, without calculating averages or mean values over the period. The turnover rate is the difference between the number of employees who left the company (any type of departure) in 2025 and the annual average workforce.

[S1-8] Coverage of collective bargaining and social dialogue

The **Faes Farma Group** operates in various countries where industrial relations vary greatly, depending on each country's domestic regulations.

In Europe, 99% of workers are covered by collective agreements, which at Group level account for 65% of the workforce.

In Spain, the working and employment conditions of the entire workforce are determined or influenced by collective agreements, with various agreements applying depending on the company or workplace:

- **Faes Farma S.A. Collective Agreement:** Regulates labour relations at workplaces in Bizkaia.
- **General collective agreement for the chemical industry:** A sector-wide agreement, it regulates labour relations at the remaining work sites of **Faes Farma S.A.** and **Capselos**.
- **Collective agreement for the animal feed industry,** applicable to companies in the animal nutrition sector: **Ingaso Farm, Tecnovit, Cidosa** and **ISF**.

In Portugal, there is a sectoral framework agreement that establishes and regulates the working and employment conditions of 100% of the workforce at **Faes Farma Portugal** and **Edol**.

In Italy, there is likewise a sectoral agreement, which regulates the working and employment conditions of 100% of the workforce at **Colpharma** and **Sifi**.

In France, there is a sectoral framework agreement that applies to **Sifi France**.

In Romania, no collective agreement applies; the country's labour legislation governs the workforce.

The Group does not have a European Works Council, a European Company (SE) Works Council or a European Cooperative Society (SCE) Works Council.

Collective bargaining coverage in the European Economic Area (EEA) (%) (Paragraph 60)*	2025	2024
Employees covered by collective bargaining agreements	99%	100%
Employees not covered by collective bargaining agreements	1%	0%
Total	100%	100%

*In other "non-European" regions, collective agreements do not exist. However, agreements are maintained with management and compliance with local labour regulations is ensured.

Social dialogue coverage in the European Economic Area (EEA) (%) (Paragraph 63)	2025	2024
Employees represented by employee representatives	99%	100%
Employees not represented by employee representatives	1%	0%
Total	100%	100%

Coverage rate	Collective bargaining coverage	Social dialogue
	Employees – EEA (for countries with > 50 employees representing > 10% of total employees)	Workplace representation (EEE only) (for countries with > 50 employees representing > 10% of total employees)
0–19%	-	-
20–39%	-	-
40–59%	-	-
60–79%	-	-
80–100%	Spain, Portugal, Italy and France	Spain, Portugal, Italy and France

[S1-9] Diversity parameters

Equal treatment and opportunities for women and men, as well as respect for diversity, are principles of [the Code of Ethics and Conduct](#), which govern the behaviour and conduct of all members of the Group.

Senior management by gender* (Paragraph 66a)	2025		2024	
	Q	%	Q	%
Men	11	79%	8	89%
Women	3	21%	1	11%
Others	0	0%	0	0%
Total	14	100%	9	100%

*Includes the CEO.

Employees by age group (Paragraph 66b)	2025		2024	
	Q	%	Q	%
Under 30	328	12%	211	12%
Between 30 and 50 years	1,524	57%	1,010	57%
Over 50	829	31%	554	31%
Total	2,681	100%	1,775	100%

The data presented corresponds to the end of the reference period, without calculating averages or means over the period. This figure represents the exact workforce situation at the close of the reference period.

[S1-10] Adequate wages

(Paragraph 69) All persons working in any of the companies comprising the **Faes Farma Group** receive an adequate salary, in accordance with the applicable benchmarks in each of the countries in which the Group operates.

[S1-11] Social protection

(Paragraphs 74 and 75) The Faes Farma Group ensures that all individuals working in any of its companies are covered by social protection measures against loss of income resulting from significant life events, such as **illness, workplace accidents** and **acquired disability, parental leave** and **retirement**, through public schemes and/or supplementary benefits provided by the company. The level of protection varies according to the regulations in force in each country where the Group operates. However, in the 2025 financial year, two exceptions were identified: in Guatemala there is no unemployment cover, and in Nigeria there is no social protection for retirement, although mechanisms are in place for illness, workplace accidents and life insurance. These differences are due to local regulations and the structure of the social security systems in those countries.

[S1-12] People with disabilities

Percentage of employees with disabilities (Paragraphs 79 and 80)	2025	2024 ⁵²
Men	0.66%	0.74%
Women	0.61%	0.63%
Others	0%	0%
Total	0.63%	0.68%

To collect data on people with disabilities employed in each of the Group's companies, a process has been followed that is aligned with the regulations in force in each country. As the obligation to employ people with disabilities depends on the size of each company and does not apply to all of them, the number of employees is monitored by region to determine whether the legal obligation applies. In cases where there is no legal requirement (Mexico and Guatemala, for example), the collection of this data is optional and is carried out primarily for internal statistical purposes, whilst always complying with local regulations on confidentiality and data protection. This flexible approach allows us to maintain transparency and compliance with regulations.

The General Law on Disability in Spain stipulates that at least 2% of a company's workforce must consist of people with disabilities. Although this percentage has not been reached, authorisation has been granted this year to meet this requirement through alternative measures. Within this framework, the Group has made a financial donation to a foundation and has contracted services with recognised Special Employment Centres, thereby contributing to compliance with current regulations.

⁵² The breakdown data for men (0.34%) and women (0.34%) has been updated to align with the calculation methodology used for the other indicators (relating it to the number of people of each gender).

[S1-13] Training and skills development metrics

Percentage of employees who received regular performance and development reviews by gender (Paragraph 83a)	2025	2024
Men	31%	41%
Women	33%	36%
Others	0%	0%
Total	33%	38%

In general, individuals subject to variable remuneration undergo a performance review at least once a year. The established assessment criteria are known to the individual being assessed and include corporate, departmental and individual objectives, both quantitative and qualitative. This review is carried out by the line manager.

Average hours of training by gender (Paragraph 83b)	2025	2024
Men	20.62	25.96
Women	22.44	28.63
Others	0	0
Total	21.62	27.41

The average number of training hours by gender has been calculated by dividing the total number of training hours completed by men and women by the average number of male and female staff.

[S1-14] Health and safety parameters

Own staff covered by the health and safety management system (Paragraph 88a)	2025		2024	
	Q	%	Q	%
Employees	2,681	100%	1,775	100%
Total	2,681	100%	1,775	100%

Deaths resulting from work-related injuries and health problems (Paragraph 88b)	2025	2024
Employees	0	0

Reportable workplace accidents* (Paragraph 88c)	2025		2024	
	Q	Rate	Q	Rate
Employees	60	15	35	11

*Rate: accidents (with and without sick leave) / hours worked * 1,000,000. Hours worked are an estimate based on the provisions of collective agreements and, in the absence of such agreements, on local regulations.

(Paragraph 88.d and e) After analysing and assessing the options for reporting cases of recordable work-related health problems and the number of days lost from work due to work-related injuries and fatalities as a result of work-related accidents, work-related health problems and deaths from illness, it has been concluded that in this financial year the Group avails itself of the transitional provisions set out in Appendix C List of phased-in disclosure requirements of “ESRS 1 General Requirements” and the information required in paragraphs 88.d and 88.e of ESRS S1-14 is omitted.

[S1-15] Work-life balance parameters

(Paragraph 93.a) All employees are entitled to take leave for family reasons.

Percentage of employees entitled to this right who took leave for family reasons (Paragraph 93b)	2025	2024
Men	14%	24%
Women	29%	44%
Others	0%	0%
Total	22%	35%

[S1-16] Remuneration parameters (pay gap and total remuneration)

(Paragraphs 97a, 97b)

Gender pay gap in accordance with the ESRS standard	2025	2024
Average gross pay of male employees (€/hour)	29.34	29.06
Average gross pay for female employees (€/hour)	24.19	22.24
Gap %*	17%	23%

*According to the Group's interpretation, the pay gap figures published in line with ESRS standards correspond to what is referred to as 'pay inequality'. This takes into account the total remuneration of men and women across the entire Group, without considering other variables that may distort the existence of a genuine gender-based pay gap, such as levels of responsibility or training factors.

Gender pay gap by professional category	2025	2024
Gap %	3.6%	4

The remuneration of the highest-paid individual (CEO) is 29.6 times higher than the median total annual remuneration of employees. In 2024, the remuneration of the highest-paid individual (CEO) was 33.2 times higher than the median total annual remuneration of employees.

(Paragraph 97c) The pay gap has been calculated by taking the difference between the hourly pay of men and that of women, and then dividing it by the hourly pay of men. For countries whose local currency is not the euro, remuneration data has been adjusted using the annual cumulative exchange rate as at December 2025 to ensure comparability across different territories.

[S1-17] Incidents, complaints and serious incidents relating to human rights

(Paragraphs 103a, 103b, 103c, 104a, 104b)

Labour incidents or complaints	2025	2024
Cases of discrimination (including harassment) (<i>number</i>)	12	16
Complaints lodged (<i>number</i>)	10	11
Complaints submitted to the OECD National Contact Points for Multinational Enterprises (<i>number</i>)	0	0
Total amount of fines, penalties and damages (<i>euros</i>)	0	0

Serious human rights incidents	2025	2024
Serious human rights cases involving company personnel (<i>number</i>)	1	1
Cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises (<i>number</i>)	1	1
Total amount of fines, penalties and compensation for damages arising from incidents (<i>number</i>)	0	0

As a precautionary measure and prior to the findings of the investigation, steps were taken from the very first day of the complaint to prevent any contact between the accused and the complainants.

S4- CONSUMERS AND END USERS

[SBM-2] Interests and views of stakeholders

(Paragraph 8) **The Faes Farma Group** operates with an integrated approach to healthcare in which the patient is the priority, striving to understand their needs and actively seeking solutions that have a positive impact on their lives and on society. The Group fulfils its commitments with rigour, placing the patient at the centre and prioritising their well-being in its decision-making.

Medicines, medical devices, cosmetics and food are made available to end-users, contributing to their right to health, wellbeing and nutrition. The Faes Farma Group focuses on the health of people and animals, ensuring the high quality of the products it markets and applying safety and control measures to both the products and the information provided to users. In this way, it guarantees the right of consumers and users to accurate information and to the resolution of any issues relating to the products.

These rights are clearly reflected in the company’s new culture, mission and vision:

Mission	<i>We develop and provide innovative products to transform people’s health, striving for excellence and fostering talent within our teams</i>
Vision	<i>To be a leading pharmaceutical group in excellence and innovation, transforming people’s health and well-being</i>

Furthermore, the Group’s new 2025–2030 Strategic Plan, presented in April 2025, includes the lever “promoting a positive impact on our culture and environment”, part of which is set out in the Faes Farma Group’s 2025–2030 Sustainability Strategy, recently approved. It serves as the roadmap for sustainability for the coming years. Its 33 measures aim to integrate sustainability into the Group’s business model and decision-making, with particular emphasis on those falling under the “Patients” pillar.

All corporate departments were involved in defining the mission, vision, values and strategies. When focusing on the importance of integrating the opinions and interests of consumers/patients, the following functions stand out as those which, in the course of their work, remain informed of the concerns and expectations of these stakeholders:

- *Quality*
- *Medical Affairs & Pharmacovigilance*
- *Regulatory Affairs*
- *Customer Service*
- *Product Marketing*
- *Clinical Development*

These areas convey the interests and opinions received from consumers and customers, and these are considered as further *input* for the development and evaluation of the company’s strategy and business model, whose purpose is “*to combine passion, science and innovation to transform people’s health*”.

In this regard, the strategy and business model are based on developing and providing innovative products to transform people’s health, striving for excellence and fostering talent within our teams. For this reason, **Grupo Faes Farma** places patients at the heart of its activities and projects, with respect for the human rights of all its stakeholders expressly set out in its [Code of Ethics and Conduct](#).

[SBM-3] Material incidents, risks and opportunities and their interaction with the strategy and business model

The material impacts, risks and opportunities relating to consumers and end-users are:

Topic	Sub-topic	Type	IRO	Associated ESRS	+/-	Current / Potential	Group scope	Relationship with the company's value chain (including Stakeholders)
Consumers and end users	Social inclusion of consumers or end users	Impact	Medicines, medical devices, cosmetics and foodstuffs that are accessible to end users in terms of availability, functionality and affordability, in accordance with their specific needs	S4-1, S4-2, S4-3, S4-4, S4-5	+	Current	Faes Farma S.A. Faes Farma Portugal Edol Laboratories Faes Farma Central America and the Caribbean Subsidiaries in Latin America, Italy, Nigeria and the UAE	Own operations; Consumers and end users
Consumers and end users	Social inclusion of consumers or end users	Risk	Loss of customers/end users due to dissatisfaction with the products received	S4-1, S4-2, S4-3, S4-4, S4-5	N/A	N/A	Faes Farma S.A. Faes Farma Portugal Laboratório Edol Faes Farma Central America and the Caribbean Subsidiaries in Latin America, Italy, Nigeria and the UAE	Own operations; Clients; Consumers and end users
Consumers and end users	Social inclusion of consumers or end users	Opportunity	Loyalty among consumers/end users through advice and training on products for healthcare professionals	S4-1, S4-2, S4-3, S4-4, S4-5	N/A	N/A	Faes Farma S.A. Faes Farma Portugal Laboratório Edol Faes Farma Central America and the Caribbean Subsidiaries in Latin America, Italy, Nigeria and the UAE	Own operations; Healthcare professionals; Consumers and end users
Consumers and end users	Personal safety of consumers or end users	Impact	Health incidents affecting end users related to product safety, adverse reactions and/or special situations	S4-1, S4-2, S4-3, S4-4, S4-5	-	Current	Faes Farma S.A. Faes Farma Portugal Laboratório Edol	Own operations; Consumers and end users

							Faes Farma Central America and the Caribbean Subsidiaries in Latin America, Italy, Nigeria and the UAE	
Consumers and end users	Personal safety of consumers or end users	Impact	Improved public health resulting from the high quality of the products marketed by the Group, thanks to safety and quality control measures	S4-1, S4-2, S4-3, S4-4, S4-5	+	Potential	Faes Farma S.A. Faes Farma Portugal Edol Laboratories Faes Farma Central America and the Caribbean Subsidiaries in Latin America, Italy, Nigeria and the UAE	Own operations; Consumers and end users
Consumers and end users	Personal safety of consumers or end users	Risk	Financial losses due to regulatory requirements and/or potential claims arising from adverse health effects and/or product ineffectiveness	S4-1, S4-2, S4-3, S4-4, S4-5	N/A	N/A	Faes Farma S.A. Faes Farma Portugal Laboratório Edol Faes Farma Central America and the Caribbean Subsidiaries in Latin America, Italy, Nigeria and the UAE	Own operations; Consumers and end users
Consumers and end users	Incidents relating to information for consumers or end users	Impact	Company responses and quality measures regarding incidents reported by consumers and end users	S4-1, S4-2, S4-3, S4-4, S4-5	+	Current	Faes Farma S.A. Faes Farma Portugal Edol Laboratories Faes Farma Central America and the Caribbean Subsidiaries in Latin America, Italy, Nigeria and the UAE	Own operations; Customers; Consumers and end users

(Paragraphs 9 and 10) As mentioned above, the **Faes Farma Group's** strategy and business model are based on finding innovative, honest and high-quality solutions for comprehensive healthcare and well-being. In this regard, the IROs relating to consumers and end-users stem directly from its activities and projects, whilst also underpinning them and contributing to their evaluation, review and updating (where applicable).

Consumers and end-users differ depending on the products marketed by : the pharmaceutical line and the healthcare line. In relation to the pharmaceutical line, the focus is on patients, and when referring to CAPS products, the focus is on consumers and end-users. In both cases, these are “consumers or end users who rely

on accurate and accessible information relating to products or services, such as product manuals and labels, to avoid potentially harmful use of a product or service”.

With regard to negative impacts, as a result of the materiality analysis, an impact intrinsic to the industry has been identified. This relates to impacts on the health of end users linked to product safety, adverse reactions and/or special circumstances. The risk of widespread or systematic negative impacts is eliminated thanks to the prior testing and approval processes for medicines and CAPS products. In Spain, this aspect is regulated by the Spanish Agency for Medicines and Health Products (AEMPS), which protects public health through prior authorisation, registration and control of the manufacture and marketing of medicinal products for human use, medical devices, cosmetics and personal care products, and support for clinical research.

In the case of individual impacts linked to product quality, the occurrence of adverse reactions and special situations, the Group has various services in place to manage these, such as the Pharmacovigilance Unit and the product quality department (see further details in the following questions).

The positive impacts are linked to the purpose of *‘combining passion, science and innovation to transform people’s health’* and benefit all consumers and end-users:

- Medicines, medical devices, cosmetics and foodstuffs that are accessible to end-users in terms of availability, functionality and affordability, in accordance with their specific needs.
- Improved public health resulting from the high quality of the products marketed by the Group, thanks to safety and quality control measures.
- The company’s responses and quality measures in relation to incidents reported by consumers and end users.

(Paragraph 12) Finally, the identified risks and opportunities of relative importance are closely linked to the impacts on consumers or end users, without distinction.

(Paragraph 11) During the pre-launch phases of a product, clinical trials are conducted and external studies are consulted to identify any specific potential risks for different population subgroups. Particular attention is paid to vulnerable groups such as children, the elderly, pregnant women or people with pre-existing medical conditions. Once this data has been collected and analysed, the specific indications and contraindications for the medicinal product are established, detailing in the package leaflet and on the labels the cases in which its use is restricted to certain consumers or end-users. In addition, warnings regarding possible interactions with other medicines or food are included, and recommendations for use are provided to minimise risks.

[S4-1] Policies relating to consumers and end-users

(Paragraphs 15, 16 and 17) The policies adopted to manage the impacts, risks and opportunities of products on consumers and end-users are:

Sustainability Policy

This policy establishes four principles that promote sustainable development, responding to the expectations of employees, customers, patients, healthcare professionals, the scientific community, regulatory bodies, suppliers and investors. To comply with these principles, the Group has defined a series of commitments that reflect the actions underpinning its activities.

Principle 3, which addresses the promotion of respect for fundamental human rights, details the commitment to safeguarding the health and safety of patients throughout the entire life cycle of all Faes Farma Group products, whilst promoting their responsible use.

This policy applies to the entire Group and its subsidiaries and was approved in November 2021 by the Board of Directors. It is published on the website and available to the various stakeholders.

Code of Ethics and Conduct

It sets out the values, guiding principles and standards of conduct that guide and inspire the Group's actions and constitutes a mandatory practical framework for its actions, decision-making and, in general, for the conduct of all its activities.

It applies to each and every professional providing services to Faes Farma S.A. and its group of companies, regardless of their position, rank, department or geographical location, including directors, managers, employees and contractors. The update to this code was approved by the Board of Directors in July 2025. It is published on the website and available to the various stakeholders.

Principle 4, "*Commitment to society, the environment and other stakeholders*", includes a commitment to respecting human rights, taking as a reference the International Bill of Human Rights, the fundamental conventions of the International Labour Organisation (ILO) and the OECD Guidelines for Multinational Enterprises, as well as the Group's commitment to patients and customers.

Principle 3, "*Integrity in business*", sets out the commitment in relations with patient organisations (as well as healthcare professionals and healthcare organisations), strictly adhering to the standards established in the Code of Good Practice for the Pharmaceutical Industry in Spain and in other territories, and the applicable regulations in each case.

Furthermore, the code highlights the Group's mission to develop and provide innovative products to transform people's health, with the patient as our priority.

Code of Ethics and Conduct for Third Parties

This is understood as an extension of the Faes Farma Group's [Code of Ethics and Conduct](#), which defines the ethical principles that form part of the Group's corporate culture and which must be observed by third parties in their dealings with the Group. It also reflects the Group's commitment to applying the principle of due diligence in matters of ethics and integrity, understood as the set of procedures and practices established to prevent, detect and, where necessary, eradicate any misconduct that may occur within the organisation and the supply chain.

Its update was approved by the Board of Directors in July 2025, and it applies to all third parties (suppliers of goods and/or services, distributors, licensees, *co-marketers*, collaborators and business partners) who have a

direct or indirect relationship with the Group. It is published on the website and made available to the various stakeholders.

The section on “*marketing and commercial practices*” includes the Group’s commitment to responsible, patient-centred commercial practices in accordance with the highest ethical, medical and scientific standards defined by law, promoted by industry associations and adopted by the company. In this regard, all third parties interacting with patients are expected to adhere to standards of a similar level. This includes, at a minimum, compliance by third parties with any ethical codes of conduct, industry codes and regulatory requirements of the countries in which they operate.

Internal Information System Policy

This policy sets out the general principles of the Group’s internal reporting system (“whistleblowing channel”), the rights of whistleblowers, and the procedure governing how matters falling within the scope of the policy may be brought to the attention of the person responsible for the system. This channel is available so that any member of the Group or any external third party, including consumers, end users and customers, may report to the Group any regulatory breaches of which they are aware, committed by a member of the Group or by third parties who are in contact with the Group in the course of their work or professional activities, as well as to raise any queries regarding the scope, compliance with and interpretation of the regulations applicable to the Group.

In support of this policy, the Procedure for the Management, Investigation and Response to Communications Received through the Internal Reporting System (GIR Procedure) is in place, which establishes the process for collaborating with whistleblowers and the need to define measures to remedy the reported incidents.

If the reports received through this channel relate strictly to employment matters or human resources policies (career development, remuneration, holidays, etc.) or to professional performance, the matter will be referred, where appropriate, to the People Department.

For further information, please refer to [section ESRS G1-1](#).

In 2025, no cases of human rights violations involving consumers or end users were reported through the Group’s internal reporting system.

Quality Policy – Medicines

Faes Farma S.A. has a **Quality Policy** (approved by the General Management in 2018) relating to the manufacture of its medicines and aimed at patients, end consumers, customers and *partners* for whom medicines are manufactured under contract.

This policy highlights Faes Farma S.A.’s commitment to quality in various aspects related to compliance with Good Manufacturing Practice (GMP) standards to ensure the safety, efficacy and reliability of its medicines, both in their manufacture and in the data generated for their registration. It also sets out the commitment to monitoring the quality of Faes Farma S.A. medicines manufactured by third parties.

This policy is currently an internal document and responds to the mandatory requirements of *Good Manufacturing Practices* (GMP) regulations, which establish the need for a quality management system, including a policy.

CAPS Product Quality Policy

Furthermore, Faes Farma S.A. has a specific quality management system for CAPS products to ensure the legality, quality, efficacy and safety of the consumption/use and distribution of products in the ‘healthcare’ and ‘*consumer*’ catalogues. Within this system, the aspects relating to medical devices are certified under the ISO 13485 standard.

This quality management system includes a **CAPS Product Quality Policy**, a **Quality Manual** and procedures, amongst other tools, aimed at the identification, assessment, management, monitoring, mitigation of risks and potential impacts on the business.

This **CAPS Product Quality Policy** (the update to which was approved in March 2025 by the CEO) seeks, through quality, to establish an organised and effective working system, enabling employees to perform their duties more effectively and ensuring that the monitoring and achievement of objectives are more efficient. It is available to staff in the offices.

It sets out our commitment to product quality and to consumers, as well as to the legislation governing them:

- To comply with applicable legal and regulatory requirements.
- Continuously seek to improve products and processes.
- Promote social responsibility and sustainability.
- Implement and ensure compliance with the company's risk and opportunity management.
- Design and develop new products that meet the real needs of customers and consumers, maintaining a high level of innovation in their development.

Policy	Scope/perimeter at company level	Public or internal	Highest level responsible for its application	References to standards	Year
Sustainability Policy	Group	Public (Website)	Board of Directors	-	November 2021
Code of Ethics and Conduct	Public	Public (Website) + Intranet	Board of Directors	Code of Good Practice for the Pharmaceutical Industry (Farmaindustria) International Bill of Human Rights Fundamental Conventions of the International Labour Organisation (ILO) OECD Guidelines for Multinational Enterprises	July 2025
Code of Ethics and Conduct for Third Parties	Group	Public (Website) + Intranet	Board of Directors	International Labour Organisation (ILO) Convention No. 138	July 2025
Internal Information System Policy	Group	Public (Website) + Intranet	Board of Directors	Law 2/2023 on the protection of whistleblowers Directive (EU) 2019/1937	October 2024
Quality Policy – Medicines	Faes Farma S.A.	Internal	Head Office	-	January 2018
Quality Policy - CAPS Products	Faes Farma S.A.	Internal (Intranet)	CEO	-	March 2025

[S4-2] Processes for engaging with consumers and end-users regarding incidents

(Paragraphs 20 and 21) Each business line has its own processes for collaborating with consumers and end users regarding actual and potential impacts that affect them or may affect them.

