



SUSTAINABILITY REPORT 2024



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President’s Letter

GRI: 2-22

In October 2024, the UN reported that there are now **more than 120 million forcibly displaced people across the world**: the highest number in recorded history. People are fleeing war, climate devastation and economic collapse, often in lands that were once rich with natural wealth. Lands ravaged by centuries of extraction, colonisation, and systemic exploitation.

The wealth of the Western world is not just a natural inheritance. It is not simply a reward for virtue, hard work or good governance. A large part of our economy was, and too often still is, built on stolen labour, plundered resources and the wilful destruction of entire ecosystems and ways of life. This is the truth behind many of the crises we face. And it is one we must confront, not just with recognition, but with action.

At Ferrer, we acknowledge that we have benefited from global systems of inequality, and for that reason, **we have a responsibility to actively give back to society what we have received.** Our knowledge, our innovations, and our achievements are only possible thanks to the society and infrastructure that surround us. We must socialise our wealth to honour the social contract and help create opportunities for future generations.

As the economist Thomas Piketty has argued, inequality is not an accident. It is the product of political choices, of systems designed to concentrate power and wealth in the hands of a few. And it is also a system that can be undone. But not through philanthropy. Not through feel-good campaigns or hollow pledges. **Real justice demands structural change, fairer taxation and ethical business models.**



Sergi Ferrer-Salat
Ferrer’s President

Ferrer is not a company that has all the answers. We don't get everything right and we know we still have a long way to go. But what matters is that we've made a choice: to place social justice, not shareholder profit, at the centre of our business. This means putting our resources, our knowledge, our influence – everything – in service of an objective bigger than ourselves.

We're here to prove that business can act with conscience, to set an example. That a pharmaceutical company can stand up, not just for its shareholders, but for the displaced, the underprivileged and the invisible. They can, and must, be part of our fight.

This, of course for a pharmaceutical company, means offering transformative solutions for rare life-threatening diseases. And our focus therapeutic areas - pulmonary vascular and interstitial lung diseases and rare neurological diseases - reflect this. But it also means challenging the status quo: the idea that value is the same as profit, that wealth will trickle down, that growth is inherently good. These myths have led to grotesque inequality all over

the world. As research like Wilkinson & Pickett's The Spirit Level shows, extreme inequality doesn't just hurt the poor, it corrodes social trust, weakens health outcomes, and damages the very fabric of society.

So clearly things can't go on as they are. We need greater taxation of the rich, **fairer distribution of wealth, and business models built not on extraction, but on giving back.** And this is where we believe companies play a critical role.

In this report, you will see how Ferrer has continued to act not as a perfect company, but as one **unafraid to face hard truths.** One willing to make different choices. One committed to a long-term strategy that gives back everything it can to the planet and its people.

We know we can't do this alone. We want others to join us – whether partners, peers or even competitors. Because in the end, success in Ferrer is about driving lasting, collective change.

We want to be remembered not for what we gained, but for what we gave back.

Sergi Ferrer-Salat
Ferrer's President

HOW WE DO BUSINESS

136.4 points in the **B Corp recertification**, making us the pharmaceutical company with the highest score in the world

We reinvested **55%** more than the previous year in social and environmental projects

€700 M turnover

116 countries in which our products are present

57% of expenditure/turnover with business partners assessed using ESG criteria

GREAT PEOPLE

46%

of the **Management Committee** are women, along with **45%** of managerial positions

108/110

points **WELL Platinum** certification in corporate offices

1,692

employees (**48% women**)

48,179

hours of **training**

100%

of our operational sites in Spain certified to **ISO 45001**

OUR ACTIVITY

2 therapeutic focus areas: pulmonary vascular and interstitial lung diseases and rare neurological diseases

€12 M investment in **R&D**

€21 M investment in **industrial assets**

103,230,190 units produced

455 patents (347 granted and 108 pending)

LIVEABLE PLANET

100%

of electricity comes from **renewable sources**

84%

waste recovery globally

6%

reduction in water use at our sites (compared with last year)

100%

of our cardboard and paper **packaging** sourced **without deforestation**

81%

of our sites certified to **ISO 14001**

87%

of our sites certified **LEED**

COLLECTIVE ACTION

7,722

hours of volunteering

70%

volunteer **participation**

+1 M

meals delivered per year to around 60 social organisations working with vulnerable groups

172

tonnes of **products purchased from local producers**

€16 M

donated to **social and environmental projects**



INTO THE FUTURE

We know we are not a perfect company and we work to improve every day. But our purpose, to use business to fight for social justice, is a non-negotiable decision. Especially right now.

We know Ferrer is not a perfect company. There are things we’ve done wrong, things we could be doing better and a lot that still needs to be done.

But there’s one thing that sets us apart: we’ve made a choice. Our aim as a company is not to accumulate wealth. It is to **drive social change**. This isn’t a branding strategy, it’s a moral decision. And it is non-negotiable.

Especially now. We’re living through overlapping global crises. The **climate emergency** continues to accelerate, with 2024 ranking as the hottest year on record. Biodiversity is collapsing. Inequality is getting worse. **Political polarization** and **intolerance** are increasing. We are part of society. We must be part of the solution.

That’s why Ferrer will not back away from our commitments to sustainability, equity and transparency.

In the last year that has been marked corporate and political resistance on sustainability and social responsibility. The **European Union’s Omnibus Directive** has led to worrying signs of diluting ESG regulations. In the United States, there has been a coordinated effort to discredit “woke capitalism”, taking aim at DEI initiatives, ESG standards and corporate transparency.

