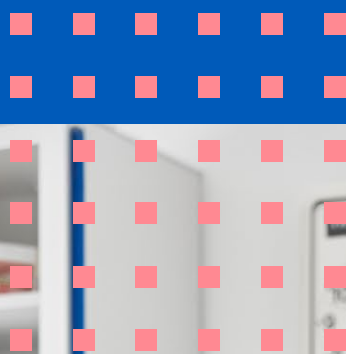


2025 Report

Integrated Report



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Letter from the CEO

2025 was a pivotal year for Faes Farma. It was a year full of enthusiasm and determination, during which every step taken contributed decisively to the Group's transformation. It was a period of execution and progress in which we consolidated the foundations of the future we want to build.

One of the most significant milestones was the unveiling of our new Strategic Plan for the period 2025–2030. This plan establishes a clear and coherent path towards our aspiration to be recognised as the best Spanish pharmaceutical company globally, with the goal of achieving revenue of 1 billion euros by 2030 through a combination of organic growth and value creation from recent inorganic operations. This growth will be accompanied by sustained improvements in profitability, with the ambition of achieving an EBITDA of 240 million euros, while maintaining a balanced financial structure.

Financially, we achieved revenues of 627 million euros in 2025, representing growth of 23%, driven by strong performance across all our business areas. This performance reflects the strength of our model, supported by the pharmaceutical business thanks to international dynamism - particularly in Latin America - and the evolution of the licensing area.

This growth has been accompanied by rigorous financial management, enabling us to maintain a solid balance sheet, even amidst significant strategic investments, and continue our attractive, sustainable shareholder remuneration policy.

In 2025, we made significant progress in executing our inorganic growth strategy through the acquisition of Laboratorios Edol in Portugal and SIFI in Italy. The latter was the largest operation in the Group's history. These acquisitions have enabled us to strengthen our international position and consolidate ophthalmology as a strategic therapeutic area that accounts for a significant proportion of our revenues. These operations also generate commercial, operational and innovation synergies that strengthen our execution capacity and future growth.

Adding a specialised ophthalmology portfolio combined with innovative products such as Akantior, which address unmet medical needs, along with the opportunity for development in new indications, reinforces our value proposition and our commitment to R&D.

In parallel, we have continued to consolidate and strengthen our industrial capabilities. Commissioning the new pharmaceutical plant in Derio and progressively transferring production to it enables us to respond to the needs arising from our growth and improve operational efficiency, as set out in our Strategic Plan. Furthermore, the new animal nutrition plant in Huesca is already making a significant contribution to the growth of this division.

The Group's operational evolution has also been reflected in the performance of its shares, which have become some of the most outstanding in

Letter from the CEO

Spain's pharmaceutical sector. During the year, Faes Farma registered a revaluation of over 48%, reaching its highest level in the last five years.

This performance reflects the market's confidence in our Strategic Plan.

We have also made progress in integrating sustainability as a strategic business focus with the launch of our strategy **Focused on a sustainable Future**, aligned with the Strategic Plan and the 2030 Agenda. We recognise that sustainability is a genuine driver of value creation, an increasingly important factor in the sector's competitiveness, and primarily a means of enhancing the lives of patients and the general public, while generating a positive and enduring impact on society. Our goal of reducing our scope 1 and 2 emissions by 42% by 2030 reinforces our belief that health and a healthy planet go hand in hand.

As we enter the next stage, we are a stronger and better-prepared company, with renewed ambition to continue growing profitably and sustainably. We are guided by our values, and our purpose is to unite passion, science and innovation to transform people's health.

Looking ahead to 2026, our priorities will be the integration of SIFI and Edol, accelerating our international expansion, consolidating the Derio plant and advancing sustainability as a competitive advantage.



I would like to thank everyone at Faes Farma for their commitment to executing this project. Their efforts are crucial in turning our ambition into tangible results.

We will continue to move forward with the same enthusiasm and determination, maintaining our commitment to building an increasingly global, robust and competitive company.

Thank you very much for your trust.

Eduardo Recoder de la Cuadra
CEO of Faes Farma

2025 Milestones

The beginning of a new direction for the Faes Farma Group

**STRATEGIC PLAN 2025-2030 and SUSTAINABILITY STRATEGY 2025-2030
FOCUSED ON A SUSTAINABLE FUTURE**



ACCELERATE GROWTH



**TOTAL REVENUE
€627 M**

+23% compared to 2024



**ADJUSTED EBITDA¹
€132.8 M**

+3% compared to 2024



**NET PROFIT
€79.7 M**



STOCK MARKET REVALUATION HIGHER THAN 48%

price at five-year high



ACQUISITION of the subgroup **Edol** and the subgroup **SIFI**



LEAD BASED ON SCIENCE



Incorporation of a specialised portfolio in **ophthalmology**



€30.2 M

INVESTMENT AND EXPENDITURE IN R&D

+27% compared to 2024



Approval for **paediatric bilastine** and **Robaxin 1000 and 1500 mg** in Europe

Approval of the reimbursement of **Akantior** in Spain



Dossier validated and first round of questions completed with the *Reference Member State* for the evaluation of **mesalazine 1.5 g** gastro-resistant tablets



ACHIEVE COMMERCIAL AND OPERATIONAL EXCELLENCE



Start of transferring the activity to the **new pharmaceutical plant in Derio (Spain)**



In operation **the new plant of ISF** by Farm Faes, animal nutrition and health specialists in Huesca (Spain)

¹ Without M&A or extraordinary costs for Derio.



PROMOTING A POSITIVE IMPACT ON OUR CULTURE AND ENVIRONMENT



ENVIRONMENT

Approval of the **TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION**

39%

RENEWABLE ENERGY CONSUMED, with **100%** of the electricity consumed in Spain and Guatemala being renewable

1,047 MWh

RENEWABLE ENERGY PRODUCED
+147% compared to 2024



PATIENTS

In development **4 NEW FORMULATIONS AIMED AT IMPROVING ACCESS TO MEDICINES**

First interactions with **PATIENT ASSOCIATIONS** to incorporate their vision into clinical trials

2 NEW POST-MARKETING STUDIES underway, reinforcing knowledge about the effectiveness and safety of our medicines



PEOPLE

21%
WOMEN IN SENIOR MANAGEMENT
11% in 2024

+3.6%
PAY GAP
+4% in 2024

↓ 9%

of the **ACCIDENT FREQUENCY RATE** compared to 2024

Implementation of the **NEW FAES FARMA CULTURE**



CONDUCT

UPDATE TO THE CODE OF ETHICS AND CONDUCT, integrating the new purpose, mission and values

2,201
PEOPLE TRAINED in responsible business conduct



PARTNERSHIP

Dual certification at Faes Farma S.A.: **ISO 20400** Sustainable Procurement and **UNE 15896** Value-Added Procurement Management

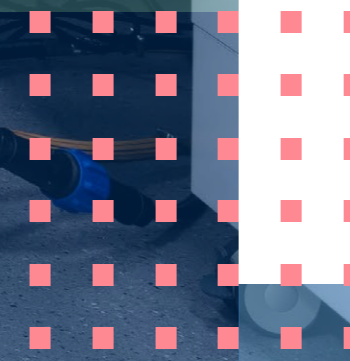
Improving the **TRACEABILITY** and **QUALITY** of Scope 3 information through collaboration with the value chain



1

We are Faes Farma

- 1.1 A global pharmaceutical company
- 1.2 A business model for comprehensive health and life care
- 1.3 Internationalisation as a path to growth
- 1.4 We create value beyond the business
- 1.5 Governance: our guide

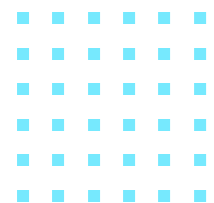


1.1 A global pharmaceutical company

We have been dedicated to **improving the health and quality of life of people and animals for over 90 years**. To that end, we research, develop, manufacture and market prescription drugs and other healthcare and animal nutrition products.

We have eight pharmaceutical production plants and four factories producing animal nutrition products. Our presence spans five continents and more than 130 countries, through products that we market directly or license.

Our ambition is to become the **best global Spanish pharmaceutical company**, and this goal informs our new **Strategic Plan 2025-2030**. A vision for the future that is also determined by the need to integrate sustainability into the business model and decision-making through the **Sustainability Strategy 2025-2030 Focused on a sustainable Future**.



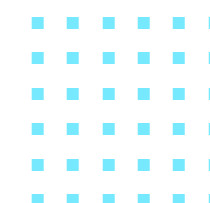
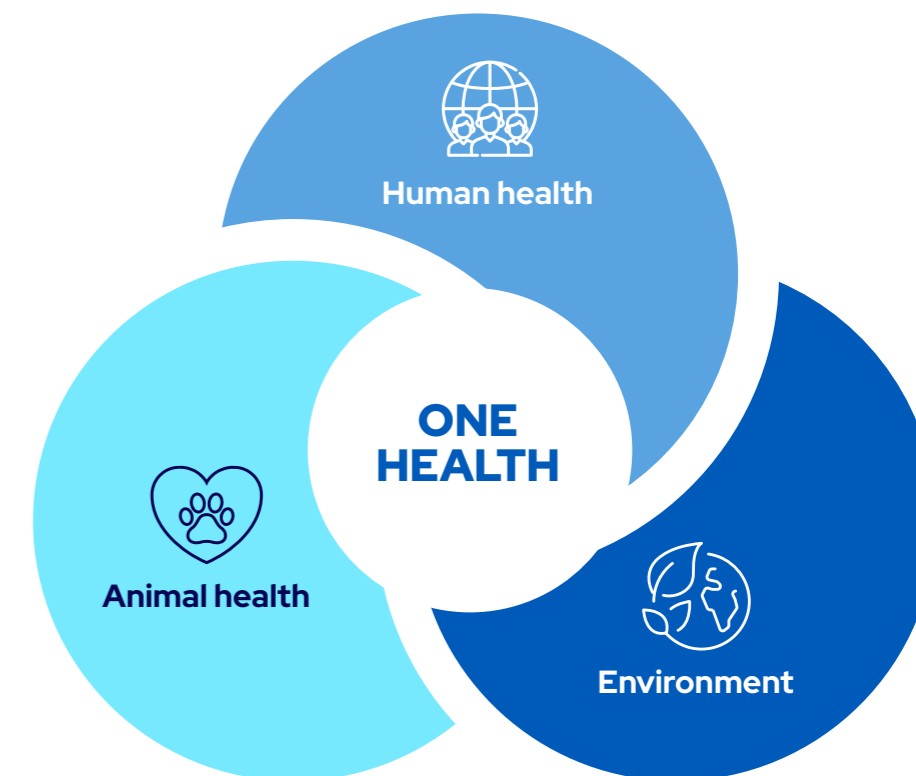
1. We are Faes Farma

As a health company, our approach is based on the 'One Health' concept of the World Health Organisation (WHO), which integrates the well-being of people, the health of animals, and environmental care.

The patient at the centre of our activity

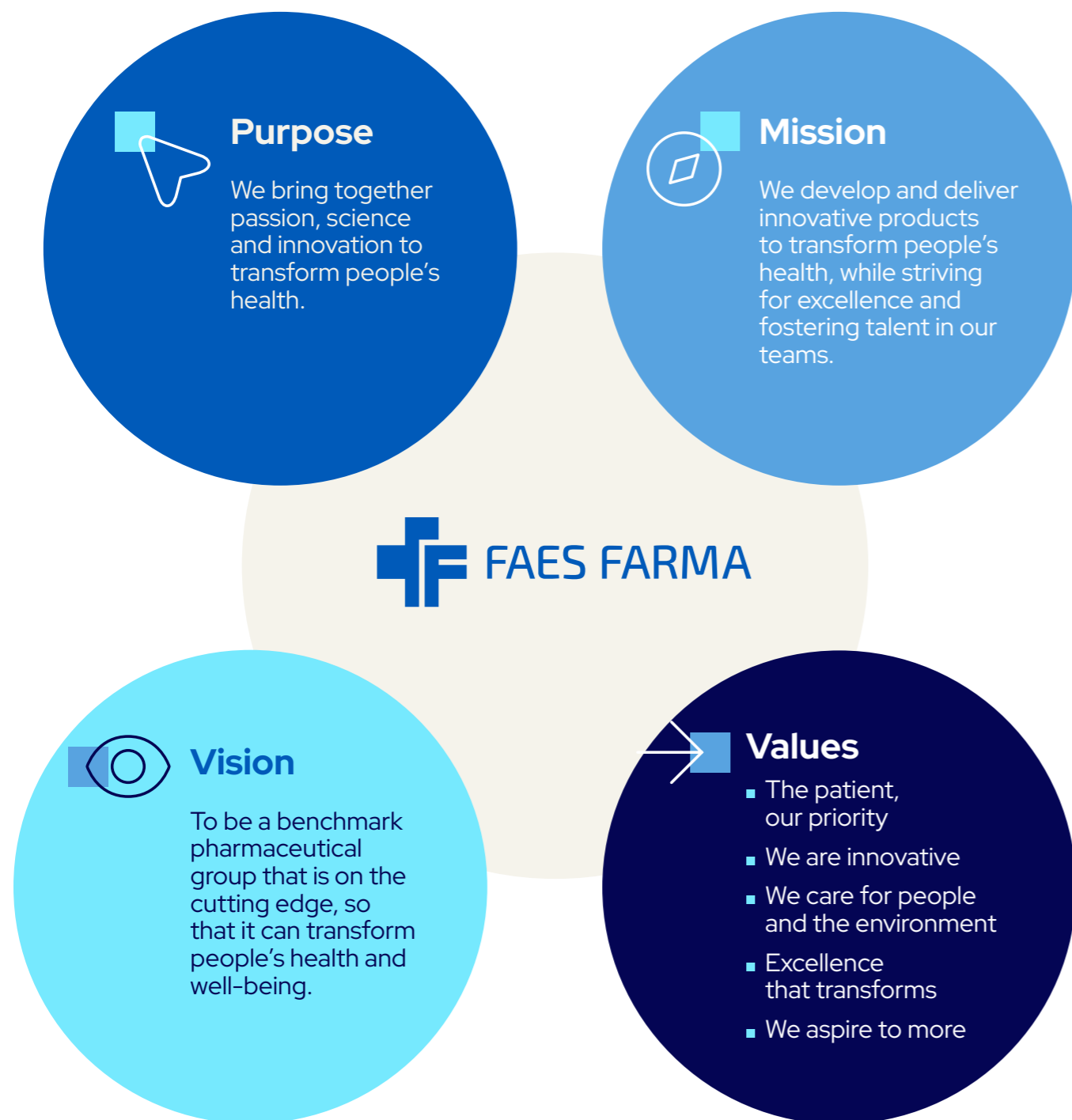
Animal nutrition and health underpin the well-being of people

The environment – preserving it and maintaining it – is the framework of our actions



A culture that gives meaning to everything we do

In both strategic decision-making and our daily work, we are guided by our culture, which is defined by our purpose, vision, mission and values.



1.2 A business model for comprehensive health and life care

Our business model involves the quest for **innovative, honest, and quality solutions** for the holistic care of health and life.

Pharmaceutical and Healthcare Line

We research, develop, manufacture and market **medicines and active substances**, and in turn, we develop and market **cosmetic products, food supplements, nutritional products and medical devices for human use**.

We have both pharmaceutical and healthcare specialities as well as pharmaceutical raw materials.

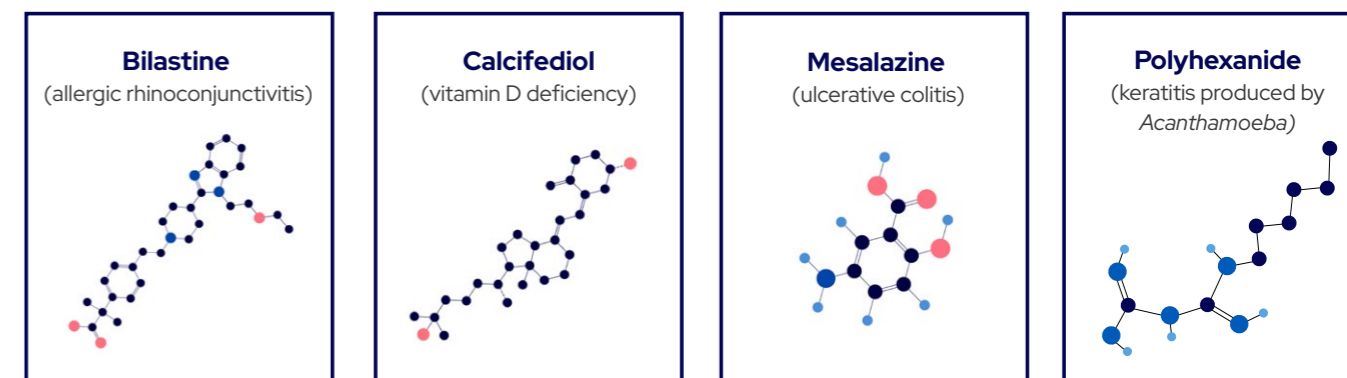
■ Pharmaceutical and healthcare specialities

Our main activity focuses on medicines for human consumption in different therapeutic areas: respiratory, cardiovascular, digestive and metabolic, musculoskeletal, ophthalmological/dermatological. We are involved in various stages of the process, from the conception of a new drug to its launch on the market.

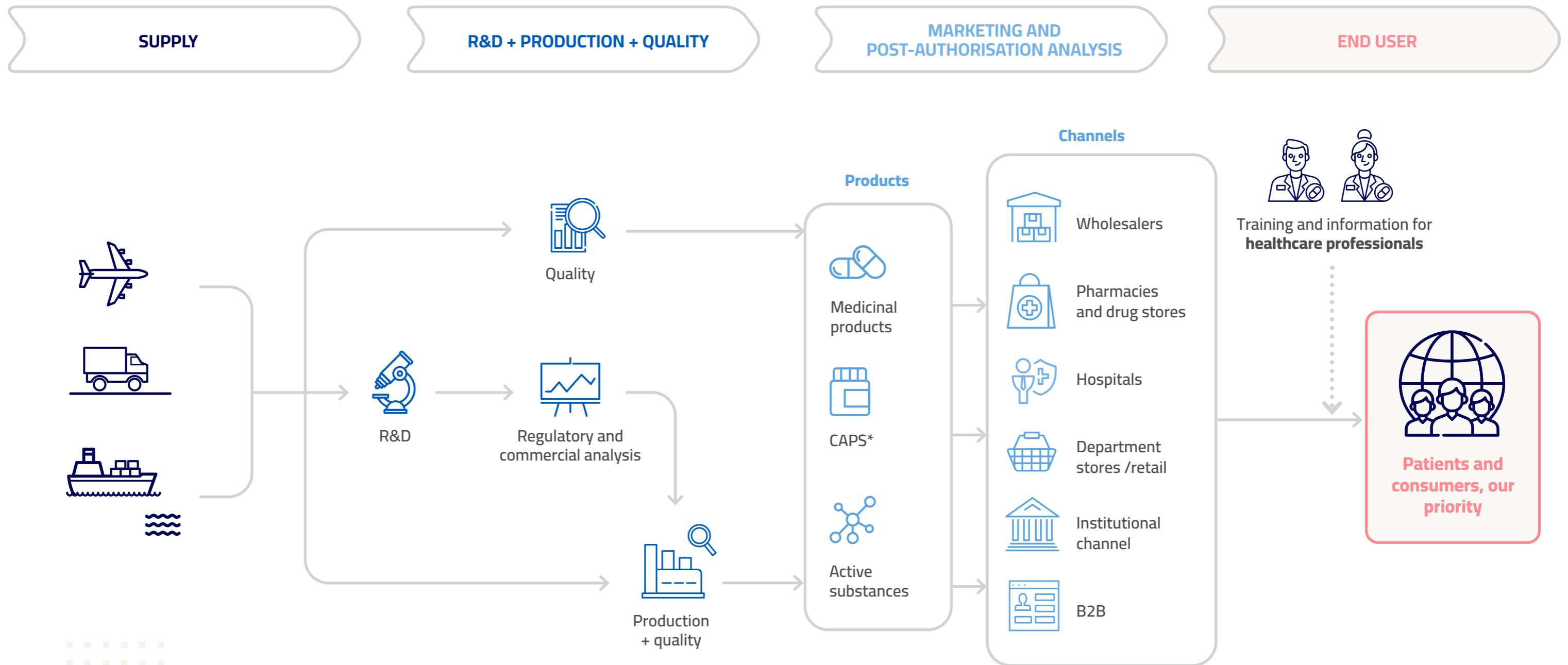
We also develop and/or market cosmetic products, foods, food supplements and medical devices (CAPS) for human consumption, manufactured both in-house and by third parties.