Type	IRO	Processes for engaging with consumers and end users
Impact	Medicines, medical devices, cosmetics and foodstuffs accessible to end users in terms of availability, functionality and affordability, in accordance with their specific needs	<ul style="list-style-type: none"> • Process to ensure the affordability of medicines • CAPS product development
Impact	Health incidents affecting end users linked to product safety, adverse reactions and/or special circumstances	<ul style="list-style-type: none"> • Process for conducting clinical trials of medicines • CAPS product development • Post-authorisation clinical studies of medicines
Impact	Improvements in people's health resulting from the high quality of the products marketed by the aes Group, thanks to safety and quality control measures	<ul style="list-style-type: none"> • Process for conducting clinical trials of medicines • CAPS product development • Post-authorisation clinical trials of medicines

• Process for ensuring the affordability of medicines

The price of medicines funded by National Health Services (NHS) is regulated by the competent authorities, examples of which include the following bodies in the respective countries:

- Spain: Interministerial Pricing Commission, attached to the General Secretariat for Health and Consumer Affairs.
- Portugal: INFARMED (National Authority for Medicines and Health Products), Ministry of Health.
- Italy: AIFA (Italian Medicines Agency), under the Ministry of Health.

With the aim of establishing a fair price for the company and for patients (including vulnerable groups), the Group works with the above authorities, with both parties representing their own interests and those of consumers. These negotiations take place each time a prescription medicine is approved and before it is placed on the market. Agreements may be renegotiated and updated periodically, for example, if there are changes in the target market.

Following the price application, a period of assessment and negotiation with the authorities begins, during which the benefits of the medicine compared to existing treatments are considered, whether it offers any significant improvement in the treatment of the disease, and the budgetary impact the new medicine has on public healthcare expenditure.

Of the economic value of the medicine, one part is paid by the patient and another by the State, the proportion of which varies depending on factors such as the patient's income, their employment status, whether the condition is chronic or not, etc.

To set the maximum price to be paid for a medicine funded by the NHS, various reference pricing systems are used, some of which are highlighted below:

- Spain: For each group of medicines with the same composition and route of administration, a maximum price (reference price) is set based on the cheapest medicine available on the market.
- Portugal:
 - In the case of non-generic medicines, their price is determined by comparing them with the prices in force in the so-called 'reference' countries for the same medicine or, failing that, for identical or essentially similar pharmaceutical products. The reference ' ' countries are selected annually and published by Ministerial Order in the *Diário da República* (Official Gazette).
 - The price of generic medicines is determined by comparing the price of a reference medicine with the same strength and pharmaceutical form. Reference medicines are published in the *Indicative*

List for the Setting of Prices of Generic Medicines (“Lista orientadora para a formação de preços de medicamentos genéricos”).

- Italy: Depending on whether the product to be marketed is the first treatment available or belongs to a class of products already on the market, the competent authority uses an international or national reference price system to set the maximum price to be paid for a medicine funded by the National Health Service (NHS). In other words, for each group of medicines within a specific therapeutic area, a maximum price (reference price) is set, based on the cheapest medicine available on the market in the case of generics.

This entire process is managed by the team led by the *Global Head of Regulatory Affairs*.

- **Process for conducting clinical trials of medicines**

The development of all new medicines involves conducting clinical trials to assess their efficacy and safety through patient participation. Such treatments have previously been studied in a laboratory with satisfactory results. The Group conducts various types of clinical trials, in accordance with the most stringent quality standards and in compliance with European regulations and guidelines.

In accordance with the European Clinical Trials Regulation, a clinical trial protocol, amongst other documentation, must be approved by the ethics committee of the hospitals participating in the trial and by the authorities in the country where it is to be conducted.

Patients must have a clear understanding of the study’s objectives, the potential risks and benefits, and what is expected of them. The information must be provided in a way that is easy to understand, both in technical language for healthcare professionals and in plain language for patients, so that they can give their informed consent to participate after having read and understood a document explaining the risks and benefits of their participation and having had all their questions answered.

During the trial, various follow-up visits are scheduled with patients to assess their safety and the efficacy of the medicines. Furthermore, in some clinical trials, patients are asked for their opinion on the medicine (for example, ease of swallowing, taste, handling, etc.).

Every effort is made to minimise risks to the patient at all times, whether by reducing the number of procedures and tests to be carried out or by managing any potential adverse effects of the medication administered.

Finally, the results of the trials are shared not only with the participating researchers, but also with the participating patients via a letter thanking them for their involvement, which has made the research possible.

In addition, *advisory boards* are established, comprising leading medical opinion leaders in the field and coordinating researchers, to serve as a source of information for improving clinical development and the research protocol. We work with them to design the clinical trial that best suits the research to be conducted.

Looking to the near future, patient input will be incorporated through collaborations with patient organisations to adapt protocols to real-world needs, including aspects such as ease of use and quality of life. The insights gained will be integrated into decision-making regarding the design and conduct of trials.

This entire process is managed by the *Global Head of Clinical Development*.

- **CAPS Product Development**

During the ideation phase of each new product, product validation *tests* are carried out with end consumers, alongside tests to understand the *patient journey*, the *patient path* and the *insights* that consumers may have. These tests include qualitative and quantitative surveys, *focus groups* and *advisory sessions*, both in-person and *online*.

Prior to the final market launch, once a more definitive product prototype has been developed and validated from a technical, regulatory and market perspective, it undergoes further testing in which the consumer is placed at the centre of the process (whether through direct consultation with the consumer or indirectly via healthcare professionals). In this way, all iterations or variations of the product focus on continuous consumer validation, ensuring that the final product meets the identified expectations and needs.

The development manager is responsible for presenting this collaboration with consumers to the Product Committee and shares the results so that they can serve as a basis for guiding the company's approach. The Product Committee is a multidisciplinary group that oversees the development, launch and management of products presented by the product development team. It is responsible for validating concepts, managing the product lifecycle, ensuring regulatory compliance, and coordinating between departments such as *Purchasing, Sales, Medical Affairs & Pharmacovigilance, Pharmaceutical Development, Marketing* and *Quality*. This committee reviews feedback from consumers and healthcare professionals to ensure that products are safe, effective and meet market expectations prior to launch.

In addition to consumer validation, market research and sessions with professionals are conducted to gain a clear understanding of what consumers value and to apply these findings to the assessment of the product proposal (pharmacists, category experts, etc.). Although these studies are mainly carried out prior to product launch, they are also conducted afterwards.

Where required, launches are supplemented by an additional usage, satisfaction or tasting study amongst the specific group the product is aimed at, in order to ensure its performance and suitability for the target audience. The **Product Committee** also assesses the effectiveness of this collaboration with consumers, and the results of some of these efficacy tests are subsequently used to publish studies in the specialist press.

The person holding the position of *Healthcare Marketing Manager* is operationally responsible for this process.

- **Post-authorisation clinical studies of medicines**

The Group conducts post-authorisation clinical studies of its main medicines already on the market, including both clinical trials and observational studies. The aim is to better understand the effectiveness and safety profile of its medicines in real-world clinical practice or in real patients, under real-world conditions of use and with patients who are not strictly selected for a clinical trial for the development of a medicine.

In this way, information is obtained directly from patients participating in the various types of studies regarding the actual and/or patient-perceived effectiveness, the actual use of the medicine, adherence to the medicine, tolerability, or possible new adverse effects not detected during the clinical development phases.

The frequency with which these studies are conducted depends on various factors, in addition to their particular relevance to the population and to patients. During 2025, part of two post-authorisation trials was carried out. See details in section [S4-4](#).

The studies are conducted in hospitals or clinical care centres, where patients attend for the diagnosis, treatment and monitoring of their conditions. These may be studies of various kinds, in which the investigator-physician recruits participating patients, who then answer a series of questions regarding the efficacy and safety of the medicine. In addition to the doctor's objective and clinical responses and assessments, it is increasingly common to include *patient-reported outcomes* (PROs), where the patient directly reports on their disease symptoms, treatment preferences, adherence, tolerability and adverse effects.

All responses are statistically analysed and the study results are compiled, which must be published in accordance with regulatory requirements in prestigious, leading scientific journals.

Many of these studies not only enable us to better understand the profile of the medicine, but also allow us to determine how we can better support patients in the effective and safe use of medicines, and often to establish

guidelines or protocols for use and monitoring, as well as general health policies that assist prescribing doctors and patients.

The person holding the position of *Global Head of Medical Affairs & Pharmacovigilance* is the person operationally responsible for this process.

[S4-3] Processes for addressing adverse events and channels for consumers and end-users to express their concerns

(Paragraphs 25 and 26) With regard to addressing adverse impacts and channels for expressing concerns related to regulatory non-compliance, Grupo Faes Farma has established a confidential, secure internal reporting channel that complies with the strictest regulations on whistleblower protection and data protection, as indicated in [section ESRS G1-1](#). The channel is public and [accessible on the Group's website](#) to all stakeholders.

The Faes Farma Group's internal reporting system may be used, amongst other stakeholders, by customers, consumers and end-users who are aware of or suspect any non-compliance, and who are subject to the level of protection expressly provided for by the Whistleblower Protection Act in relation to such matters.

This system is governed [by the Internal Reporting System Policy](#) (public and approved by the Board of Directors in September 2023 and updated in October 2024), which covers, amongst other aspects, whistleblower protection, the prohibition of retaliation, protective measures, and the types of actions, omissions and communications covered by the highest level of protection. In addition to this channel, other channels are available, as detailed below, categorised by business unit and area within the Group.

Pharmacovigilance Unit

The Pharmacovigilance Unit (UFV) has among its objectives the identification, quantification, assessment and prevention of risks associated with the use of medicines and the protection of public health; furthermore, it works to minimise the inherent risks associated with medicines (possible adverse reactions).

It is also responsible for analysing the benefit-risk balance of medicines for which the Group holds marketing authorisation. In this regard, and with the aim of promoting the safe use of its medicines, it utilises information received from patients in its activities.

The information required to carry out pharmacovigilance activities is obtained:

- Internally through other departments. Employees receive annual training on pharmacovigilance to know how to respond to a report.
- Externally through reports from patients, healthcare professionals, competent authorities, partners and periodic reviews of the medical literature.

In compliance with current pharmacovigilance legislation, the UFV maintains its own safety database in which received reports are recorded and to which only UFV staff have access. Furthermore, it reports all suspected adverse reactions and special situations to the competent authorities and/or partners, as applicable. For example, serious adverse reactions, identified during the post-marketing phase of medicines, are reported to the European Medicines Agency within 15 calendar days of receipt.

In addition to local legislation, *Good Pharmacovigilance Practices* (GVP) apply in Europe, providing more detailed guidelines on how the system should be organised. In parallel, there is an internal quality system and dedicated quality assurance staff for GVP. The various subsidiaries have communication channels in place to receive this type of report in accordance with local requirements. To this end, the "Global Subsidiary Pharmacovigilance System Procedure" is in place, which sets out the minimum pharmacovigilance requirements for the Group's subsidiaries, the processes for exchanging information between the subsidiaries and the Group, and establishes the structure and content of the pharmacovigilance system to be developed and maintained by the LATAM subsidiaries in accordance with the requirements of local authorities, whilst also being coordinated with the corporate system.

In 2025, efforts continued in the training and coordination of the pharmacovigilance teams at the various subsidiaries by the Corporate Pharmacovigilance Unit, as well as internally, involving not only the

Pharmacovigilance Unit but all departments of the company, particularly those with the greatest influence on the pharmacovigilance system.

The CSU comprises a team with a high level of specialisation in pharmacovigilance and also has the necessary IT resources to ensure the proper management of adverse reactions and special situations, in compliance with GVP.

All reports have been recorded, managed, analysed and communicated to the competent health authorities in accordance with the requirements set out in the applicable legislation.

The headquarters in Spain and the subsidiaries have various channels for receiving reports from customers, patients and healthcare professionals, mainly relating to potential adverse reactions and product quality.

The communication channels that may potentially receive pharmacovigilance-related reports are:

- Corporate and product websites, which include forms, telephone numbers and email addresses, including the customer service department.
- Social media: X, YouTube, LinkedIn, Instagram, Google My Business, Facebook and Vimeo.

The various social media platforms are managed either internally, in the case of LinkedIn, or through partner agencies in all other cases. Although it is not very common, users or end consumers occasionally use social media to raise concerns, queries or even safety information regarding the Group's products.

In such cases, an operational procedure is in place to handle these enquiries, first determining whether they relate to quality, pharmacovigilance or scientific information, then forwarding them to the relevant department for processing, and replying to the user to direct them to the most appropriate channel for their enquiry.

The UFV conducts an annual *test* of the various channels available in Spain to assess their effectiveness by sending test messages. In 2025, 21 deviations were detected, for which the root cause was investigated and corrective actions implemented.

Medicinal product quality⁵³

The Group has internal procedures in place to manage complaints regarding the medicines it manufactures and/or markets, which may be received through various channels:

- Customer service telephone number: 900 460 153
- Website: contact section, customer service inbox, attached emails
- Sales network
- *International Operations, Licensing or Medical Affairs & Pharmacovigilance* Department
- Any other channel, whether direct telephone, fax, post, email or social media

These channels are used directly by patients, pharmacies and wholesalers, or by third-party laboratories or distributors for whom the Group manufactures under contract. In turn, patients may submit their complaint directly or via pharmacies.

Once the complaint is received via any of these channels, a record is created in the specific *software* or database for quality management and the process is initiated. Whenever possible, the collection and replacement of potentially defective units is carried out, on the one hand to satisfy the customer/patient and on the other for assessment by the *Quality* Department in Spain and/or the Technical Department in subsidiaries.

The relevant department carries out an initial assessment of the severity of the complaint, on the basis of which the urgency level of the investigation is determined. A case is considered urgent if the quality defect could have

⁵³ The Group's subsidiaries have systems for managing complaints and claims regarding various aspects, including quality. These systems are similar to the one described in this section. However, they are not specific to a particular type of product.

adverse effects on the patient. If this is the case, in Spain there is a 48-hour timeframe from receipt of the sample to carry out the investigation, and it is also checked whether this is a repeat complaint.

The investigation concludes with a final assessment of whether the complaint is justified; if so, the root cause is determined and the complaint is classified according to its criticality.

In the next phase, staff respond to the complaint with the conclusions reached: the cause of the non-conformity and the actions defined internally to prevent or correct it. This response is provided by telephone, email or letter.

The Faes Farma Group monitors the complaints received, checking whether they are recurring complaints (same origin, same product, same defect and different batches). Additionally, in accordance with internal procedures (in the case of Spain, *the “Review of the Quality Management System”*), an annual assessment of the number of complaints received is carried out.

CAPS Product Quality – Spain

The CAPS Product **Quality Management System (QMS)** has the necessary channels and staff to provide a good service to consumers and end users in dealing with and resolving negative incidents, whether these are reports of concerns or complaints, or adverse reactions. Proper management and good customer service are of great importance, as a negative incident that is well managed can be turned into a positive one. To this end, the QMS includes a series of procedures for management and supervision:

- **Standard Operating Procedure (SOP) for returns**, which defines the procedure to be followed in the event of returns of CAPS products, as well as describing how products returned by customers and received by our logistics operator are managed.
- **Standard Operating Procedure (SOP) for medical device vigilance**, which describes how to collect, manage and archive any safety information relating to this category of products, as well as how to carry out post-market surveillance in relation to them.
- **Cosmetovigilance SOP**, which describes how to establish a market surveillance system for cosmetic products that enables the assessment and resolution of any potential adverse effects of cosmetic and personal care products.
- **Product Incident Management PNT**, which enables the documentation of the process for managing incidents and complaints—whether logistical, commercial or administrative—received from our customers and consumers, with the dual aim of providing a full response to them and of gathering data, the subsequent analysis of which allows us to identify and implement improvement measures aimed at increasing customer satisfaction.
- **Technical Enquiries and Complaints PNT**, which describes the process for managing technical enquiries and complaints received from our customers and consumers, with the dual aim of providing a satisfactory response to them and of gathering data, the subsequent analysis of which enables the identification and implementation of improvement measures aimed at increasing customer satisfaction.
- **PNT for Corrective and Preventive Actions**, which aims to establish the procedure to be followed for the management of corrective and/or preventive actions arising from complaints and non-conformities detected during audits (both internal and external), inspections, etc.

The channels provided to enable consumers and users of the products to contact the Group are the telephone numbers and email addresses on the corporate website. Several of these are published on the website at under the “Contacts” section, to be selected depending on the reason for contacting us. A means of contact is also provided on the websites of some of the Group’s brands. Another channel for receiving enquiries and complaints is via the sales representatives.

Furthermore, for the reporting of potential adverse reactions, in addition to the data collection form available on the corporate website (under the “Contacts” section), a 24-hour helpline is also available, 365 days a year. Adverse reaction monitoring cases in Spain are managed by a team of four people from the CAPS registration department.

All incidents are handled on a case-by-case basis and are incorporated into the quality indicators, which are monitored on a monthly basis. Additionally, the results are analysed annually by the management of the *Regulatory Affairs* department.

When creating the specific channels for CAPS products, operational tests were carried out via the website for adverse reaction surveillance cases involving different users; however, no subsequent effectiveness test has been conducted as no malfunctions have been identified.

Customer service

This customer service department forms part of the national and international logistics team at Faes Farma S.A. Generally, it does not have direct contact with consumers and end-users; instead, communications take place directly with wholesalers and distributors.

However, enquiries received from consumers and end-users may be referred to the various available customer service channels (atencionalcliente@faes.es and the telephone number 900 924 734).

This service receives communications for which it is responsible for resolving, but also others where the resolution is referred to the relevant department within the Group (for example, reports of adverse reactions which are referred to pharmacovigilance) via the *Trackwise* software. In such situations, the customer service team has a procedure in place for how to act if communications relating to pharmacovigilance, as well as other matters, are referred to them.

The follow-up and resolution status of each enquiry is recorded and updated in *Trackwise*. Cases are closed once they have been investigated and a response and/or solution has been provided to the consumer or end user.

Medical Information Service

The Faes Farma Group operates a Medical Information Service, within the *Medical Affairs & Pharmacovigilance* department, which has established a set of processes designed to address and assist in resolving issues (understood as medical enquiries) that may affect consumers and end-users of the products.

This Medical Information Service is designed to serve as a formal communication channel between the Group's companies and healthcare professionals and end users (including patients, patient associations, etc.), responding to all medical enquiries that may be submitted. The main channel for receiving communications is the corporate email (medical.info@faes.es, medicalinformation@sifigroup.com), but they may also be received through other means, such as customer service channels (atencionalcliente@faes.es and the telephone number 900 924 734) or sales representatives.

The Medical Information Service aims to ensure patient satisfaction and safety by providing all the necessary medical information in each case, through efficient, traceable and transparent management.

Processes resulting from communications received: Modification of a medicine's package leaflet and packaging

Information relating to complaints, requests for medical information or reports of possible adverse reactions or misuse of the Group's medicines, received through the aforementioned channels, is analysed. Furthermore, the authorities are notified in cases where this is legally required. If the enquiry or notification indicates a possible error on the part of the patient due to an incorrect interpretation of the package leaflet, measures are put in place to mitigate further errors, making the appropriate changes or amendments to the package leaflet or patient information. The aim is to prevent medication errors or misuse by the patient.

Similarly, if patients, either directly or via doctors or pharmacists, raise concerns about the use of a medicine or the functioning of a device, patient-focused actions are implemented to facilitate use or explain, in simple terms, either through their doctors or directly via a campaign, how to use the device.

In relation to these actions applicable to medicines and arising from third-party communications, an assessment is made as to whether communications of the same nature continue to be received, as a means of monitoring the success of the changes made.

Protection of clinical trial participants

Faes Farma has specific processes for tracking, monitoring and resolving negative incidents affecting clinical trial participants. Patients can raise concerns via the principal investigator, the hospital ethics committee and channels provided by Faes Farma.

Once a report is received, it is assessed to verify the information and followed up until resolution. This process ensures that any potential adverse impact, including adverse events, is investigated and managed in accordance with Good Clinical Practice (ICH-GCP). Should it be confirmed that adverse impacts have occurred, remediation is assessed from both a clinical and pharmacovigilance perspective. To this end, it is confirmed that the measures taken have mitigated or corrected the adverse impact reported by the participant. This includes confirming that the participant has received the necessary care, that their safety is guaranteed, and that no risks associated with the trial remain.

Furthermore, where compensation is due, the insurance policies specifically taken out for each clinical trial ensure that financial or material redress has been provided appropriately and in accordance with European regulations and ICH-GCP. This guarantees not only the resolution of the incident but also the comprehensive protection of the participant.

The effectiveness of the channels established for participants to raise concerns or report incidents is assessed through various mechanisms, including reviewing the use and accessibility of the channel, response and handling times, the quality of the resolution, feedback from participants and investigators, and the periodic review of procedures. Taken together, these elements enable us to determine whether the channels are functioning correctly and ensure effective and secure communication between participants, investigators and Faes Farma.

[S4-4] Adoption of measures relating to incidents of material significance concerning consumers and end-users, approaches to mitigate risks of material significance and capitalise on opportunities of material significance relating to consumers and end-users, and the effectiveness of such actions

(Paragraphs 30, 31, 32, 33 and 37) The main measures implemented in 2025 to manage the impacts, risks and opportunities relating to consumers and end-users are:

Type	IRO	Measures relating to impacts, risks and opportunities concerning consumers and end users
Impact	Medicines, medical devices, cosmetics and foodstuffs that are accessible to end users in terms of availability, functionality and affordability, in line with their specific needs	<ul style="list-style-type: none"> Clinical trials – Medicines
Risk	Loss of customers/end users due to dissatisfaction with the products received	<ul style="list-style-type: none"> Preventive and corrective measures relating to the medicine Clinical trials – Medicines Actions taken regarding the quality and monitoring of CAPS products
Opportunity	Customer/end-user loyalty thanks to advice and training on products provided to healthcare professionals	<ul style="list-style-type: none"> Satisfaction survey – CAPS products
Impact	Health incidents among end users linked to product safety, adverse reactions and/or special circumstances	<ul style="list-style-type: none"> Annual Training Plan of the Pharmacovigilance Unit Clinical trials – Medicines Actions taken regarding the quality and monitoring of CAPS products
Impact	Improvements in people’s health resulting from the high quality of the products marketed by the Group, thanks to safety and quality control measures	<ul style="list-style-type: none"> Preventive and corrective measures relating to medicines Clinical trials - Medicines Actions taken regarding the quality and monitoring of CAPS products Post-authorisation studies – Medicines
Risk	Financial losses due to regulatory requirements and/or potential claims arising from adverse health effects and/or product ineffectiveness	<ul style="list-style-type: none"> Clinical trials – Medicines
Impact	Quality responses and measures taken by the company in relation to incidents reported by consumers and end-users	<ul style="list-style-type: none"> Preventive and corrective measures relating to the medicinal product Annual Training Plan of the Pharmacovigilance Unit Actions taken regarding the quality and monitoring of CAPS products

Preventive and corrective measures relating to the medicinal product

The *Quality* Department, together with other departments, continuously manages the investigation phase of quality complaints received with the aim of identifying the root cause. These are classified into four types of causes: human, equipment and/or system, process, and other causes during the distribution phase.

Si se sospecha o identifica como causa raíz un error humano, se analizará el tipo de error según el siguiente cuadro, y en base a ello se establecerán las CAPAs:

CAUSA	MOTIVO	CAPA
Laguna en el aprendizaje	El empleado no conoce el proceso	Formación/capacitación
Omisión o fallo de memoria	Conoce el proceso, pero falla al ejecutarlo	Si es puntual no aplica formación
Malinterpretación/malentendido	El empleado no entiende el proceso	Adecuación de la documentación
Error de decisión	El empleado comete un error de juicio	Formación
Distracción	El empleado estaba distraído debido a que estaba realizando varias tareas a la vez	Verificar si es parte del proceso o establecer qué tareas debe realizar
Error en la documentación	La documentación es incorrecta o los datos son incorrectamente revisados	Actualización de documentación

This enables the identification of potential preventive and corrective actions (CAPAs), which may include training, specific actions and updating of documentation. Training sessions are always face-to-face and delivered using internal resources to ensure their effectiveness.