Some companies are quietly retreating. They are abandoning their supposed values, watering down their commitments and aligning themselves with the shifting political tides. At Ferrer, we will not follow.

This backlash doesn’t worry us. We already know the path is not easy. It means facing resistance, embracing long-term thinking and confronting uncomfortable truths.

That’s why we want this report to be an honest one. We are proud of our progress, and we want to set an example. But we have to be honest about where we are, where we might be falling short and where we’re headed.

Ferrer can’t advance social justice alone. We need allies from across society. Partners who will collaborate with us and also hold us to account. Real progress requires shared responsibility, open dialogue and sustained effort from many.

Now more than ever, those of us who believe in progress must stand together.

**WE USE BUSINESS
TO FIGHT FOR SOCIAL JUSTICE**



HOW WE DO BUSINESS

We use business to fight for social justice

This is the **purpose** that guides us in everything we do. It is part of who we are and how we approach the world. It should inform every decision we make in Ferrer.

The company's **Strategic Plan is built on three pillars** that define how we intend to generate an impact on our society, the environment and people.



Proudly B Corp

In this current moment of uncertainty and backlash, at Ferrer we are clear: we must 'use the power of business as a driver of social and environmental change'. This is the common objective of the B Corp Community, a movement we joined as the first Spanish pharmaceutical company and within which we were recertified in 2024 with 136.4 points. This positions us as the **highest-scoring pharmaceutical company in the world and in 3rd place worldwide among companies with a turnover above €500 million.**

This is our progress since we were first certified in 2022:



We are the highest-scoring pharmaceutical company in the world...

... and

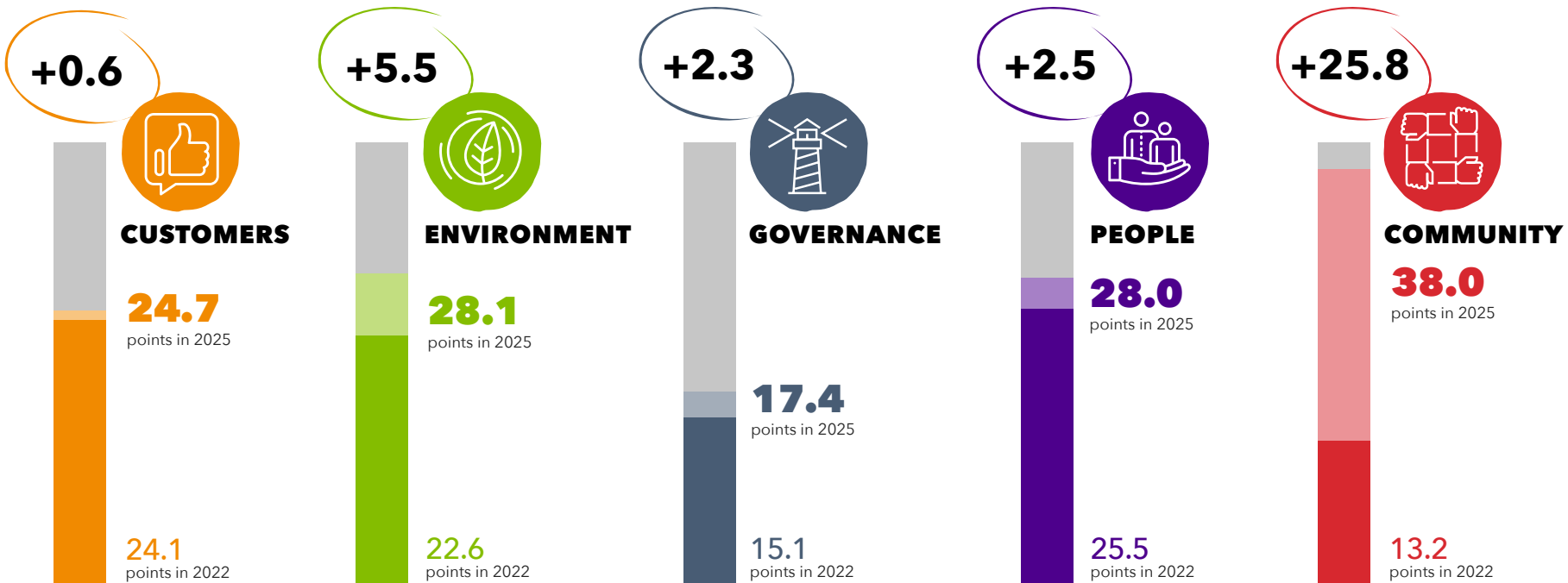


globally among companies with turnover above €500 M

INCREASE IN THE OVERALL SCORE OVER 3 YEARS



IMPROVEMENT ACROSS THE 5 IMPACT AREAS



Compliance is not enough



In 2024 we obtained **Compliance Leader Verification™**, the prestigious recognition awarded by Ethisphere that highlights us as leaders in the observance of ethical and responsible corporate practices in our business globally.



Additionally, these are some of the actions carried out during the year that also reinforce our sound business practices:



New Committee For Good

Created to safeguard the fulfilment of our purpose, embedding it into our business and day-to-day operations and streamlining strategic decision-making on social, environmental and governance matters. We aim to accelerate progress towards our objectives **for good and ensure that our activism** permeates every person and decision-making process in Ferrer.



Ethics declarations

218 people in management or key roles promoting ethics and compliance signed the **Annual Ethics and Compliance Declaration**. In addition, 62 people in leadership roles signed a declaration on potential conflicts of interest.