■ **Pharmaceutical raw materials.** This activity focuses on active pharmaceutical ingredients (APIs).

The four main molecules we market are:



Value chain of the Pharmaceutical and Healthcare Line



* Cosmetics products, foods, food supplements and medical devices.



Animal Nutrition and Health Line

At Faes Farma, we create high-quality nutritional solutions and strategies with the goal of improving the health and well-being of swine, ruminants, poultry and aquaculture.

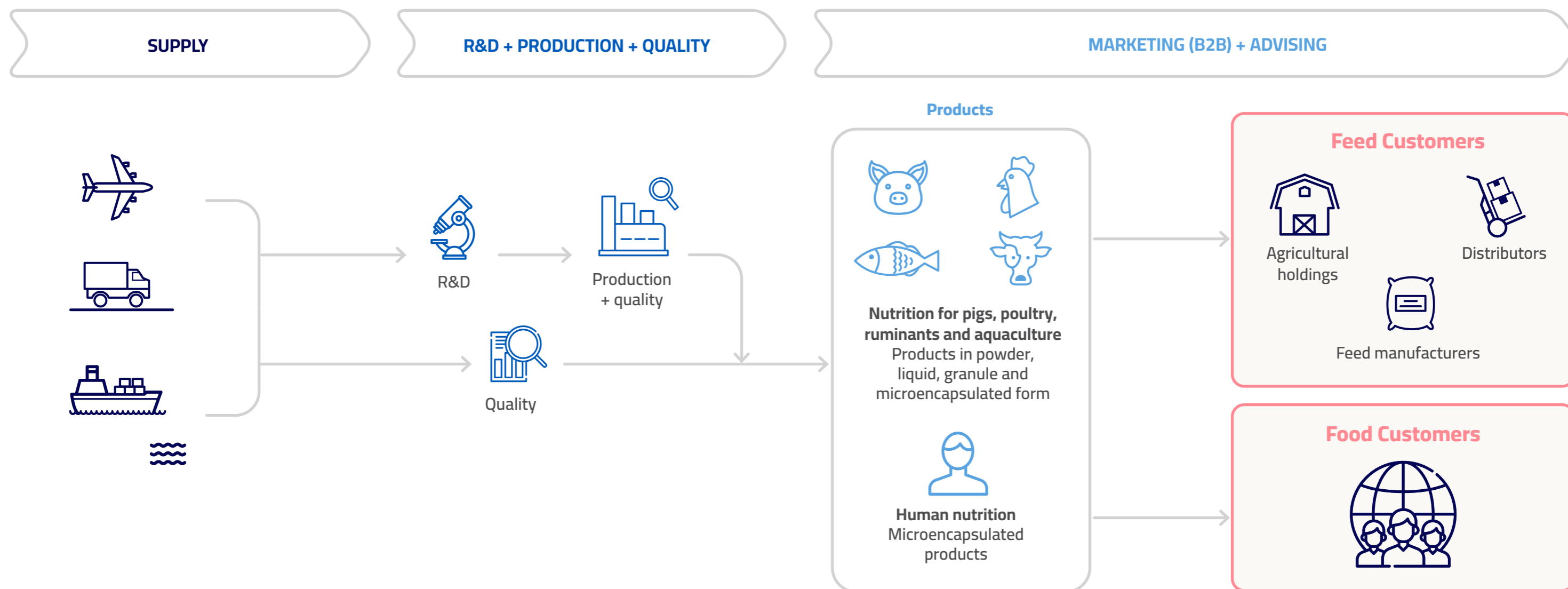
■ At the **Ingaso Farm and Tecnovit** production plants we produce complementary feeds (cores), correctors, complete feeds and supplements for animal nutrition. We also advise our customers, and we are a technology provider, developing R&D projects of our own and with third parties through consortia with various types of entities.

■ At the **ISF by Farm Faes** plant we manufacture special feeds for early-stage pigs.

■ At **Capselos** we engage in the microencapsulation of products used in animal and human nutrition. It also shares advising and research functions with Ingaso Farm and Tecnovit.

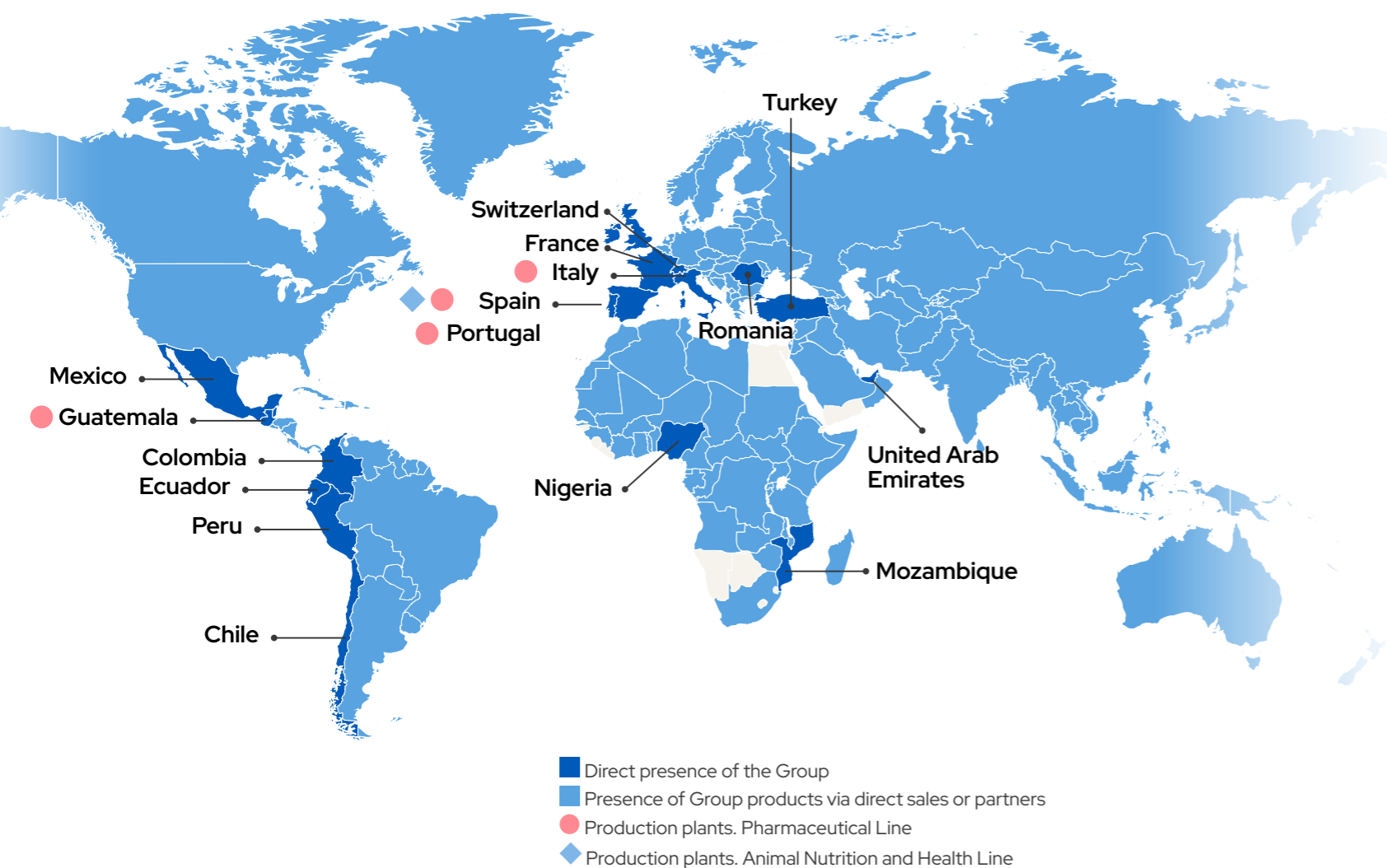
■ Through **Cidosa** we market products our own products for animal nutrition, and we distribute raw materials and finished products purchased from third parties under licence.

Value chain of the Animal Nutrition and Health Line



1.3 Internationalisation as a path to growth

One of the factors that influence our activity is accelerating growth by strengthening our international presence. We achieve this in the more than 130 countries where we operate through various models, including direct presence, product presence, and production plants.



1. We are Faes Farma

Employees by country



Presence in Iberia



1.4 We create value beyond the business



At Faes Farma, our work doesn't end at the company. Our business model, strategy and culture are the pillars on which **we transform investment into added value** for the economy, people, society, the environment and scientific knowledge and development.



CAPITAL INVESTED

FINANCIAL

- 2 business lines
- Direct presence in 17 countries
- Acquisition of the subgroup **Edol** and the subgroup **SIFI**
- +130 countries with marketed or licensed products
- 1,795 thousand euros in public grants received (+18% compared to 2024)

INDUSTRIAL

- 8 pharmaceutical production plants
- 4 animal nutrition and health production plants
- €22 M invested (CapEx)
- €156 M of other operating costs

INTELLECTUAL

- Collaboration with universities, research centres and technology partners for the development of new products
- Providing training in our Code of Ethics and Conduct, pharmacovigilance, anti-corruption, anti-bribery, and data protection and privacy
- €30.2 M of investment and spending in R&D (+27% compared to 2024)

HUMAN

- 2,681 employees
- 93% are permanent contracts
- €138 M in personnel expenditure

SOCIAL AND RELATIONAL

- Sponsorship of congresses, conferences and training courses targeted at various stakeholders
- €145,669 to foundations and non-profit organisations

ENVIRONMENTAL

- 0.115 MWh of energy consumed/thousands of euros in revenue
- 0.37 m³ of water consumed/thousands of euros of revenue

CAPITAL GENERATED

FINANCIAL

- €627 M revenue (+23% compared to 2024)
- €85 M in BAI (profit before tax)

INDUSTRIAL

- Greater production capacity linked to the two new plants (Derio and ISF by Farm Faes) and the acquisition of the Edol and SIFI subgroups

INTELLECTUAL

- 4 strategic molecules: bilastine, calcifediol, mesalazine and polyhexanide
- Ophthalmology, new featured therapeutic area

HUMAN

- Improving the health of people
- Safety: -9% frequency index compared to 2024
- 3.6% pay gap considering the professional category
- 21.62 average hours of training per employee

SOCIAL AND RELATIONAL

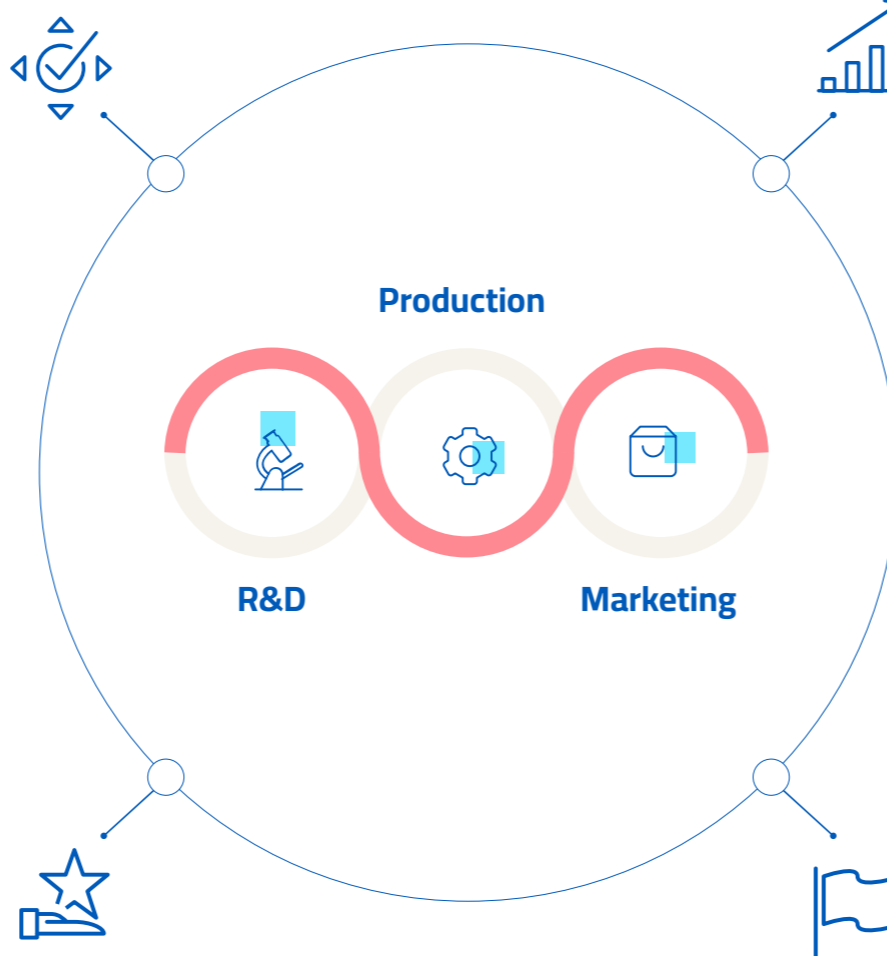
- €14 M of corporate tax paid (+13% compared to 2024)
- Technical development of healthcare professionals
- 4 new formulations aimed at improving access to medicines

ENVIRONMENTAL

- Carbon footprint 218,806 tCO₂eq
- 39.2% of energy of renewable origin
- 100% of electricity from renewable sources in Spain and Guatemala
- 92% waste recovered at the Derio plant

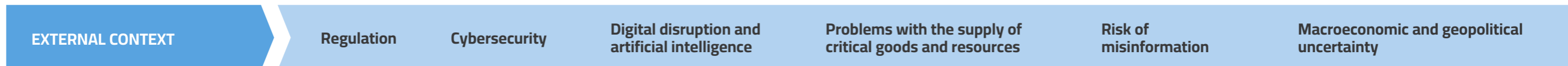
Promoting a positive impact on our culture and environment

Accelerate growth



Achieve commercial and operational excellence

Lead based on science





1.5 Governance: our guide

At Faes Farma Group, how we do things is as important as what we do. Rigor, transparency, and integrity in business conduct set the standard at all levels of the organisation. As a listed company¹, our standards are as high as our ambition to improve every day.

Corporate governance

The main governing bodies are the **General Meeting of Shareholders**, the **Board of Directors** and **Senior Management**, supported by two **committees**: The Audit and Compliance Committee and the Appointments and Remuneration Committee.



¹ Faes Farma, S.A. is listed on the Bilbao, Madrid, Barcelona and Valencia stock exchanges and its shares are traded on the continuous market.

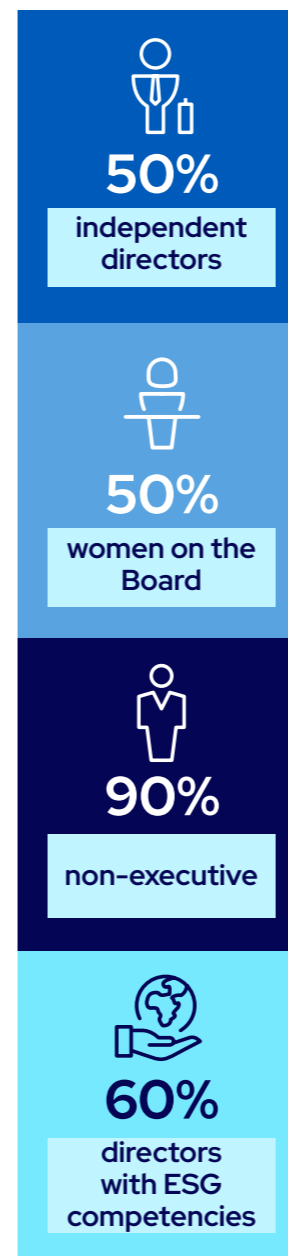
1. We are Faes Farma

General Meeting of Shareholders

The largest decision-making body. Its main functions are approving the annual accounts, issuing the sustainability report, approving corporate management, amending the articles of association, appointing directors and increasing and reducing the share capital, among other functions. Its powers and functioning are set out in its **Rules of Procedure**. It meets annually on an ordinary basis.

Board of Directors

As the supreme management and supervisory body, aware of the company's societal responsibilities, it undertakes to ensure that its activities are carried out in accordance with a set of values, principles and criteria of respect for the dignity, rights and equality of people and their diversity, as well as in accordance with professional objectivity for employees, shareholders and for society as a whole. Its functioning and powers are set out in the **Articles of Association** and the **Rules of Procedure**.



FAES FARMA

Mr. Mariano Ucar Angulo
Non-executive Chairman
Director Other external

Mr. Eduardo Recoder de la Cuadra ■
Chief Executive Officer

Mrs. Belén Amatriain Corbi ■ ■ ■
Director
External Independent

Mrs. María Eugenia Zugaza Salazar ■ ■ ■
Director
External Independent

Mrs. Nuria Pascual Lapeña ■ ■
Director
External Independent

Mr. Enrique Linares Plaza ■
Director
External Independent / Coordinator

Mr. Francisco Pérez-Crespo Payá
Non-director secretary

Mrs. Beatriz Faro Morales ■
Director
External Independent

Mr. Gonzalo Fernández de Valderrama Iribarnegaray
Director
External proprietary

Mr. Iñigo Zavala Ortiz de la Torre ■
Director
External proprietary

Mrs. Carmen Basagoiti Pastor
Director
External proprietary

■ Member of the Audit and Compliance Committee

■ Member of the Appointments and Remuneration Committee

■ ESG competencies

The Board of Directors currently comprises ten members², five of whom are independent and five of whom are women. This composition is in line with the Code of Good Governance of Listed Companies' recommendations regarding the independence and diversity of the Board.

The two delegated committees - the Audit and Compliance Committee and the Appointments and Remuneration Committee - are chaired by women and comprise three independent directors.