In line with the corrective and preventive action procedure, preventive actions are always subject to an effectiveness analysis. However, corrective actions depend on an assessment carried out by Quality Assurance. For example, if complaints linked to those corrective actions are submitted on a recurring basis. If it is concluded that a measure has not been effective once the defined deadline has passed, it must be reassessed.

The Group initiated 33 CAPAs in 2025. These have mainly focused on modifying or updating procedures to better define tasks and providing specific training to small groups of staff. All of these have been carried out using internal resources and have therefore not entailed any significant associated OpEx or CapEx.

Annual Training Plan for the Pharmacovigilance Unit

The Pharmacovigilance Unit has an annual training plan that is essential to ensure that all Group staff are familiar with and committed to the Pharmacovigilance System, as well as to provide as much safety information as possible to promote and ensure the safe use of medicines. Without the involvement of all staff, the pharmacovigilance system would be deficient and, therefore, unable to protect patients.

The training is delivered across 5 levels:

- Level 1: All Group employees via the Faes Farma Academy.
- Levels 2 and 4: Specific departments within Faes Farma S.A. with a direct link to pharmacovigilance (PV). These are face-to-face, task-focused sessions.
- Level 3: PV managers in subsidiaries. The aim of this training is for these managers to subsequently disseminate the training within their subsidiary.
- Level 5: Specific to the UFV of Faes Farma S.A.

These training sessions are closely monitored by the managers of the various departments. For training delivered through the Faes Farma Academy, a five-day period is set aside during which managers are reminded daily of the staff who have yet to complete the training and that it is mandatory.

The training is mostly delivered using internal resources, so there is no significant associated OpEx or CapEx.

Clinical trials – Medicines

Following meetings with opinion leaders, changes may be made to a clinical trial protocol to align it as closely as possible with standard clinical practice for these patients and minimise trial-related risks for them. The *Clinical Development* department has stepped up efforts to incorporate the patient's perspective into the design of clinical trials.

- **Mesalazine granules**

- Scope: Faes Farma Group
- Start date: 2024
- Expected completion date: 2026
- In the specific case of the mesalazine granules trial, associations of patients with ulcerative colitis have been contacted and invited to participate in the scientific conferences organised in June 2025. This approach has provided first-hand insight into patients' experiences and needs, facilitating the identification of new strategies to improve their involvement and optimise recruitment for the trial.

An agreement has been reached with ulcerative colitis patient associations to explore new collaborations on scientific activities in 2026, and the evaluation of patient associations in other therapeutic areas, such as ophthalmology or rare diseases, has begun.

In addition, patient satisfaction questionnaires have been implemented at the end of the clinical trial, assessing patients' experience and perception of the investigational product. This tool,

already used in various Phase III clinical trials (mesalazine granules) and bioequivalence trials (alendronate), will enable the analysis of patients' opinions as potential users of the medicine. The results of these actions will be evaluated upon completion of the trials.

From 2026 onwards, it is expected that patient feedback will be incorporated into the design and review of clinical protocols through collaborations with patient associations. See further details on the objectives in this area in [section S4-5](#).

Satisfaction survey – CAPS products

These are carried out to gather objective information on consumer satisfaction with new product launches, to provide data for designing marketing materials and leaflets, and to identify areas for improvement in the communication of these launches. This practice helps to build end-user loyalty.

- **Cosmetic and dietary supplements**

- Scope: Faes Farma S.A.
- Start date: 2025
- Expected completion date: 2025
- In 2025, various satisfaction tests were initiated and completed for food supplements (menopause and Intimasense) and cosmetics (CBD cooling spray). The studies involved samples of 40–50 people. Healthcare professionals with expertise in these product areas were involved in the processes to gain an in-depth understanding of consumer preferences and how to validate the product within these groups. The conduct of these satisfaction studies did not involve any significant OpEx or CapEx.

Actions taken regarding CAPS product quality and surveillance

Mandatory training is provided annually on quality, on the one hand, and medical device vigilance on the other, both within the framework of ISO 13845. The training is delivered using internal resources through the Faes Farma Academy, which also handles the follow-up, so there is no significant associated OpEx or CapEx.

Quality training on medical devices is aimed at employees working in areas that come into contact with such products (sales, procurement, logistics, management, among others). Where applicable, vigilance training is aimed at all Faes Farma S.A. employees, as they are potential identifiers of adverse reactions. Both courses were launched in October 2025 and participants are being monitored to ensure that the target audience completes the training and assimilates the knowledge, through an examination.

Post-authorisation studies of medicinal products

In collaboration with one of the Group's partners, two post-authorisation studies are currently underway involving one of the company's medicines.

One of the studies aims to assess the importance of rapid onset of action in improving the signs and symptoms of the condition, using an orodispersible formulation. Recruitment and the trial phase, as well as the study's monitoring and data management tasks, were carried out throughout 2025. The analysis of the results is expected to be completed in 2026.

The other study, at European level, will assess symptom improvement and overall improvement in quality of life in children aged six years and older with allergic rhinoconjunctivitis being treated with one of the Group's medicines. In 2025, progress was made with pre-recruitment management and the trial phase of the study, which are expected to take place in 2026.

In line with section 7.7 on “Classified and sensitive information and information on intellectual property, know-how or innovation outcomes” of ESRS 1, the information in section 69 of the MDR-A on operating expenses

(OpEx) or capital expenditure (CapEx) is omitted, as it relates to the Group's innovation outcomes and *know-how*.

(Paragraph 34) To minimise the possibility that its own practices may cause or contribute to negative impacts on consumers or end users, Grupo Faes Farma has a **Risk Management System** comprising a process designed to identify potential situations that may affect the organisation, manage any risks within the thresholds accepted by Management, and thus provide a reasonable level of assurance regarding the achievement of the company's objectives. The Risk Management System ensures that all significant risks, both financial and non-financial, are identified, assessed, prevented, subject to continuous monitoring and reduced to the defined levels of risk appetite and tolerance, before finally being approved by the Board of Directors.

Furthermore, Faes Farma S.A., as the Group's parent company, is a member of Farmaindustria and, as such, is committed to upholding the principles of trust, integrity, legality, transparency and prevention enshrined in its Code of Good Practice for the Pharmaceutical Industry⁵⁴, which covers all forms of:

- Of promoting prescription medicines.
- Interaction between pharmaceutical companies and healthcare professionals and healthcare organisations.
- Interaction between pharmaceutical companies and patient organisations.

Compliance with the principles set out in the Code ensures that the information provided in the context of the promotion of prescription medicines is complete, timely and accurate, all in the interests of both the Health Authority and the pharmaceutical industry itself, and in the interests of protecting and improving public health.

The Italian and Portuguese subsidiaries, for their part, are also members of their respective industry associations.

(Paragraph 35) In 2025, the Faes Farma Group has not received any reports of serious human rights issues or cases relating to consumers or end-users.

⁵⁴ The Code does not cover the commercial operations of pharmaceutical companies with distributors, pharmacies and healthcare organisations.

Objective: To guarantee the safety and well-being of participants in clinical trials/post-marketing studies and to improve the patient experience by incorporating their perspective from the design stage of trials/studies and ensuring that information is legible and understandable to them.

Type of objective: Voluntary

Target level defined: To incorporate the patient's perspective and needs into the design and implementation of clinical trial protocols/studies by promoting interaction with patients.

- 100% of protocols reviewed

With the following interim milestones:

- 2026: At least one protocol reviewed
- 2027: At least 50% of protocols reviewed

Furthermore, provide participants with information and findings in a clear and understandable manner.

Level achieved: In 2025, collaboration began with a gastrointestinal patient association, with whom meetings have already started to assess activities to be carried out in 2026. They have also participated in the research conferences organised by the Group.

Innovation in the accessibility of products aimed at vulnerable groups - Information

Corresponding measure of the 2025-2030 Sustainability Strategy: PA4

Related IRO:

- Medicines, medical devices, cosmetics and foodstuffs accessible to end-users in terms of availability, functionality and affordability, in accordance with their specific needs

Scope: Faes Farma S.A. – Pharmaceuticals and *healthcare* division

- Start date: 2026
- Expected completion date: 2030

Objective: To facilitate access to information on medicines and CAPS products

Type of objective: Voluntary

Defined target level:

- Identify, analyse and implement measures to facilitate access to information

With the following interim milestones:

- Creation of a multidisciplinary working group to identify trends and areas for improvement, as well as to assess the feasibility of such actions.

Level achieved: N/A

Innovation in the accessibility of products aimed at vulnerable groups – Formulations

Corresponding measure of the 2025-2030 Sustainability Strategy: PA4

Related IRO:

- Medicines, medical devices, cosmetics and foodstuffs accessible to end-users in terms of availability, functionality and affordability, in accordance with their specific needs

Scope: Faes Farma Group – Pharmaceutical division

- Start date: 2025
- Expected completion date: 2030

Objective: To facilitate the administration and consumption of medicines, reviewing size, taste and texture, amongst other factors, to improve patients' quality of life

Type of objective: Voluntary

Defined objective level:

- Study of formulations/reformulations to assess the possibility of alternatives that improve the formats and characteristics of medicines.

Level achieved: During 2025, work has been carried out on the development of four new product formulations to facilitate the administration and consumption of medicines. Progress across each line of work varies, but the pharmaceutical development of mesalazine powder (Azzasol) and dexketoprofen ODT (orally disintegrating tablets) stands out.

Annual pharmacovigilance training

Corresponding measure of the 2025-2030 Sustainability Strategy: -

Related IRO:

- The company's responses and quality measures in relation to incidents reported by consumers and end users
- Health incidents affecting end users related to product safety, adverse reactions and/or special circumstances

Scope: Faes Farma S.A. and local pharmacovigilance managers at the LATAM and Nigeria subsidiaries

- Start date: 2025
- Expected completion date: 2025

Objective: To provide employees with the resources to know how to act should they become aware of any case of an adverse reaction or special situation.

Objective type: Mandatory

Target level defined:

- 100% of the target audience have completed the annual training

Achieved level: 100% of the target audience ^{h⁵⁵} ed the annual pharmacovigilance training, in accordance with the requirements of the applicable procedure (PNT).

Stakeholder involvement: Stakeholders have not been involved in setting this target, but are involved in its implementation.

Medical devices

The **Medical Devices Quality Management System**, certified to ISO 13485, has been implemented as a strategic decision with the participation of senior management, staff with responsibility for the system, as well as customers and suppliers. This system incorporates, amongst other documents, the policy mentioned in [section S4-1](#), as well as the objectives linked to its commitments. The main objectives have been:

To pass the first interim audit of the ISO 13485 certification, relating to the quality management of medical devices

Corresponding measure of the 2025-2030 Sustainability Strategy: -

Related IRO:

- Improvement in people's health resulting from the high quality of the products marketed by the Group, thanks to safety and quality control measures
- Quality responses and measures taken by the company in relation to incidents reported by consumers and end-users

Scope: Faes Farma S.A.

- Start date: 2025
- Expected completion date: 2025

Objective: To maintain ISO 13485 certification, following its attainment in 2024, by implementing improvements to ensure compliance.

Type of objective: Voluntary

Defined target level:

- Pass the first interim audit for ISO 13485 certification

Level achieved: In March 2025, the first interim audit for ISO 13485 certification was passed.

Stakeholder involvement: Stakeholders have not been involved in setting this target.

Annual quality training and medical device surveillance

Corresponding measure in the 2025-2030 Sustainability Strategy: -

⁵⁵ The entire target audience has completed the training, with the exception of those who were absent due to sick leave, leave of absence or maternity/paternity leave, amongst other reasons. The internal procedure states that if the training is not undertaken in a given year due to absence during the regular session, it is not considered 'uncompleted' but is rescheduled for the following year. Where the absence is repeated for two consecutive years, a special session is arranged following the employee's return to work.

Related IRO:

- Improvement in people's health resulting from the high quality of the products marketed by the Group thanks to safety and quality control measures
- Company responses and quality measures in relation to incidents reported by consumers and end-users

Scope: Faes Farma S.A.

- Start date: 2025
- Expected completion date: 2025

Objective: To provide employees with the resources to know how to act should they become aware of any case of an adverse reaction or special situation.

Type of objective: Voluntary

Defined target level:

- 100% of the target audience (staff involved with medical devices) having completed the annual quality training required by ISO 13485
- 100% of staff have completed the annual training on the monitoring of medical devices

Level achieved: By the end of 2025, the following compliance rates had been achieved for the training courses mentioned above:

- Regarding the ISO 13485 course, aimed at staff whose work is linked to medical devices, 96% of the sales network and 88% of the remaining target staff have completed it.
- The vigilance course has been completed by 97% of the sales network and 92% of the remaining staff.

In January 2026, a new training programme was launched for those who were unable to attend the 2025 sessions, with the aim of achieving 100% staff training.

Stakeholder involvement: Stakeholders have not been involved in setting this target, but they are involved in its implementation.

INFORMATION ON GOVERNANCE

G1 – BUSINESS CONDUCT

[GOV-1] The role of the administrative, management and supervisory bodies

(Paragraph 5.a) The Board of Directors and Senior Management are the two bodies responsible for the administration, management and supervision of **the Faes Farma Group** and, as such, are closely involved in the company's corporate conduct.

The Board of Directors is the highest management and supervisory body. Its functioning and powers are set out in the [Articles of Association](#) and in its [Rules of Procedure](#), both of which are available on the corporate website. As stated in these regulations, the Board of Directors, mindful of the company's responsibility towards society, undertakes to ensure that its activities are conducted in accordance with a set of values, principles and criteria regarding respect for the dignity, rights and equality of individuals and their diversity, as well as professional objectivity, for the benefit of employees, shareholders and society as a whole.

The guiding principle for the Board of Directors' actions is to maximise the Company's long-term value in the interests of its shareholders and employees, and it must act at all times in strict compliance with current legislation and in accordance with the principles, ethical values and codes of conduct established for the Group. In addition, it is responsible for reviewing and preparing the annual accounts and the Statement of Non-Financial Information and Sustainability Information, which must subsequently be approved by the General Meeting of Shareholders.

It has two committees: the Audit and Compliance Committee and the Appointments and Remuneration Committee, both comprising three members, all of whom are independent directors.

Audit and Compliance Committee

The main functions of the Audit and Compliance Committee are set out in its [Rules of Procedure](#) (available on the corporate website) and relate to the internal control and audit system, the process of preparing financial and non-financial information, the risk management system, and functions relating to environmental, social and corporate governance (ESG) issues, including the supervision of compliance with corporate governance rules and the company's internal codes of conduct. Its three members have served on the committee for several financial years, thereby gaining greater experience in matters of corporate conduct.

In addition, the Committee is responsible for establishing and supervising the mechanism (Internal Reporting System – Whistleblowing Channel) that enables employees and other persons associated with the Company, such as directors, shareholders, suppliers, contractors and subcontractors, to report potentially significant irregularities, including financial and accounting irregularities, or of any other nature, relating to the company that they become aware of within the company or the Group.

Ethics Committee

The Ethics Committee (or the body responsible for the Internal Reporting System) is tasked with managing and investigating potential regulatory breaches, including cases of corruption and bribery. It meets regularly to ensure that all actions, decisions and conduct within the organisation are aligned with its ethical values, fostering a culture of integrity, responsibility and respect. It acts as a monitoring and support body, responsible for reviewing potential breaches of [the Code of Ethics and Conduct](#), addressing reports of inappropriate conduct and promoting transparency in decision-making.

To this end, it carries out its functions independently and autonomously from the organisation's other bodies. For this reason, it may not receive instructions of any kind in the performance of its duties. Furthermore, the

person responsible for the system has direct and immediate access to **the Board of Directors**, and their initiatives and decisions are supported by the Board.

The committee consists of four members (all of whom have experience in corporate conduct by virtue of their position) who are also members of Senior Management. The Chair of the Ethics Committee is the Executive Director and, therefore, a member of the Board of Directors. Furthermore, the person to whom the powers to manage the Internal Reporting System have been delegated reports hierarchically to the Group's Non-Executive Chair, and is therefore entirely independent of the organisation's other departments.

The Audit and Compliance Committee is informed annually of the committee's activities and the main cases it has handled.

Appointments and Remuneration Committee

The functions of the Appointments and Remuneration Committee are set out in its [Rules of Procedure](#) (available on the corporate website) and relate to the selection, appointment, re-election, removal and remuneration of directors, as well as functions relating to the appointment and remuneration of senior executives.

Senior Management

Following the reorganisation that took place during the 2024 financial year, as a result of the appointment of the new executive director acting as chief executive, and the new appointments made during 2025, Senior Management currently comprises 14 members, including the executive director, who are responsible for the company's main areas.

As set out in the [Code of Ethics and Conduct](#), members of Senior Management, as well as the rest of the Group's executives, must:

- Set an example and serve as a benchmark in matters of ethics and integrity.
- Collaborate in the dissemination, understanding and compliance with the Code.
- Support professionals who, in good faith, report irregular conduct.
- Supervise the conduct of third parties who may represent the **Faes Farma Group**, ensuring that their actions are in accordance with the Code.

Experience of the Board of Directors and Senior Management

(Paragraph 5.b) The experience of the members of the Board of Directors in relation to the company's sectors, products and geographical locations is set out in the Board of Directors' [skills matrix](#), which is available on the corporate website.

Six directors have specific expertise in *compliance* matters and a further six have experience in sustainability (in both cases including the executive director). Additionally, specific functions relating to this area are assigned to the Audit and Compliance Committee, where one of its members holds specific responsibility for sustainability.

[IRO-1] Description of the processes for identifying and assessing material incidents, risks and opportunities

(Paragraph 6) In 2024, **Grupo Faes Farma** carried out its first double materiality exercise, examining the locations where it operates and the activities it carries out there in order to determine the IROs related to business conduct. This analysis identified which actors in the value chain are affected, taking into account both upstream and downstream stages. In 2025, the double materiality assessment was updated to align with the company's new circumstances. For details of the process used to determine the company's IROs, see [section ESRS 2 IRO-1](#).

Impacts, risks and opportunities related to business conduct

Topic	Sub-topic	Type	IRO	ESRS Associate	+/-	Actual / Potential	Group Scope	Relationship with the company's value chain (including stakeholders)
Business Conduct	Corporate culture	Impact	Transparent and comprehensive information on the corporate governance practices implemented within the company and aligned with the high standards and principles of Good Governance	G1-1	+	Current	Group	Own operations (Administration)
Business Conduct	Whistleblower protection	Impact	Existence of a reporting channel accessible to all stakeholders and effective management and handling of reports and incidents submitted to the company through this channel	G1-1	+	Current	Group	Own operations (Administration) All public bodies
Business conduct	Corruption and bribery	Impact	Promotion of ethical behaviour in society through the implementation by the company of measures that ensure ethical business and commercial relationships (including matters relating to payment practices to suppliers)	G1-1, G1-2, G1-6	+	Current	Group	Own operations (Administration) All GGII
Business conduct	Corruption and bribery	Risk	Cases of corruption, money laundering and/or bribery that may result in financial penalties and reputational damage to the company	G1-3	N/A	N/A	Group	Own operations (Administration)
Business conduct	Corruption and bribery	Risk	Penalties and loss of access to subsidies due to poor management and transparency of tax strategy	G1-3	N/A	N/A	Group	Own operations (Administration)
Corporate conduct	Fiscal transparency	Impact	Contribution to the public purse in the locations where	G1-3	+	Current	Group	Own operations (Administration) Local communities

			operates through the payment of taxes					
Corporate conduct	Fiscal transparency	Impact	Reduction in tax contributions to society due to poor tax practices and/or a lack of transparency and clarity in tax activities	G1-4	-	Potential	Group	Own operations (Administration) Local communities
Business conduct	Corporate culture	Risk	Penalties and financial losses resulting from proven unethical practices in both governance bodies and operational and commercial activities, including payment practices	G1-1, G1-2, G1-6	N/A	N/A	Group	Own operations (Administration)

As a listed company, the requirements regarding corporate governance and business conduct are rigorous and are established to ensure transparency, integrity and accountability in all its operations. The material positive impacts relating to corporate culture, whistleblower protection, corruption and bribery, and fiscal transparency have a broad-based impact and are also rated as having medium importance by the stakeholders consulted.

In the case of the potential negative impact linked to tax transparency, this is significant due to its potential global impact and the importance attached to it by stakeholders. However, the likelihood of occurrence is considered remote due to our good tax practices.

Risks related to corruption and bribery and corporate culture are considered material due to their potential economic and reputational impact on the Group, although the likelihood of them materialising is considered low thanks to the controls and measures implemented by the company.

On the other hand, we have identified a new opportunity arising from the changing landscape facing the pharmaceutical sector in Europe. Our participation in sectoral groups enables us to convey our perspective to the authorities regarding the development of strategies and legislation currently under development or review.

[G1-1] Corporate culture and policies on corporate culture and business conduct

(Paragraph 9) The Group advocates the integration of best practices in good governance, ethics, integrity and transparency into its day-to-day operations and management. To this end, it has various policies relating to business conduct and promotes its corporate culture and business conduct to all its stakeholders.

The main policy regarding business conduct is the [Code of Ethics and Conduct](#), which “sets out the values, guiding principles and standards of conduct that guide and inspire our actions and constitutes a mandatory practical benchmark for our actions, decision-making and, in general, for the conduct of all our activities as part of the Faes Farma Group”.

Furthermore, the **Annual Corporate Governance Report**, approved by the Board of Directors, is published annually, providing a full account of the activities carried out in this area.

Our purpose: bring together passion, science and innovation to transform people's health.



01

Our mission

We develop and deliver innovative products to transform people's health, striving for excellence and fostering talent in our teams.

02

Our vision

To be a leading pharmaceutical group at the Forefront of excellence transforming people's health and well-being.

03

Our values

- The patient, our priority.
- We are innovative.
- We care for people and the environment.
- Excellence that transforms.
- We strive for more.

The general objective of each of the policies on business conduct is set out below:

[Code of Ethics and Conduct](#)

It sets out the values, guiding principles and standards of conduct that guide and inspire us, and serves as a mandatory practical reference for our actions, decision-making and, in general, for the conduct of all our activities.

[Sustainability Policy](#)

It establishes the framework for action in the area of sustainability, formalises the general principles that guide the activities of the Group, as well as the commitments undertaken in this area, both in business management and in relations with its stakeholders.

[Code of Ethics and Conduct for Third Parties](#)

This is an extension of the Code of Ethics and Conduct that defines the ethical principles underpinning the Group's corporate culture and which must be observed by third parties in their dealings with the **Faes Farma Group**. It also sets out the Group's commitment to applying the principle of due diligence in matters of ethics and integrity. This Code comprises various sections, including human rights, environmental commitment, confidentiality of information, corruption and bribery, and marketing and commercial practices, amongst others.

Internal Information System Policy

It sets out the general principles of the **Faes Farma Group's** internal reporting system, the rights of whistleblowers, and the procedure governing how matters relating to the areas referred to in the following section on the scope of application may be brought to the attention of the person responsible for the system .

Anti-Corruption and Anti-Bribery Policy

This sets out the principles relating to business ethics as a fundamental value upon which the **Faes Farma Group** conducts its business, in opposition to any unlawful action. It forms part of the Code of Ethics and Conduct.

Policy	Scope/perimeter at company level	Scope/perimeter at the level of stakeholders affected	Public or internal	Highest level responsible for its implementation	References to standards	Year
Code of Ethics and Conduct	Group	Own staff	Website	Board of Directors	Code of Good Practice for the Pharmaceutical Industry (Farmaindustria) International Bill of Human Rights Fundamental Conventions of the International Labour Organisation (ILO) OECD Guidelines for Multinational Enterprises	July 2025
Sustainability Policy	Group	Group staff and third parties who have a direct or indirect relationship with the Group	Website	Board of Directors	-	November 2021
Code of Ethics and Conduct for Third Parties	Group	Third parties with a direct or indirect relationship with the Group	Website	Board of Directors	International Labour Organisation (ILO) Convention No. 138	July 2025
Internal Information System Policy	Group	All the Group's stakeholders	Website	Board of Directors	Law 2/2023 on the protection of whistleblowers Directive (EU) 2019/1937	October 2024
Anti-corruption and anti-bribery policy	Group	Own Staff ⁵⁶	Website	Board of Directors	-	July 2025

Mechanisms and procedures to promote corporate culture

(Paragraph 9) In 2025, a process of reflection on the Group's corporate culture was undertaken, recognising the need to integrate the Group's growing diversity, resulting from the inorganic expansion and geographical dispersion of recent years. As a result, new purpose, mission, vision and values have been defined, in line with the Group's current reality.