Speak-up culture

Following regulatory changes, we implemented a third-party-managed tool for receiving and handling communications regarding potential breaches of the Code of Ethics. This tool is aligned with the new regulatory requirements and ensures that data received via the Ethics Channel are handled with full **respect for the parties' rights**.

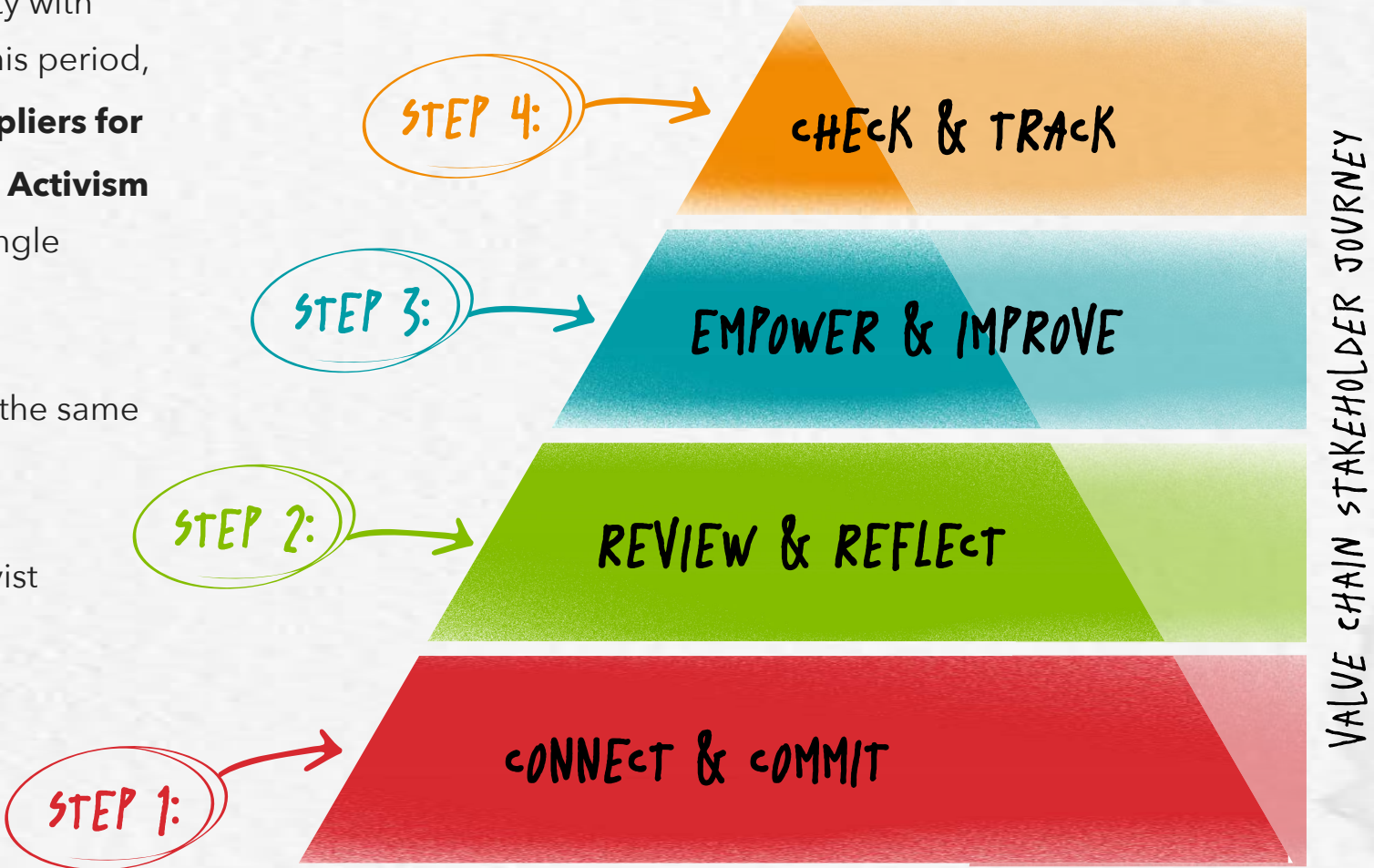
LinkUp: fighting for social justice with our value chain

To bring about real change, we must connect every link in our value chain in a single movement. This is where we generate most of our overall impact. That is why, three years ago, we began working to transform it on social and environmental matters, involving every third party with whom we interact. After working in parallel for this period, in 2024 we merged the two key initiatives – **Suppliers for Good** (for suppliers and licensees) and **Partners Activism** (for customers and business partners) – into a single programme: LinkUp.

- **The goal?** A common model for working with the same sustainability objectives and standards.
- **The long-term ambition?** To unleash the activist movement within our ecosystem. Alone it is impossible; by joining forces we can better achieve change.

Based on the life cycle of our business relationships, it establishes the levers of influence or change that we use to trigger a chain reaction of good practice and drive improvements in ESG performance throughout our value chain. In terms of programme governance, our

LinkUp Committee has responsibility for ensuring that the programme is implemented in Ferrer’s operations to meet its objectives.



* This percentage is calculated in relation to the spend/ business volume of the *business partner*, not the total number. If we look at suppliers only, 72.4% of our spend is assessed, 42.5% more than in 2023.

Our business partners improved...



For more detail on the programme’s results you can consult the [Value Chain Sustainability Report](#).