Audit and Compliance Committee

Comprising three independent female directors, the main functions of this committee - described in its **Rules of Procedure** - are related to the internal control and audit system, the process of financial and non-financial reporting, the risk management system and functions related to environmental, social and corporate governance issues. These include the supervision of compliance with rules of corporate governance and the company's internal codes of conduct.

It is also responsible for establishing and supervising the mechanism (Internal Reporting System - Integrity Line) that allows employees and other stakeholders to report potentially significant irregularities, including financial and accounting irregularities, or any other irregularities related to the company that might be brought to their attention within the company or the Group.

Appointments and Remuneration Committee

Consisting of three independent members (two women and one man), the committee is responsible for the selection, appointment, re-election, dismissal and remuneration of directors, as well as the appointment and remuneration of senior managers. These functions are described in its **Rules of Procedure**.

Senior Management

Comprising 14 executive members (11 men and 3 women) with the positions of CEO, Chief Officer and Country Manager.



² Further information on the competency map of the Board of Directors of Faes Farma [here](#).





2

Our strategy

Towards a prosperous and sustainable future

- 2.1 We listen to our stakeholders
- 2.2 We analyse the environment and its influence
- 2.3 We have a roadmap to grow and create value






2.1 We listen to our stakeholders

Active listening to stakeholders is the **foundation for building our new strategic approach** for the 2025–2030 period.





We start with a map comprising seven internal and external groups, to which we are strongly committed according to their demands and needs.

In order to understand these expectations, it is crucial to establish, maintain, and update effective **communication channels and tools** targeted at different audiences. At Faes Farma, the following table shows those we frequently use.

Stakeholder	Commitment	Main communication channels
People (personnel team) 	We work as a team, respecting diversity and creating an environment in which everyone can develop and contribute to the best of their ability. Furthermore, we are committed to building trust through active listening, respect and creating value.	<ul style="list-style-type: none"> Intranet Comunica-T and Unifikas Town halls Corporate email account Employee portals: My Faes, Talana Next Information screens Surveys Product surveillance units Statement of Non-Financial and Sustainability Information and other corporate reports Integrity line Works councils and specific committees
Shareholders / Investors 	The majority of our capital is held by minority shareholders and institutional investors; therefore, ensuring a return on investment year on year and earning their trust by providing them with accurate, transparent and comprehensive information about our operations and results is essential to securing the long-term development of the business.	<ul style="list-style-type: none"> Shareholder Channel Regular meetings with investors ESG ratings Statement of Non-Financial and Sustainability Information and other corporate reports Whistle-blower channel
Consumers and end users (patients) 	We put the patient at the heart of everything we do, prioritising their best interests in our decision-making and taking the time to understand their needs so that we can actively seek solutions that have a positive impact on their lives and on society.	<ul style="list-style-type: none"> Customer service Product surveillance units Social networks and corporate and product websites Statement of Non-Financial and Sustainability Information and other corporate reports Integrity line Studies / Clinical Trials

2. Our strategy. Towards a prosperous and sustainable future



Stakeholder	Commitment	Main communication channels
Healthcare professionals 	We guarantee smooth relationships with our product prescribers through collaboration, continuous training and support in clinical practice, as well as an ethical commitment, all of which ensure that patients and consumers receive the best possible treatment.	<ul style="list-style-type: none"> Medical Information Channel Product surveillance units Conferences, trade fairs, meetings and specific training courses Surveys Social networks and corporate and product websites Statement of Non-Financial and Sustainability Information and other corporate reports Integrity line Faes Farma commercial network
Partners (customers) 	We demonstrate our commitment to our customers, including distributors, large retailers, pharmacies and parapharmacies, licensees, and public administration, by offering the best products and services, integrating technological innovation, and conducting research based on our commitment to active listening and continuous improvement.	<ul style="list-style-type: none"> Customer service Product surveillance units Conferences, trade fairs, meetings and specific training courses Social networks and corporate and product websites Statement of Non-Financial and Sustainability Information and other corporate reports Integrity line Faes Farma's network of contacts
Partners (suppliers) 	Suppliers are the backbone, ensuring the continuity and quality of the end product. To that end we maintain stable and fluid communication to anticipate and mitigate risks, ensure traceability and maintain product integrity throughout the product life cycle. Suppliers of raw materials and packaging materials, as well as manufacturers and suppliers of finished products (including licensors), are of particular criticality	<ul style="list-style-type: none"> Surveys Social networks and corporate and product websites Statement of Non-Financial and Sustainability Information and other corporate reports Integrity line Faes Farma's network of contacts
Society 	The commitment to society goes beyond innovation in health. We strive to have 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, thereby contributing to a healthier future for people and the planet.	<ul style="list-style-type: none"> Social networks and corporate and product websites Statement of Non-Financial and Sustainability Information and other corporate reports Integrity line

2.2 We analyse the environment and its influence

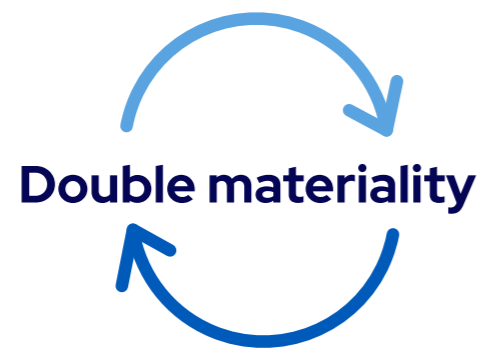
Beyond the lessons learned from regular communication with our stakeholders, the conclusions drawn from the **double materiality analysis** –carried out in 2024 and updated in 2025– has been part of defining the company’s new direction in terms of sustainability.

Specifically, the IROs (impacts, risks and opportunities) have informed the update of the Sustainability Strategy 2025-2030, which implements the fourth pillar of the Strategic Plan 2025-2030 and maintains the resilience of the Group’s management model.

In accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD), the double materiality analysis identifies, studies and evaluates the Group’s IROs from two perspectives:

IMPACT MATERIALITY

how the company has an impact (either positively or negatively) in its environment.



FINANCIAL MATERIALITY

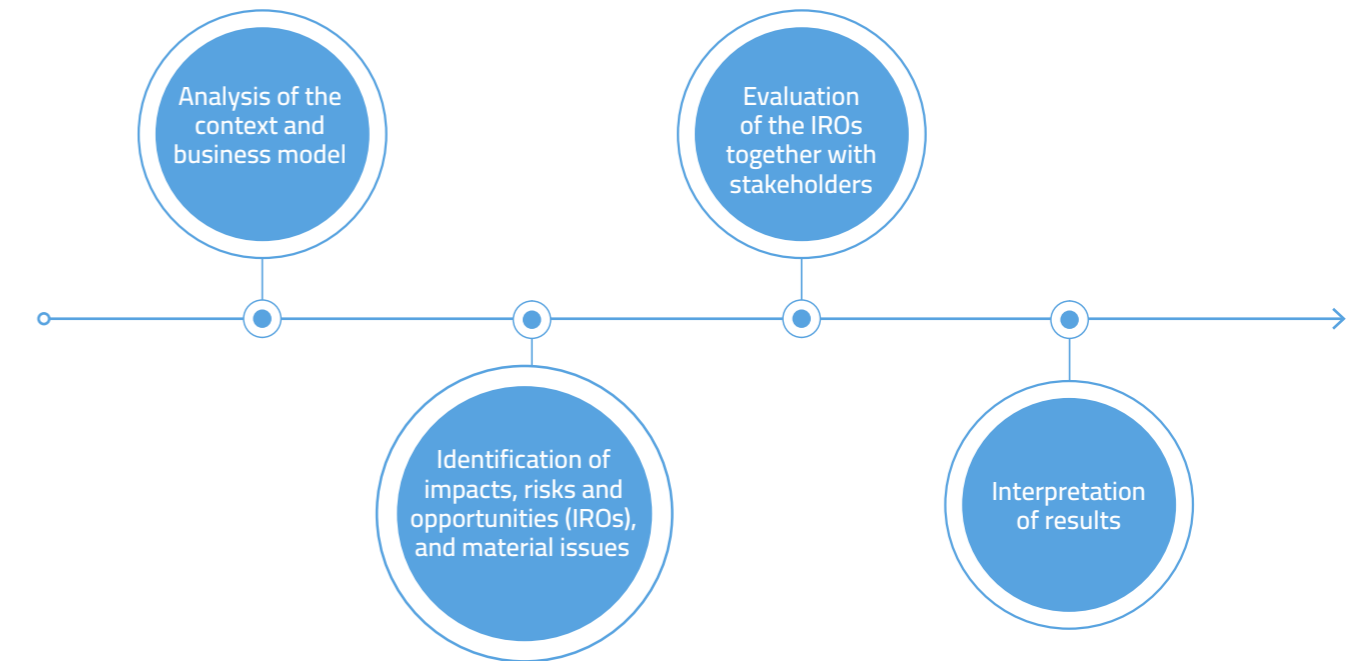
how the environment can have an impact on the company (risks and opportunities that can affect the Group financially).

To incorporate the vision of the main stakeholders, we developed a listening and dialogue methodology involving quantitative consultations with customers and employees of different Group subsidiaries. In the 2025 update, we reviewed the IROs and their valuations to apply the lessons from the first double

materiality analysis in 2024 and integrate the recently acquired companies into the IROs (Edol and SIFI Laboratories), taking into account the type of activity, location and type of products.

2. Our strategy. Towards a prosperous and sustainable future

How do we conduct the analysis?



The issues that shape our strategy and management

The issues and sub-issues resulting from the update of the double materiality analysis are:

Material issue	Material sub-issue
Climate change	Climate change Mitigation
	Energy
Pollution of the environment	Water pollution
Water and marine resources	Water
Circular economy	Resource inputs, including resource utilisation
	Waste and outflows of resources
People	Working conditions and labour rights
	Equal treatment and opportunities for all
	Health and safety
	Training and skills development
Consumers and end users	Social inclusion of consumers or end users
	Personal safety of consumers or end users
	Information-related impacts on consumers or end users
Business conduct	Corporate culture
	Whistleblower protection
	Corruption and bribery
	Fiscal transparency
R&D	Innovation and the incorporation of new technologies
	R&D in products
Data security and privacy	Data privacy
	Cybersecurity

2. Our strategy. Towards a prosperous and sustainable future

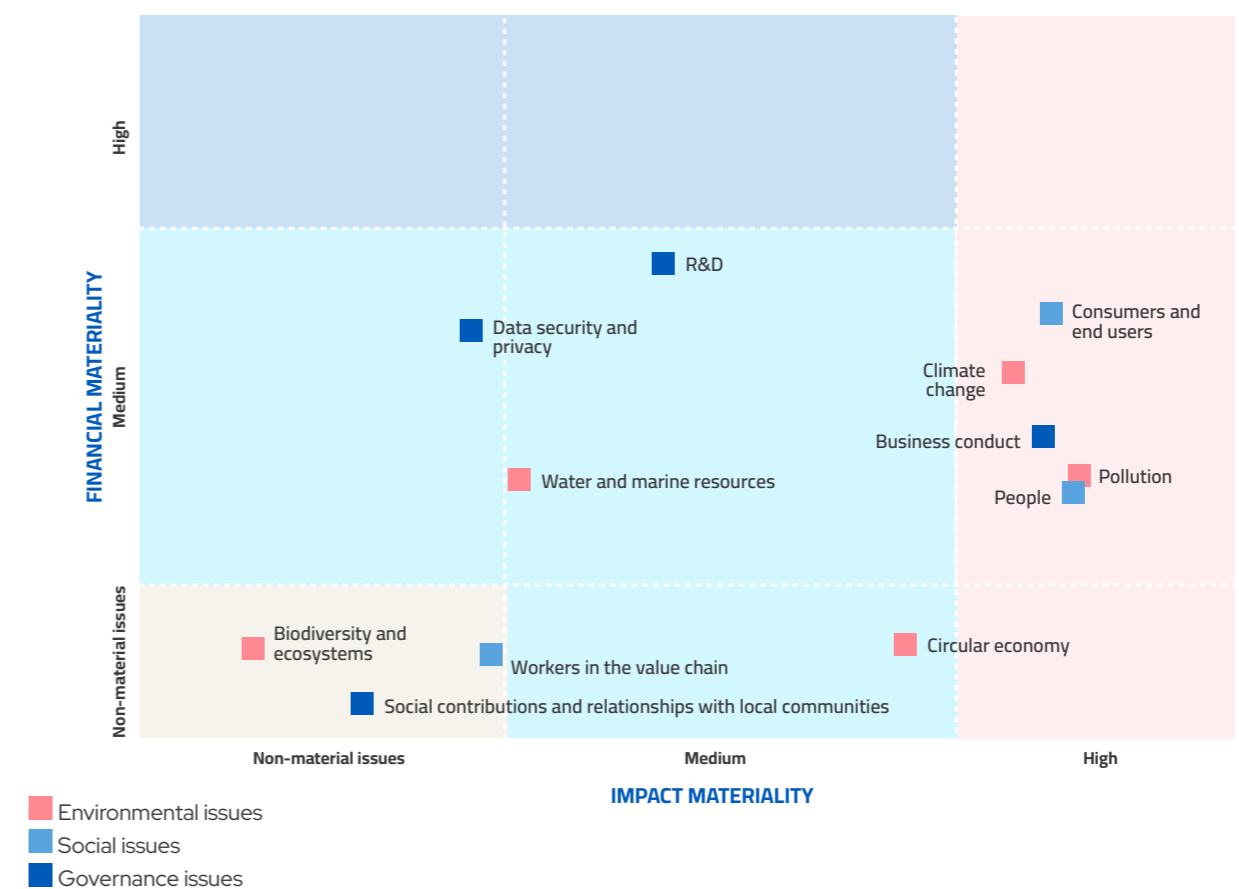
The issues with **the greatest impact across** each pillar (environmental, social, governance) are:

- **Consumers and end users.** Our activity directly impacts people’s health; the patient is at the centre of what we do.
- **Climate change and pollution.** We must address the environmental and public health impacts of our activities.
- **People.** Protecting our staff in all areas strengthens their well-being and motivation, as well as our reputation.
- **Business conduct.** Our ethical standards and values foster trust among our stakeholders, ensure the sustainability of our operations and create long-term value.

The issues with **the greatest financial impact** by pillar are as follows:

- **Climate Change.** We have a new Transition Plan to achieve climate neutrality by 2050.
- **Consumers and end users.** Maintaining a strong relationship and open lines of communication with this stakeholder group has a positive impact on the business.
- **R&D.** Key to improving our operations and continuing to incorporate new products.
- **Data security and privacy.** Safeguarding this asset helps to protect our operations and maintain the confidence of our stakeholders.

2025 DOUBLE MATERIALITY MATRIX





2.3 We have a roadmap to grow and create value

A turning point and a year of transformation: this is how 2025 was at the Faes Farma Group. We have laid the foundations for a future in which growth and positive impact go hand in hand.

The sense of responsibility we feel regarding our role in society has guided the deliberations that have culminated in the new Strategic Plan 2025–2030 and the Sustainability Strategy 2025–2030 **F**ocused on a Sustainable **F**uture.



Strategic Plan 2025–2030

We want to consolidate our position as **leading player in the pharmaceutical industry**. To achieve this, the plan is structured around four key elements:

<p>1 Accelerate growth</p>  <p>Growing organically in existing markets with a competitive portfolio, while also strengthening our international presence through M&A (mergers and acquisitions) operations.</p>	<p>2 Lead based on science</p>  <p>Driving innovation and development in key therapeutic areas through collaboration and strategic alliances for product development, while always seeking to balance risk and optimise investment.</p>
<p>3 Achieve commercial and operational excellence</p>  <p>Using technology to support a new model of commercial excellence and, with regard to the operational approach, maximising productivity thanks to the Derio plant.</p>	<p>4 Promoting a positive impact on our culture and environment</p>  <p>Through a new sustainability strategy and with the ambition to be the 'Best place to work', fostering talent attraction, professional growth and a sense of belonging.</p>

2. Our strategy. Towards a prosperous and sustainable future



Sustainability Strategy 2025–2030

At Faes Farma, sustainability is strategic and shapes our vision for the future. This conviction has been integrated into the Strategic Plan 2025–2030 as the fourth lever, which is proof of this. Building on this momentum, in 2025 we worked on **developing a strategy** that will guide our decision-making and activities in accordance with environmental, social and good governance criteria.

We have also taken into account an increasingly challenging **external context** for our industry in every aspect. From an environmental perspective, the sensitivity of the regulations and the sector's contribution to climate change mean that water and waste management must be controlled and preserved.

Social aspects include barriers to equitable access for vulnerable groups and talent shortages. Traceability and transparency in the value chain are also important.

The result of all this work done in 2025 is called **Focused on a sustainable Future**. Our Sustainability Strategy³ for the 2025–2030 period, which has five pillars with a key objective and several measures in each, in addition to four cross-cutting areas.

The term '**Focused**' emphasises strategic discipline: thanks to the double materiality analysis, we focus on what is relevant to us and our stakeholders. '**Future**' emphasises a long-term vision, linking sustainability to resilience, competitiveness, and creating value.

³ Throughout 2026, we will work to integrate the Group's new acquisitions, specifically the Edol and SIFI subgroups, into the Sustainability Strategy 2025–2030.

Focused on a Sustainable Future

Sustainability Strategy 2025–2030

- Measurements by pillar
- Cross-cutting measures
- Pillar priority objective

We take care of the environment

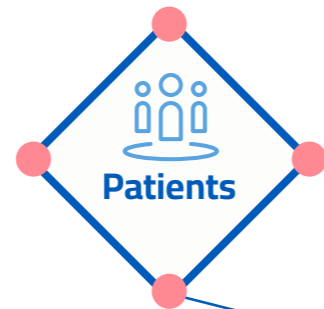


■ Reduce our scope 1 and 2 emissions 42% by 2030.



The patient, our priority

■ The role of Patient Relations Specialist aimed at developing programmes that promote dialogue with patient associations, focusing on knowledge and transparency.



We make decisions based on ethics and integrity

■ System of global compliance adapted to the local reality.



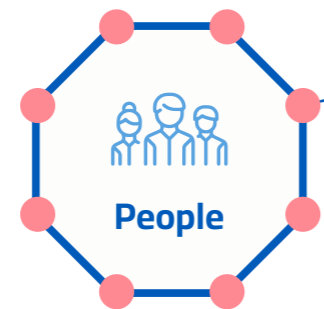
We are committed to building trust through active listening, respect and creating value

■ Implement a supplier selection and management system that integrates their ESG performance.



