

Sustainability Policy

June 2023



At the FARMHISPANIA Group, we place health and sustainability at the heart of our actions, ensuring responsible management based on ESG criteria (Environmental, Social and Governance) in order to continue moving towards a sustainable business model. This model promotes development and contributes to the creation of value for both the company and all our stakeholders, building long-lasting relationships based on trust, transparency, and collaboration.

Our Sustainability Policy:

- formalizes the general principles that guide the activity of the FARMHISPANIA Group towards the achievement of its **Vision** in the present and in the long term.
- sets out the commitments made both in business management and in our relationship with stakeholders.
- promotes the achievement of the Sustainable Development Goals (SDG), specifically SDG 3 (to ensure healthy lives and promote well-being for everybody at all ages), SDG 12 (to ensure sustainable consumption and production) and SDG 13 (to take urgent action to combat climate change and its impacts).
- strengthens our commitment to transparency and accountability.
- integrates our values and our way of working surpassing the simple compliance of applicable legislation.

This Policy applies to all the companies that form part of the FARMHISPANIA Group.

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Sergi Ruiz
CEO FARMHISPANIA Group

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1. SUSTAINABILITY PRINCIPLES AND COMMITMENTS

The principles and commitments described in this Policy allow us to cover the three pillars of sustainable development, integrating ESG criteria (Environmental, Social and corporate Governance) into our business, with a long-term vision and responding to the expectations of our main stakeholders: shareholders, employees, customers, partners, suppliers, public administration, regulatory agencies and society.

E S G Environmental Aspects – *Environment care*

Principles:

To carry out our activities with the utmost respect for the environment, to promote the responsible and efficient use of resources, the circular economy, and to contribute to the fight against climate change, also to respond to environmental challenges with policies aligned with the Green Deal, current environmental regulations, and the United Nations 2030 Agenda.

Commitments:

- To comply with current regulations and with the technical requirements of national and international regulatory bodies, as well as with their internal codes and procedures, related to the control and protection of the environment.
- To monitor environmental performance, as well as potential impacts on the environment, defining specific indicators on which to carry out close monitoring.
- To use the resources necessary for our activities optimally and responsibly.
- To use the control mechanisms available in the management of emissions to the atmosphere, soil, water and waste, and in accordance with current legislation.
- To develop specific actions in order to improve the efficiency of our consumption, promoting as far as possible that they come from clean sources so as to progressively reduce our carbon footprint and thus, contribute to the fight against climate change.



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- To share and encourage the implementation of responsible practices among our suppliers in order to minimize the social, environmental, and ethical impacts associated with their activities and, in particular, with the products developed for the FARMHISPANIA Group.
- Raise awareness and train employees on environmental issues, so that they can take a more active position in the proposal and implementation of initiatives and actions that improve the Group's environmental performance.

Social Aspects - *Caring for People*

Principles:

To contribute to the improvement of health and well-being of society as a whole through the development of high value-added API (Active Pharmaceutical Ingredients) that respond to the health needs of society, aligned with regulations, international frameworks, and the objectives of the 2030 agenda.

To promote respect for fundamental human rights by complying at all times with the principles of equal treatment and non-discrimination. In addition to ensure the safety, health and well-being of our workers and to promote their professional development, talent and employability, aligned with regulations, international frameworks and the objectives of the 2030 agenda.

Commitments:

- To guarantee the quality and safety of our products.
- To promote the exchange of knowledge with healthcare personnel, the scientific community and our clients to investigate unmet needs.
- To foster innovation and transformation technology and digitalization.
- To respect data privacy and cybersecurity policies.
- To guarantee a principle of zero tolerance for any action that involves discrimination or a violation of the human rights of our employees and of our suppliers', by evaluating the implementation of the necessary mechanisms.



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- To have a corporate framework that favors respectful treatment and diversity, facilitating inclusion and equal opportunities among all workers.
- To create a safe, healthy and sustainable work environment.
- To contribute to professional development through the implementation of appropriate training and development programs in accordance with the needs of both the staff and the Group.
- To promote through our activity, the sustainable development of the local communities in which we operate.

G Aspects of Good Governance - *Business Care*

Principles:

To have policies and procedures of the best practices of good governance that respond to the principles of responsibility, integrity and ethics, risk management, the relationship with the value chain, *compliance* policies and the transparent reporting of results in our operations and daily management.

Commitments:

- To apply high standards in terms of corporate governance, ethical behavior and transparency, ensuring the incorporation of good practices in all our operations and daily management.
- To ensure *compliance* and legality in all activities.
- To carry out a correct integral management of risks and opportunities and their internal control.
- To apply the principle of zero tolerance to crime and corruption in all its forms, establishing a commitment to prevent, combat and prosecute them to their ultimate consequences.
- To promote among employees an ethical and responsible culture aligned with internal policies and standards, especially with the Group's Code of Ethics and Conduct.
- To establish transparent and effective communication channels with the Group's various stakeholders, facilitating their access to clear and truthful information.



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- To guarantee the alignment of our ethics code and this sustainability policy in our relations with our stakeholders.
- To prepare and publish relevant financial and sustainability information using internationally established criteria and standards, as well as its review through the application of internal and external procedures that guarantee its reliability and continuous improvement.
- To comply with the legislation in the different countries and territories in which we operate, in a transparent manner, as a key element to promote the economic and social development of the local communities near and/or linked to our activities.

2. DISSEMINATION, COMMUNICATION AND DIALOGUE WITH STAKEHOLDERS

This policy is available to all group employees and it's accessible to all stakeholders on our homepage: www.farmhispaniagroup.com

In order to support the Board of Directors and the Management Committee in fulfilling the responsibilities described in this Policy, the Group has appointed a corporate officer to coordinate of the different actions approved in the Sustainability Committee that serve to implement and communicate the commitments and principles approved therein.

At the FARMHISPANIA Group we have two-way communication channels and active listening processes aimed at our main stakeholders. Among the most outstanding channels are the sales network itself, the purchasing department, the financial department, the corporate emails, the ethical & whistleblower channel, the website, the corporate intranet, as well as the meetings held with the different clients with whom we interact.

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All these communication channels are a key tool for knowing the expectations of our stakeholders, responding to them and successfully integrating them into our strategy and disclosing them in our corporate reports.

In addition, we complement this Policy with our Ethical code & Conduct code and other policies developed to comply with it.