ECOVADIS PLATINUM: WE WANT TO SET THE EXAMPLE

We have obtained 81 points and the Platinum distinction for our environmental, labour, human-rights, ethical and sustainable-procurement practices. EcoVadis is the tool we use to assess our business partners and, with this rating, we aspire to be an example.



Work in progress

Being transparent is an essential part of how we do business. We continue to move forward with a critical and honest outlook, seeking a 'for good' approach.

After our recertification, we want to keep building alliances with other B Corps and contribute to an ever more relevant certification.

We will continue to drive an ethical culture that goes beyond regulatory compliance, integrating new trends and emerging challenges.

Within our value chain, we will broaden the scope of the LinkUp initiative and strengthen data quality so that we can take more informed decisions focused on real impact.



GREAT PEOPLE

We promote a people-oriented culture, based on trust and accountability, in which talent thrives. This is how we empower our people to stand up for social justice.



Behaviours:
we are what we do

In 2024 we drew on our DNA – our values – to develop **Ferrer’s four core behaviours**. They are the compass that guides us in delivering our strategic plan and objectives. They are the load-bearing walls of a stronger corporate culture.

These behaviours did not appear unilaterally: we co-created them with people in Ferrer to ensure they truly reflect who we are and where we want to go.

But we didn’t stop at defining them: we live them and weave them into our everyday work. We use them in evaluation, give continuous feedback aligned with them, and build our programmes around this shared guide that keeps our way of working coherent. We recognise and reward those who embody them every day and invest in training to keep developing them.

THE 4 FERRER BEHAVIOURS



**I PUT MY EGO ASIDE
SO WE CAN
ALL SHINE.**

AT FERRER WE FOCUS ON THE **COMMON GOOD**. THAT’S WHY I TAKE AN INTEREST IN OTHERS AND **HELP THEM**. I CELEBRATE THEIR ACHIEVEMENTS, WHICH ARE ALSO MINE, BECAUSE **EVERY SUCCESS BELONGS TO ALL**.



**TOGETHER WE
MULTIPLY
FORCES.**

OUR PRESENT AND OUR FUTURE ARE **COLLABORATIVE**. CO-CREATION AND WORKING BETWEEN AREAS AND TEAMS ARE UNSTOPPABLE DRIVERS. WHEN WE **BRING TOGETHER** DIFFERENT TALENTS, CONTRIBUTIONS AND PROFILES, **WE DO BETTER**.



**HERE I CAN
BE ME.**

I SAY WHAT I THINK WITH **HONESTY AND RESPECT**, AND I MAKE IT EASY FOR OTHERS TO DO THE SAME. AT FERRER WE ARE COMMITTED TO RELATIONSHIPS BASED ON **AUTHENTICITY, TRUST AND FEEDBACK**.



**I SPREAD ENTHUSIASM
AND MAKE THINGS
HAPPEN.**

I TAKE ACTION AND GET RESULTS WITH A GOOD PLAN AND GOOD FOLLOW-UP. I **TAKE RESPONSIBILITY** AND **GET THINGS DONE**.

People Experience

People Experience aims to improve the experience of people in Ferrer, acknowledging different realities and key moments. After an initial diagnosis and several workshops, we identified four challenges: equal opportunities, workload, development and recognition. More than 50 people co-created solutions that we rolled out in 2024, fostering a fairer, more motivating and positive environment.



Active listening platform

To ensure the best experience for our people, we implemented a platform to listen to teams more effectively and to embed the improvements needed to keep growing.

Pulse survey

A survey carried out in international affiliates to assess engagement and gather feedback on the work experience. The results help tailor initiatives in each region.

Digital Disconnection Policy

Launched to balance work and personal life, this policy sets guidelines to respect working hours, promote efficient meetings and equip people with tools to manage time and workload.

Check-ins

A tool that allows employees to request and receive feedback from managers in private or open formats. In 2024 more than 2,600 check-ins were launched to encourage continuous feedback.

Key Result team-to-leader feedback

A pilot programme developed with the Key Result teams to expand feedback between team members and leaders. The aim is to improve transparency and communication across the organisation.

Multi-feedback

Managers can involve other managers who have worked closely with the person to obtain a fuller view of their contribution throughout the year.

Recognition guide

A guide to help managers offer emotional and material recognition, highlighting small yet powerful actions to show appreciation. It also includes postcards designed for production staff to share personal thank-you messages.

Leadership and development initiatives

Various programmes focused on fostering leadership and team development, such as the Analyst Development Project and leadership-training workshops, with the goal of boosting collaboration and growth.

What else did we do to support our people?



A skills-based company

In training we don't believe in one-size-fits-all formulas. Each area has its own needs and we are defining a **skills model** with tailor-made training for each of them. The first to do so in 2024: Quality, Regulatory Affairs and Pharmacovigilance; and the Medical Area.



The leader of the future trains today

Being a leader at Ferrer is more than running a team. Our **new team leaders pathway** trains people who are leading teams for the first time - or are new mid-level hires - not only in leadership skills but also in the true spirit of Ferrer: purpose and values.



Direct feedback

In 2024 we evolved the 1:1 development conversations and **created a new trust space** between managers and employees to share feedback and future development goals.



48,179

hours of training

across the Ferrer team



77

people

changed role within Ferrer

Diversity, equity and inclusion

For Ferrer, diversity, equity and inclusion are not buzzwords or trends: they are social justice. Now more than ever – especially in a global context where these fundamental values are being undermined – we reinforce our commitment to them.