We take care of people

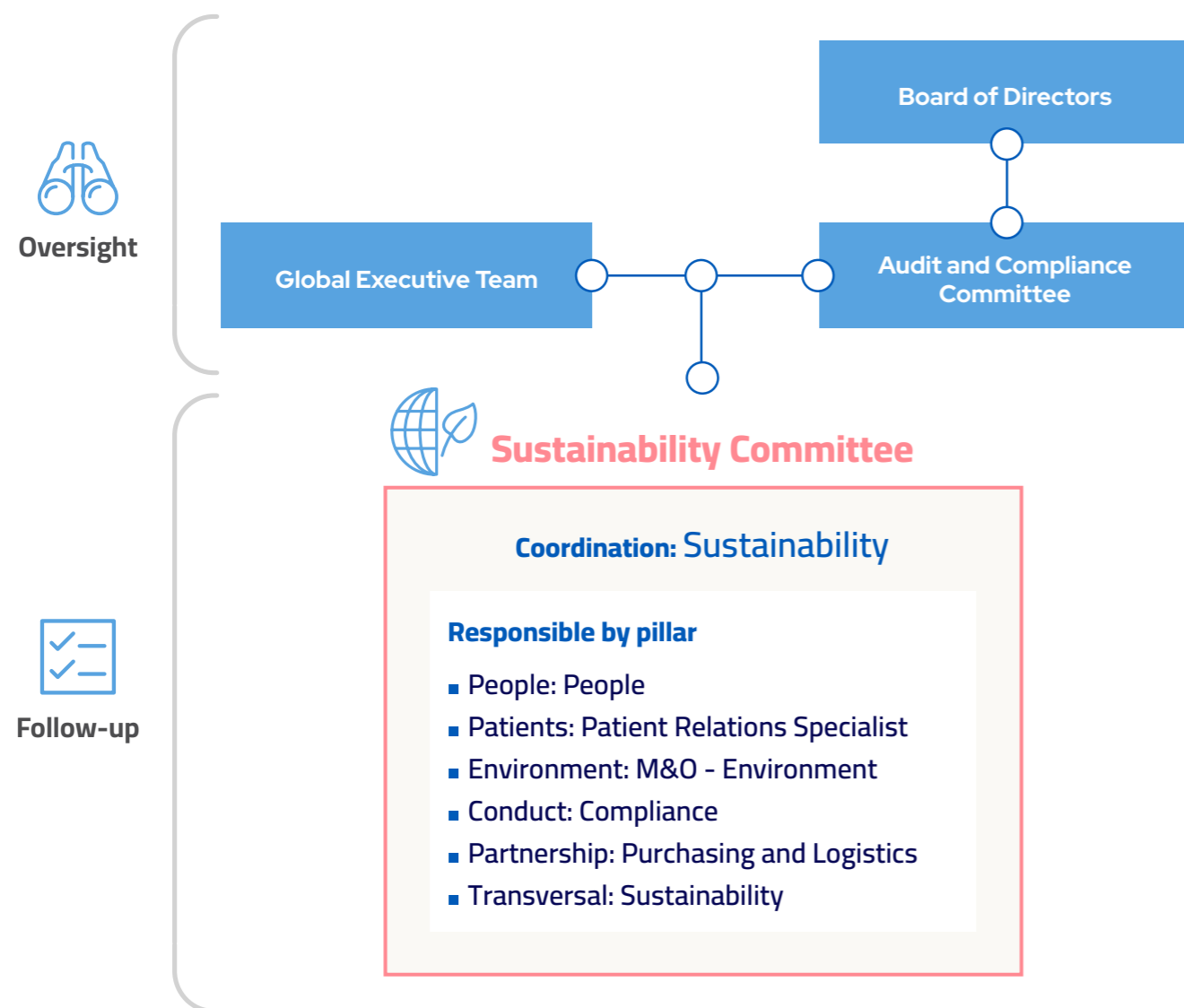
■ To be valued internally as a leading company where people can grow and develop.



New Sustainability Committee

To ensure compliance with the strategy and monitor the progress of specific measures, we created the Sustainability Committee in 2025. This multidisciplinary monitoring body meets every four months.

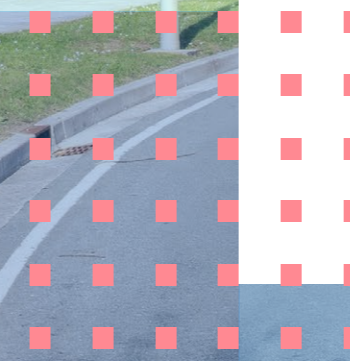
Coordinated by the Sustainability department of the Faes Farma Group, the Committee has a manager for each pillar, who supports the person responsible for each measure in their role. The Sustainability Committee is also supervised by the Global Executive Team (GET) and the Audit and Compliance Committee.



3

Our performance

- 3.1 Environment
- 3.2 People
- 3.3 Patients
- 3.4 Conduct
- 3.5 Partnership
- 3.6 Research and Development (R&D)
- 3.7 Information security and data protection
- 3.8 Financial performance



3.1 Environment



'We take care of the environment'

Following the double materiality analysis, we identified the four most significant environmental issues in our management and determined the associated impacts, risks and opportunities (IRO) for each issue:



Climate Change



Water pollution



Water resources



Circular economy

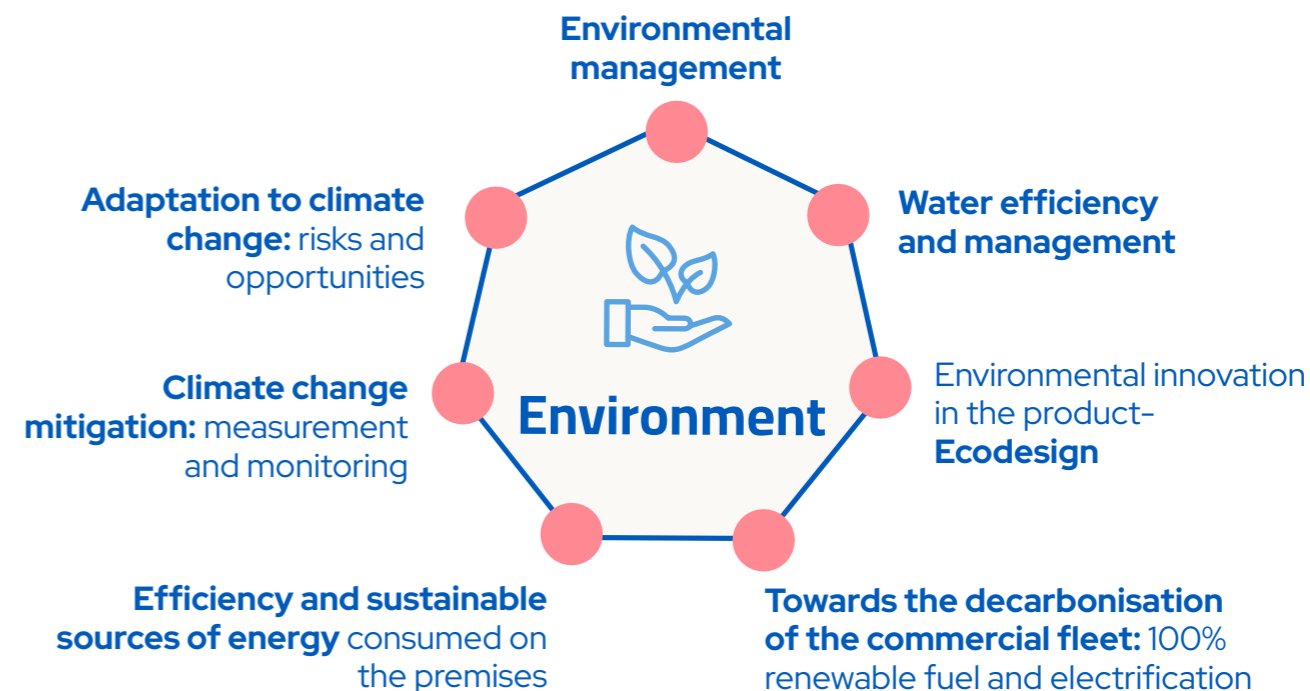
To address these IROs the Group's Sustainability Policy defines our commitments to the environment:

- Comply with laws, regulations and standards of regulatory bodies.
- Monitor environmental performance and the potential impacts of the Group's activity.
- Make responsible use of the resources required for the Group's activities.
- Develop actions to improve the efficiency of energy consumption and the use of clean sources.
- Share and encourage responsible practices among our suppliers.
- Raise awareness and train employees.

In addition, our pharmaceutical plants in Leioa and Derio (Spain) have a specific **Environmental Policy** based on the ISO 14001 standard.

3. Our performance

We have translated these commitments into specific measures in **Focused on a Sustainable Future**, our Sustainability Strategy 2025–2030, within the Environment pillar.

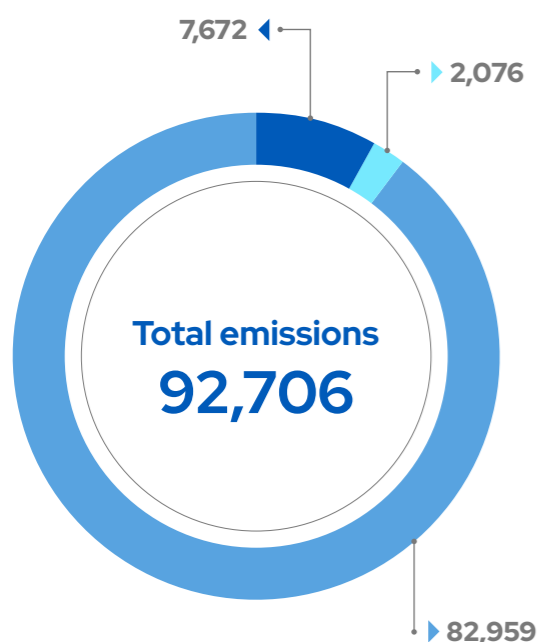


Climate Change

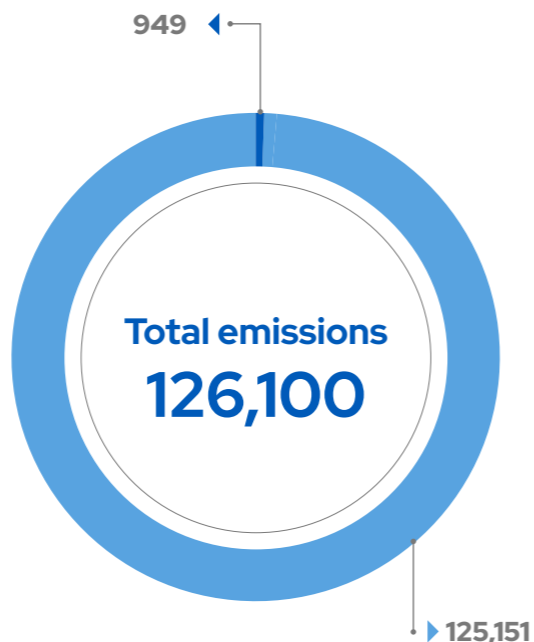
Mitigation

We are aware that, in order to reduce emissions, we must first measure them. Therefore, in accordance with the GHG Protocol methodology and ISO 14064, we measure the sources of emissions from our own operations (scopes 1 and 2). We have also improved the calculation of scope 3 by using a greater amount of primary data and estimates with a low range of uncertainty.

**GHG emissions (tCO₂eq) 2025
Pharmaceutical and Healthcare Line**



**GHG emissions (tCO₂eq) 2025
Animal Nutrition and Health Line**



- Scope 1 GHG gross emissions
- Market based scope 2 GHG gross emissions
- Scope 3 GHG gross emissions

In addition, we have calculated the carbon footprint of feed at ISF by Farm Faes for the first time. This product joins the 33 Ingaso references for which the product carbon footprint has already been calculated.

3. Our performance



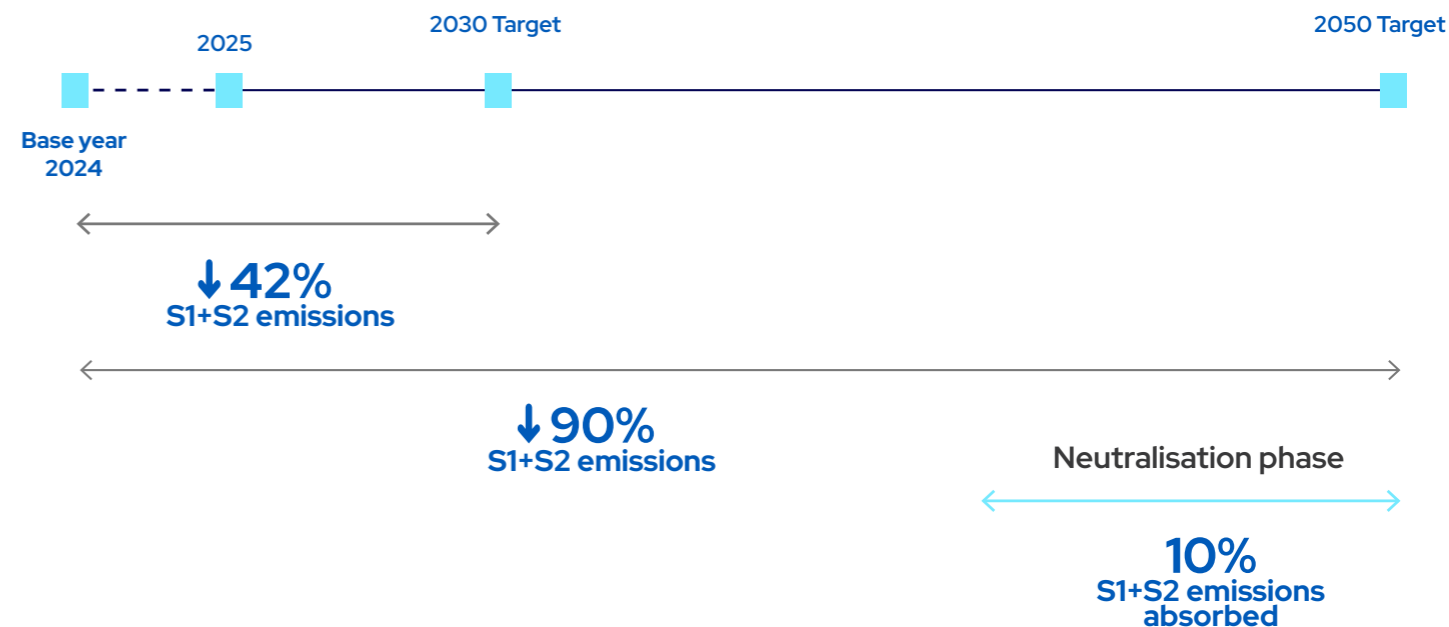
Transition Plan for Climate Change Mitigation 2025-2050

In line with the Paris Agreement and with the aim of reducing greenhouse gas emissions associated with our activities, in 2025 we developed the Climate Change Mitigation Transition Plan 2025-2050. This plan has two main objectives:



- Reduce by **42% the scope 1 and 2 emissions by 2030**, with respect to 2024 (phase I).
- Achieve **climate neutrality by 2050**: Reduce scope 1 and 2 emissions by 90% by 2050 compared to 2024 (phase II and beyond), and eliminate around 10% through neutralisation measures.

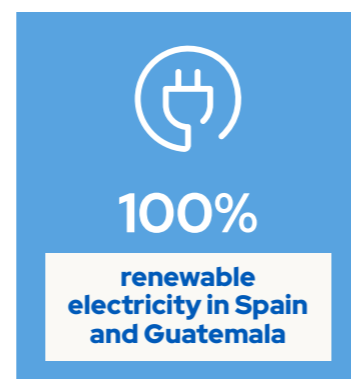
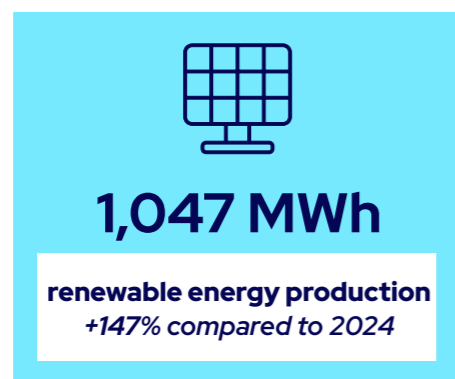
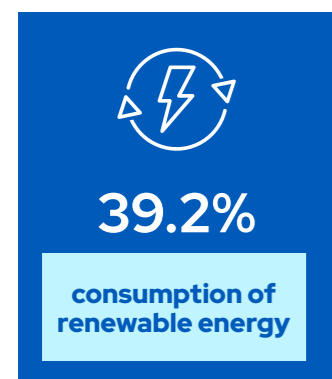
To achieve the objectives of the first phase, we have defined the measures that we will implement by 2030:

- Utilisation of waste heat from an industry near our plant in Leioa (Spain).
- Use of renewable diesel in commercial fleet vehicles in Spain.
- Acquisition of renewable electricity (with a certificate of guarantee of origin).
- Acquisition of renewable natural gas (with a certificate of guarantee of origin).
- Electrification of the vehicles in the commercial fleet of Faes Farma S.A.



Below, we reflect the progress in 2025 towards reaching the targets set by our main milestone of the year in this area: the **approval by the Board of Directors of the Group's Transition Plan for Climate Change Mitigation 2025-2030**.

Goal	Key advances
 Monitoring and improvement of the Transition Plan for Climate Change Mitigation	<ul style="list-style-type: none"> ■ Improving the calculation of the main sources of Scope 3 emissions by prioritising the use of primary data. ■ Registration of the carbon footprint of Ingaso Farm, Tecnovit and Capselos with the Ministry for Ecological Transition and the Demographic Challenge (MITECO). Ingaso has been recognised with the Reduzco seal for reducing its emissions consecutively over the last three years.
 Efficiency and sustainable sources of energy consumed at the facilities	<ul style="list-style-type: none"> ■ Industrial symbiosis: completion of works to allow us to utilise steam from a neighbouring company, thereby reducing natural gas consumption at our Leioa (Spain) facilities. ■ Energy with a guarantee of renewable origin: 39% of the energy consumed in 2025 came from renewable sources (28,288 MWh). In fact, 100% of the electricity consumed in both Spain and Guatemala comes from renewable sources. ■ We generate renewable electricity ourselves through photovoltaic panels at the Derio (Faes Farma S.A.), Carnaxide (Laboratorios Edol), Sifi SpA, Tecnovit, Ingaso Farm and Capselos plants.



3. Our performance

Adaptation

Some of our environmental initiatives are already focused on adapting to the risks and opportunities posed by the climate crisis. Our global risk map categorises climate change adaptation risk as an ESG risk, reflecting the potential inability to adapt the business (strategic risk) and its facilities (physical risk) to the consequences of climate change. However, this risk did not enter the Group's top 10 risks in 2025 after assessment.

In line with the global map, we have examined the conclusions of the double materiality study in more detail, identifying the risks and opportunities (physical and transitional) relating to climate change to which the Group's main activities are exposed.⁴

The analysis focuses on the regions where we have factories (southern Europe and Central America) as this is where the impact could be most relevant to the

business and where the companies with the highest turnover are located. For this study, we considered the SSP5-8.5 scenario in the short, medium and long term.

Conversely, the opportunities and risks of transitioning our activities in Europe have been analysed in accordance with a scenario consistent with the Paris Agreement, which limits global warming to 1.5°C.

Once the new regulatory standards setting the minimum guidelines for conducting this analysis have been approved and published, we will continue to develop the model to enrich the global risk map - a key business decision-making tool.

Water pollution

We continuously improve our daily management and implement pollution prevention measures as set out in our policies.

Our facilities have treatment plants that allow us to reduce the pollutant load of wastewater. Through regular analyses, we guarantee compliance with legal discharge parameters.

We are also aware of the indirect environmental impact of water pollution derived from the consumption of medicines throughout the product's life cycle. Although most of these emissions occur after use by patients, the sector plays its part in prevention by designing medicines to be more environmentally friendly and by assessing the environmental risks of

medicines. (ERA, Environmental Risk Assessment), raising awareness about responsible use and disposal and collaboration with authorities (e.g., SIGRE) and other stakeholders in the sector. Taking on this responsibility strengthens our commitment to protecting aquatic ecosystems, public health and sustainable management.