⁵⁶ (Paragraph 10.h) The roles within the company most at risk of corruption and bribery are Senior Management, the Management Team, the sales network, and the quality, finance, purchasing & logistics, legal, marketing, regulatory affairs, international business and business development departments. However, training on this subject is provided to all company staff, including 100% of those in at-risk positions.

To lead this process, the Culture Team was established, and as part of the process, a global survey was used to gather opinions and define the new corporate statements.

The public presentation of the Group's new purpose, mission, vision and values took place at [Capital Markets Day 2025](#), an event aimed at stakeholders such as shareholders, investors and analysts.

Internally, a dedicated *town hall* meeting was held, alongside the “We are all part of the change” campaign and in-person and virtual workshops in Spain, Latin America and Portugal, with the aim of developing the values and defining associated behaviours.

Furthermore, the [Code of Ethics and Conduct](#) has also been updated this year, incorporating the Group's new purpose, mission and values. The code provides an ethical framework that promotes integrity, honesty, transparency and respect, and its purpose is to help make ethical and responsible decisions, prevent conflicts of interest and protect the rights and dignity of all those involved.

It also reflects the Group's commitment to due diligence, referring to the set of procedures and practices established to prevent, detect and, where necessary, eradicate any irregular conduct that may occur within the organisation⁵⁷.

Furthermore, the Code includes the **Anti-Corruption and Anti-Bribery Policy**, which sets out the rules and guidelines to ensure integrity and transparency in all the Group's operations and business relationships.

It also includes the **Code of Conduct for the Use of IT Tools**, which sets out clear guidelines for the appropriate, safe and responsible use of technological resources, as well as for preventing the use of technology in ways that harm individuals or organisations.

With regard to workplace harassment, there is a protocol for the prevention of and response to all types of harassment, updated in 2024, which guarantees a safe, respectful working environment free from discriminatory or abusive behaviour, promoting a culture of respect. Furthermore, it aims to raise awareness and provide training on the importance of recognising and preventing harassing behaviour, contributing to an atmosphere of well-being and respect.

Finally, as an extension of [the Code of Ethics and Conduct](#), the Group has a [Code of Ethics and Conduct for Third Parties](#) which includes its commitments regarding ethics and integrity, compliance with human rights (including the prohibition of forced labour and child labour), established procedures and practices to prevent, detect and, where appropriate, eradicate irregular conduct that may occur within the organisation and the supply chain, as well as aspects of marketing and commercial practices.

Actions that reinforce corporate culture and values

In 2025, the Group has rolled out internal communication initiatives to reinforce the new corporate culture, with the aim of fostering an inclusive and participatory working environment, where communication reinforces equal treatment and opportunities, transparency and leadership accessibility, promoting cultural alignment across the Group.

The new corporate culture was presented at a corporate *town hall* and at Capital Markets Day. In addition, the internal campaign “We are all part of the change” was carried out, featuring visual materials and participatory activities, which, together with in-person and virtual workshops in Spain, Latin America and Portugal, have enabled employees to familiarise themselves with the new values.

For details of the actions reinforcing corporate culture and values, see [section ESRS S1-4](#) and [section ESRS S1-5](#).

⁵⁷ In order to complement management and control in this area and to comply with local legislation, Faes Farma Colombia has a Code of Ethics and a Compliance Manual for the Corporate Ethics Programme for the Prevention of National and Transnational Corruption and Bribery.

Training on business conduct

(Paragraph 10.g) Training on ethics and conduct is provided annually for all Group staff, and quarterly on the [Code of Good Practice for the Pharmaceutical Industry](#). In the case of the sales force, and as set out in the Incentives Policy, the payment of incentives is conditional upon their completion of all mandatory training assigned to them, which includes training on the [Code of Ethics and Conduct](#) and on the [Code of Good Practice for the Pharmaceutical Industry](#).

In 2025, following the approval of the new version of [the Code of Ethics and Conduct](#), it was distributed to all staff, including the Management Team and Senior Management, via the “Faes Farma Academy” platform, with a request for confirmation of reading and acceptance. In addition, training was provided via “Faes Farma Academy”, with a record kept of all staff completing the course. During all these training sessions, staff were reminded of the channels available for reporting concerns and raising queries with the Ethics Committee.

Furthermore, face-to-face workshops have been held to discuss the Group’s new purpose and values, as well as training on corporate recruitment procedures.

For further information on training in business conduct, see [section ESRS G1-3](#).

Whistleblowing Channel

(Paragraphs 10.a, 10.c and 10.e) The Group has an internal, confidential and secure reporting channel that complies with the requirements of the strictest regulations on whistleblower protection and data protection. This channel is managed via the [EQS Integrity Line](#) platform and is accessible to our stakeholders via the website and the corporate intranet.

In compliance with Law 2/2023, which regulates the protection of persons reporting regulatory breaches and the fight against corruption, the Group has established the [Internal Information System Policy](#) and the procedure for the management, investigation and response (GIR) to reports received through this system, so that any member of the Group or any third party outside the Group who is aware of or suspects a regulatory breach (including cases of corruption and bribery) may report it either anonymously or by providing their identity. The purpose of this procedure is to regulate the use of the internal reporting system and the procedure for managing, investigating and resolving reports received regarding potential breaches, in accordance with the requirements of Directive (EU) 2019/1937 and the Whistleblower Protection Act.

This channel and the reports received through it are managed by the Ethics Committee (responsible for the Internal Reporting System) under the supervision of the Audit and Compliance Committee.

In the event that the person concerned by the report is a member of the Ethics Committee, the whistleblower may address the report to any of the other members of the Committee, and the person concerned will be excluded from the investigation process and from any decision-making in this regard.

As set out in the [Internal Information System Policy](#), individuals who report or disclose breaches shall enjoy all the protection rights provided for in the Policy and in the **Procedure for the Management, Investigation and Response to Reports Received through the Internal Reporting System (GIR Procedure)**, provided that:

- They have reasonable grounds to believe that the information they report to the Group is true at the time of reporting, and that said information falls within the material scope of the Policy.
- They have made the report or disclosure in accordance with the requirements established for this purpose by the Group and the aforementioned Policy.

Individuals who have reported or publicly disclosed information regarding acts or omissions covered by the Policy anonymously, but who have subsequently been identified and meet the conditions set out at , shall be entitled to protection as provided for in the Policy. In turn, persons who report to the relevant institutions, bodies

or agencies of the European Union on infringements falling within the scope of Directive (EU) 2019/1937 shall be entitled to protection in accordance with the provisions of the Policy.

However, in accordance with Directive (EU) 2019/1937 and the Whistleblower Protection Act, the Group has adopted the necessary measures to prohibit any act constituting retaliation, including threats of retaliation and attempts at retaliation, against whistleblowers.

In general, these measures outline the situations in which whistleblowers are not liable based on the grounds for making the report, the acquisition of or access to information, possible omissions, as well as protected public communications or disclosures.

[G1-2] Management of supplier relationships

Payment to suppliers

(Paragraph 14) In the Group companies located in Spain, the established payment procedures aim to comply with Law 15/2010 on combating late payment, which sets a maximum payment period of 60 days.

At Group level, there is no written policy detailing commitments to prevent late payments. However, Group companies have procedures in place that set out payment terms; whilst these are not public documents, they are specified in the payment documentation received by suppliers. Furthermore, within the context of the Internal Control System for Financial Information (SCIF), monthly checks are carried out on payments to verify compliance with the established payment terms (in the event of a payment delay, corrective action is implemented, along with additional future controls).

(Paragraph 15) **The Faes Farma Group** considers its suppliers and contractors to be an essential part of its business and value chain, recognising the key role they play in achieving the Group's mission and vision. In this regard, the 2025–2030 Sustainability Strategy includes the 'Partnership' pillar, which incorporates actions aimed at integrating ESG due diligence into supplier management.

ESG Commitment

The [Code of Ethics and Conduct for Third Parties](#), updated in 2025, defines the Group's commitment to its value chain and establishes the environmental, social and ethical framework it expects from it. This code is understood as an extension of the Group's [Code of Ethics and Conduct](#). Among other aspects, it includes sections on environmental commitment, human rights, confidentiality of information, corruption and bribery, subcontracting, improper communications, marketing and commercial practices, and compliance.

Furthermore, it requires third parties to comply with the applicable legislation of the countries in which they operate, as well as the rules and regulations applicable to them in accordance with the highest ethical standards, avoiding any conduct which, even if not in breach of the law, could damage the Group's reputation.

Furthermore, since June 2025, Faes Farma S.A. has had a **Sustainable Procurement Policy** within the framework of the ISO 20400 Sustainable Procurement certification, which sets out the general principles for applying sustainability principles in processes related to the supply chain.

ESG Assessment: Consideration in Supplier Relationships

Faes Farma S.A.'s general terms and conditions of purchase set out the overarching criteria that all procurement must meet. These include a clause stating that a third party declares that it is aware of, approves of and adheres to the terms of [the Code of Ethics and Conduct for Third Parties](#). This same commitment, central to the Code, also began to be communicated to licensees at the end of 2023. Furthermore, new contracts signed with suppliers at **Faes Farma S.A.** include an anti-corruption clause prohibiting the making of payments, gifts or improper favours to any person or entity, public or private, with the intention of obtaining or retaining business or other benefits or advantages. By signing, suppliers guarantee that no person associated with the entity has engaged in the malpractices mentioned above nor is involved in any investigation or legal proceedings relating to corrupt practices.

Specifically regarding supplier assessment, whilst the requirements of each Group company currently differ from one another, adapting to the needs of each business and geographical area, work is currently underway to formalise and implement an ESG assessment and control system, whilst it is being determined whether Directive 2024/1760 on corporate due diligence in sustainability matters applies to the Group.

Currently, suppliers undergo an approval process in which information is requested regarding service-related certifications. In most cases, the existence of environmental and social performance certifications is assessed, and these are subject to periodic reviews to analyse their ongoing validity. However, operating protocols vary across Group companies.

In the **Pharmaceuticals Division**, suppliers of raw materials and packaging are the main suppliers. Furthermore, due to their link to product quality, they are assessed during the approval process or after the contractual relationship has been formalised on environmental and social aspects, amongst other criteria. Specifically, information is requested on environmental and social policies and certifications that demonstrate their commitment to sustainability. Their existence is viewed positively but they do not receive a score in this regard.

The **Healthcare Division** is working on the inclusion of eco-design measures for both CAPS products and marketing materials. This process begins with an assessment of the various characteristics affecting their recyclability, recycled content and/or accessibility. From there, the possibility of applying different alternatives or prioritising one product over another is evaluated.

In turn, all logistics and transport suppliers to the **Pharmaceutical and Healthcare Divisions of** are required to hold environmental and social certifications.

Furthermore, in 2025, Faes Farma S.A. obtained dual certification: **ISO 20400 for Sustainable Procurement and UNE 15896 for Value-Added Procurement Management**. The former recognises that procurement decisions take into account the environmental, social and economic impact throughout the entire life cycle of products and services. The second assesses the maturity level of the procurement function, establishing a framework for continuous improvement to achieve excellence.

As a result of both certifications, Faes Farma S.A. has a roadmap to achieve, amongst others, the following milestones:

- Share the Group's commitment to the [Code of Ethics and Conduct for Third Parties](#) with key suppliers.
- Assess the ESG risks of its significant suppliers.
- Develop and implement action plans to address potential or existing adverse impacts on human rights, the environment and governance of its significant suppliers with potential ESG risks.

Finally, the **Animal Nutrition and Health Division** works to ensure that the food industry's overall sustainability is integrated into all procedures. To this end, before entering into a relationship with a supplier of raw materials, additives and other materials, their performance in social and environmental matters is assessed using two questionnaires:

- **Supplier Approval Questionnaire:** Among other aspects, this assesses the environmental and social measures and policies in place. These include health and safety certifications, environmental certifications or policies (ISO 50001 on energy management systems, eco-design policy and carbon footprint certification) and social and sustainability policies, amongst others.
- **Certification Questionnaire:** In addition to the above certifications, it is a key requirement to hold recognised food safety certifications.

From 2025, **Tecnovit's** supplier assessment will include sustainability certifications as an additional evaluation criterion, assigning a sustainability score to each supplier.

For its part, **Colombia** includes compliance with local regulations on environmental management in the audit process for critical suppliers, thereby assessing the existence of and compliance with a manual for waste segregation, measurement, recycling and appropriate treatment or final disposal.

[G1-3] Prevention and detection of corruption and bribery

(Paragraph 18) The Risk Management System (RMS) provides reasonable assurance that all significant risks, both financial and non-financial, are identified, assessed, continuously monitored and reduced to the defined levels of risk appetite and tolerance. The Risk Coordinator reports periodically (usually every six months) to Senior Management and to the Audit and Compliance Committee on the most relevant aspects. Subsequently, the Chair of the Audit and Compliance Committee reports this information to the Board of Directors.

For its part, the **Risk Control and Management Policy** (approved by the Board of Directors in 2021) establishes the general framework for action, the procedures and the responsibilities for carrying out the control and management of the risks faced by the Group in an efficient and effective manner.

With regard to risks related to corruption and bribery, the [Internal Information System](#) is the system used to prevent, detect, investigate and respond to allegations or related cases. Through this system ([Whistleblowing Channel](#)), anyone may:

- Report any regulatory breaches of which they are aware, committed by a member of the company or by third parties who are in contact with the company in the course of their work or professional activities.
- Submit any queries regarding the scope, compliance with and interpretation of the regulations applicable to the Group.

The body responsible for conducting investigations is the Ethics Committee, as indicated in [section GOV-1](#).

Regarding the Group's commitment to the prevention and detection of corruption and bribery by suppliers, see the objective of the [Code of Ethics and Conduct for Third Parties](#) in [section ESRS G1-1](#).

(Paragraphs 20 and 21) In 2025, the new version of the [Code of Ethics and Conduct](#), which includes the **Anti-Corruption and Bribery Policy**, was distributed to all staff via the "Faes Farma Academy" platform. Confirmation of having read and accepted the Code has been requested. In addition, a training course has been launched via "Faes Farma Academy", with a record kept of its completion by all staff.

In addition, numerous anti-corruption and anti-bribery (ABAC) training sessions have been delivered to all Group employees, covering topics such as conflicts of interest and corruption, amongst others.

The training details for the year are as follows:

	2025		
	Positions in at risk	Administrative, management and supervisory bodies	Other in-house staff
Training coverage			
Total (people)	1,569	23	1,112
Total (people) who have received training	1,384	14	817
% of people who have received training	88%	61%	73%
Delivery method and duration			
Classroom training			
Computer-based training	X	X	X
Voluntary computer-based training			
Frequency			
Frequency of training required	Annual	Annual	Annual
Key topics			
Code of Ethics and Conduct	X	X	X

Relations with public officials and between private individuals	X	X	X
Conflicts of interest, gifts	X	X	X

	2024		
	Positions in at risk	Administrative, management and supervisory bodies	Other in-house staff
Training coverage			
Total (people)	1,119	18	656
Total (people) who have received training	770	6	473
% of people who have received training	69%	33%	72%
Delivery method and duration			
Classroom training			
Computer-based training	X	X	X
Voluntary computer-based training			
Frequency			
Frequency with which training is required	Annual	Annual	Annual
Key topics			
Working at Faes Farma: respect, dignity and prevention of harassment / equality / Collaboration and teamwork / health and safety	X	X	X
Internal information control and data protection	X	X	X
Business integrity	X	X	X
Commitment to society, the environment and other stakeholders	X	X	X
Against corruption and bribery	X	X	X

The roles most at risk of corruption and bribery are Senior Management, the Management Team, the sales network, and the *quality, finance, purchasing & logistics, legal, marketing, regulatory affairs, international business* and *business development* departments. However, training on this subject is provided to all company staff.

[G1-4] Confirmed cases of corruption or bribery

(Paragraph 24)

Breaches of anti-corruption and anti-bribery laws	2025	2024
Convictions for breaching anti-corruption and anti-bribery laws (No.)	0	0
Fines for breaching anti-corruption and anti-bribery laws (No.)	0	0
Fines for breaching anti-corruption and anti-bribery laws (in €)	0	0

[G1-6] Payment practices

(Paragraph 33) Payment terms vary by company and, in most cases, by type of supplier. However, the usual contractual payment terms (with no differences for SMEs) are payment upon receipt of invoice within 30 to 120 days (in addition to cash payments) and, in all cases, these are set out in the payment terms agreed with the supplier. As indicated below, the range of standard payment terms differs across the various regions where the Group operates:

- Europe: 30 to 120 days
- LATAM: From cash payment to 60 days
- Rest of the world: From cash payment to 90 days

In some subsidiaries, it also varies by supplier type:

- **Animal Nutrition and Health business line:**
 - Raw materials: 60 days
 - Service providers: 30 days
- **Faes Farma Ecuador:**
 - Small suppliers and professionals: 15 days
 - Others: 30 days
- **Faes Farma Colombia:**
 - International (except parent company): 60 days
 - Local: 30 or 60 days
- **Faes Farma Central America and the Caribbean:**
 - Raw materials and excipients: cash or 90 days
 - Other goods and services for the production plant: 60 days
 - Other: cash or 30 days

Average payment period	2025 ⁵⁸	2024
Average time taken by the company to pay an invoice from the date on which the contractual or statutory payment period begins to run (days)	51	40

Payments made in accordance with standard payment terms	2025 ⁵⁸	2024
% of payments made within the usual payment terms	71%	80

Legal proceedings due to late payments	2025	2024
Legal proceedings currently pending due to late payments	0	0

⁵⁸ Approximately 1.7% of the Group's total payments to suppliers have been excluded from the calculation.

OTHER SECTOR-SPECIFIC ISSUES

DATA SECURITY AND PRIVACY

[GOV-2] Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them

Aware of the implications for information security and data protection that the Group’s activities have for stakeholders, a management framework has been defined in line with the organisation’s objectives and in accordance with the provisions and best practices of ISO/IEC 27001 on Information Security Management System requirements, as well as the requirements established by Royal Decree 311/2022 of 3 May, which regulates the National Security Scheme (hereinafter “ENS”), by Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter “GDPR”), by Organic Law 3/2018 of 5 December on the Protection of Personal Data and the Guarantee of Digital Rights (hereinafter “LOPDGDD”), and by all regulations implementing and supplementing it in this field.

Data security and privacy is a matter of relative importance to the Faes Farma Group, as poor data management can lead to reputational and financial risks resulting from financial penalties and increased costs.

To manage these risks, the data security and protection process is structured around several dedicated bodies and roles, notably:

- First level: *Senior Management*
- Second level: The *Information Security Committee*⁵⁹
- Third level: The *Chief Information Security Officer (CISO)* and the *Data Protection Officer (DPO)*
- Fourth level: *Service/Process Managers*, the *Information Manager*, the *Data Controller/Data Processor*, the *System Managers* and *IT staff*.

In addition to these key roles, other specific roles and responsibilities are identified in the context of process-based management; these are set out in the internal document “SGSI-05-02 Roles and Responsibilities”, as well as in other security policy documents developed for operational processes.

The Information Security Committee meets twice a year, and the *Data Protection Officer (DPO)* participates in those meetings where issues relating to the privacy of personal data are addressed.

The *Chief Information Security Officer (CISO)* reports to the *Global Head of IT*. The latter reports to *Senior Management* and chairs the *Information Security Committee*.

The *Chief Information Security Officer (CISO)* has led the implementation of the Information Security Management System (ISMS) and, with it, the redefinition of processes. Furthermore, the CISO promotes security investments, having already secured the allocation of resources for network security and advanced data protection.

Furthermore, the Group has a procedure whereby all processing operations involving personal data must be submitted by the *Internal Data Controllers* () to the *Data Protection Officer (DPO)* for review, so that the necessary measures can be assessed and implemented to ensure compliance with the General Data Protection Regulation (GDPR).

The *Data Protection Officer (DPO)* is, as indicated in the previous paragraph, responsible for ensuring compliance with data protection regulations in accordance with the provisions of the GDPR. Among their duties and responsibilities, they must provide information and advice on data protection obligations, monitor

⁵⁹ This committee comprises: the *Global Head of IT* as chair, the CISO as secretary, and several members (a technician from the *IT Infrastructure and Communications* department, the *Head of Corporate Legal*, the *Chief People Officer*, the *Chief Industrial Officer* or a person designated by them, and, in certain cases, the DPO).

compliance with these obligations, collaborate with the data controller/processor and the *Internal Data Officer* in the preparation and maintenance of the *Record of Processing Activities* (RPA) and the *Data Protection Impact Assessment* (DPIA), and act as the point of contact with the supervisory authority.

In turn, data controllers and processors must decide on the content and use of information, support the DPO in the data protection obligations for which they are responsible, monitor and control risks in this area, assist in the investigation and resolution of security incidents within their remit, assist in the notification of data breaches, and respond to the DPO's requests regarding the data processing operations they manage within their sphere of responsibility.

(Paragraph 26) On a regular basis, at least once a year, the Global Head of IT (an executive and member of the Global Executive Team) reports to the Audit and Compliance Committee to provide an update on the progress of the Information Security Management System (ISMS), as well as on other projects implemented to manage incidents, risks and opportunities relating to data security and privacy. Subsequently, the Chair of the Audit and Compliance Committee reports to the full Board of Directors on the main issues raised. Once informed, the Board of Directors and the members of Senior Management responsible for the area assess the risks and opportunities and make strategic decisions where appropriate. Matters relating to the impacts, risks and opportunities are included in [section ESRS 2 GOV-3](#).

The Information Security and Data Protection Risk Management Process is aligned with the process described in ISO 31000, and follows a security and data protection risk management methodology that considers different approaches:

- Risk analysis of the information security context
- Information security risk assessment of assets
- Business Impact Analysis (BIA)
- Privacy Impact Assessment (PIA)
- Information security *checklist* for new projects / new services / new technologies / new systems
- Third-party information security risk assessment

During this process, both the third and fourth levels of the roles detailed above are involved from an operational perspective.

The corporate risk map is aligned with the threats considered in ISO 27005, as well as in other standards or guidelines from relevant bodies (e.g. the Spanish Data Protection Agency). In turn, for the most significant risks identified, corrective actions are established, some of which are planned for the future and others are currently underway.

For further information on the material impacts, risks and opportunities relating to data security and privacy addressed by the administrative, management and supervisory bodies during 2025, see [section IRO-1](#).

[IRO-1] Description of the process for identifying and assessing material incidents, risks and opportunities

(Paragraph 53) In 2024, Grupo Faes Farma carried out its first double materiality exercise, examining the locations where it operates and the activities it carries out there in order to determine the IROs related to data security and privacy. Stakeholder consultations were conducted for this analysis. In 2025, the double materiality assessment was updated to align with the company's new circumstances. For details of the process used to identify the company's IROs, see [section ESRS 2 IRO-1](#).

Impacts, risks and opportunities related to data security and privacy

Topic	Sub-topic	Type	IRO	+/-	Actual / Potential	Group scope	Relationship with the company's value chain (including Stakeholders)
Data security and privacy	Data privacy	Risk	Financial penalties due to poor management of stakeholder data	N/A	N/A	Group	Own operations; Distribution; Suppliers; Customers; Healthcare professionals
Data security and privacy	Cybersecurity	Risk	Increased costs due to business interruptions resulting from a cybersecurity breach	N/A	N/A	Group	Own operations; Distribution; Suppliers; Customers

The pharmaceutical sector is one of the most sensitive and heavily regulated sectors worldwide due to the critical nature of the information it handles. Information security and data privacy in this sector are not only essential for protecting intellectual property and personal data, but also for ensuring the integrity of research and development processes and maintaining the trust of the public and institutions. This importance is linked to the increased likelihood of technological risks occurring (an example of this is the ' ' in the Top 10 risks of the WEF's Global Risks Report 2025), as well as the scope of the potential economic impact on the Group should significant risks in this area materialise throughout the value chain.

[MDR-P] Policies adopted to manage sustainability issues of material significance

(Paragraph 65) The **Information Security and Data Protection Policy (PSIPD)** is the instrument used by the Group to ensure appropriate and consistent protection of the information services and assets managed through Information and Communication Technologies (ICT), as well as the processing of personal data and the rights of data subjects, the owners of such data. It identifies responsibilities and establishes security principles and guidelines applicable to the company. This policy was approved by the *Chief Executive Officer* in office in June 2024, but the responsibility for implementing the policy within the organisation lies with the current CEO.