EDGE gender-equality certification

In 2024, we obtained the ASSESS level of the international certification Economic Dividends for Gender Equality (EDGE) for our activities in Spain. It is a recognition of our balanced gender representation at every level (a milestone in the sector) and our efforts in recruitment, promotion and flexible working. It is based on verifiable data and flags areas for improvement on which we are already working.



But a medal on its own means nothing, which is why in 2024 we also rolled out other initiatives, of which we highlight:

Female talent in leadership positions

We deployed the **EmpowHER** programme to increase the presence of women in managerial and executive roles by developing leadership skills.

UN Statement of Support for the Women’s Empowerment Principles

Mario Rovirosa, Ferrer’s CEO, signed this statement – an initiative of UN Women and the United Nations Global Compact to promote **gender equality** in private companies.

Latam Women in Business programme

With 20 participants from Peru, Chile, Costa Rica, Mexico and headquarters, this programme built competencies that strengthen female leadership, self-awareness and confidence, aiming to foster greater empowerment. The participants joined sessions on personal branding, women’s wellbeing, handling difficult situations, networking and strategic, influential communication, among others.

Health, safety and wellbeing

We look after our people’s health and safety as a starting point, yet we refuse to settle for the minimum. We pursue **holistic wellbeing** – **physical**, mental and emotional. Our WellLiving programme is the umbrella for social, community, learning, financial and healthy-living initiatives.



Best preventive-awareness campaign at the Asepeyo Antoni Serra Santamans Awards

Our campaign “Let’s Talk about Mental Health” addresses a priority area at Ferrer because it affects us directly. We raised awareness, held two talks on the subject and, among other initiatives, provide a free psychological-support service. We earned this award for creating a safe space for meaningful conversations, debunking stigma and offering support to anyone who needs it.

2024 was a year packed with progress in health, safety and wellbeing at Ferrer. Some of the most relevant milestones were:

Further steps in our safety and prevention culture

We obtained **ISO 45001 multisite certification in Spain** for our good practice, preventive measures and strong safety culture.

We reduced the accident rate at our operating sites by 29%.

Top workplace wellbeing recognition

We achieved **WELL Platinum** certification for our headquarters – a space with clean air, adequate lighting, thermal and acoustic comfort, and access to healthy food and water.

Screens off, key to mental health

We published and distributed our **Digital Disconnection Policy**. A document designed to facilitate work-life balance and prevent digital stress.

Work in progress

We will continue evolving towards more human, empathetic and close-at-hand leadership models, fostering environments where it is safe to speak up, make mistakes and learn. We will also keep boosting continuous active listening, with

actions focused on improving our people’s experience. In diversity, equity and inclusion we now need a mainstreamed approach. A key step will be the joint development of Ferrer’s second Equality Plan.

We also want to consolidate our health, safety and wellbeing culture across all sites and groups. We have made significant progress, yet we see the need to drive a culture that actively cares for mental health.



LIVEABLE PLANET

We foster the protection of the environment for our own good and that of future generations. Our goal? To create more environmental value than we consume.

We accelerate climate action

The climate crisis is real and urgent. At Ferrer we reaffirm our pledge to be an active part of this fight.

HOW DO WE DO IT?



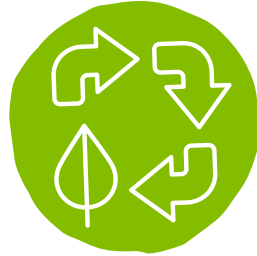
1. Zero emissions



2. Green energy



3. Sustainable mobility and logistics



4. Decarbonising the value chain

Zero emissions

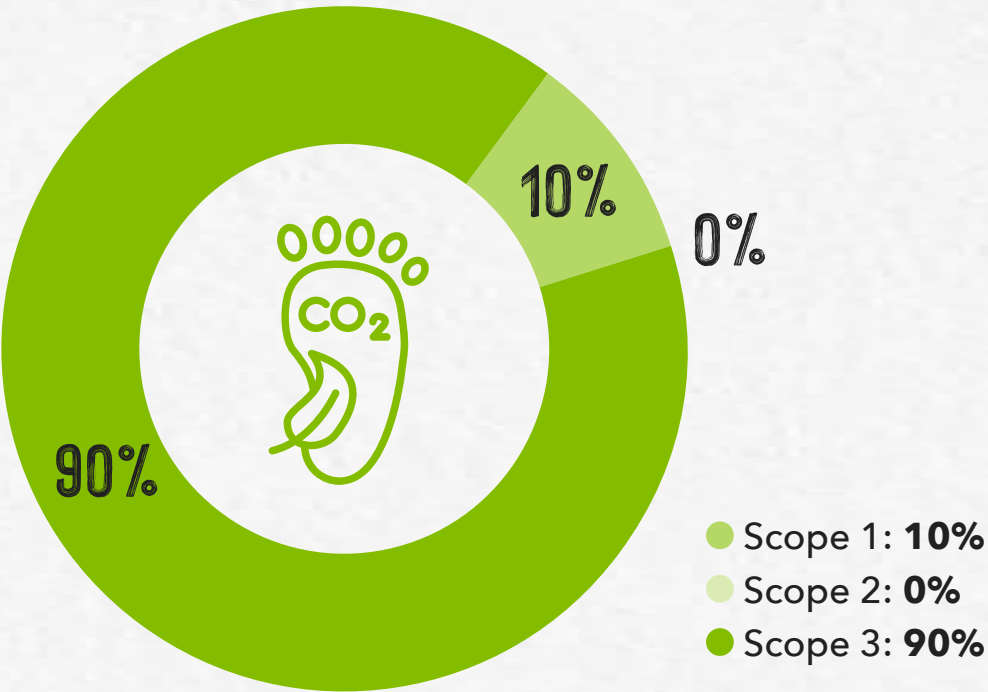
At Ferrer we have one goal – to be a carbon-positive company – and a plan to get there: the **Climate Transition Plan (CTP)**. The plan deploys every one of our climate-change mitigation levers and sets out in detail the actions to meet our 2030 targets. Notably, delivering 93% of the actions scheduled for 2024 became one of the company’s key results of the year. These actions have been structured around the five main decarbonisation vectors: operations, value chain, mobility, logistics and climate culture.