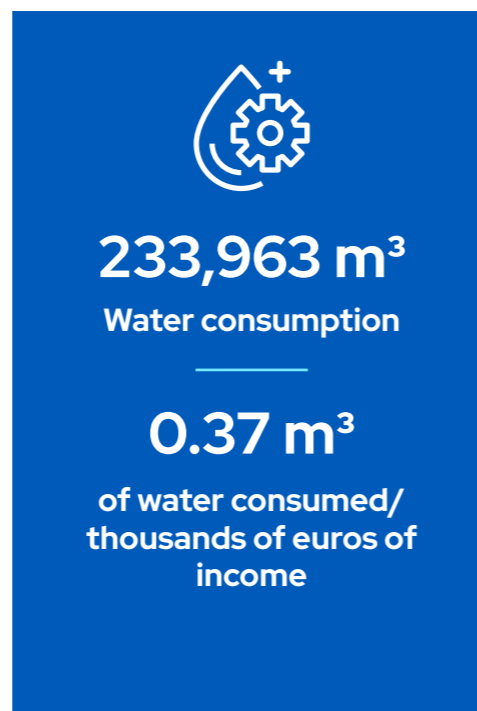
Similarly, we are closely monitoring the developments and challenges associated with future European legislation on extended producer responsibility for water pollution.

⁴ To learn more about this analysis, see E1 IRO-1 in our [Statement of Non-Financial Information and Sustainability Information 2025](#).

Water resources and efficiency

Our main impact in this area stems from the high water consumption involved in producing pharmaceuticals.

We therefore continuously monitor the water consumption of our main plants and have implemented efficiency initiatives, such as reusing process reject water at our plant in Guatemala.



Goal	Key advances
<p>Water efficiency: improvement of the water consumption coefficient per unit produced</p>	<p>→</p> <ul style="list-style-type: none"> ■ Identification of main water-intensive processes at the plants of Derio and Leioa (Spain). ■ Adjustments to production processes at the Faes Farma S.A. and Faes Farma Portugal plants: optimisation of the timing and frequency of water input for washing and minimisation of reject water in the process, thanks to adjustments to the configuration of the systems.

3. Our performance

Circular economy

We make responsible use of the resources required for our activities, adhering to the principles of the circular economy throughout. Our approach is based on the premise that the best waste is that which is not produced.

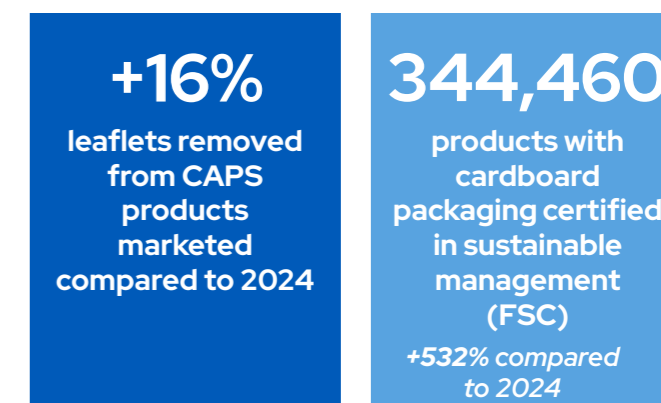
Inflow of resources

In pharmaceutical production plants, the raw materials we use are active pharmaceutical ingredients (APIs), excipients, capsules and packaging/conditioning materials. The raw materials used in the Animal Nutrition and Health business line vary between the four plants:

- **Capselos:** microencapsulated premixes for which hydrogenated fats, emulsifiers, additives and esterified fatty acids are used.
- **Ingaso Farm, Tecnovit and ISF:** For premixes and complementary feeds, different additives and raw materials (minerals, vitamins, amino acids, dairy products, etc.) depending on the end product.

- **Ingaso Farm:** cereals and plant protein for the production of finished feed.

The optimal use of resources is part of the production planning of our factories through actions such as adjustments in production processes, the management of stock, equipment maintenance, process automation, and the reintroduction of rejected or surplus products whenever protocols allow.



Goal	Key advances
<p>Environmental innovation in the product - Ecodesign</p>	<p>→</p> <p>As a result of the multidisciplinary working group, eco-design measures have been identified and applied to packaging, achieving:</p> <ul style="list-style-type: none"> ■ 192,488 leaflets removed from marketed CAPS products. ■ New CAPS product references launched on the market whose cardboard packaging has the sustainable management certificate (FSC).

Resource output: waste generation

As is typical for these sectors, we generate the usual waste in both lines of business.



Pharmaceuticals and Healthcare:

- Waste from medicine packaging, consisting mainly of cardboard and plastic.
- Contaminated plastic or metal packaging.
- Solid urban waste.
- Wood pallets.



Animal Nutrition and Health:

- Plastic packaging.
- Paper or cardboard packaging.
- Product unfit for consumption (product from cleaning or sweeping, product in poor condition, product that has reached the end of its useful life, etc.).
- Packaging contaminated with hazardous waste.

In addition, we indirectly generate other waste such as oil and grease from machinery, electronic equipment, cartridges, printer toner, etc.

In 2025, we generated a total of 2,491 tonnes of waste, of which 61% was non-hazardous (1,526 t) and 39% was hazardous (965 t).

In accordance with the waste hierarchy, the Group optimises waste management by applying measures such as the segregation of waste at source, contracts with authorised waste managers, and the monitoring of waste through chronological records.

To ensure the good management of waste generated at the end of the products' useful life, we collaborate with various entities to comply with extended producer responsibility.

We also collaborate with authorised managers to destroy expired and deteriorated medicines during the storage process.

3. Our performance

Goal	Key advances
Waste generation prevention	<ul style="list-style-type: none"> ■ Elimination of leaflets in marketed CAPS products: as well as reducing consumption of raw materials, it prevents the need to manage it as waste at the end of its useful life. ■ Reduction of non-hazardous waste generation in Leioa (Spain) thanks to the reuse of drums in the production process, as these drums were previously managed directly as waste.
Improving waste valorisation	<ul style="list-style-type: none"> ■ 92% of waste recovered in Derio (Spain) thanks to managers prioritising recovery treatments.

Waste generated by type of treatment



⁵ For comparative purposes, the 2025 data excludes the SIFI and Edol plants, acquired in 2025.

3.2 People



'We take care of people'

It is the knowledge, commitment and creativity of our people that drive our innovation and growth. That's why we promote work environments that encourage wellbeing, equal opportunities and professional development.



3. Our performance

Shared purpose: people who are aligned and committed to the purpose

Aligning people with purpose and values is based on the [Code of Ethics and Conduct](#), our mandatory reference point when it comes to acting honestly, fairly and responsibly. The decision to foster this link arises from the need to align our culture with the new skills and abilities necessary for achieving our strategic objectives.

Goal	Key advances
<p>people who are aligned and committed to the purpose</p>	<ul style="list-style-type: none"> The identification and approval of the Group's new purpose, vision, mission and values. The new culture was implemented in most of the Group's companies through internal surveys, training, workshops, and information campaigns. In LATAM and Portugal, we launched additional measures such as the 'Live our philosophy' campaign with nominations for values and interactive videos, as well as the adaptation of content and the organisation of local information sessions, to reinforce the corporate culture.

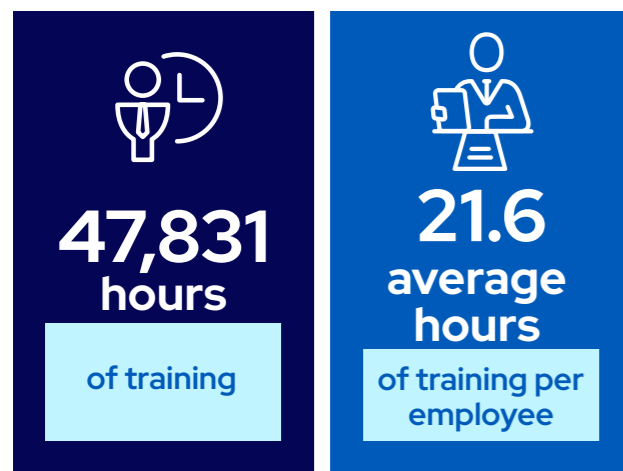
49% of employees have already completed training in the new values and skills of the corporate culture

2026 Target: 90% of employees trained

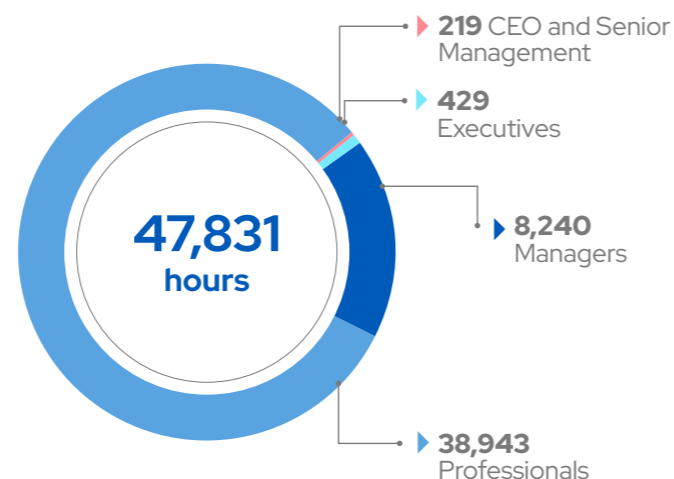
Developing our talent

Personal and professional development fosters holistic growth and strengthens our ability to overcome business and environmental challenges. Through our training programme, we ensure that staff receive training tailored to their roles and needs, and we ensure the ongoing development of their skills and abilities. Training needs are reflected in the **Annual Training Plan**, which we review and evaluate at the end of the year.

As a tool to carry out and follow up on training, we have **Faes Farma Academy**. This platform brings together all of the Group's training resources, making content more accessible and efficient.



Training hours by professional category in 2025



Goal	Key advances
Skills development system	<ul style="list-style-type: none"> ■ Design of the skills management system for all staff, starting with identifying key skills and defining objective, systematic processes for detecting each person's potential and creating individualised strategies.
Development of leadership that is aligned with the Group's culture and values	<ul style="list-style-type: none"> ■ Launch of the Faes Farma one leadership project whose objective is to define and consolidate a unique leadership model, aligned with the Group's culture and values, capable of inspiring, motivating and guiding teams. After identifying 68 leaders, we carried out a participatory reflection to define the expected skills and behaviours in positions of responsibility that align with our culture. ■ Identifying the strengths and areas for improvement of current leaders in order to develop personalised training programmes.

Thanks to our talent development initiatives, we are equipping our professionals with the capacity and preparation needed to face future challenges and/or occupy key positions. These initiatives promote adaptability and a culture of innovation.

Equality, diversity and inclusion

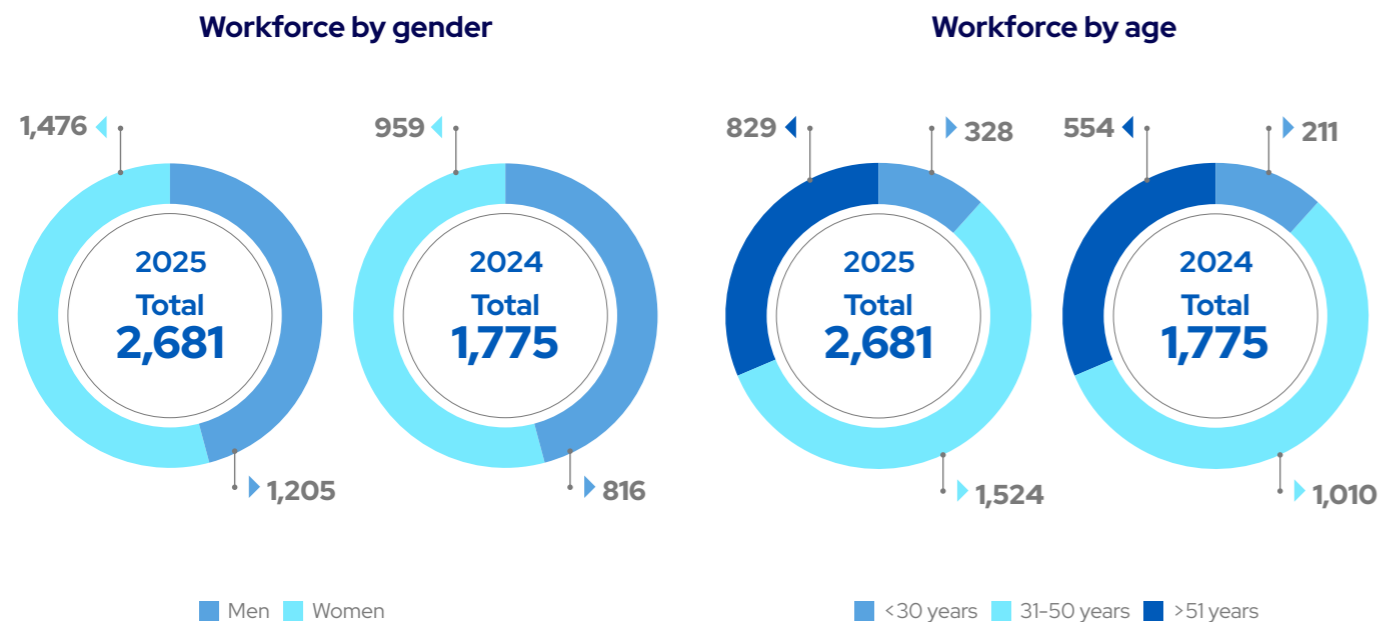
In addition to the Code of Ethics and Conduct as a general framework, we have specific policies and procedures in place to ensure equality and respect for diversity:

- [Diversity, equity and inclusion policy](#)
- [Policy for the prevention of and action against all types of harassment and discrimination](#) and its associated protocol
- Recruitment and selection policy

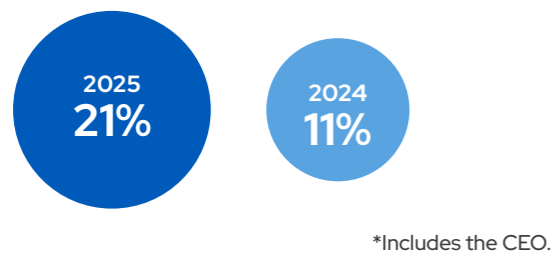
The **Equality Committee** is the body for collaboration between the company and the workers' representatives. These working groups are responsible for monitoring, reviewing and establishing the actions planned in the Equality Plans of Faes Farma S.A., Ingaso Farm and Tecnovit. They manage communications and concerns regarding equality that may have arisen and also handle complaints in this area received through the integrity line.

Goal	Key advances
Promoting equal treatment and opportunities	<ul style="list-style-type: none"> ■ Second consecutive year with a sustained improvement in the pay gap. ■ Implementation and monitoring of Equality Plans: presentation of monitoring reports and validation of measures. ■ Preparation and dissemination of the Corporate inclusive communication guide: a procedure that provides simple guidelines for using more inclusive language in emails, meetings, documents, and internal and external materials. ■ Establishment of the working group to define the internal promotion procedure at Faes Farma S.A. Its objective is to establish clear and transparent criteria that guarantee equal opportunities. ■ Strengthening the implementation of the selection policy in subsidiaries, guaranteeing fair processes aligned with our commitments. ■ Implementation of specific protocols against harassment and discrimination in Chile, Mexico and Ecuador. ■ Work climate surveys in Portugal focused on equality and diversity.

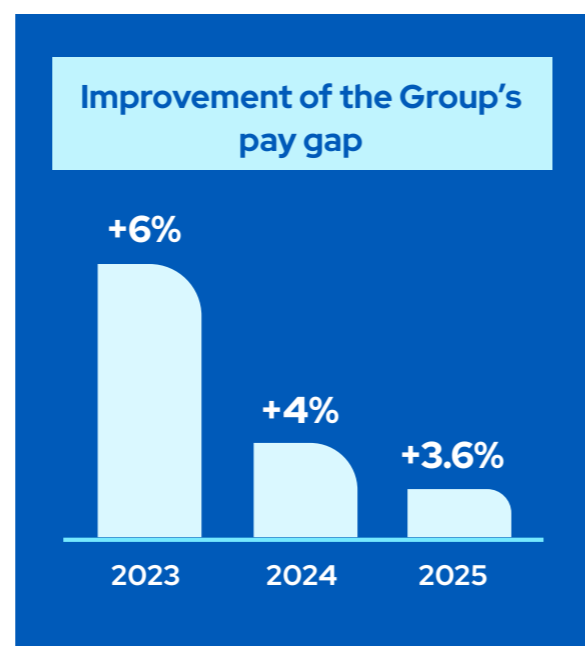
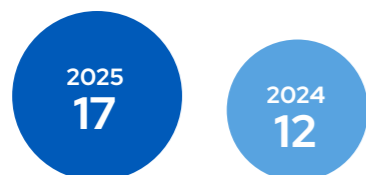
Diversity in numbers



Percentage of women in Senior Management*



Employees with disabilities



3. Our performance

Health and safety

In this area we are governed by our [Health and Safety Policy](#) which works on three central axes to create a preventive culture:



Promotion of health



Prevention of occupational risks



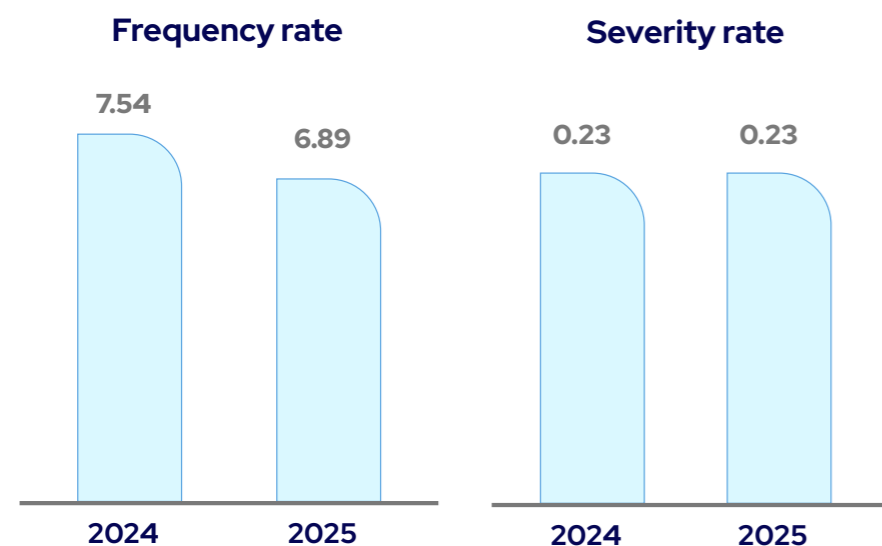
Training on health and prevention

The safety and health committees, commissions and improvement groups identify the needs of the workforce in relation to occupational safety and health.

The Unifikas channel is a prevention management tool that facilitates the registration of incidents and accidents, and the definition of action plans. It also allows suggestions and complaints regarding safety and health to be made.