It is applicable and mandatory for all areas and departments of the Group's companies; covering staff and all other information assets that support the organisation's processes and personal data processing activities, carried out using internal or external resources linked to the entity through contracts or agreements with third parties. It therefore also applies to external entities and personnel who, in the course of their activities, have access to the information assets of **Faes Farma S.A.** and/or the Group companies, under the terms and conditions set out in section 11 thereof.

The policy is available on the Company's intranet, which all staff can access, and is currently being disseminated to the Group's suppliers.

Section 4 of the policy details the regulatory framework applicable in this area for the conduct of the Group's activities:

- ISO/IEC 27001:2022, requirements for an Information Security Management System
- Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (GDPR)
- Organic Law 3/2018 on the Protection of Personal Data and the Guarantee of Digital Rights (LOPDGDD)
- General Telecommunications Act 11/2022
- Law 34/2002 on Information Society Services and Electronic Commerce
- Royal Decree 311/2022 regulating the National Security Scheme (ENS)
- Royal Decree 43/2021 implementing Royal Decree-Law 12/2018 of 7 September on the security of information networks and systems
- Royal Decree-Law 12/2018 of 7 September on the security of networks and information systems
- Royal Decree 1553/2005 regulating the national identity card and its electronic signature certificates
- Royal Legislative Decree 1/1996 approving the consolidated text of the Intellectual Property Law (LPI), regularising, clarifying and harmonising the provisions in force in this area with their amendments and corrections
- Title 21 of the Code of Federal Regulations (CFR) (Part 11) of the FDA, to ensure the accuracy of electronic records and signatures
- Annex 11. Good Manufacturing Practice (GMP) Guide for the pharmaceutical industry

Furthermore, the **Code of Conduct for the Use of IT Tools** (approved by the Board of Directors in July 2024, and included in the **Code of Ethics and Conduct**) and the **Information Use Guidelines** are two documents that all staff within the organisation are required to comply with.

Their aim is to ensure that all staff make appropriate, responsible and lawful use of the technological resources made available to them and act in accordance with the relevant internal policies. It applies to each and every professional providing services to Faes Farma, S.A. and its group of companies, regardless of their position, rank, department or geographical location, including directors, managers, employees and contractors. The *Global Head of IT* is responsible for its implementation.

[MDR-A] Actions and resources relating to sustainability issues of material significance

(Paragraph 68) Our commitment to data security and privacy translates into day-to-day management aimed at eliminating and mitigating risks in operations and information, and consequently to customers and other third parties in relation to the Group's interactions with them. The following actions at Group level are particularly noteworthy (with the exception of web browsing filtering applied at centres in Spain):

- Firewalls at all sites
- Anti-malware protection on servers, devices and the web hosting platform. There are also anti-malware features in email protection and firewalls.
- Dual email protection, with *sandboxing* functionality and advanced email reporting and management.
- Two-tier web browsing filters (networks and devices).
- With regard to data protection and privacy, access to data is restricted solely to those within the organisation who need to process such data, via the use of usernames and passwords. Furthermore, in the case of particularly sensitive data, pseudonymisation is carried out to ensure that data subjects cannot be identified.

In parallel with the maintenance of the controls already in place, progress has been made in data protection and security through new measures implemented in 2025 in relation to the impacts, risks and opportunities associated with data security and privacy:

- **Change of CSOC (Cyber Security Operations Centre) service provider**
 - Scope: Faes Farma Group
 - Start date: 2025
 - Expected completion date: 2026
 - Following the selection process for the new service provider, the transfer of the service began in March 2025 and was completed in June. The change has improved capabilities for monitoring in IT and OT environments, incident response, vulnerability management, digital surveillance and early warning. Throughout 2026, the Sifi subgroup and the Edol subgroup are expected to be integrated into this service.
- **Deployment of new infrastructure and communications: High availability of data centers**
 - Scope: Faes Farma S.A. (Leioa and Derio sites)
 - Start date: 2024
 - Expected completion date: 2025
 - With the aim of ensuring the business achieves its desired recovery objectives, in terms of improving technological resilience against disruptive events, the plan is to deploy new data centres (DCs) in both Derio and Leioa. They have already been installed at both sites and work is now underway on their configuration.
- **Deployment of a new document classification scheme**
 - Scope: Faes Farma Group
 - Start date: 2024
 - Expected completion date: 2026
 - The measure involves the development and implementation of a four-level document classification scheme, aligned with recognised international standards. It includes the classification and tagging of documentation, as well as the identification of user groups (internal and external) who use the information, in order to define access types.
During 2025, work has been carried out using information from the GET, and progress has been made on documentation in the areas of cybersecurity, internal audit, compliance and sustainability.

- **Review and improvement of the internal procedure for managing personal data security breaches and information security (including cybersecurity) at Faes Farma S.A.**

- Scope: Faes Farma S.A.
- Start date: 2024
- Expected completion date: 2026
- Faes Farma S.A. has carried out the process of reviewing, formalising and improving its internal procedure for managing personal data breaches and information security. Pending final validation of its content to ensure it incorporates both data protection and cybersecurity requirements, the document is expected to be approved in 2026, guaranteeing that from then on, in the event of any breach, the established procedure will be followed, which will include:
 - A breach identification phase, both through internal means (receipt of suspicious emails, unusual device behaviour, loss or theft of devices, antivirus warnings, anomalies in network traffic, etc.) and through external means (security warnings or alerts, notifications from Faes Farma S.A.'s data processors or clients, etc.);
 - An incident log containing the identified incidents and a description of the date and time of the incident, the type of incident, the person reporting it, its severity, status, effects and measures taken;
 - An action plan through which the breach and its scope will be assessed (criticality level of the breach, sensitivity of the affected data, volume of data, severity of the incident's consequences, number of data subjects affected, impact of the breach on Faes Farma S.A., etc.), the breach will be classified as a breach of confidentiality, integrity or data availability, and a decision will be made on how to address the breach, with internal responsibilities assigned to implement the action plan;
 - A breach containment phase;
 - A breach eradication phase to eliminate the possibility of the security breach recurring, and
 - A recovery phase with the aim of fully restoring the service.

Finally, in the case of personal data security breaches, the procedure includes the obligation to notify the Spanish Data Protection Agency (AEPD) of the security breach without delay and no later than within 72 hours, unless it is unlikely that the breach poses a risk to the rights and freedoms of natural persons (the data subjects). With regard to information security breaches, the incident response process that has been implemented was defined in accordance with best practices from standards such as ISO 27035 and ISO 27031.

- **Data protection and privacy training**

- Scope: Faes Farma Group
- Start date: 2024
- Expected completion date: N/A, this is an ongoing measure
- As part of the training plan, all new staff receive, through the "Faes Farma Academy", initial training that includes, amongst other things, training in cybersecurity.

Short training modules and interactive courses are also provided via an awareness-raising platform to all Group staff, as well as *newsletters*, amongst other resources, covering the following topics: information security management, awareness of malicious techniques (*phishing*, *ransomware*), risks associated with the use of email, mobile devices and remote working.

Furthermore, in line with the process of integrating Edol into the Group's information security and data protection management, training for the subsidiary's staff has commenced.

(Paragraph 69) The operating expenditure associated with the CSOC service (covering the Group) amounts to approximately €170,000 in 2025, also taking into account licences for products related to security monitoring and vulnerability management.

The investment in the “high availability” project has been approximately €220,000. The remaining actions have not required significant operating expenses or investments in fixed assets for the company (the Group Investment Committee is responsible for approving significant investments exceeding €100,000).

[MDR-M] Metrics relating to material sustainability issues

(Paragraph 75) The metrics used to assess performance and effectiveness in relation to material impacts, risks and opportunities concerning data security and privacy are:

- a) Risks exceeding the NRA (National Risk Assessments)
- b) Maturity of required security controls
- c) Information security non-conformities
- d) Internal accounts potentially compromised due to credential exposure
- e) Contracts with established security requirements
- f) Significant security incidents resulting from deliberate attacks on users
- g) Significant security incidents due to deliberate attacks on the infrastructure
- h) Positive alerts managed by the SOC (Security Operations Centre)
- i) Average resolution time for significant incidents
- j) Significant incidents due to technology unavailability
- k) Downtime of critical systems
- l) User response to attack simulations
- m) Percentage of classified information
- n) Data privacy breaches, identified by severity
- o) Training in data protection and privacy

These parameters, which form part of the ISO 27001 certification, are incorporated into a scorecard of indicators with their metrics, in which sources and historical data have been taken into account to define thresholds.

(Paragraph 77) In line with section 7.7 on “Classified and sensitive information and information on intellectual property, *know-how* or innovation outcomes” of ESRS 1, detailed information requested by paragraph 77 regarding the parameters from (a) to (n) above is omitted as it poses a security risk to the Group.

With regard to the parameter “o) Training in data protection and privacy”, in a total of 606 hours of information security training were provided in 2025. In 2024, 721 hours of training related to ISO 27001 certification were delivered.

[MDR-T] Monitoring the effectiveness of policies and actions through targets

(Paragraph 80) In line with section 7.7 on “Classified and sensitive information and information on intellectual property, know-how or innovation outcomes” of ESRS 1, information requested in paragraph 80 regarding the targets and monitoring of parameters a) to n) detailed in the [previous disclosure requirement \(MDR-M\)](#) is omitted, as it poses a security risk to the Group’s intellectual property and R&D results.

CSOC service development: Change of operator

Related IROs:

- Risk: Increased costs due to business interruptions resulting from a cybersecurity breach

Scope: Faes Farma Group

- Start date: 2025
- Expected completion date: 2025

Objective: In line with NIS2 guidelines, the aim is to improve incident response.

Type of objective: Voluntary

Defined target level:

- Migration and operational readiness of the entire CSOC service

Target achieved: In March 2025, the service was transferred to another provider to improve capabilities in incident monitoring and response, digital surveillance and vulnerability management. The target set for 2025 has been met, but following the acquisition of the Edol and Sifi sub-groups, its scope has been extended to 2026, the year in which their integration into the service is expected.

Roll-out of a new document classification scheme

Related IROs:

- Risk: Increased costs due to business interruptions resulting from a cybersecurity breach
- Risk: Financial penalties due to poor management of stakeholder data

Scope: Faes Farma Group

- Start date: 2024
- Expected completion date: 2028

Objective: Deployment of a 4-level classification scheme, aligned with recognised international standards. This includes the classification and labelling of documentation, as well as the identification of user groups (internal and external) who use the information, in order to define access categories.

Type of objective: Voluntary

Target level defined:

- 100% of areas where documentation is classified (broken down by Group companies)
- 100% of areas where documentation is classified and labelled (broken down by Group companies)
- 100% of areas where documentation is classified, labelled and subject to operational access restrictions (broken down by Group companies)

Target level achieved: Work has begun on areas with Group-wide functions: cybersecurity and GET information. It is planned to begin work on a further three areas before the end of 2025.

Update of the internal procedure for managing personal data security breaches and information security (including cybersecurity) at Faes Farma S.A. and delivery of training

Related IROs:

- Risk: Increased costs due to business interruptions resulting from a cybersecurity breach
- Risk: Financial penalties due to poor management of stakeholder data

Scope: Faes Farma Group

- Start date: 2024
- Expected completion date: 2026

Objective: To ensure that a systematic process is in place for handling any breach, and that all staff are aware of it

Type of objective: Voluntary

Defined target level:

- Updated and approved procedure
- 100% of Group staff trained in the procedure

Target level achieved: In 2025, the procedure was revised and is now only awaiting final validation. It is expected to be approved in 2026. See details of the initiative in the [MDR-A section](#).

Training in the PSIPD and on data protection and privacy**Related IROs:**

- Risk: Increased costs due to business interruptions resulting from a cybersecurity breach
- Risk: Financial penalties due to poor management of stakeholder data

Scope: Faes Farma Group

- Start date: 2024
- Expected completion date: 2026

Objective: This target forms part of the objective to “develop activities aimed at staff training and awareness in the areas covered by this PSIPD” as set out in the Information Security and Data Protection Policy (PSIPD), and is linked to the requirements established by ISO 27001.

Type of objective: Voluntary

Defined target level:

- 100% of Faes Farma S.A. staff trained in the PSIPD and in data protection and privacy matters linked to ISO 27001 by 2025
- 100% of staff in the Animal Nutrition and Health Division trained in the PSIPD and in data protection and privacy by 2025
- 100% of staff at the Group’s other subsidiaries trained in the PSIPD and in data protection and privacy by 2026

Target level achieved: Although it was initially planned to be completed by 2025 for employees of Faes Farma S.A. and the Animal Nutrition and Health Division, the planned completion date has been extended to 2026 due to the reorganisation of the training content to include it on the “Faes Farma Academy” platform and the extension of the scope to the rest of the Group’s companies.

Training on the internal procedure for managing personal data security breaches and information security**Related IROs:**

- Risk: Increased costs due to business interruptions resulting from a cybersecurity breach

Scope: Faes Farma Group

- Start date: 2026
- Expected completion date: 2027

Objective: To ensure staff are aware of the stages involved in the security breach management procedure, so that they know how to act in each case.

Type of objective: Voluntary

Defined target level:

- 100% of Grupo Faes Farma staff trained in the procedure

Target level achieved: N/A.

Increase the number of subsidiaries certified under ISO 27001**Related IROs:**

- Risk: Increased costs due to business interruptions resulting from a cybersecurity breach
- Risk: Financial penalties due to poor management of stakeholder data

Scope: Faes Farma Group

- Start date: 2026
- Expected completion date: 2028

Objective: As part of the objective to “ensure appropriate and consistent protection of managed information services and assets” set out in the Information Security and Data Protection Policy (ISDPP), the aim is to extend the scope of ISO 27001.

Type of objective: Voluntary

Defined target level:

- Achieving ISO 27001 certification at Laboratório Edol and Faes Farma Portugal
- Achieving ISO 27001 certification at Sifi SpA

Target level achieved: N/A.

Identification of potential improvements to be implemented in data protection management

Related IROs:

- Risk: Financial penalties due to poor management of stakeholder data

Scope: Faes Farma S.A.

- Start date: 2026
- Expected completion date: 2026

Objective: To assess the level of compliance with personal data protection regulations, identify areas for improvement and implement corrective measures to optimise compliance with the applicable regulations in this area

Type of objective: Voluntary

Defined target level:

- To engage the audit services of an external third party independent of Faes Farma S.A. to assess our policies and procedures regarding personal data protection
- Implement the measures identified during the audit to improve processes and optimise our level of compliance in this area

Target level achieved: N/A.

RESEARCH AND DEVELOPMENT (R&D)

[GOV-2] Information provided to the company's administrative, management and supervisory bodies and sustainability issues addressed by them

Research and development (R&D) is a key priority for the Faes Farma Group, both in terms of product R&D and the innovation and adoption of new technologies. It is also an integral part of the Group's strategy and business model, which is reflected in its [mission, vision and values](#).

Commitment to R&D

Aware of the importance of innovation for the advancement of its activities, the Group focuses on identifying unmet needs in scientific areas relevant to its stakeholders, with the aim of identifying opportunities to develop new medicines or indications that address these needs.

The aim is not only to search for new molecules or therapeutic targets, but also to improve quality of life, treatment adherence, comfort, ease of use for patients and overall health. To this end, the pillars of the R&D Strategy in the **Pharmaceuticals and Healthcare Division** are:

Biology and medicinal chemistry

- Identifying new molecules through the rational design and development of novel and effective chemical entities supported by clinical trials.
- Develop new and improved manufacturing processes to produce medicines on a large scale in an effective, economical and environmentally friendly manner.
- To have molecular and cellular biology laboratories, as well as equipment and facilities for the development of in vivo models.

Pharmaceutical development

- The active ingredients used in pharmaceutical development may originate from internal research lines or be already known molecules.
- Introduce new pharmaceutical and particle engineering technologies.
- Have a multidisciplinary team covering formulation, process science and technology, and analytical laboratory work.

Clinical research

- The clinical development of new medicines involves conducting clinical trials to test their efficacy and safety.
- Conducting various types of clinical trials simultaneously, in accordance with the most stringent quality standards and in compliance with regulations, European guidelines, and frameworks for good clinical practice, as well as meeting the specific requirements of the authorities in each country.

With regard to the **Animal Nutrition and Health Division**, high-quality nutritional solutions and strategies are created for sustainable animal production using products whose development, demand and supply are constantly evolving. It is therefore necessary to test the various additives available on the market, as well as their nutritional synergies, in order to develop innovative, high-quality products (durability, stability) with high zootechnical value (performance of the animals fed), the ultimate aim of the products developed being to obtain healthy and sustainable animal protein. Furthermore, to advise clients, we carry out our own R&D projects and collaborate with third parties through consortia with organisations of various kinds.

R&D Structure

R&D activity in the **Pharmaceuticals and Healthcare Division** is organised across three Group companies:

- Faes Farma S.A.: It comprises five departments (*Drug Discovery, Pharmaceutical Development, Clinical Development, Regulatory Affairs* and *Medical Affairs & Pharmacovigilance*), staffed by professionals with high levels of specialisation in various disciplines.
- Laboratório Edol: The team is structured around project coordination, pharmaceutical development, and analytical development and validation.
- Sifi SpA: The R&D area is divided into four management sub-areas (preclinical pharmaceutical development, preclinical pharmaceutical research and technology, preclinical surgical development, and clinical development).

The departments that make up each R&D team work closely together to ensure that projects are carried out in line with the proposed objectives and remain within the agreed timeframes and budgets. To ensure the effective management of R&D activities, as well as the identification and assessment of new opportunities, regular project review meetings, portfolio, product and investment committee meetings are scheduled for the presentation and evaluation of new proposals, alongside ideation sessions using agile methodologies that help teams structure and manage their work through values, principles and practices.

(Paragraph 26) In the **Pharmaceuticals and Healthcare Division**, managers and heads of R&D teams regularly report to the CSO (*Chief Scientific Officer*) on the results, effectiveness of projects and key actions within their area. She in turn reports to the CEO, ensuring that all R&D activities are aligned with the company's strategic objectives. Additionally, from a risk perspective, the CSO reports at least once a year to the Audit and Compliance Committee, which in turn passes the information on to the Board of Directors. Matters relating to remuneration linked to impacts, risks and opportunities are included in [section ESRS 2 GOV-3](#).

The Group's R&D department works closely with various key areas (*Quality, Business Development* and *Marketing*, amongst others) to ensure robust protection of innovations, ensure that all activities are carried out in accordance with applicable regulations and standards, and make the most of available collaboration and funding opportunities. Support activities include:

- **Patent management:** Responsible for the protection of inventions and the drafting of patent applications, particularly in the fields of chemistry and pharmacy. This includes the drafting and processing of chemical and pharmaceutical patents, patentability and infringement searches, and the extension of patent protection.
- **Collaboration and knowledge transfer:** Participation in technological innovation forums with the aim of broadening knowledge of activities within the sector and identifying potential collaborations for the development of innovative cooperation projects.
- **Advice and technical support:** Technical support and advice on the management of R&D projects, including the submission and justification of funding applications, the taxation of R&D activities, and applications for certification (e.g. PROFARMA).
- **Regulatory compliance:** Focused on ensuring regulatory compliance of projects.

With regard to the **Animal Nutrition and Health Division**, the governance structure for managing R&D includes committees, directors and responsible teams that meet weekly to assess the sector's needs for the creation of new products and to monitor the various stages of the new product development process (literature review, test design and execution, statistical analysis, review of results and conclusions). This process of research and development for new products is fundamental and forms the basis of the R&D team's operations.

For further information on the material impacts, risks and opportunities relating to R&D addressed by the administrative, management and supervisory bodies during 2025, please refer to [section IRO-1](#).

[IRO-1] Description of the process for identifying and assessing material impacts, risks and opportunities

(Paragraph 53) In 2024, the **Faes Farma Group** carried out its first double materiality exercise, examining the locations where it operates and the activities it carries out there in order to determine the IROs related to research, development and innovation. This analysis identified which actors in the value chain are affected, taking into account both upstream and downstream stages. In 2025, the double materiality assessment was updated to align with the company's new circumstances. For details of the process used to determine the company's IROs, see [section ESRS 2 IRO-1](#).

Impacts, risks and opportunities related to research and development

Topic	Sub-topic	Type	IRO	+/-	Actual / Potential	Group scope	Relationship with the company's value chain (including Stakeholders)
R&D	R&D&l in products	Impact	New and improved nutritional and/or pharmacological solutions aimed at the health of society and animals thanks to R&D&l	+	Current	Group	In-house operations: Administration; All public bodies
R&D	R&D&l in products	Risk	Increase in expenditure on unsuccessful R&D projects	N/A	N/A	Faes Farma S.A. Animal Nutrition and Health Business Line Laboratório Edol Sifi SpA	In-house operations: Administration
R&D	Innovation and incorporation of new technologies	Impact	Reduction in the use of material resources and/or improved efficiency in the search for nutritional and pharmacological solutions for society	+	Current	Group	Own operations; All GGII

R&D is a fundamental pillar for the advancement and sustainability of multiple sectors, including the pharmaceutical and animal nutrition sectors. Investment and commitment to R&D enable improvements in the efficiency, quality and effectiveness of the products and services offered, contributing significantly to the well-being of society and economic development. Continued investment and commitment in these areas not only benefit the industries involved, but also have a positive impact on society and the environment.

The **pharmaceutical sector** relies heavily on R&D for the discovery and development of new medicines, as well as for the improvement of existing ones. Some of the key reasons why R&D is crucial in this sector are:

- **Discovery of new medicines:** this enables the identification and development of new compounds that can be used to treat diseases for which there is currently no cure, for which existing treatments are inadequate, or to improve patients' quality of life.
- **Improved efficacy and safety:** it is possible to optimise the properties of existing medicines, making them more effective and safer through clinical trials.
- **Pharmaceutical technological innovation:** this includes the development of advanced formulations and the improvement of manufacturing processes to produce medicines on a large scale in an effective, economical and environmentally friendly manner.

In the **animal nutrition sector**, R&D plays a crucial role in competitiveness and animal welfare, which has a direct impact on the industry's productivity and sustainability. Some of the key reasons are:

- **Improved feed efficiency:** research and development in animal nutrition enables the identification of the best combinations of nutrients to maximise feed conversion efficiency.
- **Optimisation of animal health and welfare:** innovation in this field enables the formulation of diets that improve animal health and welfare, reducing the incidence of disease and enhancing the animals' quality of life. This translates into a reduced need for veterinary medicines and treatments.
- **Sustainability and reduced environmental impact:** solutions are sought that minimise the use of natural resources and reduce the environmental footprint of animal production. This includes the use of alternative ingredients and by-products from other industries.

All these reasons form part of the day-to-day operations of the Faes Farma Group's business lines, having a significant impact on business development in the short, medium and long term.

[MDR-P] Policies adopted to manage sustainability issues of material significance

(Paragraph 65) Innovation is part of the Group's mission – *“We develop and provide innovative products to transform people's health, striving for excellence and fostering talent within our teams”* – and its vision as a company – *“To be a leading pharmaceutical group in excellence and innovation, transforming people's health and well-being”* – and constitutes, in turn, one of the values that guide and inspire its actions.

For this reason, it does not have a specific R&D policy, as its commitment to the research and development of new products and to innovation and the incorporation of new technologies is directly reflected in both the Group's Strategy and the [Code of Ethics and Conduct](#) (approved by the Board of Directors in July 2025 and available on the website for all the company's stakeholders).