Carbon Neutrality Country Programme

In **Costa Rica** we earned certification under the National Carbon Neutrality Programme (PPCN), joining the country’s 2050 decarbonisation goal. The PPCN is a voluntary mechanism for managing greenhouse gases.

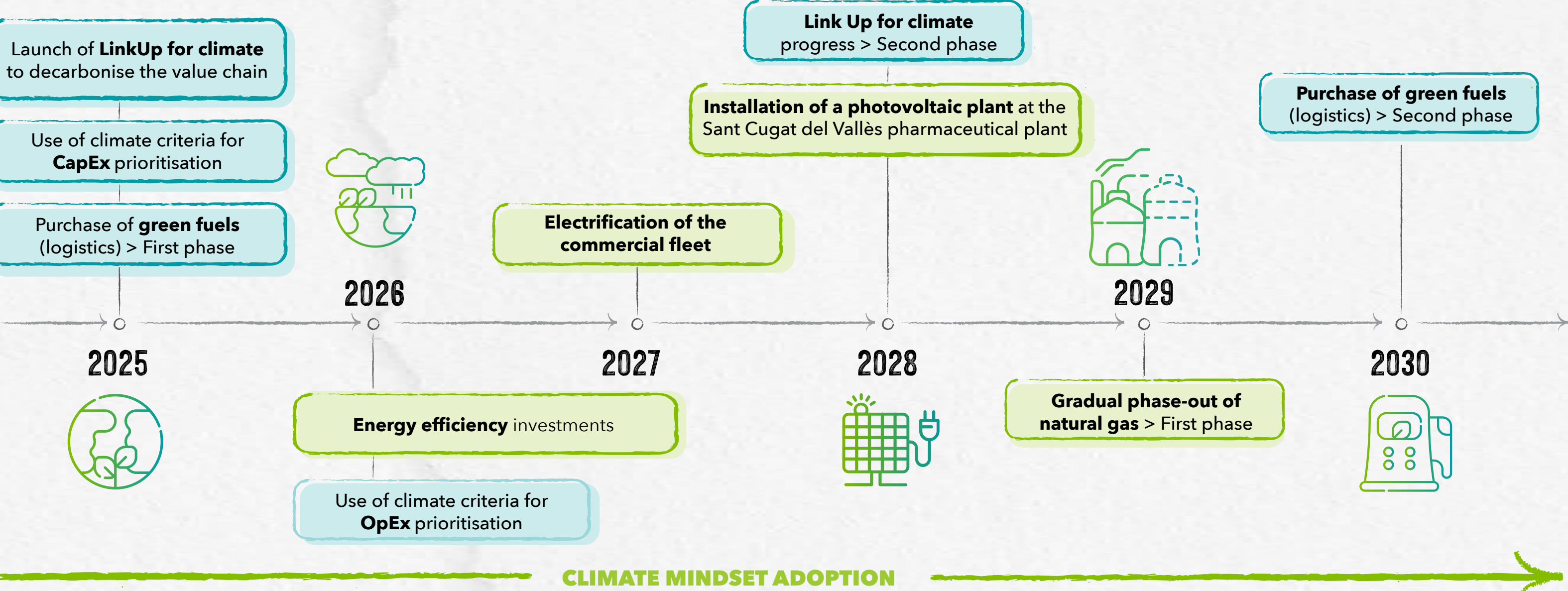
Our carbon footprint

In 2024 we cut our carbon footprint by 4.4% versus 2023 and by 13.8% versus 2019, consolidating the downward trend. This improvement – against a backdrop of operational changes (e.g. commissioning the Esplugues site, divestment from Noventure, etc.) – reaffirms our commitment to the SBTi targets and was achieved by offsetting a one-off uptick in scope 1 emissions with a reduction in scope 3.



OUR CLIMATE TRANSITION PLAN FOR THE COMING YEARS

MILESTONES 2025 – 2030



Green energy

Energy is the main factor impacting our carbon footprint. We are therefore working to use it efficiently and promote the use of renewables. In line with this, during 2024 we worked on several initiatives to improve our impact, including:

Sant Cugat pharmaceutical plant
New energy-management system for climate control, achieving a **16% saving**

New steam-generation boilers to cut natural-gas consumption.

Esplugues pharmaceutical plant
Installation of photovoltaic panels with a capacity of 39.1 kWp

Installation of chillers using low-GWP refrigerant and a heat-recovery system.

Chemical plant
Steam optimisation, **12% reduction** in total natural-gas consumption.

Energy-efficiency upgrade in the R&D lab, **58.1% annual consumption** cut.

Logistics centre
New photovoltaic installation. On sunny days the system can cover more than 100% of the logistics centre’s energy demand.

A total of 432.1 kWp installed.