Goal	Key advances
Expansion of the corporate model of occupational safety and health management to all subsidiaries	<ul style="list-style-type: none"> Implementation of the corporate software (Unifikas) for management of safety and health at ISF by Farm Faes. Faes Farma Central America and the Caribbean (Guatemala), Faes Farma Portugal, the Animal Nutrition and Health business line, and Faes Farma Peru adopt the corporate management model, which includes the development of specific training and protection plans, among other actions.

Accident rates





100%
own staff with health insurance coverage





Sifi SpA,
certified under the
ISO 45001

Positive impact on the community

Creating a positive impact on the community starts with our own actions: we generate quality direct and indirect employment opportunities in the countries where we operate. Thus, by the end of 2025, **93% of our employees had a permanent, full-time contract.**

Beyond the recruitment of staff, our **Sustainability Policy** establishes how we promote local socio-economic development through investment in education and training by supporting young professionals, paying taxes⁶, sponsorships and donations to foundations, NGOs and other institutions with a social component.

Goal	Key advances
 <p>Encourage young talent</p>	<p>➔</p> <ul style="list-style-type: none"> ■ The 'Faes Farma Young People' programme in Spain has established a general framework for formalising collaborations and agreements with universities and educational centres, offering training scholarships.
 <p>Promote and establish a social impact system</p>	<p>➔</p> <ul style="list-style-type: none"> ■ €145,669 in contributions to foundations and non-profit organisations.

⁶ More information about the income taxes paid can be found on page 235 of the [2025 Statement of Non-Financial and Sustainability Reporting](#).

3. Our performance

Participation in sectoral associations

Through our participation in these organisations, we contribute to the development of fields such as pharmaceuticals, chemicals, cosmetics and health.

Pharmaceuticals and Healthcare Business Line

- Farmaindustria
- Confindustria Dispositivi Medici (CDM)
- Associação para Investigação Biomédica e Inovação em Luz e Imagem (AIBILI)
- Laboratório de Estudos Farmacêuticos (LEF)
- Parenteral Drug Association (PDA)
- Basque Health Cluster
- Spanish Society of Medicinal Chemistry (SEQT)
- Corporación Punto Azul
- The National Association of Perfumery and Cosmetics (STANPA)
- Association for Self-Care in Health (ANEFP)

Nutrition and Animal Health Business Line

- Spanish Manufacturers-Exporters Association of Agricultural Machinery and its Components (AGRAGEX)
- National Association of Pig Farmers (ANPROGAPOR)
- Business Association for Animal Health, Nutrition and Welfare (ADIPREM)
- ACUIPLUS Cluster
- Spanish Cluster of Pig Producers (I+ PORC)
- Catalan Association of Pig Producers (PORCAT)
- Catalan Association of Compound Food Manufacturers (ASFAC)
- Andalusian Regional Association of Pig Farmers (ARAPORC)



Sponsorship of conferences, workshops and courses

Furthermore, with the aim of promoting knowledge among our stakeholders, we sponsor conferences, workshops and courses. These include:

<p>Spain⁷</p> <ul style="list-style-type: none"> ■ 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 of Agrifood Research and Technology) ■ National Forum of Iberian Pig Veterinarians 	<p>Portugal</p> <ul style="list-style-type: none"> ■ Sociedade Portuguesa de Otorrinolaringologia e Cirurgia da Cabeça e Pescoço ■ Patient care days - Admedic ■ Various events organised by the Portuguese Society of Ophthalmology 	<p>Italy</p> <ul style="list-style-type: none"> ■ Joint Congress of the Italian Society of Ocular Microsurgery and Ophthalmoplastic 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)
	<p>Chile</p> <ul style="list-style-type: none"> ■ Annual congress of the Chilean Society of Gastroenterology ■ Annual congress of the Chilean Society of Otorhinolaryngology 	<p>Nigeria</p> <ul style="list-style-type: none"> ■ Pharmaceutical Society of Nigeria (PSN) National Conference ■ Nigerian Rheumatology Society Conference ■ Nigerian Dermatology Society Conference

“We listen to improve”

Collective bargaining and social dialogue

We operate in countries with diverse social relations and different regulatory frameworks. In regions where they exist, collective agreements cover the entire workforce.

These agreements between the company and employee representatives mean that we have measures in place to improve working conditions and work-life balance. Examples of these measures include:

- **Initiatives for organising working time:** There are flexible working hours at Faes Farma S.A., SIFI SpA and the LATAM subsidiaries, as well as at the

⁷ In accordance with the transparency obligations derived from the Code of Good Practice for the Pharmaceutical Industry, each year we publish on our corporate website the collaborations with patient organisations and transfers of value to healthcare professionals and organisations.

3. Our performance

Animal Nutrition and Health business line. These are adapted to local legislation and departmental needs. Faes Farma S.A. and SIFI SpA also offer the option of remote working.


- **Initiatives related to improvements in leave at Faes Farma SA:** paid leave for certain medical appointments and extension of the reduced working hours leave for legal guardianship up to 14 years of age.

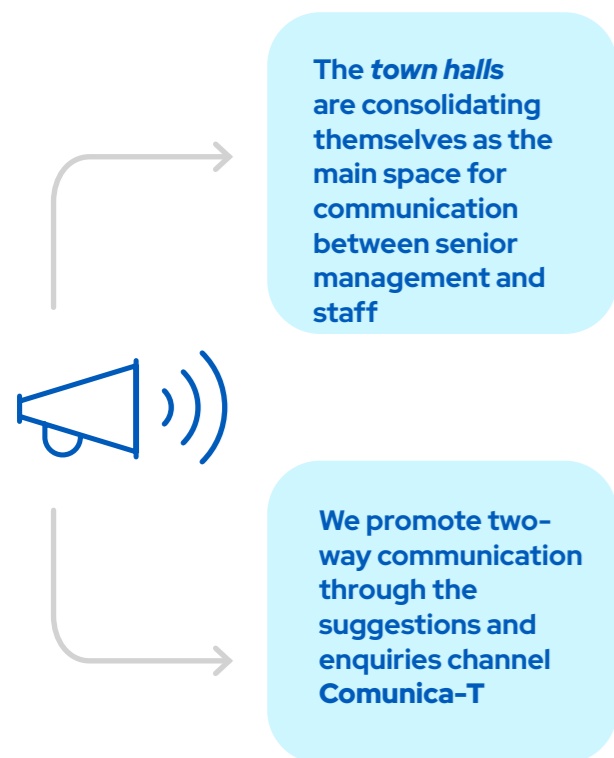
Improvements and social benefits:

- Company canteen or meal vouchers in Spain and Italy.
- Faes Farma S.A.: life and accident insurance, supplement for sickness and accident leave.
- Nursery school and wellness centre at SIFI SpA.

Internal communication

To continue with the rollout of the Group's Internal Communication Plan, we have communication channels between the company and its employees (see section [2.1 We listen to our stakeholders](#)).

Goal	Key advances
 <p>Deployment of the Internal Communication Plan</p>	<ul style="list-style-type: none"> ■ A town hall meeting on the occasion of the acquisition of SIFI, as a direct communication channel to reinforce the corporate message in the geography most impacted by the integration and to promote cultural alignment. ■ The use of the corporate library 'DOC FF' is being strengthened, as it is now the single, centralised repository for corporate and local policies, regulations, plans and documentation. ■ Dissemination of corporate and health content through the intranet and newsletters. Notably, publications on the responsible and ethical use of information and artificial intelligence stand out, as do those offering medical and wellness advice. These publications reflect our ongoing commitment to the health and care of people. ■ Publications to mark key dates related to diversity, equality and health, such as: <ul style="list-style-type: none"> ■ International Women's Day ■ International Day of Women and Girls in Science, which was celebrated with a video featuring testimonials from female scientists in the Group. ■ Pride Day ■ World Blood Donor Day



i As part of developing the new Faes Farma culture, we plan to implement a continuous listening procedure for employees. This will measure the level of commitment to and integration of the new culture, as well as identifying areas for improvement on which to focus in order to become a benchmark.



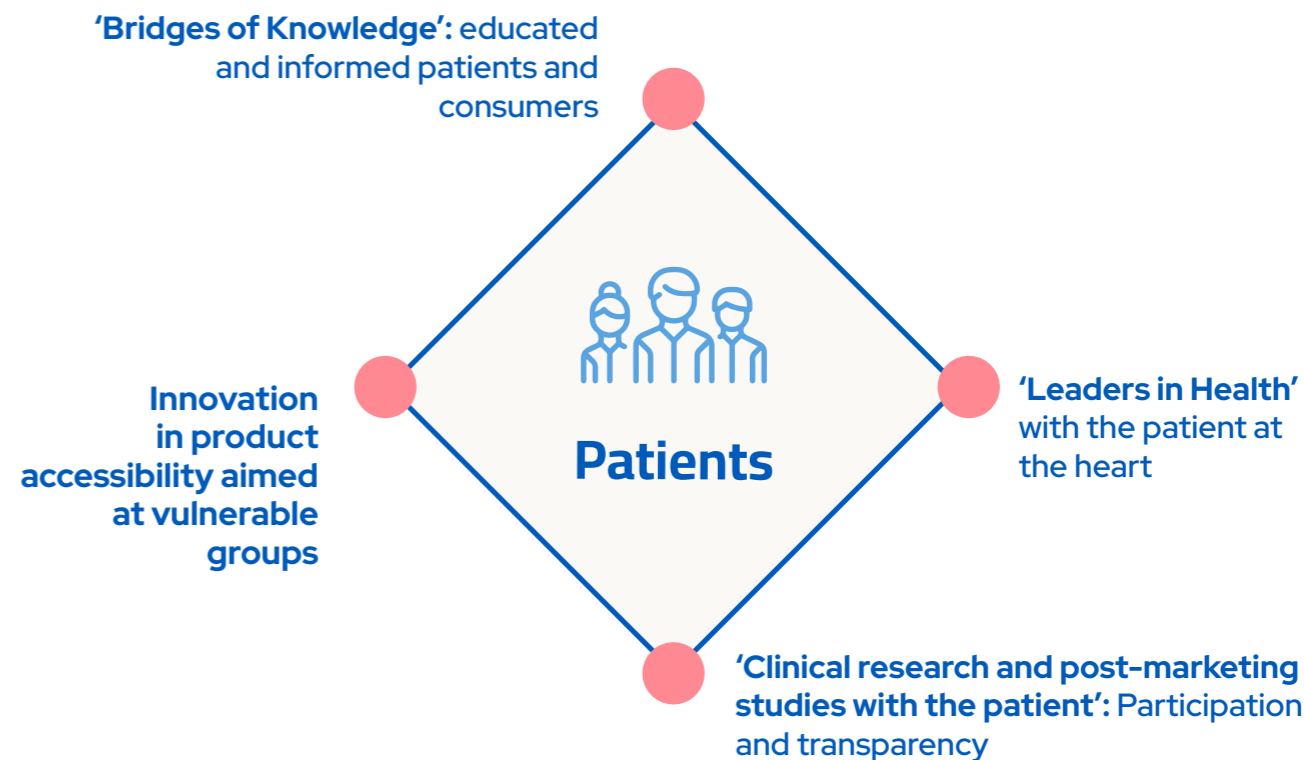
3.3 Patients



'The patient, our priority'

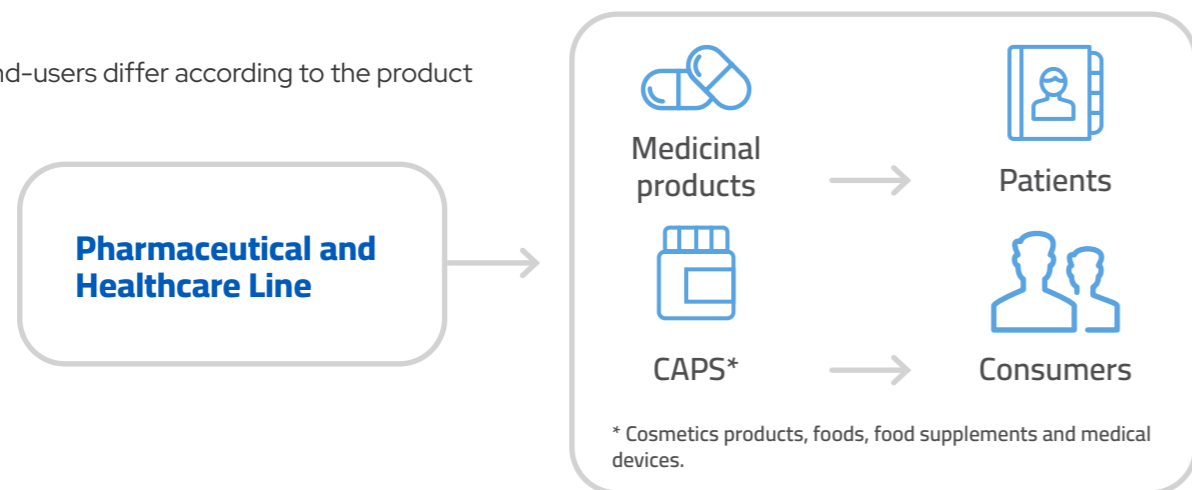
We are committed to understanding the needs of patients and their journey - that is, all the stages a person goes through from perceiving a health problem to experiencing the impact of treatment on their life. Only by understanding their needs in detail can we offer solutions that best meet them.

Based on these needs and areas for improvement, we have designed the measures forming part of the Patients pillar of the 2025–2030 Sustainability Strategy:

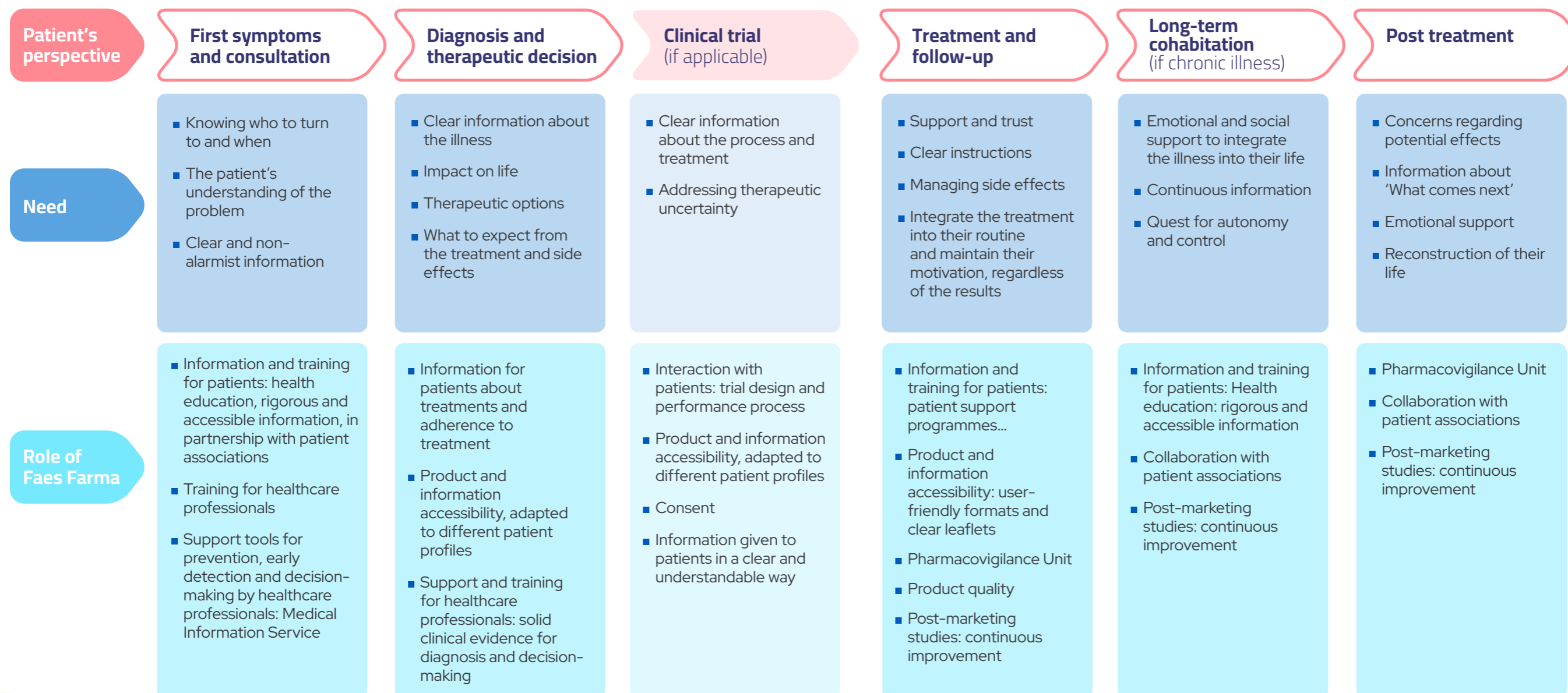


Furthermore, as members of Farmaindustria, we are committed to the principles that underpin relationships between the pharmaceutical industry and patient associations, as set out in the Pharmaceutical Industry's Code of Good Practice: independence, mutual respect, non-promotion, transparency and multi-sponsorship.

Our end-users differ according to the product lines:



Patient journey throughout the care and therapeutic process



Medical Information Service

It is designed as a formal communication channel between the Group's companies and healthcare professionals, patients, and patient associations. It establishes processes for responding to medical enquiries and provides all the necessary medical information in each case.

Patient-centered clinical trials

The development of all new drugs involves evaluating their efficacy and safety through clinical trials with patients. Patients are kept informed throughout the process, starting with a clear explanation of the study's objectives, potential risks and benefits, and expectations. This information is provided in simple terms to enable them to give informed consent after clarifying any doubts they may have. **Two-way communication is maintained throughout the trial until its completion**, when participants receive a thank-you letter alongside the main results.


To protect patients, we implement specific processes for follow-up, monitoring and resolving any negative incidents that may affect trial participants. This ensures that any potential negative impact is investigated and managed in accordance with Good Clinical Practice (ICH-GCP). The resolution of the incident and the comprehensive protection of the participant are both guaranteed.

Goal	Key advances
 <p>To integrate the perspective and needs of patients into clinical trial protocols</p>	<p>➔</p> <ul style="list-style-type: none"> ■ Invitation to the Association of Crohn's and Ulcerative Colitis Patients (ACCU) to the scientific conference organized by the Group, to learn about their experiences and needs, especially focused on clinical trials. ■ Implementation of satisfaction questionnaires at the end of clinical trials to gather patient feedback.

3. Our performance

Product accessibility

In the matter of **innovation in product accessibility aimed at vulnerable groups**, our goal is to develop formats that facilitate the administration and consumption of medications, considering factors such as size, taste, and texture; in addition to identifying, analysing, and implementing measures that facilitate access to information on medications and CAPS products.

Goal	Key advances
 <p>To facilitate the consumption and accessibility of information about our products in order to improve patients' quality of life</p>	<p>➔</p> <ul style="list-style-type: none"> ■ Study of formulations/reformulations: We are currently working on four new formulations, including the pharmaceutical development of mesalazine powder (Azzasol) and dexketoprofen ODT (orally dispersible tablets), whose formats facilitate their intake compared to solid tablets.