[MDR-A] Actions and resources relating to sustainability issues of material significance

(Paragraph 68) In line with three main areas (product-based R&D, collaborations for the development of new products, and talent development in R&D) and based on the Faes Farma Group's activities in both business lines, various initiatives and research and development projects are being promoted:

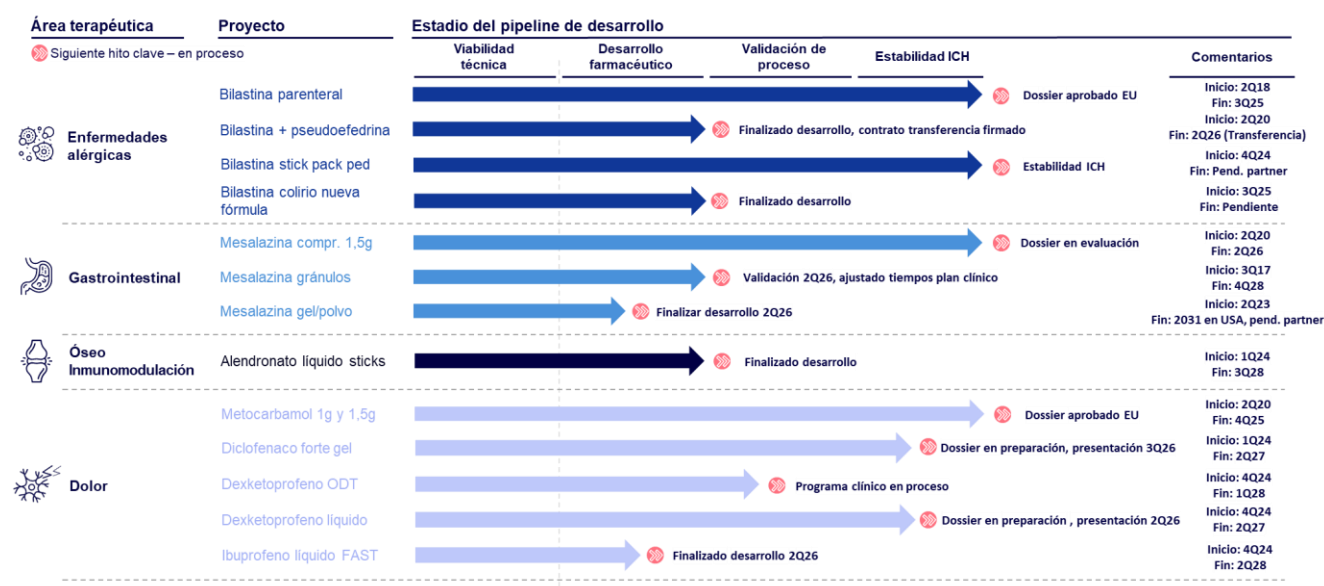
Product-based R&D

Active projects – Pharmaceuticals and *Healthcare*

- Development of new solutions based on the key molecules and products in our portfolio and focused on the main therapeutic areas:

Allergic diseases	Gastrointestinal	Bone Immunomodulation
<u>Bilastine-based products</u> A leading global antihistamine, with further growth potential in several markets	<u>Calcifediol-based products</u> Greater efficacy in the treatment of prohormone D deficiency	<u>Mesalazine-based products</u> Treatment for ulcerative colitis with multiple launches planned
Ophthalmology	Ophthalmology (intraocular lenses)	Dermatology
<u>Products based on polyhexanide and carteolol</u> Solutions for a range of eye conditions (dry eye, glaucoma, keratitis, infections, inflammation, etc.)	<u>Hydrophobic and hydrophilic lenses</u> Focused on cataract surgery	<u>Moisturising emulsions for sensitive skin</u>

The status of pharmaceutical development projects within the pharmaceutical and *healthcare* division, by therapeutic area, is set out below:



Área terapéutica	Proyecto	Estadio del pipeline de desarrollo				Comentarios	
		Viabilidad técnica	Desarrollo farmacéutico	Validación del proceso	Estabilidad ICH		
Oftalmología	Antiglaucoma / Reducción de la presión intraocular Colirio sin conservantes de latanoprost 0,05 mg/ml Dorzolamida 20 mg/ml colirio sin conservantes Dorzolamida 20 mg/ml + Timolol 5 mg/ml colirio sin conservantes Gotas oftálmicas sin conservantes con 2 mg/ml de brimonidina Gotas oftálmicas sin conservantes de brimonidina 2 mg/ml + timolol 5 mg/ml					Preparación de la solicitud de autorización de comercialización Preparación de la solicitud de autorización de comercialización Preparación de la solicitud de autorización de comercialización Preparación de la solicitud de autorización de comercialización	Inicio: Q4 2025 Fin: Q4 2029 Inicio: Q3 2020 Fin: Q1 2027 Inicio: Q2 2019 Fin: Q1 2027 Inicio: Q3 2019 Fin: Q2 2027 Inicio: Q3 2019 Fin: Q2 2027
	Corticosteroides antiinflamatorios Hidrocortisona 3,35 mg/ml colirio sin conservantes Gotas oftálmicas sin conservantes de dexametasona 1 mg/ml					Lotes de laboratorio en fase de estabilidad Lotes de laboratorio en fase de estabilidad	Inicio: Q1 2024 Fin: Q2 2028 Inicio: Q2 2023 Fin: Q3 2028
	Antiinflamatorio + Antiinfeccioso Prednisona 2,5 mg/g + Cloranfenicol 10 mg/g					Formulación en desarrollo	Inicio: Q2 2025 Fin: Q2 2029
	Antiinflamatorios no esteroideos Ketorolaco 5 mg/ml, colirio sin conservantes Bromfenaco 0,9 mg/ml colirio sin conservantes					Desarrollo completado (ampliación a lotes de validación) Lotes piloto en fase de estabilidad	Inicio: Q2 2023 Fin: Q4 2028 Inicio: Q4 2020 Fin: Q4 2027
	Antibacteriano Ofloxacina 3 mg/ml colirio sin conservantes Pomada oftálmica de ofloxacina 3 mg/g					Formulación y método analítico establecidos Formulación y método analítico establecidos	Inicio: Q1 2025 Fin: Q2 2029 Inicio: Q1 2024 Fin: Q4 2029
	Antialérgico Ketotifeno 0,25 mg/ml colirio sin conservantes					Formulación y método analítico establecidos	Inicio: Q4 2024 Fin: Q1 2029
	Lubricación / Protección de la superficie ocular HPMC 2,5 mg/ml, colirio sin conservantes					Lotes de laboratorio en fase de estabilidad. Método analítico en desarrollo	Inicio: Q1 2024 Fin: Q3 2028
	Dermatología Spray ATL para la cicatrización de heridas con óxido de zinc Cambio de pañales ATL con miconazol					Formulación establecida Lotes de laboratorio en fase de estabilidad	Inicio: Q4 2024 Fin: Viabilidad Pendiente Inicio: Q4 2023 Fin: Viabilidad Pendiente

Área terapéutica	Proyecto	Estadio del pipeline de desarrollo				Comentarios
		Viabilidad técnica	Desarrollo farmacéutico	Validación de proceso	Estabilidad ICH	
Oftalmología	Ojo seco Sodium hyaluronate 0.2% eye drops MDPF					Mercado CE Inicio: 2017 Fin: Q1 2026
	Glaucoma Carteolol, eye drops MDPF					Lanzamiento (Italia) Inicio: Q4 2019 Fin: Q4 2025
	Enfermedades raras: Keratitis fúngica Polihexanide, eye drops					USA, EU Pharmaceutical Development completion Inicio: Q1 2023 Fin: Q2 2032
	Keratitis por Acanthamoeba Polihexanide, eye drops					UK: Negociación precio USA: Envío NDA Inicio: Q4 2024 Fin: Q1 2026 Inicio: Q4 2024 Fin: Q3 2027
	Cirugía de cataratas Hydrophobic IOL Non-preloaded IOL Fully preloaded hydrophilic system Hydrophobic IOL topic & Well Fusion					Marcado CE Inicio: Q2 2023 Fin: Q2 2026 Inicio: Q4 2021 Fin: Q4 2027 Inicio: Q4 2024 Fin: Q1 2029
	Anti-angiogénico Retinal advanced care therapies					Viabilidad en proceso
	Inflamación ocular NSAID generic plus					Viabilidad en proceso
	Inflamación ocular Medicated tear substitute					Viabilidad en proceso

ICH = International Council for Harmonisation of Technical Requirements for Registration of Pharmaceuticals for Human Use

Detailed information on the status of research projects has been omitted, as it relates to the Group's innovation and know-how.

- Other products that complete the prescription and OTC portfolio (e.g. painful muscle spasms, haemorrhoidal symptoms, supplements, etc.)

Active projects – Animal Nutrition and Health Line

Under the **Animal Nutrition and Health Line**, nutritional approaches that prioritise animal health and welfare are promoted, thereby contributing to sustainable animal production. To this end, the main lines of development for new products focus on achieving efficient and sustainable production of animal protein; examples of this include the following activities, which form part of the Group's day-to-day management of operations in this business line:

- Development of feed formulations for piglets that optimise their growth, helping them overcome post-weaning stress, maximising the utilisation of the feed provided and thereby reducing the excretion of N

(nitrogen) and P (phosphorus) into the environment, which is highly polluting in high concentrations in the soil.

- Development of new natural animal feed products with properties that strengthen and protect digestive health, thereby reducing the excessive use of medicines and metals, and helping to reduce the emergence of resistance to antibiotics and other medicines:

<u>Impronta Project</u>	<u>Primazure Products</u>	<u>Products for treating PFTS</u>
Nutritional solutions passed from the mother to the piglet	Nutritional solutions in piglets' drinking water	Nutritional and genetic solutions for piglets susceptible to PFTS (Post-weaning Faulty Growth Syndrome)

- Development of an Iberian genetic model to optimise production.
- Development of nutritional models for the most precise adjustment of feeding programmes at all stages of pig production.

In addition to the above, the most significant initiatives carried out in 2025 within the **Animal Nutrition and Health Division** were:

- **Leadership of the PROBIPIG project**
 - Start date: 2024
 - Expected completion date: 2026
 - The aim of this study is to develop a new probiotic supplement to improve the gut microbiota of breeding sows and their piglets, thereby enabling the elimination of conventional medicines. This initiative is linked to reducing the use of antimicrobials in livestock farming, improving animal welfare and ensuring food safety. It also promotes technological innovation in animal nutrition through the development of biological solutions based on probiotics. The project began in April 2024 under the Hazitek 2024 call for proposals and forms part of the competitive R&D projects promoted by the Basque Government. The first in vitro and in vivo trials are currently being conducted to validate the selected probiotic strain, as well as the experimental formulation of the supplement. The project is expected to be completed in 2026.
- **Design, development and validation of products against coccidiosis in pigs**
 - Start date: 2024
 - Expected completion date: 2027
 - This project promotes innovation in highly bioavailable liquid formulations and the development of alternative solutions that will enable the reduction of chemical anticoccidials and antimicrobials in pigs, favouring disease prevention and gut health through a natural approach. In 2025, progress has been made in the product validation phase, but the commercial development of the product has been postponed until next year.
- **Design, development and validation of products aimed at improving feed intake, eggshell quality and bone health in chickens**
 - Start date: 2025
 - Expected completion date: 2025
 - During 2025, as part of this project aimed at developing products to improve production performance in poultry farming, two products were successfully validated. They are expected to be launched on the market during 2026.
- **Development and enhancement of the range of liquid trace element and amino acid supplements for piglets**
 - Start date: 2025
 - Expected completion date: 2026
 - The products developed under this initiative, aimed at optimising nutrient absorption efficiency and improving zootechnical indicators, are currently in the commercialisation phase. During 2025, prototypes of the three products were developed, experimental validation trials were carried out on

commercial farms, and consumption and health parameters were evaluated. The results are favourable and in line with the set targets.

For each R&D project undertaken, initial planning is carried out to ensure proper compliance with established milestones and deadlines. Furthermore, both material resources and the necessary personnel are optimised to guarantee the project's sustainability during its development and its market launch should it prove successful. Public funds are utilised to offset costs, and collaboration is sought with major producers and the most prestigious research groups in the field from research centres and public universities, both nationally and internationally.

Collaborations for the development of new products

Numerous collaborations have been established with universities, research centres and technology partners, which contribute to improving internal capabilities and generating knowledge (scientific publications, shared patents, joint technological developments).

Pharmaceutical and Healthcare Division

Studies and research aimed at identifying patient needs or assisting in the treatment of a disease are usually carried out in collaboration with other specialists in the field, through scientific committees led by experts and in the context of collaboration with medical or scientific societies. These collaborations provide scientific validation for the studies and research and promote improvements in the design of clinical trials and development plans for pharmaceutical development and research projects.

Furthermore, independent research is promoted and facilitated by providing scientific and financial support to research groups whose projects help to understand the specific characteristics of diseases or contribute to improving disease diagnosis and prognosis, as well as health outcomes.

In 2025, significant collaborations were carried out with organisations such as Eversana, in the development of a digital application to support home monitoring of patients with rare ophthalmic diseases, and with Gazi University, in the promotion of preclinical research to evaluate new therapeutic strategies in the field of eye infections. Also with the University of Lisbon, where two PhD scholarships have been awarded this year: one for the development of ophthalmic ointments and the other for the treatment of rosacea.

With the aim of fostering interaction within the healthcare ecosystem at local, national and international levels, the following are the main associations and organisations linked to quality, technological development and R&D with which the Group collaborates on a regular basis and which have a direct impact on improving internal capabilities and generating knowledge:

- BHC (Basque Health Cluster)
- SEQT (Spanish Society of Therapeutic Chemistry)
- SEFIG (Spanish Society of Industrial and Galenic Pharmacy)
- Gaiker Foundation
- CIC bioGUNE
- Innobasque
- NIC (Nagusi Intelligence Centre)
- Achucarro Basque Centre for Neuroscience
- CEIB (International Centre for Entrepreneurship in Vizcaya)
- CLUSTER4EYE (Ophthalmology and Vision Sciences Cluster)
- SESOC (Spanish Society of Ocular Surface and Cornea)
- IO-CSIC (Institute of Optics of the Spanish National Research Council)
- CNR-IPCB (Italian National Research Council – Institute of Composite Polymers and Biomaterials)

- EVER (European Association for Vision and Eye Research)
- EFMC (European Federation for Medicinal Chemistry)

Animal Nutrition and Health Division

As part of normal business operations, agreements are in place with commercial client farms and research and development farms, where **Ingaso Farm** and **Tecnovit** conduct trials for the research and innovation of new products and the development of new alternatives to improve their products in the pig sector.

Similarly, research projects are carried out with public funding, either independently or in collaboration with clients (CDTI, HAZITEK, etc.). These projects promote collaboration between private companies and research centres (University of Murcia, University of Córdoba, Complutense University of Madrid), as well as potential subcontracting with other specialists in the agri-food sector. And they are always developed around topics of great current industrial and social interest.

Furthermore, **Capselos** is characterised by its research and development of microencapsulation technologies. This investment in R&D&I contributes to the creation of new products that improve efficiency and the development and refinement of formulations, with a view to reducing the use of medicinal products in animal feed.

Talent development in R&D

Pharmaceutical and Healthcare Division

The Faes Farma Group stands out for its commitment to developing young talent and ensuring generational renewal. To this end, visits to the facilities are organised every year to guide students before and during their higher education, whether in vocational training or at university. Furthermore, it has established collaboration agreements with educational institutions such as the University of the Basque Country, the University of Navarra, the University of Catania, the University of Lisbon, the University of Coimbra, the Novia Salcedo Foundation, the Esame Foundation and vocational training schools linked to the chemical and pharmaceutical sectors, through which work placements and final-year degree projects (TFG) and master's degree projects (TFM) are organised.

Animal Nutrition and Health Division

In this business line, one of the key drivers of scientific knowledge generation is collaboration with various universities on the development of doctoral theses and scientific publications, fostering the talent of the company's new generations and the completion of final-year undergraduate and master's theses through agreements for student placements.

Also worth noting are specific collaborations on R&D projects with animal production departments at international universities, such as the University of Minas Gerais in Brazil or Kansas City in the United States, and with others in organising symposia on current scientific topics.

Furthermore, specialist staff routinely advise the Group's clients on animal welfare and sustainability practices, ensuring that their activities are integrated both socially and environmentally with their surroundings. Finally, the Group actively participates in industry events by delivering technical training sessions that address various scenarios through nutritional solutions and strategies.

(Paragraph 69) Investment and expenditure on R&D in 2025 for the development and innovation of new and existing molecules exceeded €30.2 million, funded from the company's own resources. In addition, during 2025, grants were applied for and received, with the applications having been prepared to comply with *the 'do no significant harm' principle of the* . This figure comprises operating expenses, capitalised expenses (see note 5 in the consolidated financial statements) and R&D-related investments.

In line with the Group's strategy, which prioritises research and development, investment in 2026 will exceed that of 2025 (€30.2 million in 2025, €23.7 million in 2024 and €21 million in 2023).

[MDR-M] Parameters relating to sustainability issues of material significance

(Paragraph 75) As mentioned above, investment and expenditure on R&D in 2025 for the development of new and existing molecules and to promote innovation in both areas exceeded €30.2 million.

To assess performance in R&D projects, various qualitative and quantitative parameters and KPIs (*Key Performance Indicators*) defined by the company are used, which are common in projects of this nature:

- a) **Proportion of revenue generated by products developed in the last five years:** This KPI measures the financial impact (in euros) of new products on the market. It is a key indicator for assessing the commercial success of innovations and their contribution to the company's total revenue.
- b) **Average development time:** This parameter measures the time taken to develop a new product from the research phase through to its market launch. It is crucial for assessing the efficiency of the development process and the company's ability to bring innovative products to market in a timely manner.
- c) **Percentage of projects completed within the estimated timeframe:** This KPI measures the company's ability to meet the deadlines set for R&D projects.
- d) **Return on investment (ROI):** This is the ratio of revenue to investment (euros).
- e) **Customer retention rate** (applicable to the animal nutrition and health business line): this metric indicates the level of customer loyalty.
- f) **Percentage of customers or patients attributable to innovation projects**
- g) **Actions and targets:** This qualitative KPI focuses on the specific actions the company undertakes to achieve its R&D objectives and established targets. It includes a description of the measures taken, the expected results and the deadlines for their achievement.

These parameters and KPIs are essential to ensure that R&D projects are managed efficiently and effectively, contributing to the company's success and sustainability.

(Paragraph 77) In line with section 7.7 on "Classified and sensitive information and information on intellectual property, *know-how* or innovation outcomes" of ESRS 1, detailed information on the above parameters is omitted with regard to all the requirements of paragraph 77, as this information relates to the Group's innovation outcomes and *know-how*.

[MDR-T] Monitoring the effectiveness of policies and actions through targets

(Paragraph 80) In line with section 7.7 on “Classified and sensitive information and information on intellectual property, know-how or innovation outcomes” of ESRS 1, detailed information for each section of paragraph 80 on targets and effectiveness indicators is omitted, as this information relates to the Group’s innovation outcomes and *know-how*.

TABLE OF CONTENTS

	ESRS	RD	DESCRIPTION	LOCATION (PAGE)	COMMENTS
General information	ESRS 2 – GENERAL INFORMATION				
	BASIS FOR PREPARATION				
	ESRS 2	BP-1	General basis for the preparation of the sustainability statement	6	
	ESRS 2	BP-2	Information relating to specific circumstances	9	
	GOVERNANCE				
	ESRS 2	GOV-1	The role of the administrative, management and supervisory bodies	12	
	ESRS 2	GOV-2	Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them	17	
	ESRS 2	GOV-3	Integration of sustainability-related performance into incentive schemes	18	
	ESRS 2	GOV-4	Statement on due diligence	19	
	ESRS 2	GOV-5	Risk management and internal controls for the disclosure of sustainability information	21	
	STRATEGY				
	ESRS 2	SBM-1	Strategy, business model and value chain	22	
	ESRS 2	SBM-2	Stakeholder interests and views	28	
	ESRS 2	SBM-3	Material incidents, risks and opportunities and their interaction with strategy and the business model	30	
	MANAGEMENT OF ISSUES, RISKS AND OPPORTUNITIES				
	ESRS 2	IRO-1	Description of the processes for identifying and assessing material issues, risks and opportunities	32	
	ESRS 2	IRO-2	Disclosure requirements set out in the NEIS covered by the company’s sustainability statement	34	
Environmental information	ESRS E1 – CLIMATE CHANGE				
	GOVERNANCE				
	E1	GOV-3	Integration of sustainability-related performance into incentive schemes	35	
	STRATEGY				
	E1	E1-1	Transition plan for climate change mitigation	36	
	E1	SBM-3	Material incidents, risks and opportunities and their interaction with the strategy and business model	38	
	MANAGEMENT OF MATERIAL ISSUES, RISKS AND OPPORTUNITIES				
	E1	IRO-1	Description of the processes for identifying and assessing climate-related material issues, risks and opportunities	39	
	E1	E1-2	Policies relating to climate change mitigation and adaptation	50	
	E1	E1-3	Actions and resources relating to climate change policies	51	
	PARAMETERS AND TARGETS				
	E1	E1-4	Targets relating to climate change mitigation and adaptation	54	
E1	E1-5	Energy consumption and mix	58		
E1	E1-6	Gross GHG emissions under Scopes 1, 2 and 3, and total GHG emissions	60		

E1	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	64	The company does not have any GHG mitigation projects financed through carbon credits.
E1	E1-8	Internal carbon pricing system	65	The company does not apply internal carbon pricing systems.
E1	E1-9	Expected financial impacts of material physical and transition risks and potential opportunities related to climate change	66	The Group avails itself of the transitional provisions set out in Appendix C, List of phased-in disclosure requirements, of “ESRS 1 General Requirements” and omits the information required under NEIS E1-9.
ESRS E2 – POLLUTION				
MANAGEMENT OF INCIDENTS, RISKS AND OPPORTUNITIES				
E2	IRO-1	Description of the processes for identifying and evaluating incidents, risks and opportunities of material significance related to pollution	67	
E2	E2-1	Policies relating to pollution	69	
E2	E2-2	Actions and resources relating to pollution	70	
PARAMETERS AND TARGETS				
E2	E2-3	Targets relating to pollution	71	
E2	E2-4	Air, water and soil pollution	73	
E2	E2-5	Substances of concern and substances of very high concern	74	
E2	E2-6	Expected financial impacts of material pollution-related risks and opportunities	75	The Group avails itself of the transitional provisions set out in Appendix C, List of phased-in disclosure requirements, of “ESRS 1 General Requirements” and omits the information required under NEIS E2-6.
ESRS E3 – WATER AND MARINE RESOURCES				
MANAGEMENT OF INCIDENTS, RISKS AND OPPORTUNITIES				
E3	IRO-1	Description of the processes for identifying and assessing significant impacts, risks and opportunities related to water and marine resources	76	
E3	E3-1	Policies relating to water and marine resources	77	
E3	E3-2	Actions and resources relating to water and marine resources	78	
PARAMETERS AND TARGETS				
E3	E3-3	Targets relating to water and marine resources	80	
E3	E3-4	Water consumption	82	
E3	E3-5	Expected financial impacts of water and marine-related incidents, risks and opportunities	83	The Group avails itself of the transitional provisions set out in Appendix C, List of phased-in disclosure requirements, of the