46.4%

of energy from renewable sources

100%

of purchased electricity comes from renewable sources

Sustainable mobility and logistics

Moving towards the implementation of new forms of sustainable mobility is crucial not only to reduce overall emissions and preserve the environment, but also to improve the lives of people, especially those living in cities, by creating more sustainable environments with greater wellbeing for present and future generations.

Accreditation for our green fleet

The Spanish Association of Fleet and Mobility Managers (AEGFA) recognised our comprehensive programme to electrify the fleet, aiming for 100% electric vehicles by 2030.

Progress in electrification

100% of the fleet is electric in Germany. Costa Rica also runs a 100% electric fleet and Portugal operates electric or plug-in hybrid vehicles. We keep driving towards full electrification.

Decarbonisation of the value chain

Such an ambitious challenge demands collective action. We have merged the **Climate Transition Plan (CTP) and LinkUp into a single action plan with concrete targets and two workstreams.**



The first aim:

accelerate our third parties' decarbonisation to meet the Paris Agreement.



The second:

secure quality data to track improvements.

Besides mapping this new plan, in 2024 we took further steps in this field:

Climate-awareness webinars with suppliers, joined by our CEO.

Launch of a **portal for suppliers, licensees and commercial partners** to raise awareness of decarbonisation practices.

Roll-out of a **supplier questionnaire** to learn about their decarbonisation practices.

We boost natural capital

The planet’s resources are not infinite. We cannot live and work while ignoring that fact. Rather than resort to empty words or good intentions, Ferrer acts.

HOW DO WE DO IT?



1. Circular economy



2. Water management



3. Protection of biodiversity

Circular economy

Sound waste management and embedding eco-design principles are the two levers we use to drive the circular economy at Ferrer.

We achieve this through various actions at our production sites:

Pharmaceutical plants

- Improved waste segregation.
- Optimised end-of-life waste management.

94% recovery at Sant Cugat
87% recovery at Esplugues

Chemical plant

- Creation of a team focused on cutting waste generation and boosting in-house management.
- Analysis of major waste streams for in-house treatment in our effluent system.
- Optimised cleaning processes.
- Thorough waste segregation.

81% recovery

84%

total waste recovery

5,269

tonnes of total waste, a 17.6% reduction versus 2023

Logistics centre

- Roll-out of a medicine donation policy to improve obsolete stock management.
- Roll-out of stock management policies.

99.3% recovery

Water management

Water is indispensable for life and society, as well as being an essential resource in every Ferrer production plant. Aware of the need to protect such a precious asset, we apply prevention, reuse and recovery measures whenever possible.



6%

drop in total water use versus 2023

Sant Cugat pharmaceutical plant

- Priority and optimisation of the purified-water generation plant to minimise water rejection.
- Improved cooling of condensate circuits.
- Optimised water use between manufactured batches.

22.4% reduction in water consumption

Chemical plant

- Greater progress in monitoring and optimising water consumption.
- Improved water efficiency in R&D lab consumption.
- Cooling tower blow-downs reviewed and halved.
- Optimised de-ionised water generation process.

3.2% reduction in water consumption

Logistics centre

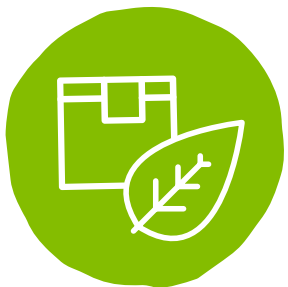
- Commissioning of a new grey water treatment system.
- Irrigation system reviewed to optimise use.

28.9% reduction in water consumption

At the Esplugues pharmaceutical plant, water use rose by 65% due to its commissioning in 2024.

Protection of biodiversity

Biodiversity is essential for sustaining life on Earth and, in the face of the overwhelming evidence that it is being destroyed at an unprecedented rate, we are taking decisions to alleviate this dire situation.



In 2024, we achieved our target of using

100%

FSC-certified materials for all our packaging



A year of certifications and recognition

- **LEED Gold** for our R&D centre in California. This centre joins the rest of our LEED-certified sites (87% of total floor area): production and logistics sites plus L'illa HQ in Barcelona (LEED PLATINUM).
- Since 2024, 81% of our sites hold **ISO 14001** for stronger environmental management.
- We answered CDP's three main questionnaires **CDP: Climate Change, Water and Forests**. We scored a B on all of them. It was the first time we had answered the first two.

Work in progress

Our next big challenge is to ensure a constant, Paris-aligned reduction in emissions. To do so, we need to consolidate internal and external capabilities, improve access to real data and act on the main emission hotspots in our value chain.

The LinkUp initiative helps us obtain more reliable value chain information, especially on our carbon footprint - a key challenge. We aim to embed climate clauses in contracts and are assessing mechanisms to encourage our collaboration network to

align ever more closely with our goals, limiting cooperation with those who fail to meet minimum standards.

In parallel, we must deepen our understanding of our impacts and dependencies on natural capital. That means understanding much better how our operations - and those of our partners - interact with ecosystems.

To accelerate change, we must challenge certain cultural inertias and foster a mindset more open to change.



COLLECTIVE ACTION

We explore new forms of collaboration to address our society's most critical challenges. Because we want to be part of the solution, not the problem.

Giving back to society

At a time when the gap between the richest 1% and the remaining 99% is widening, Ferrer believes our profits should not enrich shareholders and fuel this divide, but instead reduce inequalities.

We channel a large share of our profits back into society through social, cultural and environmental projects. The **Ferrer Foundations** play an essential role in this. We have pledged to allocate at least 20% of our profits each year to social and environmental projects, ensuring that 10% goes to the Ferrer Foundations.

