



Policy for Trustworthy Artificial Intelligence

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Table of Contents

Introduction	- 4 -
Purpose	- 4 -
Scope of Application.....	- 4 -
Definition of AI-based system	- 4 -
Principles of Action for Trustworthy AI.....	- 5 -
1. Human action and oversight	- 5 -
2. Technical soundness and safety.....	- 5 -
3. Privacy and data management.....	- 5 -
4. Transparency	- 6 -
5. Diversity, non-discrimination and equity	- 6 -
6. Social and environmental well-being	- 6 -
7. Accountability.....	- 6 -
Governance	- 6 -
Approval.....	- 6 -



Introduction

Artificial Intelligence (AI) has established itself as one of the most transformative technologies of the contemporary era, revolutionizing practically all industrial sectors. Its ability to process and analyze large volumes of data, identify complex patterns, automate processes, and lately its autonomous assistance through agents, is redefining the way companies operate, make decisions, and generate value. This technological disruption is not only optimizing existing business models, but is also giving rise to new opportunities and redefining the rules of the game in increasingly competitive and data-oriented markets.

And like any technological disruption, AI is also rapidly transforming society, generating new opportunities and challenges in various areas, significantly influencing the economy and people's well-being. However, this technological revolution also raises questions about ethics, privacy and the impact on employment, making it essential to adopt policies that guarantee responsible and equitable development. Therefore, it is essential that organizations establish solid policies and regulatory frameworks, capable of ensuring that the integration of AI benefits the whole of society without leaving anyone behind. Education, training and awareness of the use of these technologies become key pillars to maximize their advantages and minimize their risks, promoting a harmonious coexistence between technological progress and human values.

As AI becomes integrated into our work and processes, and becomes more and more of a must-have tool, promoting the use of **Trustworthy AI** is now a priority.

Purpose

Establish the criteria for the adoption, use, development and deployment of AI within the FAES FARMA Group (the "Group").

Scope of Application

This AI Policy applies throughout the **Group**, i.e. in all **companies** and **business areas**.

Definition of AI-based system

As defined by the European AI Regulation or *AI Act*¹, an AI-based system is:

[...] A machine-based system designed to operate with different levels of autonomy and that can show adaptability after deployment, and that, for explicit or implicit objectives, infers, from the input it receives, how

¹ <https://artificialintelligenceact.eu/article/3/>



to generate results such as predictions, content, recommendations or decisions that can influence physical or virtual environments.

Principles of Action for Trustworthy AI

The Group is committed to making its best efforts to promote an ethical and responsible use of AI within the Group's activities. In this regard, **the Group will promote the adoption, use, development or implementation of AI systems that comply with the requirements and principles of trustworthy AI.**

In line with the establishment of the high-level expert group set up by the European Commission², an AI system is considered reliable if it meets the following requirements:

1. is **legal**, complying with applicable laws and regulations,
2. is **ethical**, ensuring respect for the Group's ethical principles and values, and
3. it is **robust**, both in technical and social terms, considering that AI systems can cause adverse effects even with good intentions.

Each of these elements is indispensable but insufficient on its own to guarantee reliable AI. That is why they must operate together and in a synchronized manner.

The Group promotes the following basic principles of action that must govern all activities related to the design, development, application and use of AI tools within the Group.

1. Human action and oversight

The Group will ensure that the AI systems developed and used within the Group aim to function as a tool at the service of people, and always in such a way that they can be adequately controlled and supervised by human beings.

2. Technical soundness and safety

The Group shall ensure that the AI systems developed and used within the Group are robust and resilient against attempts to alter their use or operation by malicious third parties.

Likewise, the Group will ensure that the AI systems it uses provide accurate results and that they do not lead to decisions that may affect any group or individual in an unforeseen way.

3. Privacy and data management

The Group will ensure that the AI systems it develops and uses comply with the rules on privacy, protection of personal data and intimacy.

² <https://op.europa.eu/es/publication-detail/-/publication/d3988569-0434-11ea-8c1f-01aa75ed71a1>



4. Transparency

The Group shall ensure that the AI systems it develops and uses allow for adequate traceability and transparency, so that people are aware that they are communicating or interacting with an AI system.

5. Diversity, non-discrimination and equity

The Group shall ensure that the AI systems it develops and uses promote equal access, gender equality and cultural diversity, avoiding discriminatory effects and unfair biases prohibited by Union or national law.

6. Social and environmental well-being

The Group shall ensure that the AI systems it develops and uses are (or are used in a manner) that are sustainable and environmentally friendly, as well as beneficial to the Group's stakeholders.

7. Accountability

The Group will implement appropriate monitoring, control and auditing mechanisms to ensure responsibility and accountability for AI systems during all stages of their lifecycle.

Governance

The Group's Management assumes the leadership in complying with this Policy, for which it will rely on the governance bodies and functions considered necessary at all times, as well as on the Head of the Artificial Intelligence Management System (AIMS).

Approval

This AI Policy has been approved by the Board of Directors on April 27, 2026.