					“ESRS 1 General Requirements” and omits the information required under NEIS E3-5.	
	ESRS E5 – RESOURCE USE AND CIRCULAR ECONOMY					
	MANAGEMENT OF INCIDENTS, RISKS AND OPPORTUNITIES					
	E5	IRO-1	Description of the processes for identifying and evaluating material incidents, risks and opportunities related to resource use and the circular economy	84		
	E5	E5-1	Policies relating to resource use and the circular economy	86		
	E5	E5-2	Measures and initiatives relating to resource use and the circular economy	87		
	PARAMETERS AND TARGETS					
	E5	E5-3	Targets related to resource use and the circular economy	89		
	E5	E5-4	Resource inputs	92		
	E5	E5-5	Resource outflows	94		
	E5	E5-6	Expected financial effects of material risks and opportunities related to resource use and the circular economy	96	The Group avails itself of the transitional provisions set out in Appendix C List of phased-in disclosure requirements of “ESRS 1 General Requirements” and omits the information prescribed in NEIS 5-6.	
	Social information	ESRS S1 – OWN WORKFORCE				
		STRATEGY				
S1		SBM-2	Stakeholder interests and views	105		
S1		SBM-3	Material incidents, risks and opportunities and their interaction with the strategy and business model	106		
MANAGEMENT OF ISSUES, RISKS AND OPPORTUNITIES						
S1		S1-1	Policies relating to own staff	108		
S1		S1-2	Processes for collaborating with own staff and staff representatives on incidents	112		
S1		S1-3	Processes for rectifying negative incidents and channels for employees to raise concerns	116		
S1		S1-4	Action taken regarding matters of material significance affecting employees, approaches to mitigating risks of material significance and capitalising on opportunities of material significance	119		
METRICS AND TARGETS						
S1		S1-5	Targets relating to the management of material adverse events, the promotion of material positive events, and the management of material risks and opportunities	126		
S1		S1-6	Characteristics of the company’s employees	133		
S1	S1-7	Characteristics of non-salaried workers among the company’s own staff	-	The Group avails itself of the transitional provisions set out in Appendix C List of disclosure requirements		

				introduced gradually from “ESRS 1 General Requirements” and the information prescribed in NEIS S1-7 is omitted.
S1	S1-8	Coverage of collective bargaining and social dialogue	135	
S1	S1-9	Diversity indicators	136	
S1	S1-10	Adequate wages	137	
S1	S1-11	Social protection	138	
S1	S1-12	People with disabilities	139	
S1	S1-13	Training and skills development parameters	140	
S1	S1-14	Health and safety parameters	141	
S1	S1-15	Work-life balance indicators	142	
S1	S1-16	Remuneration parameters (pay gap and total remuneration)	143	
S1	S1-17	Incidents, complaints and serious incidents relating to human rights	144	
ESRS S3 – AFFECTED GROUPS				
STRATEGY				
S3	SBM-2	Stakeholder interests and views	-	N/A. This issue is not material for the Faes Farma Group.
S3	SBM-3	Significant issues, risks and opportunities and their interaction with strategy and business model	-	N/A. This topic is not material for the Faes Farma Group.
MANAGEMENT OF ISSUES, RISKS AND OPPORTUNITIES				
S3	S3-1	Policies relating to affected groups	-	N/A. This topic is not material for the Faes Farma Group.
S3	S3-2	Processes for engaging with affected groups regarding incidents	-	N/A. This topic is not material for the Faes Farma Group.
S3	S3-3	Processes for rectifying negative incidents and channels for affected groups to express their concerns	-	N/A. This topic is not material for the Faes Farma Group.
S3	S3-4	Adoption of measures relating to incidents of material significance to affected groups, approaches to managing risks of material significance and capitalising on opportunities of material significance relating to affected groups, and the effectiveness of such actions	-	N/A. This topic is not material for the Faes Farma Group.
METRICS AND TARGETS				
S3	S3-5	Targets relating to the management of material adverse incidents, the promotion of material positive incidents, and the management of material risks and opportunities	-	N/A. This topic is not material for the Faes Farma Group.
ESRS S4 – CONSUMERS AND END USERS				
STRATEGY				
S4	SBM-2	Stakeholder interests and views	145	
S4	SBM-3	Material incidents, risks and opportunities and their interaction with the strategy and business model	146	
MANAGEMENT OF ISSUES, RISKS AND OPPORTUNITIES				
S4	S4-1	Policies relating to consumers and end users	149	
S4	S4-2	Processes for collaborating with consumers and end users regarding incidents	152	
S4	S4-3	Processes for resolving negative incidents and channels for consumers and end users to express their concerns	156	
S4	S4-4	Adoption of measures relating to incidents of material significance to consumers and end-users, approaches	161	

		to mitigating risks of material significance and capitalising on opportunities of material significance relating to consumers and end-users, and the effectiveness of such actions			
	PARAMETERS AND TARGETS				
	S4	S4-5	Objectives relating to the management of material adverse events, the promotion of material positive events, and the management of material risks and opportunities	165	
Governance information	ESRS G1 – BUSINESS CONDUCT				
	GOVERNANCE				
	G1	GOV-1	The role of the administrative, management and supervisory bodies	169	
	MANAGEMENT OF INCIDENTS, RISKS AND OPPORTUNITIES				
	G1	IRO-1	Description of the processes for identifying and assessing material incidents, risks and opportunities	172	
	G1	G1-1	Corporate culture and policies on corporate culture and business conduct	174	
	G1	G1-2	Supplier relationship management	179	
	G1	G1-3	Prevention and detection of corruption and bribery	182	
	PARAMETERS AND TARGETS				
	G1	G1-4	Confirmed cases of corruption or bribery	184	
	G1	G1-5	Political influence and lobbying activities	-	N/A. This topic is not material for the Faes Farma Group.
	G1	G1-6	Payment practices	185	
Other sector-specific topics	DATA SECURITY AND PRIVACY				
	GOVERNANCE				
	ESRS 2	GOV-2	Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them	186	
	MANAGEMENT OF INCIDENTS, RISKS AND OPPORTUNITIES				
	ESRS 2	IRO-1	Description of the process for identifying and evaluating material issues, risks and opportunities	188	
	ESRS 2	MDR-P	Policies adopted to manage material sustainability issues	189	
	ESRS 2	MDR-A	Actions and resources relating to material sustainability issues	190	
	METRICS AND TARGETS				
	ESRS 2	MDR-M	Parameters relating to sustainability issues of material significance	193	
	ESRS 2	MDR-T	Monitoring the effectiveness of policies and actions through targets	194	
	INNOVATION AND DEVELOPMENT				
	GOVERNANCE				
ESRS 2	GOV-2	Information provided to the company’s administrative, management and supervisory bodies and sustainability issues addressed by them	197		
MANAGEMENT OF INCIDENTS, RISKS AND OPPORTUNITIES					
ESRS 2	IRO-1	Description of the process for identifying and evaluating material issues, risks and opportunities	199		
ESRS 2	MDR-P	Policies adopted to manage material sustainability issues	201		

	ESRS 2	MDR-A	Actions and resources relating to material sustainability issues	202	
METRICS AND TARGETS					
	ESRS 2	MDR-M	Parameters relating to sustainability issues of material significance	208	
	ESRS 2	MDR-T	Monitoring the effectiveness of policies and actions through targets	209	

LIST OF DATA POINTS INCLUDED IN CROSS-CUTTING STANDARDS AND THEMATIC STANDARDS DERIVED FROM OTHER EU LEGISLATION

Disclosure requirement and related data point		Reference	Location
Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (OJ L 317, 9.12.2019, p. 1)			
NEIS 2 GOV-1	Gender diversity of the board of directors, paragraph 21(d)	Indicator No 13 of Table 1 of Annex 1	13
NEIS 2 GOV-4	Due diligence statement, paragraph 30	Indicator No 10 of Table 3 of Annex 1	19
NEIS 2 SBM-1	Engagement in fossil fuel activities, paragraph 40(d)(i)	Indicator No 4 of Table 1 of Annex 1	22
	Involvement in activities related to the production of chemicals, paragraph 40(d)(ii)	Indicator No 9 in Table 2 of Annex 1	22
	Involvement in activities related with controversial weapons paragraph 40, point (d)(iii)	Indicator No 14 of Table 1 of Annex 1	22
NEIS E1-4	GHG emission reduction targets paragraph 34	Indicator No 4 in Table 2 of Annex 1	54
NEIS E1-5	Energy consumption from non-renewable fossil fuels, broken down by source (only sectors with high climate impact) paragraph 38	Indicator No 5 in Table 1 and Indicator No 5 in Table 2 of Annex 1	58
	Energy consumption and mix , paragraph 37	Indicator No 5 of Table 1 of Annex 1	58
	Energy intensity related to activities in sectors with a high climate impact, paragraphs 40 to 43	Indicator No 6 in Table 1 of Annex 1	59
NEIS E1-6	Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions, paragraph 44	Indicators 1 and 2 in Table 1 of Annex 1	60
	Gross GHG emissions intensity, paragraphs 53 to 55	Indicator No 3 of Table 1 of Annex 1	63
NEIS E2-4	Quantity of each pollutant listed in Annex II to the European PRTR Regulation (European Pollutant Release and Transfer Register) released to air, water and land, paragraph 28	Indicator No 8 in Table 1 of Annex 1, indicators Nos 1, 2 and 3 in Table 2 of Annex 1	73
NEIS E3-1	Water and marine resources, paragraph 9	Indicator No 7 of Table 2 of Annex 1	76
	Specific policies, paragraph 13	Indicator No 8 in Table 2 of Annex 1	77
	Sustainable management of the oceans and seas, paragraph 14	Indicator No 12 in Table 2 of Annex 1	77
NEIS E3-4	Total recycled and reused water, paragraph 28(c)	Indicator No 6.2 in Table 2 of Annex 1	82
	Total water consumption in m ³ per net revenue from own operations, paragraph 29	Indicator No 6.1 of Table 2 of Annex 1	82
NEIS 2 - IRO 1 - E4	paragraph 16(a)(i)	Indicator No 7 of Table 1 of Annex 1	Not of relative importance
	paragraph 16(b)	Indicator No 10 in Table 2 of Annex 1	
	paragraph 16(c)	Indicator No 14 in Table 2 of Annex 1	
NEIS E4-2	Sustainable agricultural or land-use practices or policies paragraph 24(b)	Indicator No 11 in Table 2 of Annex 1	Not relevant
	Sustainable marine or ocean practices or policies – paragraph 24(c)	Indicator No 12 in Table 2 of Annex 1	
	Policies to tackle deforestation – paragraph 24(d)	Indicator No 15 in Table 2 of Annex 1	

	point (a)		
Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021, establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9.7.2021, p. 1)			
NEIS E1-1	Transition Plan for achieving climate neutrality by 2050, paragraph 14	Regulation (EU) 2021/1119, Article 2(1)	36
NEIS E1-7	GHG removals and carbon credits, paragraph 56	Regulation (EU) 2021/1119, Article 2(1)	64

remuneration is annualised : employees who were not with the company for the whole year, who took maternity/paternity leave and/or reduced working hours.

Average professional remuneration (Europe)	2025	2024
Managers	200,815	185,868
Middle managers	97,224	93,982
Professionals	45,946	48,812

Average remuneration figures are in euros. They do not include the average remuneration of the CEO and senior management, as this is reported separately. Average remuneration is calculated based on actual remuneration for the year, except in the following cases where remuneration is annualised: employees who were not with the company for the whole year, or who took maternity/paternity leave and/or worked reduced hours.

Average remuneration by gender (other continents)	2025	2024
Men	29,252	27,247
Women	23,355	21,347

Average remuneration figures are in euros. They do not include the average remuneration of the CEO and senior management, as this is reported separately. Average remuneration is calculated based on actual remuneration for the year, except in the following cases where remuneration is annualised: employees who were not with the company for the whole year, who took maternity/paternity leave and/or reduced working hours.

Average remuneration by age (other continents)	2025	2024
< 30 years	15,018	14,004
31–50 years	25,913	24,479
> 51 years	31,114	27,954

Average remuneration figures are in euros. They do not include the average remuneration of the CEO and senior management, as this is reported separately. Average remuneration is calculated based on actual remuneration for the year, except in the following cases where remuneration is annualised: employees who were not with the company for the whole year, who took maternity/paternity leave and/or reduced working hours.

Average professional remuneration (other continents)	2025	2024
Managers	160,203	-
Middle management	51,490	55,017
Professionals	20,490	19,040

Average remuneration figures are in euros. They do not include the average remuneration of the CEO and senior management, as this is reported separately. Average remuneration is calculated based on actual remuneration for the year, except in the following cases where remuneration is annualised: employees who were not with the company for the whole year, who took maternity/paternity leave and/or worked reduced hours.

Average remuneration of directors and executives, including variable remuneration, allowances, severance pay, contributions to long-term savings schemes and any other payments, broken down by gender

Average remuneration of senior management and the Executive Chairman/CEO	2025	2024
CEO	1,080,729	2,225,456*
Senior Management - Men	365,921	528,177**
Senior Management - Women	357,629	-

Average remuneration figures are in euros, taking into account all active members throughout the year.

* This information relates to the Executive Chairman and CEO in 2024 (annualised average). For further details on the organisational change, see section ESRS 2 GOV-1.

** This figure relates to the six members of senior management (excluding the Executive Chairman) who held their positions until September 2024. From this date onwards, the nine members of senior management (excluding the CEO) are taken into account. This figure is an average of the annualised amounts. It includes severance pay and settlement payments for two departing members. It does not include the remuneration of the Executive Chairman and CEO.

Remuneration accrued to the Board	2025	2024
Director Faes Farma		
Men	77,000	77,000
Women	77,000	77,000
Coordinating Director		
Men	5,000	5,000
Women	-	-
Attendance allowances per Council		
Men	1,500	1,500
Women	1,500	1,500
Commissioned attendance allowances		
Men	1,500	1,500
Women	1,500	1,500
Fixed annual allowance for committee chairmanship		
Men	-	-
Women	10,000	10,000
Fixed annual allocation for ESG responsibility*		
Men	-	-
Women	-	10,000

Average remuneration is in euros.

Directors are remunerated according to their commitment, qualifications and actual responsibilities.

*Where the chairmanship of the audit and compliance committee is not held.

Taking into account the above remuneration, the composition and responsibilities of Board members, the average remuneration of directors broken down by gender is as follows:

Average remuneration of directors by gender	2025	2024*
Men	96,656	107,000
Women	103,326	126,000

Average remuneration is in euros.

*Average remuneration has been annualised as a new Director has been in place since September 2024.

Implementation of policies on disconnecting from work

We recognise the importance of people's right to digital disconnection to ensure their rest time and holidays, as well as their personal and family privacy. We do not currently have a specific policy on disconnecting from work. However, our internal culture promotes a framework of respect for employees' rest periods, leave and holidays. Furthermore, the [Code of Ethics and Conduct](#) expresses our commitment to the Group's people and pledges to foster collaborative working environments where they can work efficiently during the working day.

Employees with disabilities

Employees with disabilities	2025	2024
Employees with disabilities	17	12

Work organisation

Number of hours of absenteeism

Hours of absenteeism	2025	2024
Hours of absenteeism*	169,808	111,440

*Includes common contingencies + occupational contingencies.

Health and safety

Workplace accidents, in particular their frequency and severity, as well as occupational illnesses; broken down by gender

Accidents resulting in sick leave	2025	2024
Men	11	7
Women	16	17
Total	27	24

Frequency indices	2025	2024
Men	6.30	4.83
Women	7.37	9.81
Total	6.89	7.54

Gravity index	2025	2024
Men	0.20	0.19
Women	0.25	0.23
Total	0.23	0.23

Occupational diseases	2025	2024
Men	0	0
Women	0	0
Total	0	0

Training

Total number of training hours by professional category

Training hours by professional category	2025	2024
CEO and Senior Management	219	135
Managers	429	161
Middle management	8,240	7,510
Professionals	38,943	40,618
Total	47,831	48,424

Training hours by gender	2025	2024
Men	20,438	20,990
Women	27,393	27,434
Total	47,831	48,424

Information regarding the fight against corruption and bribery

Contributions to foundations and non-profit organisations

Donations	2025	2024
Financial (euros)	145,669	74,596

Company information

The company's commitments to sustainable development

Partnerships and sponsorship

Membership of industry associations – Pharmaceuticals and *Healthcare* business line

Through our participation in various sectoral associations, we contribute to the development of sectors such as pharmaceuticals, chemicals, cosmetics and healthcare. The following associations are particularly noteworthy:

Association	Objective
Farmaindustria	National business association for the pharmaceutical industry based in Spain. A mission built on four pillars: representing the industry, collaborating with the government, improving the sector's public image and providing services to member laboratories.
Farmindustria	National association of pharmaceutical companies in Italy. Among its key functions is the establishment of the Code of Ethics governing relations between companies and healthcare professionals in the country.
Confindustria Dispositivi Medici (CDM)	A federation of Confindustria representing Italian companies that develop, manufacture and distribute medical devices and biomedical technologies. Its main objectives are to act as a sectoral representative, offer consultancy services to its members and promote innovation through the promotion of projects.
Association for Biomedical Research and Innovation in Light and Imaging (AIBILI)	A Portuguese organisation dedicated to biomedical research, technological innovation and clinical trials in the health sector, with a particular focus on ophthalmology and medical imaging.
Laboratório de Estudos Farmacêuticos (LEF)	Affiliated with the ANF (National Association of Portuguese Pharmacies), it specialises in providing scientific and technological services to the pharmaceutical industry.
Parental Drug Association (PDA)	A global provider of scientific, technological and regulatory information for the pharmaceutical and biopharmaceutical community.
Basque Health Cluster	It coordinates, represents, manages and defends common interests in collaboration with public authorities and other organisations in the field of biosciences. Furthermore, it contributes to the development, growth and internationalisation of the sector in the Basque Country.
Spanish Society of Therapeutic Chemistry (SEQT)	Promotes the development of therapeutic chemistry through scientific meetings that foster professional contacts at national and international level, as well as contributing to training.
Punto Azul Corporation	Strengthening common ties with the pharmaceutical sector's value chain for the sustainable consumption and management of medicines in Colombia, within the framework of the final disposal of post-consumer pharmaceutical products and medicines that are expired, damaged or partially consumed.
National Association of Perfumery and Cosmetics (STANPA)	Represents and promotes a competitive, dynamic, innovative and sustainable Spanish perfume and cosmetics industry, committed to people's care and well-being in a diverse and global society .
Association for Self-Care in Health (ANEFP)	Works to promote responsible self-care and maintain daily wellbeing as the appropriate means of preventing illness, dealing with minor health issues, encouraging healthy lifestyle habits and contributing to the sustainability of the healthcare system in Spain.

Participation in sectoral associations – Animal Nutrition and Health business line

- Spanish Association of Manufacturers and Exporters of Agricultural Machinery and Components (AGRAGEX)
- National Association of Pig Producers (ANPROGAPOR)
- Business Association for Animal Health, Nutrition and Welfare (ADIPREM)
- ACUIPLUS Cluster
- Spanish Pig Producers' Cluster (I+PORC)
- Catalan Association of Pig Producers (PORCAT)
- Catalan Association of Compound Feed Manufacturers (ASFAC)
- Andalusian Regional Association of Pig Producers (ARAPORC)

Partnership and sponsorship initiatives

As part of its regular activities, the Group sponsors conferences, seminars and courses involving various stakeholders in the value chain. The aim is to promote knowledge in collaboration with the various stakeholders involved in the sector. Examples of these sponsorships include:

Spain⁶⁰

- Congress of the Spanish Society of Pulmonology and Thoracic Surgery (SEPAR)
- Congress of the Spanish Society of General Practitioners and Family Doctors (SEMG)
- “Porc d’Or Award” organised by IRTA (Institute for Agri-Food Research and Technology)
- National Forum of Iberian Pig Veterinarians

Portugal

- Portuguese Society of Otorhinolaryngology and Head and Neck Surgery
- *Patient Care* Conference - Admedic
- Various events organised by the Portuguese Society of Ophthalmology:
 - Portuguese Annual Ophthalmology Congress
 - CIRP 2025
 - Meeting of the Portuguese Glaucoma and Ocular Inflammation Groups

Italy

- Joint Congress of the Italian Society of Ocular Microsurgery and Ophthalmic Plastic Surgery (AIMO-SISO)
- Congress of the Italian Society of Corneal and Ocular Surface Transplantation (SITRAC)
- Congress of the European Society of Cataract and Refractive Surgery (ESCRS)

Chile

- Annual Congress of the Chilean Society of Gastroenterology
- Annual Congress of the Chilean Society of Otorhinolaryngology

Nigeria

- National Conference of the Pharmaceutical Society of Nigeria (PSN)
- Conference of the Nigerian Society of Rheumatology
- Conference of the Nigerian Society of Dermatology

⁶⁰ In accordance with the transparency obligations arising from the Code of Good Practice for the Pharmaceutical Industry, we publish annually on our corporate website details of collaborations with patient organisations and transfers of value to healthcare professionals and organisations.

This document is a translation of an original text in Spanish. In case of any discrepancy between both texts, the Spanish version shall prevail.

Outsourcing and suppliers

Monitoring and audit systems and their results

Given the diversity of the Group's activities and geographical locations, monitoring and audit processes differ between companies, with none of them covering environmental and social aspects.

Pharmaceutical and Healthcare Division

Faes Farma S.A. (Spain) and Faes Farma Portugal

We are involved in all stages of the medicine's life cycle (research and development of new molecules, innovation, conducting clinical trials, manufacturing and packaging, quality control, etc.) with the aim of ensuring efficacy, safety and quality throughout these stages and throughout the product's entire life cycle. This responsibility extends to other products such as cosmetics, food, food supplements and medical devices.

European regulations require pharmaceutical laboratories to comply with *Good Manufacturing Practices* (GMP), a system that includes inspections by the competent health authority every three years, as well as client audits. GMP is a fully integrated quality management system that certifies the production, control and distribution processes for both active pharmaceutical ingredients (APIs) and finished medicinal products.

At Quality Assurance, we carry out checks on suppliers and subcontractors to ensure regulatory compliance. Specifically, we audit active pharmaceutical ingredient (API) manufacturers, contract manufacturing organisations (CMOs), transport providers and logistics operators. In the case of excipient manufacturers, packaging material suppliers and CAPS product manufacturers, we carry out a risk analysis to determine whether they should be subject to the same audit.

Faes Farma Colombia

The audits carried out relate to product quality (direct suppliers). International direct suppliers (international manufacturers) are subject to audits by regulatory bodies such as Invima.

However, local direct suppliers are assessed every two years through an audit managed by Faes Farma Colombia, which analyses quality and environmental issues where applicable. The controls are linked to ISO 9001, GMP (Good Manufacturing Practice) and/or GLP (Good Laboratory Practice) certifications.

Animal Nutrition and Health Division

Once the commercial relationship has begun, an annual assessment is carried out to verify the validity of the sustainability policies and the social, environmental and food safety certifications reported by suppliers. This internal control ensures the validity of the assessment carried out during the approval process.

On the other hand, FAMI-QS certification covers aspects of product quality and food safety, as well as the production process, but does not include environmental, social and ethical aspects. However, from September 2022, it is mandatory for FAMI-QS-certified companies to have the *Feed Fraud and Feed Defence* module in place. This involves conducting a risk assessment of fraud linked to the supply chain and the potential damage the company itself could suffer in the event of any type of attack or intentional adulteration, whether of internal or external origin. This means that both suppliers who become certified from that date onwards, as well as Ingaso Farm, Tecnovit, Capselos and Cidosa, are subject to this analysis and have undergone an audit process.

Consumers

Complaints systems, complaints received and their resolution

For information regarding the various complaint systems and complaints received, please refer to [section S4-3](#).

Year	Complaints	Number of communications relating to products owned by the Faes Farma Group – In-house manufacturing		Number of communications relating to products owned by the Faes Farma Group – Manufactured by third parties	
		Closed	In progress	Closed	In progress
2025	Claims	214	75	109	53
	Complaints	205	6	214	8
2024	Claims	94	64 ⁶¹	152	41
	Complaints	365	0	521	0

⁶¹ This figure (64) has been updated, as there was an error in the total in the information published in 2024 (57).