Pharmacovigilance Unit

The Pharmacovigilance Unit (UFV) is responsible for identifying, quantifying, evaluating and preventing risks associated with medicine use, as well as protecting public health. The UFV works to minimise the inherent risks of medicines. In addition, it is responsible for analysing the benefit/risk balance of the medicines for which the Group holds the marketing authorisation.

We coordinate the training of subsidiaries' pharmacovigilance teams within a shared corporate framework, while considering local specifics. We also continue to provide annual training for all company departments to help them identify adverse reactions and special situations, and learn how to respond to them.

Our headquarters in Spain and our subsidiaries have various channels through which they can receive reports from customers, patients and healthcare professionals regarding such situations. All communications are registered, processed, analysed and reported to the competent health authorities in accordance with the requirements established in the applicable legislation.



100% of the target audience has completed the **annual pharmacovigilance training**

Quality of medicines

The **Quality Policy** of Faes Farma S.A. reflects our commitment to the safety, efficacy and reliability of medicines, both in manufacturing and in the data generated for their registration. This commitment to quality oversight also extends to medicines manufactured by third parties.

The Quality department - together with other areas - manages the investigation phase of any quality

complaints received to identify the cause, which can be classified into four kinds: "human", "equipment and/or system", "process" and "others during the distribution phase". This allows identifying possible preventive and corrective measures such as training, specific actions and the updating of documentation. Preventive actions are always subject to an effectiveness analysis. If the result is low, the measure is subject to re-evaluation.

Quality and monitoring of CAPS products

The **CAPS product quality management system** seeks to guarantee lawfulness, quality, efficacy and safety in the consumption/use and distribution of cosmetic products, foods, food supplements and medical devices. Certified with **ISO 13485**, this system includes the Quality Policy and a series of procedures, including those related to the monitoring of medical devices and cosmetics, the management of product incidents and returns, technical queries and complaints and the establishment of preventive and corrective actions.

Within the framework of ISO 13485, we provide mandatory training on the quality of medical devices for employees in areas that come into contact with these devices, such as commercial, purchasing, logistics and management. We also provide training on surveillance for all Faes Farma S.A. employees, as they are potential identifiers of adverse reactions.

3. Our performance

Post-marketing studies: continuous improvement

In order to continue improving our positive impact on people's health, we need to gain a better understanding of the effectiveness and safety profile of our medicines and CAPS in real clinical practice, as well as in relation to real patients and consumers.

Therefore, in the field of **medicines**, We develop post-marketing clinical studies - both clinical and observational trials - of our main drugs already on the market.

Currently, two studies stand out:

- An evaluation of the importance of the speed of action of an orodispersible formulation in improving the signs and symptoms of the disease, for which the study's recruitment, experimental phase and data management have already been developed.
- Analysis of the improvement of symptoms and quality of life in children aged six years and older with allergic rhinoconjunctivitis being treated with one of the Group's medicines. In this case, the pre-recruitment management and the experimental phase have been completed.

Regarding **CAPS products**, we conduct satisfaction tests in order to obtain objective information on consumer satisfaction with new releases, to have data to design materials and leaflets, and to detect areas for improvement in the communication of the releases.

In the latest tests carried out on food supplements (menopausia and intimasense) and cosmetics (*spray glacial CBD*), we have incorporated healthcare professionals to understand consumer preferences and how to validate the product in these groups.

Just as in pre-marketing clinical trials, we strive to prioritise the needs of patients in post-marketing studies of our products. This involves ensuring clear, transparent and two-way communication, which enables us to enhance the quality of life for patients and consumers.



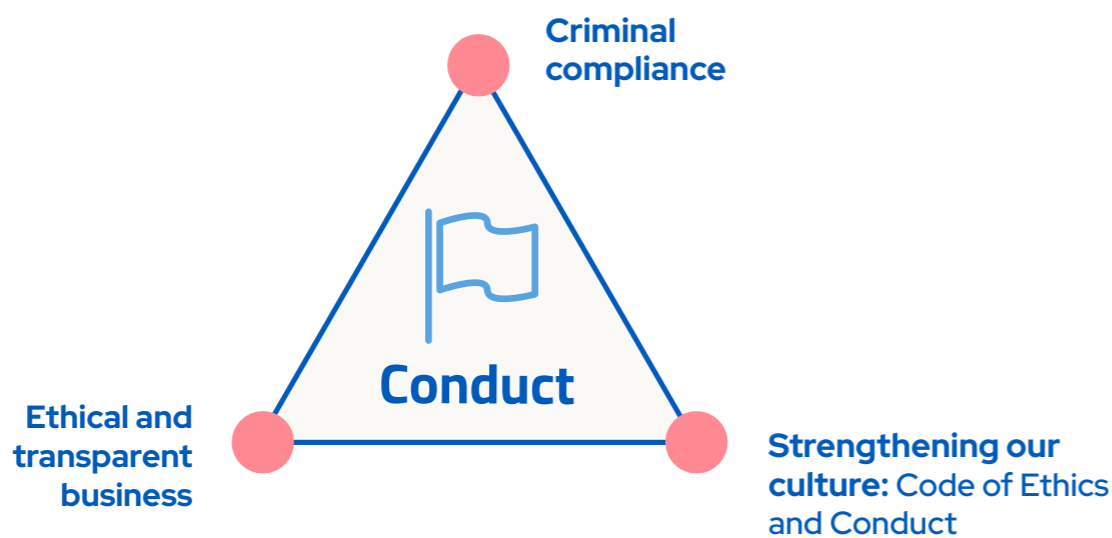
3.4 Conduct



'We make decisions with ethics and integrity'

We integrate the best practices of good governance, ethics, integrity and transparency in our daily operations and management. To achieve this, we have various policies such as [Code of Ethics and Conduct](#), [Code of Ethics and Conduct for Third Parties](#), [Sustainability Policy](#), [Internal Information System Policy](#) and the [Policy against corruption and bribery](#).

The measures adopted within the Conduct pillar of our Sustainability Strategy 2025-2030 are:



3. Our performance

Risk Management System

Our Risk Control and Management Policy establishes the general framework for action, procedures and responsibilities of the Risk Management System for the entire Group. We ensure that all significant financial and non-financial risks are identified, assessed, mitigated, monitored on an ongoing basis and reduced to accepted risk appetite and tolerance levels, before finally being approved by the Board of Directors.

The Audit and Compliance Committee is responsible for evaluating and supervising them, while Senior Management is responsible for identifying and evaluating them according to consistent criteria relating to impact, probability and speed of occurrence.

Risks are categorised into five types:



This assessment is used to obtain the **Group's Risk Map**, which is reviewed and reassessed annually, or more regularly if necessary.

providing a consolidated view of the Group's Risk Map and, in particular, of the evolution of the main risks and other relevant aspects.

The Risks Coordinator reports at least annually to senior management and the Audit and Compliance Committee about the risk management system,

Mechanisms and procedures for promoting the entrepreneurial culture

To receive enquiries and communications regarding any regulatory breach by a member of the Group or by third parties in contact with the Group in the course of their work, we have a **confidential and protected internal reporting channel**, in accordance with the strictest regulations on whistleblower protection and data protection. Managed through the **EQS Integrity Line** platform, this channel is accessible via the corporate website and the intranet.

The **Ethics Committee** (responsible for the Internal Reporting System) is in charge of managing the channel and the complaints received through it,

under the supervision of the Audit and Compliance Committee. It also manages and investigates possible regulatory breaches, including cases of corruption and bribery, as well as possible violations of the Code of Ethics and Conduct. It meets on a regular basis with the objective of ensuring that all actions, decisions and behaviours follow our values, while fostering a culture of transparency, integrity, accountability and respect.

In 2025 there were no confirmed cases of corruption and bribery.



3. Our performance

Strengthening our culture: dissemination and training

In 2025, we initiated a process of reflection on our corporate culture, recognising the need to integrate the growing diversity within the Group resulting from its inorganic expansion and geographical spread in recent years. To lead this process we created the **Culture Team**, and launched a global survey culminating in the definition of the new purpose, mission, vision and values.

The presentation of this new culture to shareholders, investors, and analysts took place at the **Capital Markets Day 2025**, and staff were informed at a specific town hall, in addition to the 'We are all part of the change' campaign and face-to-face and virtual workshops in Spain, LATAM and Portugal.

On the other hand, **we have also updated the Code of Ethics and Conduct** –with the inclusion of the new purpose, mission and values– and we have informed and trained the entire staff on it via the Faes Farma Academy platform.

Additionally, we have provided numerous anti-corruption and anti-bribery (ABAC) training sessions to all Group employees, and quarterly sessions to risk departments on the Code of Good Practices for the Pharmaceutical Industry.

In the case of the sales network, receiving bonuses is subject to the mandatory training assigned, which includes training on the Code of Ethics and Conduct and the Code of Good Practices for the Pharmaceutical Industry.





3.5 Partnership



'We are committed to building trust through active listening, respect, and a spirit of value creation'

Our suppliers, contractors, and business partners play an essential role in achieving our goals. Aware of this, we have integrated them into the Sustainability Strategy 2025-2030 within the pillar Partnership with six measures.



3. Our performance

ESG due diligence in the value chain

Since 2025, Faes Farma S.A. has had a **Sustainable Procurement Policy** which establishes the general principles for integrating sustainability into purchasing and procurement processes. This policy is integrated into the **ISO 20400**, strategic framework to ensure that purchasing decisions take into account environmental, social and ethical impacts throughout the supply chain. One example of this is the prioritisation of the guarantee of renewable origin when contracting for electricity consumed in Spain.

Along with this framework, we have obtained **UNE 15896 certification on Value Added Purchasing Management**, reflecting the continuous improvement and value contribution of the purchasing function.

100%
of the members
of the purchasing
department of Faes
Farma S.A. trained
in sustainable
procurement

Shared commitment

Our commitment to the value chain is reflected in the **Code of Ethics and Conduct for Third Parties**, applicable 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.

In addition to ensuring compliance with the relevant legislation in each country, this Code establishes the principle of due diligence to prevent, detect and eliminate any irregular conduct within the organisation and its value chain.

The general procurement conditions of Faes Farma, S.A. establish the overall criteria (including an anti-corruption clause) that must be met by purchases made. By accepting them, suppliers declare that they are aware of, approve of and adhere to the terms of the Code of Ethics and Conduct for Third Parties. This commitment was extended and communicated to licensees at the end of 2023.

Since 2025, we have also had a **Sustainable Procurement Policy** which establishes the general principles for applying sustainability principles in supply chain-related processes. And we have obtained dual certification **ISO 20400 Sustainable Procurement** and **UNE 15896 on Value Added Purchasing Management**.

ESG Performance

We are continuing to work on formalising and implementing a single system for evaluating and controlling ESG performance. In 2025, Faes Farma S.A. started using the EcoVadis platform, a tool that enables us to identify potential ESG risks posed by suppliers, assess their performance and suggest improvements to our key partners in the supply chain. Currently, we have different homologation protocols depending on the companies within the Group:

- **Pharmaceutical Line.** Suppliers of raw materials and packaging are the main suppliers. Given their link to product quality, they are evaluated—either during approval or post-contract—based on environmental and social criteria, among others. Likewise, environmental and social certifications are also requested from all logistics and transport providers.
- **Healthcare Line.** In the product development phase, and with the support of the working group formed to promote eco-design, work is underway to include measures in this area in CAPS products and marketing materials. This process begins with an assessment of the characteristics that affect its recyclability, recycled content and/or availability. Based on that, the possibility of applying alternatives or prioritising one product over another is assessed.

■ **Animal Nutrition and Health Line.** Before starting a relationship with a supplier, we analyse their environmental and social performance through questionnaires, such as the supplier approval questionnaire and the certification questionnaire.

Since 2025, in the assessment of **Tecnovit** suppliers, sustainability certifications have been included as an additional evaluation criterion.

For its part, **Faes Farma Colombia** has included compliance with local regulations regarding environmental management in the audit process for critical suppliers.



Scope 3, improving traceability and data quality

This year, we have initiated a process to reduce the uncertainty surrounding the origin of Scope 3 indirect emissions from categories 1 (purchased goods and services) and 9 (downstream transport and distribution). Thanks to the collaboration of Faes Farma S.A.'s suppliers and logistics companies, the proportion of information derived from primary data is increasing. This includes emissions linked to purchased raw materials and estimates of emissions generated when shipping our products, which have a lower degree of uncertainty. Having traceable, high-quality information enables us to precisely identify the main sources of emissions and design effective, traceable reduction plans that align with the reality of the value chain.

Commitment to suppliers: payment terms

Meeting payment terms is not just an ethical issue; it is also a key factor in maintaining a strong, competitive industrial sector. In our case, payment deadlines are included in the terms agreed with suppliers and may vary depending on the company and type of supplier.

Our commitment is to comply with the maximum legal period. The range of typical payment terms varies across the regions in which we operate:

- Europe: 30 to 120 days.
- LATAM: from cash payment to 60 days.
- Other: from cash payment to 90 days.

51 days

Average payment time*

71%

Payments that comply with the usual payment deadlines

0

Legal proceedings currently pending for payment delays

* As from the date when the contractual or statutory payment period begins to be calculated.

3. Our performance

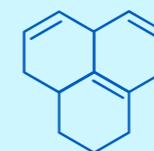
3.6 Research and development (R&D)



R&D is fundamental to the strategy and business model, from both the product perspective and the perspective of innovation and the incorporation of new technologies.

Pharmaceutical and Healthcare Line

We focus on finding solutions to unmet needs in scientific areas that are relevant to our stakeholders. Once the unmet medical needs of patients have been identified, our approach involves the following:



Biology and medicinal chemistry

- Identifying **new molecules** through the rational design and development of new and effective chemical entities supported by testing.
- Developing **new and improved manufacturing processes** to produce medicines on a large scale in an effective, economical and environmentally-friendly way.
- Having **molecular and cellular biology laboratories**, as well as a team and facilities for developing in vivo models.



Pharmaceutical development

- The **active substances** used to develop a pharmaceutical product can come from in-house lines of research or can be molecules that are already known.
- Introducing **new pharmaceutical and particle engineering technologies**.
- Having a **multidisciplinary team** working on all aspects, covering the formulation, science and technology of processes, as well as laboratory analytics.



Clinical research

- The clinical development of new medicines involves conducting **clinical trials** to test their efficacy and safety.
- Conducting **several types of clinical trials simultaneously**, in accordance with the highest quality standards and following European regulations, guidelines and frameworks of best practices for clinical trials, as well as complying with the specific requirements of the authorities in every country.

Milestones

- Approval of paediatric bilastine in Europe.
- Dossier validated and first round of questions completed with the Reference Member State for the evaluation of Mesalazine 1.5 g gastro-resistant tablets.
- Approval of Robaxin 1000 and 1500 mg in Europe.
- Approval of the Akantior reimbursement in Spain.



Investment and spending on R&D exceeding **€30.2 M** from own funds

+27% compared to 2024

Product innovation

Expansion of our therapeutic areas in this area was achieved through the integration of the Edol and SIFI subgroups in 2025.

Allergic diseases

Bilastine-based products

Globally leading antihistamine

Bone immunomodulation

Calcifediol-based products

Increased efficiency in the treatment of prohormone D deficiency

Gastrointestinal disorders

Mesalazine-based products

Treatment for ulcerative colitis, with multiple launches planned

Ophthalmology

Polyhexanide- and carteolol-based products

Solutions for various eye conditions, including dry eye, glaucoma, keratitis, infections and inflammation

Ophthalmology (intraocular lenses)

Hydrophobic and hydrophilic lenses

Focused on cataract surgery

Dermatology

Moisturising emulsions for sensitive skin

Collaborative ecosystem in R&D

We collaborate with universities, research centres and technology partners to enhance our capabilities and generate knowledge. Notable collaborations in 2025 included:

- **Eversana** in the development of a digital app for home monitoring of patients with rare ophthalmological diseases.

- The **Gazi University** (Türkiye) in promoting preclinical research to evaluate new therapeutic strategies in eye infections.

- The **University of Lisbon** with two doctoral scholarships for the development of ophthalmic ointments and the treatment of rosacea.

3. Our performance

Main associations and entities linked to quality, technological development and R&D with which we collaborate



BHC
(Basque Health Cluster)



SEQT
(Spanish Society of Medicinal Chemistry)



SEFIG
(Spanish Society of Pharmaceutics and Pharmaceutical Technology)



Gaiker Foundation



CIC bioGUNE



Innobasque



NIC
(Nagusi Intelligence Center)



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 State Agency Higher Council for Scientific Research)



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)

Furthermore, we have **collaboration agreements with training entities** such as the University of the Basque Country, University of Navarra, University of Catania, University of Lisbon, University of Coimbra, the Novia Salcedo Foundation, the Esame Foundation and vocational training schools linked to the chemical and pharmaceutical sector.

Animal Nutrition and Health Line

Investment in and commitment to R&D enables improvements to be made to the efficiency, quality and effectiveness of products and services, which contributes significantly to societal well-being and economic development.

Innovation in products

The main lines of new product development revolve around achieving **efficient and sustainable animal protein production**, as these activities show:

- Development of **feed formulas (cores) for piglets** that optimise their growth.
- Development of **nutritional solutions (supplements) of natural origin** for animal feed with properties for reinforcing and protecting digestive health, which will reduce the excessive use of drugs and metals, to help curb the emergence of resistance to antibiotics and other drugs:

■ Impronta project
■ Primazure products
■ Products to treat PFTS (Periweaning Failure to Thrive Syndrome in piglets)
■ PROBIPIG project
■ Products against coccidiosis

- Development of an **Iberian genetic model** that optimises production.
- Development of **nutritional modelling** for more precise adjustment of feeding programmes in all phases of pig production.
- Product development for quality improvement of the **shell and bone health of chickens**.

Milestones

- **PROBIPIG Project:** Initial trials for the validation of the probiotic strain and the formulation of the supplement to improve the porcine microbiota of breeding sows and their piglets, removing the need for conventional medications.
- **Products against coccidiosis:** product validation phase that avoids chemicals thanks to a natural approach.
- **Range of liquid trace element and amino acid supplements for piglets:** experimental trials of the prototypes on farms until they are ready for commercialisation.

R&D collaboration ecosystem

We work jointly with third-party farms, where **Ingaso Farm** and **Tecnovit** conduct tests for the research of and innovation in new products and the development of new alternatives for the improvement of their products in the pig sector.

Research projects **are also carried out** with public funding individually or in collaboration with clients (CDTI, HAZITEK, etc.), which promote collaboration with research centres (University of Murcia, University of Cordoba, Complutense University of Madrid).

As a driving force for the creation of scientific knowledge, we collaborate with universities on the development of doctoral theses and scientific publications. We also work with the animal production departments of international universities, such as those in Minas Gerais (Brazil) and Kansas City (United States), on specific projects. Additionally, we organise current scientific dissemination symposia with others.

3. Our performance

3.7 Information security and data protection



Protecting intellectual property and personal data protects a fundamental asset in maintaining stakeholder trust.

Based on this principle, we have developed a management framework that is aligned with the organisation's objectives, as well as with the requirements of current regulations, and the provisions and best practices of ISO/IEC 27001.

- **Information Security and Data Protection Policy (PSIPD).** This enables us to guarantee the protection of information services and assets managed through ICT, as well as the processing of personal data and the rights of data subjects.

- **Code of use of IT tools.** Included as an annex in the Code of Ethics and Conduct.