Tax information

Profits by country

EBIT by country (€ thousands)	2025	2024
Chile	9,472	7,161
Colombia	9,114	4,926
Ecuador	5,818	2,922
United Arab Emirates	497	-514
Spain	42,552	82,624
France	-290	-
Guatemala	7,289	5,830
Italy	-7,399	-316
Mexico	5,774	-148
Mozambique	868	-
Nigeria	516	-42
Peru	1,428	706
Portugal	5,766	4,427
United Kingdom	-285	-
Romania	3,540	-
Switzerland	-200	-
Turkey	954	-
Group	85,414	107,576

Income tax paid and government grants received

Taxes paid by country (€ thousands)	2025	2024
Chile	1,772	2,149
Colombia	2,205	1,484
Ecuador	797	171
United Arab Emirates	38	0
Spain	3,896	6,492
France	216	-
Guatemala	1,304	1,404
Italy	1,028	0
Mexico	118	0
Mozambique	0	-
Nigeria	0	0
Peru	249	0
Portugal	1,911	777
United Kingdom	1	-
Romania	87	-
Switzerland	8	-
Turkey	418	-
Group	14,048	12,477

Public grants received (thousands of €)	2025	2024
Official grants	1,795	1,524

Requirements of Law 11/2018 regarding non-financial information and diversity

Scope	Contents	LINK TO GRI	LINK TO ESRS	Page(s) where information is provided	Comments
Business model	Brief description of the group's business model, which shall include: 1.) its business environment, 2.) its organisation and structure, 3.) the markets in which it operates, 4.) its objectives and strategies, 5.) the main factors and trends that may affect its future development		ESRS 2 SBM-1: Strategy, business model and value chain	22	
Policies and results	A description of the policies applied by the group regarding these matters, which shall include: 1.) the due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts 2.) verification and control procedures, including what measures have been taken. The results of these policies, which should include relevant key non-financial performance indicators that enable: 1.) the monitoring and evaluation of progress and 2.) that facilitate comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each matter.		ESRS 2 MDR-P: Policies adopted to manage material sustainability issues ESRS 2 MDR-M: Metrics relating to material sustainability issues ESRS 2 MDR-T: Monitoring the effectiveness of policies and actions through targets	50 54 58 69 71 73 74 77 80 82 86 89 92 94 108 126 133 149 165 174 189 193 194 201 208 209	
Short-, medium- and long-term risks	The main risks associated with these issues in relation to the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have a negative impact in these areas, and * how the Group manages these risks, * explaining the procedures used to identify and assess them in accordance with the relevant national, European or international reference frameworks for each area. * Information should be included on the impacts that have been identified, providing a breakdown of these, in particular regarding the main short-, medium- and long-term risks.		ESRS 2 SBM-3: Material incidents, risks and opportunities and their interaction with strategy and the business model	30	
KPIs	Key non-financial performance indicators that are relevant to the specific business activity and that meet the criteria of comparability, materiality, relevance and reliability.		ESRS 2 MDR-M: Parameters relating to sustainability issues of materiality	58 73 82 92 133 182	

	<p>* In order to facilitate the comparison of information, both over time and between entities, particular use shall be made of standards for non-financial key performance indicators that can be generally applied and that comply with the European Commission's guidelines on this matter and the Global Reporting Initiative standards; the report must mention the national, European or international framework used for each matter.</p> <p>* Key non-financial performance indicators must be applied to each section of the non-financial statement.</p> <p>* These indicators must be useful, taking into account specific circumstances, and consistent with the parameters used in the organisation's internal risk management and assessment procedures.</p> <p>* In any case, the information presented must be accurate, comparable and verifiable.</p>			193 208	
Information on environmental issues	Global Environment				
	<p>1) Detailed information on the current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety, as well as environmental assessment or certification procedures</p> <p>2) Resources allocated to the prevention of environmental risks</p> <p>3) The application of the precautionary principle, the amount of provisions and guarantees for environmental risks</p>		ESRS 2 SBM-3: Material incidents, risks and opportunities and their interaction with strategy and the business model	30 38	
	Pollution				
	<p>1) Measures to prevent, reduce or remedy carbon emissions that seriously affect the environment</p> <p>2) Taking into account any form of activity-specific air pollution, including noise and light pollution</p>		E2-2: Actions and resources related to pollution	70	
	Circular economy and waste prevention and management				
	<p>Waste: Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste</p>		E5-2: Actions and resources related to resource use and the circular economy circular	87	
	<p>Actions to combat food waste</p>	-	-	-	Non-material
	Sustainable use of resources				
	<p>Water consumption and water supply in accordance with local constraints</p>		E3-4: Water consumption	82	
	<p>Raw material consumption and measures taken to improve efficiency</p>		E5-4: Resource inputs	92	
<p>Direct and indirect energy consumption</p>		E1-5: Energy consumption and mix	58		
<p>Measures taken to improve energy efficiency</p>		E1-3: Actions and resources relating	51		

			to climate change policies		
	Use of renewable energy		E1-5: Energy consumption and mix	58	
	Climate Change				
	Significant greenhouse gas emissions resulting from the company's activities, including the use of the goods and services it produces.		E1-6: Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions	60	
	Measures taken to adapt to the impacts of climate change		E1-3: Actions and resources relating to climate change policies	51	
	Voluntarily established medium- and long-term reduction targets for greenhouse gas emissions and the measures implemented to achieve them		E1-4: Targets relating to climate change mitigation and adaptation	54	
	Biodiversity protection				
	Measures taken to preserve or restore biodiversity		E4-3: Actions and resources related to biodiversity and ecosystems	-	Non-material
	Impacts caused by activities or operations in protected areas		ESRS 2 SBM-3: Incidents, risks and opportunities of relative importance and their interaction with the strategy and business model E4-5: Metrics related to changes in biodiversity and ecosystems	-	Not material
	Employment				
Information on social and workforce issues	Total number and breakdown of employees by gender, age, country and job category	405-1 Diversity in governing bodies and the workforce	S1-6: Characteristics of the company's employees S1-9: Diversity metrics	133 136 221	
	Total number and distribution of employment contract types	2-7 Employees			
	Annual average of permanent, fixed-term and part-time contracts by gender, age and job category	2-7 Employees			
	Number of redundancies by gender, age and job category	401-1 Recruitment of new employees and staff turnover			
	Average remuneration and its evolution, broken down by gender, age and job category or equivalent	405-2 Ratio between the basic salary and remuneration for women and men		223	
	Wage gap, pay for work of equal value or the company average		S1-16: Remuneration parameters (pay gap and total remuneration)	143	

The average remuneration of directors and senior management, including variable remuneration, allowances, severance pay, contributions to long-term savings schemes and any other payments, broken down by gender	405-2 Ratio between the basic salary and the remuneration of women and men		225	
Implementation of work-life balance policies	3-3 Management of material issues	ESRS 2 MDR-P: Policies adopted to manage sustainability issues of relative importance	108 226	
Employees with disabilities		S1-12: People with disabilities	139 226	
Organisation of work				
Organisation of working time		S1-15: Work-life balance parameters	142	
Number of hours of absenteeism	3-3 Management of material issues	-	227	
Measures designed to facilitate work-life balance and encourage both parents to share responsibility for childcare		S1-15: Work-life balance indicators	142	
Health and safety				
Health and safety conditions at work			141 228	
Work-related accidents, in particular their frequency and severity, occupational diseases, disaggregated by sex	403-9 Injuries due to accidents at work 403-10 Occupational ailments and diseases	S1-14: Health and safety parameters	228	
Industrial relations				
Organisation of social dialogue, including procedures for informing and consulting staff and negotiating with them		S1-2 Processes for engaging with employees and employee representatives on incidents	112 135 141	
Percentage of employees covered by a collective agreement by country		S1-8: Coverage of collective bargaining and social dialogue		
The status of collective agreements, particularly in the field of occupational health and safety		S1-14 Health and safety parameters		
Mechanisms and procedures in place to promote employee involvement in company management, in terms of information, consultation and participation		ESRS 2 SBM-2: Stakeholder interests and views	28 105	
Training				
Policies implemented in the field of training		S1-13: Training and capacity-building parameters	140	
The total number of training hours by professional category	404-1 Average number of training hours		229	

		per year per employee			
	Accessibility				
	Universal accessibility for people with disabilities		S1-4 Adoption of measures relating to material incidents affecting own personnel, approaches to mitigate material risks and capitalise on material opportunities relating to own personnel, and the effectiveness of such actions S1-12: People with disabilities	119 139	
	Equality				
	Measures taken to promote equal treatment and opportunities for women and men		S1-1: Policies relating to our own staff		
Equality plans (Chapter III of Organic Law 3/2007 of 22 March on effective equality between women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, the integration and universal accessibility of people with disabilities		S1-4 Adoption of measures relating to material incidents affecting own staff, approaches to mitigate material risks and capitalise on material opportunities relating to own staff and the effectiveness of such actions	108 119		
Policy against all forms of discrimination and, where applicable, diversity management					
Information on respect for human rights	Application of human rights due diligence procedures; Prevention of risks of human rights violations and, where applicable, measures to mitigate, manage and remedy any abuses committed		S1-1: Policies relating to our own staff	108 144	
			S1-17: Incidents, complaints and serious incidents relating to human rights	149 161	

	Complaints regarding human rights violations		S4-1: Policies relating to consumers and end users		
	Promotion and enforcement of the provisions of the International Labour Organisation's fundamental conventions relating to respect for freedom of association and the right to collective bargaining		S4-4: Adoption of measures relating to incidents of material significance regarding consumers and end users, approaches to mitigating material risks and capitalising on opportunities of material significance relating to consumers and end users and the effectiveness of such actions		
	The elimination of discrimination in employment and occupation				
	The elimination of forced or compulsory labour				
	The effective abolition of child labour				
Information regarding the fight against corruption and bribery	Measures taken to prevent corruption and bribery		G1-3: Prevention and detection of corruption and bribery	182	
	Measures to combat money laundering				
	Contributions to foundations and non-profit organisations	413-1 Operations With the involvement of the local community,	-	230	

		impact assessments impact assessments and development programmes			
Information about the company	The impact of the company's operations on employment and local development		ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with the strategy and business model	30	
	The impact of the company's activities on local communities and the local area				
	Relationships maintained with local community stakeholders and the nature of the dialogue with them			-	Non-material
	Partnership or sponsorship initiatives	2-28 Membership of associations		231	
	Inclusion of social, gender equality and environmental issues in the procurement policy		G1-2: Management of supplier relationships	179	
	Consideration of social and environmental responsibility in relations with suppliers and subcontractors				
	Monitoring and audit systems and their results	308-1 New suppliers who have passed evaluation and selection filters in accordance with environmental criteria 414-1 New suppliers who have passed selection filters in accordance with social criteria		233	
	Measures for consumer health and safety		S4-4: Adoption of measures relating to incidents of significant importance affecting consumers and end-users, approaches to mitigating risks of material significance and capitalising on opportunities of material significance relating to consumers and end-users and the	161	

			effectiveness of such actions		
	Complaints systems, complaints received and their resolution	2-25 Processes for remedying negative impacts	S4-3: Processes for rectifying negative incidents and channels for consumers and end users to express their concerns	156 234	
	Benefits achieved by country	207-4 Country-by-country reporting	-	235	
	Income tax paid	207-4 Country-by-country reporting	-		
Government grants received	201-4 Financial assistance Financial assistance received from the government	-			

Faes Farma, S.A. y sociedades dependientes

Informe de verificación limitada emitido por un verificador
sobre el Estado de Información No Financiera Consolidado
e Información sobre Sostenibilidad correspondiente al
ejercicio anual finalizado el 31 de diciembre de 2025



Informe de verificación limitada emitido por un verificador sobre el Estado de Información No Financiera Consolidado e Información sobre Sostenibilidad

A los accionistas de Faes Farma, S.A. por encargo de la dirección:

Conclusión de verificación limitada

De acuerdo con el artículo 49 del Código de Comercio hemos realizado la verificación limitada del Estado de Información No Financiera Consolidado adjunto (en adelante, EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2025 de Faes Farma, S.A. (en adelante, la Sociedad dominante) y sociedades dependientes (en adelante, el Grupo) que forma parte del informe de gestión consolidado del Grupo.

El contenido del EINF incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera, en concreto incluye la Información sobre Sostenibilidad preparada por el Grupo correspondiente al ejercicio anual terminado el 31 de diciembre de 2025 (en adelante, la información sobre sostenibilidad) siguiendo lo establecido en la Directiva (UE) 2022/2464 del Parlamento Europeo y del Consejo, de 14 de diciembre de 2022, sobre la presentación de información sobre sostenibilidad por parte de las empresas (CSRD, por sus siglas en inglés). Dicha información sobre sostenibilidad también ha sido objeto de verificación limitada.

Basándonos en los procedimientos realizados y en las evidencias que hemos obtenido, no ha llegado a nuestro conocimiento ninguna cuestión que nos lleve a pensar que:

- a) el Estado de Información No Financiera del Grupo correspondiente al ejercicio finalizado el 31 de diciembre de 2025 no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios seleccionados de las Normas Europeas de Información sobre Sostenibilidad (NEIS o ESRS, por sus siglas en inglés), así como aquellos otros criterios descritos de acuerdo a lo mencionado para cada materia en la tabla "Requerimientos de la Ley 11/2018 en materia de información no financiera y diversidad" del citado Estado;
- b) la información sobre sostenibilidad en su conjunto no ha sido preparada, en todos los aspectos significativos, de conformidad con el marco de información sobre sostenibilidad aplicado por el Grupo y que se identifica en el apartado BP-1 adjunto, incluyendo:
 - Que la descripción proporcionada del proceso para identificar la información sobre sostenibilidad incluida en el apartado ESRS-2 IRO-1 es coherente con el proceso implantado y que permite identificar la información material a ser revelada según las prescripciones de las NEIS.
 - El cumplimiento de las NEIS.

- El cumplimiento de los requisitos de divulgación, incluidos en la subsección “Divulgación de información en virtud del artículo 8 del Reglamento (UE) 2020/852 (Reglamento sobre la Taxonomía)” de la sección sobre medio ambiente de la información sobre sostenibilidad con lo establecido en el artículo 8 del Reglamento (UE) 2020/852, del Parlamento Europeo y del Consejo, de 18 de junio de 2020, relativo al establecimiento de un marco para facilitar las inversiones sostenibles.

Fundamento de la conclusión

Hemos realizado nuestro encargo de verificación limitada de conformidad con las normas profesionales de general aceptación aplicables en España y específicamente con las pautas de actuación contenidas en las Guías de Actuación 47 Revisada y 56 Revisada emitidas por el Instituto de Censores Jurados de Cuentas de España sobre encargos de verificación de información no financiera y considerando el contenido de la nota publicada por el Instituto de Contabilidad y Auditoría de Cuentas (ICAC) de fecha 18 de diciembre de 2024 (en adelante, normas profesionales de general aceptación).

La extensión de los procedimientos aplicados en un encargo de verificación limitada es menor en comparación con los que se requieren en un encargo de verificación razonable. En consecuencia, el grado de seguridad que se obtiene en un encargo de verificación limitada es menor que el grado de seguridad que se hubiera obtenido si se hubiera realizado un encargo de seguridad razonable.

Nuestras responsabilidades de acuerdo con dicha normativa se describen con más detalle en la sección *Responsabilidades del verificador* de nuestro informe.

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética del Código Internacional de Ética para Profesionales de la Contabilidad (incluidas las normas internacionales de independencia) del Consejo de Normas Internacionales de Ética para Profesionales de la Contabilidad (Código de ética del IESBA por sus siglas en inglés) que está basado en los principios fundamentales de integridad, objetividad, competencia y diligencia profesionales, confidencialidad y comportamiento profesional.

Nuestra firma aplica la Norma Internacional de Gestión de la Calidad (NIGC) 1, que requiere que se diseñe, implante y opere un sistema de gestión de la calidad que incluya políticas y procedimientos relativos al cumplimiento de los requerimientos de ética, normas profesionales y requerimientos legales y reglamentarios aplicables.

Consideramos que la evidencia que hemos obtenido es suficiente y adecuada para proporcionar una base sobre la que sustentar nuestra conclusión.

Responsabilidades de los administradores de la Sociedad dominante

La formulación del EINF incluido en el informe de gestión consolidado del Grupo, así como el contenido del mismo, es responsabilidad de los administradores de Faes Farma, S.A. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de las NEIS seleccionados, así como aquellos otros criterios descritos de acuerdo con lo mencionado para cada materia en la tabla “Requerimientos de la Ley 11/2018 en materia de información no financiera y diversidad” del citado Estado.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los administradores de Faes Farma, S.A. son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

En relación con la información sobre sostenibilidad, los administradores de la Sociedad dominante son responsables de desarrollar e implantar un proceso para identificar la información que se debe incluir en la información sobre sostenibilidad de conformidad con el contenido de la CSRD, de las NEIS y con lo establecido en el artículo 8 del Reglamento (UE) 2020/852, del Parlamento Europeo y del Consejo, de 18 de junio de 2020 y de divulgar información sobre este proceso en la propia información sobre sostenibilidad en el apartado ESRS-2 IRO-1. Dicha responsabilidad incluye:

- conocer el contexto en el que se desarrollan las actividades y relaciones de negocio del Grupo, así como sus grupos de interés, en relación con los impactos que tiene el Grupo sobre las personas y el medio ambiente;
- identificar los impactos reales y potenciales (tanto negativos como positivos), así como los riesgos y oportunidades que podrían afectar, o de los que razonablemente se podría esperar que afecten, a la situación financiera, los resultados financieros, los flujos de efectivo, el acceso a la financiación o el coste de capital del Grupo en el corto, medio o largo plazo;
- evaluar la materialidad de los impactos, riesgos y oportunidades identificados; y
- realizar hipótesis y estimaciones que sean razonables en función de las circunstancias.

Los administradores de la Sociedad dominante son asimismo responsables de la preparación de la información sobre sostenibilidad, que incluya la información identificada por el proceso, de conformidad con el marco de información sobre sostenibilidad aplicado, incluyendo el cumplimiento de la CSRD, el cumplimiento de las NEIS y el cumplimiento de los requisitos de divulgación, incluidos en la subsección "Divulgación de información en virtud del artículo 8 del Reglamento (UE) 2020/852 (Reglamento sobre la Taxonomía)" de la sección sobre medio ambiente de la información sobre sostenibilidad con lo establecido en el artículo 8 del Reglamento (UE) 2020/852, del Parlamento Europeo y del Consejo, de 18 de junio de 2020, relativo al establecimiento de un marco para facilitar las inversiones sostenibles.

Esta responsabilidad incluye:

- Diseñar, implantar y mantener el control interno que los administradores de la Sociedad dominante consideren relevante para permitir la preparación de la información sobre sostenibilidad que esté libre de incorrecciones materiales, debidas a fraude o error.
- Seleccionar y aplicar métodos apropiados para la presentación de información sobre sostenibilidad y la realización de asunciones y estimaciones que sean razonables, considerando las circunstancias, sobre las divulgaciones específicas.

Limitaciones inherentes en la preparación de la información

De acuerdo con las NEIS, los administradores de la Sociedad dominante están obligados a preparar información prospectiva sobre la base de asunciones e hipótesis, que han de incluirse en la información sobre sostenibilidad, acerca de hechos que pueden ocurrir en el futuro, así como posibles acciones futuras que, en su caso, podría tomar el Grupo. El resultado real puede diferir de forma significativa del estimado, ya que se refiere al futuro y los acontecimientos futuros frecuentemente no ocurren como se esperaba.

Para determinar las revelaciones de la información sobre sostenibilidad, los administradores de la Sociedad dominante interpretan términos legales y de otro tipo que no se encuentran claramente definidos que pueden ser interpretados de forma diferente por otras personas, incluyendo la conformidad legal de dichas interpretaciones y, en consecuencia, están sujetas a incertidumbre.

Responsabilidades del verificador

Nuestros objetivos son planificar y realizar el encargo de verificación con el fin de obtener una seguridad limitada sobre si el EINF y la información sobre sostenibilidad están libres de incorrección material, ya sea debida a fraude o error, y emitir un informe de verificación limitada que contiene nuestras conclusiones al respecto. Las incorrecciones pueden deberse a fraude o error y se consideran materiales si, individualmente o de forma agregada, puede preverse razonablemente que influirán en las decisiones que los usuarios toman basándose en esta información.

Como parte de un encargo de verificación limitada, aplicamos nuestro juicio profesional y mantenemos una actitud de escepticismo profesional durante todo el encargo. También:

- Diseñamos y aplicamos procedimientos para evaluar si el proceso para identificar la información que se incluye tanto en el EINF como en la información sobre sostenibilidad es congruente con la descripción del proceso seguido por el Grupo y permite, en su caso, identificar la información material a ser revelada según las prescripciones de las NEIS.
- Aplicamos procedimientos sobre el riesgo, incluido obtener un conocimiento de los controles internos relevantes para el encargo con el fin de identificar la información a revelar en la que es más probable que surjan incorrecciones materiales, debido a fraude o error, pero no con la finalidad de proporcionar una conclusión acerca de la eficacia del control interno del Grupo.
- Diseñamos y aplicamos procedimientos que responden a las divulgaciones contenidas tanto en el EINF como en la información sobre sostenibilidad en las que es probable que surjan incorrecciones materiales. El riesgo de no detectar una incorrección material debida a fraude es más elevado que en el caso de una incorrección material debida a error, ya que el fraude puede implicar colusión, falsificación, omisiones deliberadas, manifestaciones intencionalmente erróneas o la elusión del control interno.

Resumen del trabajo realizado

Un encargo de verificación limitada incluye la realización de procedimientos para obtener evidencia que sirva de base para nuestras conclusiones. La naturaleza, momento de realización y extensión de los procedimientos seleccionados depende del juicio profesional, incluida la identificación de la información a revelar en que es probable que surjan incorrecciones materiales, debido a fraude o error, en el EINF y en la información sobre sostenibilidad.

Nuestro trabajo ha consistido en indagaciones ante la dirección, así como a las diversas unidades y componentes del Grupo que han participado en la elaboración del EINF e información sobre sostenibilidad, en la revisión de los procesos para recopilar y validar la información presentada en el EINF e información sobre sostenibilidad y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo, que se describen a continuación:

En relación con el proceso de verificación del EINF:

- Reuniones con el personal del Grupo para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2025 en función del análisis de materialidad realizado por el Grupo y descrito en el apartado ESRS-2 IRO-1, considerando contenidos requeridos en la normativa mercantil en vigor.
- Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2025.

- Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación con los aspectos materiales presentados en el EINF del ejercicio 2025.
- Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2025 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.

En relación con el proceso de verificación de la información sobre sostenibilidad:

- Realización de indagaciones ante el personal del Grupo:
 - Para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con estas cuestiones y obtener información necesaria para la revisión externa.
 - Con el fin de conocer el origen de la información utilizada por la dirección (por ejemplo, la interacción con los grupos de interés, los planes de negocio y los documentos de estrategia); y la revisión de la documentación interna del Grupo sobre su proceso.
- Obtención, a través de indagaciones ante el personal del Grupo, del conocimiento de los procesos de la entidad de recopilación, validación y presentación de información relevantes para la elaboración de su información sobre sostenibilidad.
- Evaluación de la concordancia de la evidencia obtenida de nuestros procedimientos sobre el proceso implantado por el Grupo para la determinación de la información que debe incluirse en la información sobre sostenibilidad con la descripción del proceso incluida en dicha información, así como evaluación de si el citado proceso implantado por el Grupo permite identificar la información material a ser revelada según las prescripciones de las NEIS.
- Evaluación de si toda la información identificada en el proceso implantado por el Grupo para la determinación de la información que debe incluirse en la información sobre sostenibilidad está efectivamente incluida.
- Evaluación de la concordancia de la estructura y la presentación de la información sobre sostenibilidad con lo dispuesto en las NEIS y el resto del marco normativo de información sobre sostenibilidad aplicado por el Grupo.
- Realización de indagaciones al personal pertinente y procedimientos analíticos sobre información divulgada en la información sobre sostenibilidad considerando aquella en la que es probable que surjan incorrecciones materiales, debido a fraude o error.
- Realización, en su caso, de procedimientos sustantivos por muestreo sobre información divulgada en la información sobre sostenibilidad seleccionada considerando aquella en la que es probable que surjan incorrecciones materiales, debido a fraude o error.
- Obtención, en su caso, de los informes emitidos por terceros independientes acreditados anexas al informe de gestión consolidado en respuesta a exigencias de la normativa europea y, en relación con la información a la que se refieren y de acuerdo con las normas profesionales de general aceptación, comprobación, exclusivamente, de la acreditación del verificador y de que el alcance del informe emitido se corresponde con el exigido por la normativa europea.

- Obtención, en su caso, de los documentos que contengan la información incorporada por referencia, los informes emitidos por auditores o verificadores sobre dichos documentos y, de acuerdo con las normas profesionales de general aceptación, comprobación, exclusivamente, de que, en el documento al que se refiere la información incorporada por referencia, se cumplen las condiciones descritas en las NEIS para poder incorporar información por referencia en la información sobre sostenibilidad.
- Obtención de una carta de manifestaciones de los administradores de la Sociedad dominante y la dirección en relación con el EINF e información sobre sostenibilidad.

Otra información

Los administradores de la Sociedad dominante son responsables de la otra información. La otra información comprende las cuentas anuales consolidadas y resto de la información incluida en el informe de gestión consolidado, pero no incluye ni el informe de auditoría de las cuentas anuales consolidadas ni los informes de verificación emitidos por terceros independientes acreditados exigidos por el derecho de la Unión Europea sobre divulgaciones concretas contenidas en la información sobre sostenibilidad y que figuran como anexo del informe de gestión consolidado.

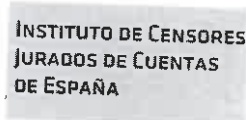
Nuestro informe de verificación no cubre la otra información y no expresamos ningún tipo de conclusión de verificación sobre esta.

En relación con nuestro encargo de verificación de la información sobre sostenibilidad, nuestra responsabilidad consiste en leer la otra información identificada anteriormente y, de este modo, considerar si la otra información presenta incongruencias materiales con la información sobre sostenibilidad o con el conocimiento que hemos adquirido durante el encargo de verificación que pudieran ser indicativas de la existencia de incorrecciones materiales en la información sobre sostenibilidad.

PricewaterhouseCoopers Auditores, S.L.

Gabriel Torre Escudero

25 de febrero de 2026



PRICEWATERHOUSECOOPERS
AUDITORES, S.L.

2026 Núm. 03/26/01896
SELLO CORPORATIVO: 30.00 EUR

Sello distintivo de otras actuaciones