- **Information usage rules.** Its aim is to ensure all staff use the technological resources provided appropriately, responsibly, and lawfully.

In order to publicise this management framework, training sessions are held regularly, informational capsules are sent out, and newsletters are sent to all Group staff.



606 hours
of information security
training

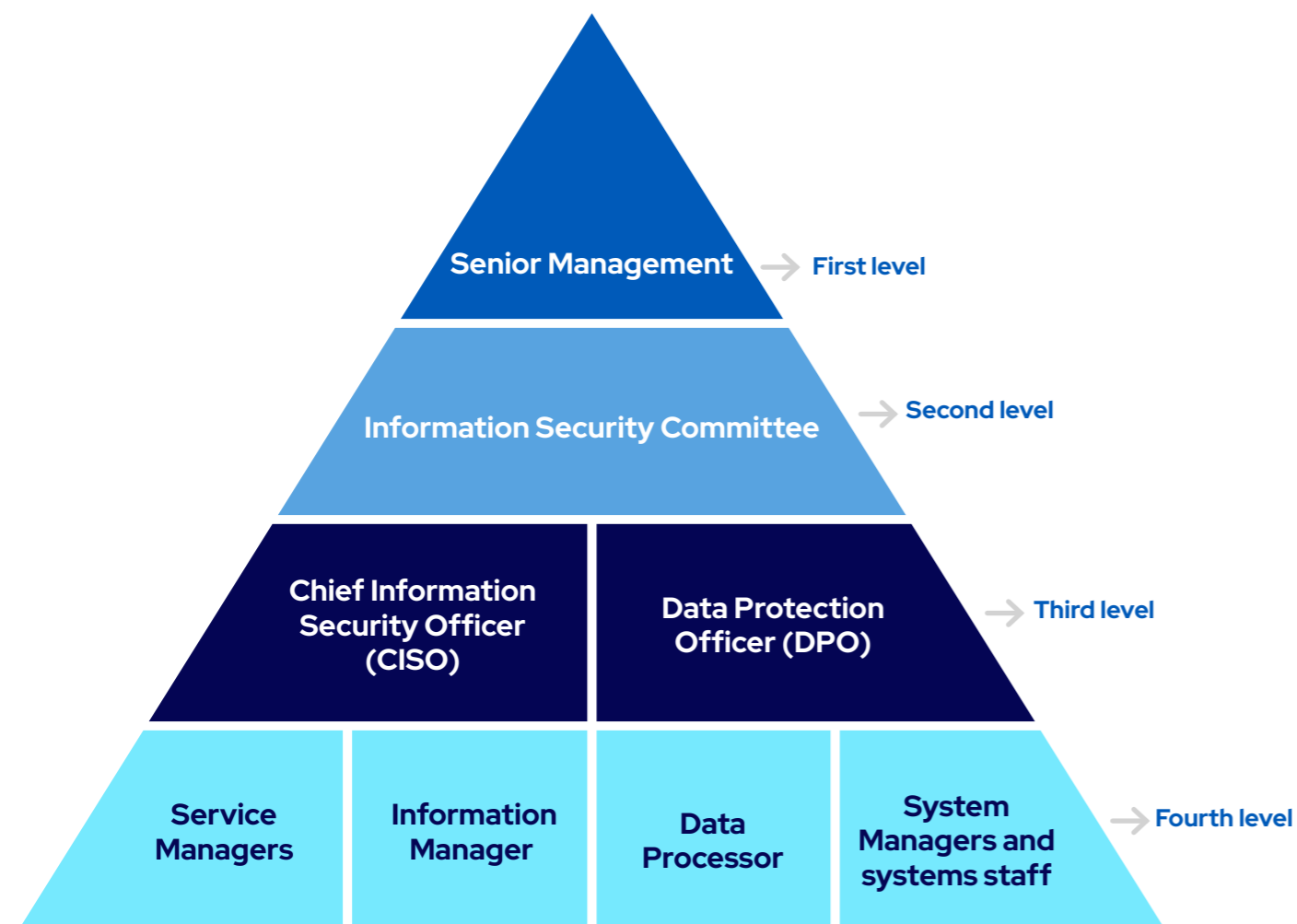


Certification
ISO 27001
Faes Farma S.A.



Governance regarding data protection and security

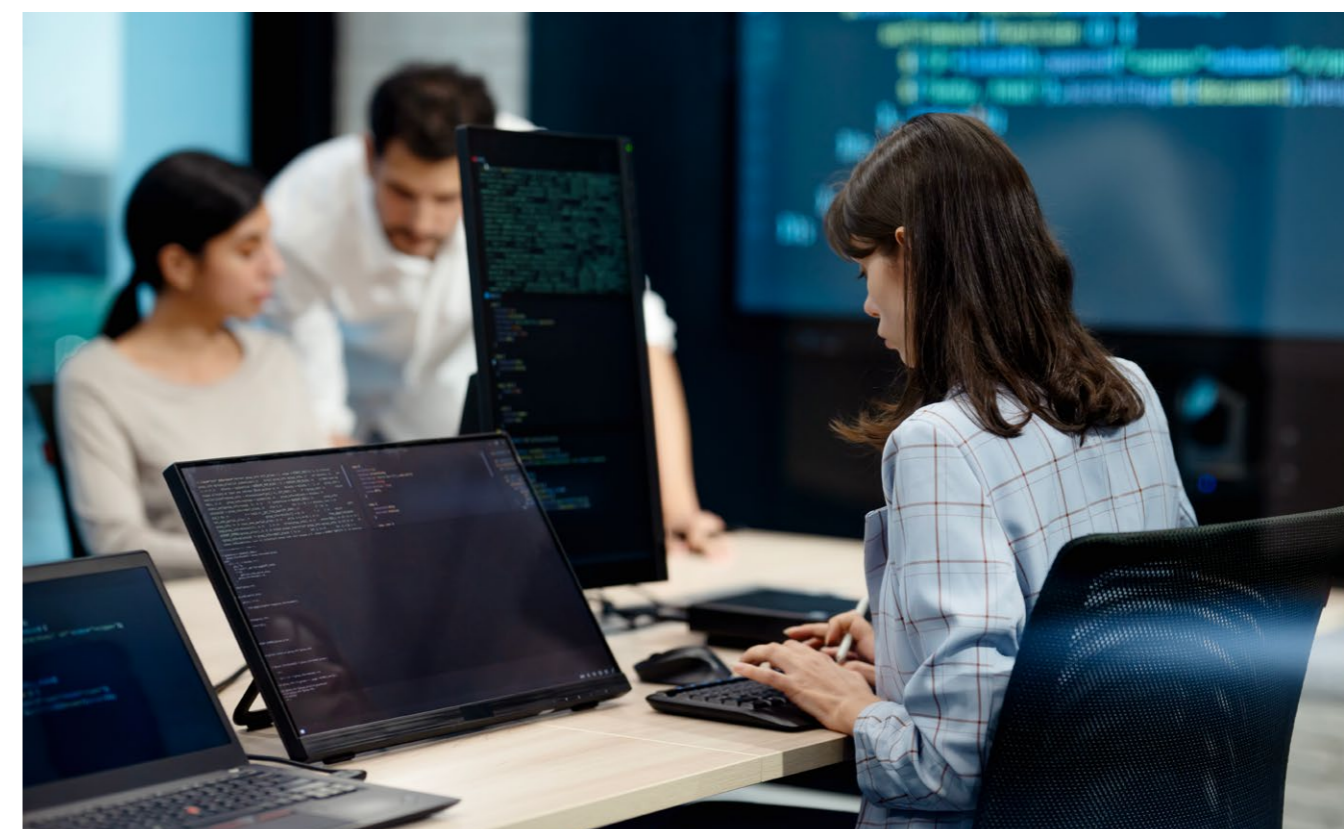
Data security and privacy is an important issue for the Group because poor management can lead to reputational and financial risks. To manage these risks, the data security and protection process involves several bodies and roles:

The Information Security Committee meets every six months, and the Data Protection Officer (DPO) participates in those meetings in which personal data privacy issues are discussed.

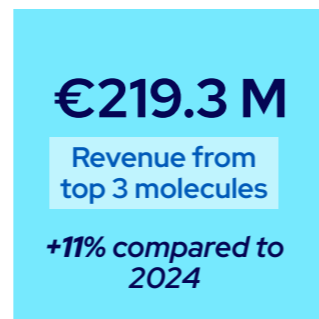
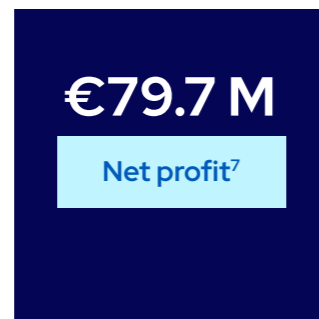
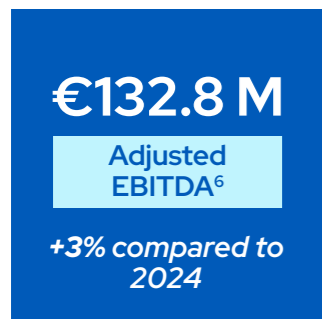


Our performance

Goal	Key advances
 Improved monitoring and incident response capabilities	<ul style="list-style-type: none"> Change of CSOC service operator (Cyber Security Operations Centre): transfer of the service to another provider. Review of the internal procedure for managing personal data security breaches and information security (including cybersecurity) at Faes Farma S.A.
 Information protection	<ul style="list-style-type: none"> Beginning the rollout of a new document classification scheme involving classification, labelling, and application of operational access restrictions.

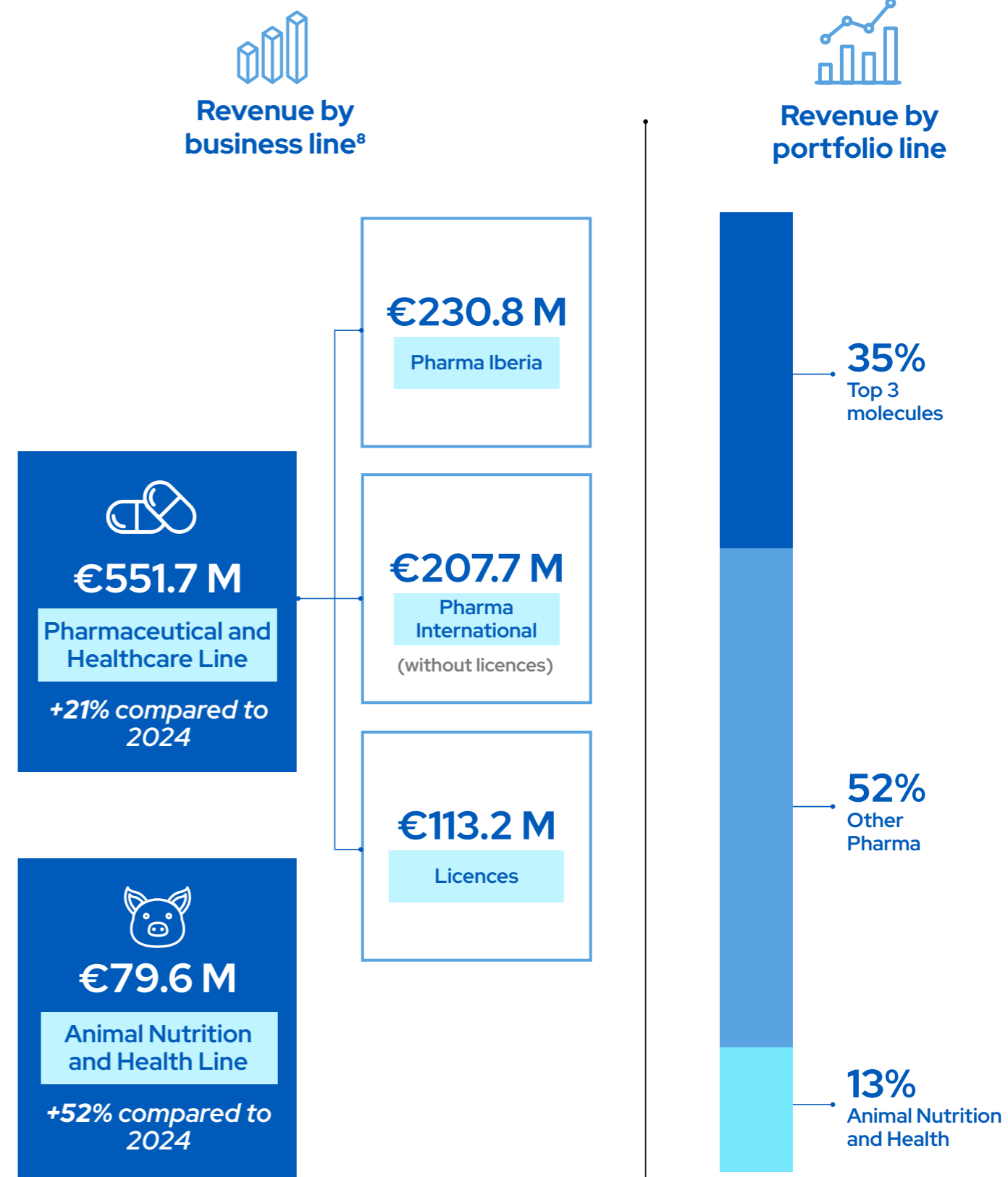


3.8 Financial performance



⁵Operating profit before depreciation and impairment.
⁶EBITDA excluding M&A and extraordinary costs of the Derio plant.
⁷Net profit of the parent company.
⁸Operating profit.
⁹Profit before taxes.

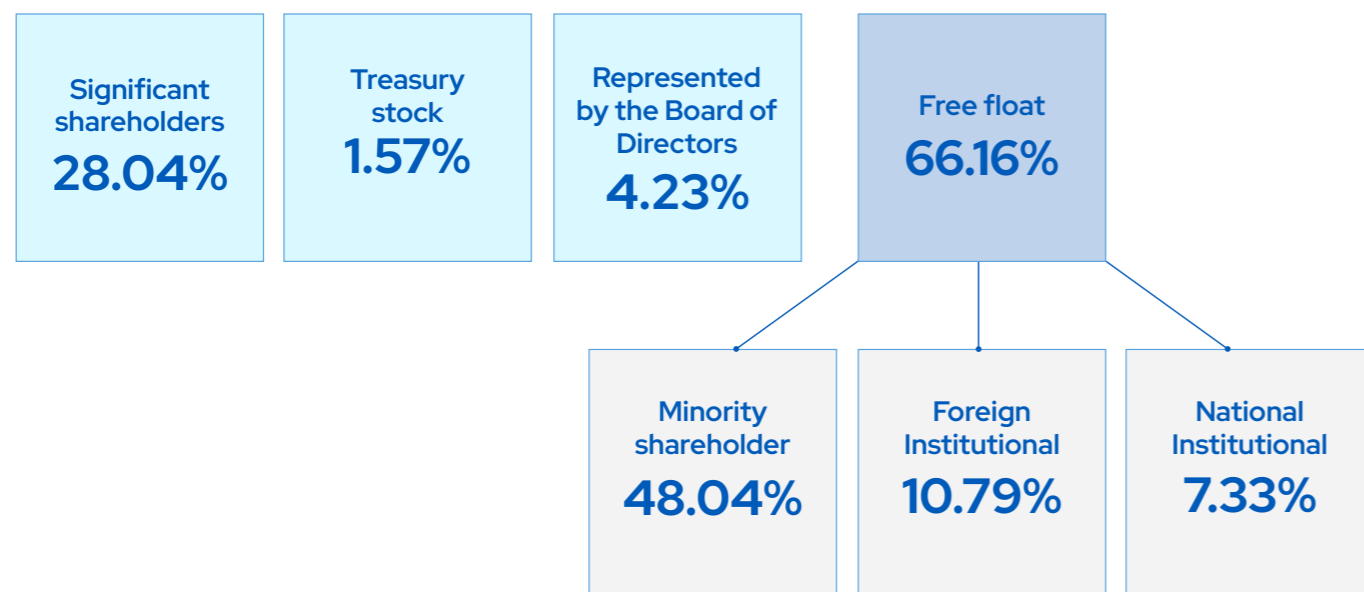
3. Our performance



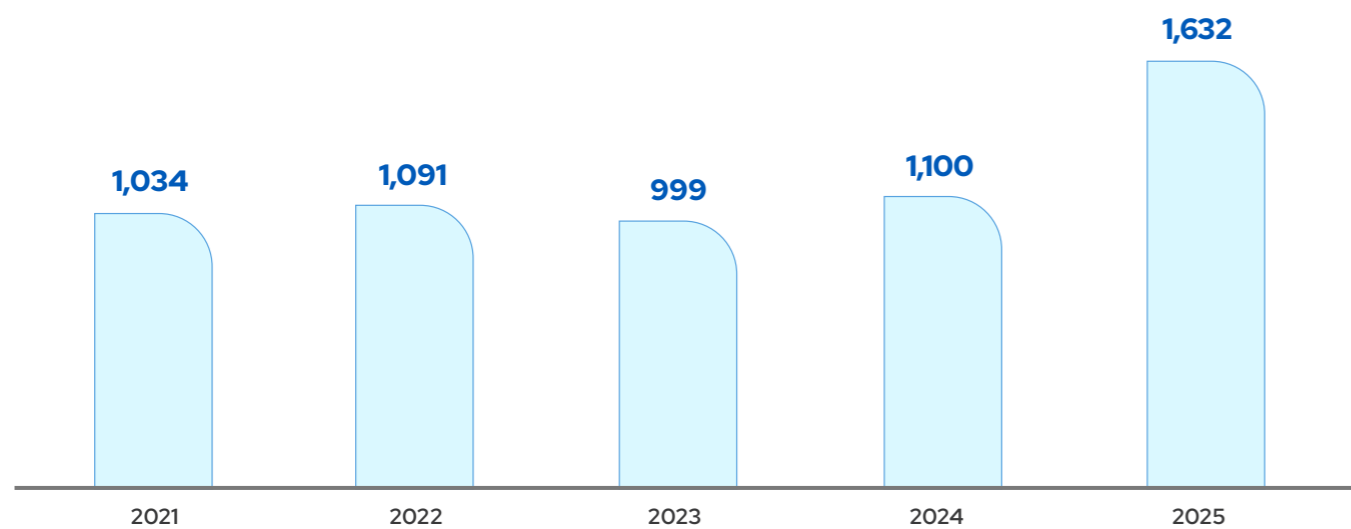
⁸ Includes other items (non-commercial income and exchange rate impact) worth €-4.3 M.

Stock market performance and shareholders

The parent company Faes Farma, S.A. is listed on the Bilbao, Madrid, Barcelona and Valencia stock exchanges, and its shares are traded on the continuous market. Its ownership is distributed as follows:



Evolution of Faes Farma S.A. capitalisation over the last 5 years* (millions of euros)



*Information at 31 December.



About this report

This Integrated Report 2025 covers the period from 1 January 2025 to 31 December 2025. It is based on the Group's scope of consolidation, as are the 2025 Statement of Non-Financial Information and Sustainability Report and the 2025 consolidated Annual Accounts.

Please see below:

[2025 Statement of Non-Financial Information and Sustainability Report](#)

[2025 Consolidated Annual Accounts](#)

[2025 FY results](#)

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