In 2024 we reinvested **55%** more than the year before in social and environmental projects

Fundació Ferrer Sustainability

Dedicated to advocating for a fairer society by promoting social cohesion and safeguarding the environment.

The **Green for Good** project embodies our commitment to a green, agro-regenerative city model by restoring disused urban and peri-urban spaces and turning them into productive social gardens run on permaculture principles.

In 2024 we reclaimed land abandoned for decades to create **Huerto La Florida**, a food-health space for groups and residents of this densely populated neighbourhood of l'Hospitalet de Llobregat with scarce green areas.

Meanwhile, the social kitchen in our Ferrer for Food project continued to dignify the lives of people experiencing poverty and exclusion by serving healthy, high-quality meals. In 2024 we supplied meals to almost 60 organisations and cut the waste generated by our activity by 26%.

In 2025 Fundació Ferrer Sustainability will split into two entities—**Fundació Ferrer Green for Good** and **Fundació Ferrer Social Justice**—to focus each foundation's efforts on its core fields of action.



over **1 million** meals prepared and delivered



172 tonnes of food purchased from local producers



-5 tonnes of waste (down from 19 to 14)

Fundació Ferrer Green for Good will be dedicated to generating social integration through the rehabilitation of productive green spaces in urban and peri-urban areas. It will also increase its involvement in academic research on regenerative agriculture, promoting scientific knowledge at the service of society to meet the challenges arising from the ecoclimatic and social emergency.

For its part, the Fundació Ferrer Social Justice was established to support various projects focussed on particularly vulnerable groups. In line with this objective, the Ferrer for Food kitchen will become part of this foundation. The foundation will also develop a safe and welcoming home for women who have experienced gender-based violence and their children and promote initiatives to defend human rights.

Fundació de Música Ferrer-Salat

This foundation works to make **music –a tool for social cohesion**—accessible to everyone, while fostering excellence and equal opportunities.

In 2025 the Fundació de Música Ferrer-Salat became the Fundació Ferrer de Música, in line with the global corporate identity of the Ferrer Foundations.

IN 2024...

We launched a new **Community Orchestras Programme** to bring music closer to children and young people at schools in vulnerable settings.



We increased the number of schools in the **Primary and Secondary Music Programme**.

We encouraged young musicians to take part in almost 100 performances at the **Gran Teatre del Liceu**.

Fundació Finestres

Its mission is to stimulate **literary creation** and **open opportunities** for writers to focus on what matters: developing their talent.

Convinced that reading is one of the most powerful drivers of change to reduce social inequality and a

tool for understanding the present, the Fundació Finestres seeks to protect and promote writing, thought and art. With this aim, it drives initiatives such as the Finestres Narrative Prizes, the Finestres Essay Grants, the Comic Promotion Programme and the Finestres Literary Residence.

Fundació Ferrer Talent

Empowering a new generation of tennis players to fight for **ecosocial justice** is the goal of this foundation, convinced that athletes play a vital role in accelerating global change.

IN 2024...



We increased the number of **Finestres Essay Grants** to six: three in Catalan and three in Spanish. And we broke the record for submissions received: up 48% in Catalan and 41% in Spanish.

The **Finestres Literary Residence** hosted 43 writers from around the world.

We welcomed the first three visiting professors under the **Comic Promotion Programme** and launched the Finestres - Elisava Grants for the Master's in Illustration and Visual Narrative.

IN 2024...



Our players took part in **150 environmental and social awareness** workshops.

We worked with organisations such as the **Cruyff Foundation** to foster social integration through sport.

We promoted our **volunteering** by our team with other foundations.

Making a difference through volunteering

Volunteering means putting our purpose into practice and turning words like “social justice” into real action.



Days for Good

At the 2024 edition of the Days for Good volunteering days we invited **families and friends** to share Ferrer’s purpose-driven activism through various activities linked to the Ferrer Foundations: **Fundació Ferrer Green for Good, Fundació Ferrer Social Justice, Fundació Ferrer de Música** and **Fundació Finestres**.

- **60** activities in 7 countries
- **739** Ferrer activists
- **1,351** activists including our families and friends
- **4,632** total volunteer hours
- **1,804** seed bombs manufactured
- **1,600** seedlings planted
- **120** trees planted in Mexico
- **50** collaborating entities

Respon.cat Award

We received the Respon.cat Corporate Volunteering Programme Award for our dedication to **sustainability** and **social justice** in Catalonia.

More activities promoted by the different departments

In 2024 they rose by **38%** versus 2023—clear evidence that activism is increasingly rooted in Ferrer teams.

Volunteering portal

Open to everyone at Ferrer to manage their activities, in 2024 it was rolled out to **our affiliates** in Portugal, Chile, Costa Rica, Peru and the United States.

Joining forces and building alliances

While our purpose defines us, fortunately **we are not alone** in the fight for social justice. These are some of the alliances we nurtured in 2024:



Global Coalition for Social Justice

In 2024 we joined this platform of governments, companies and NGOs to promote social justice through collaborative initiatives. End goal: to take concrete measures and deliver tangible results.



Barcelona+B

This began as a pioneering initiative in Spain to improve the social and environmental impact of companies and citizens in Barcelona. A public-private collaboration aimed at social and business transformation to build a more prosperous, sustainable and inclusive city.

In 2022 we joined as strategic partners, together with Barcelona City Council, EADA Business School and B Lab Spain. Since then we have worked together to grow all its projects on non-discrimination and equal opportunities, sustainability education and training, and business-community awareness-raising.

Work in progress

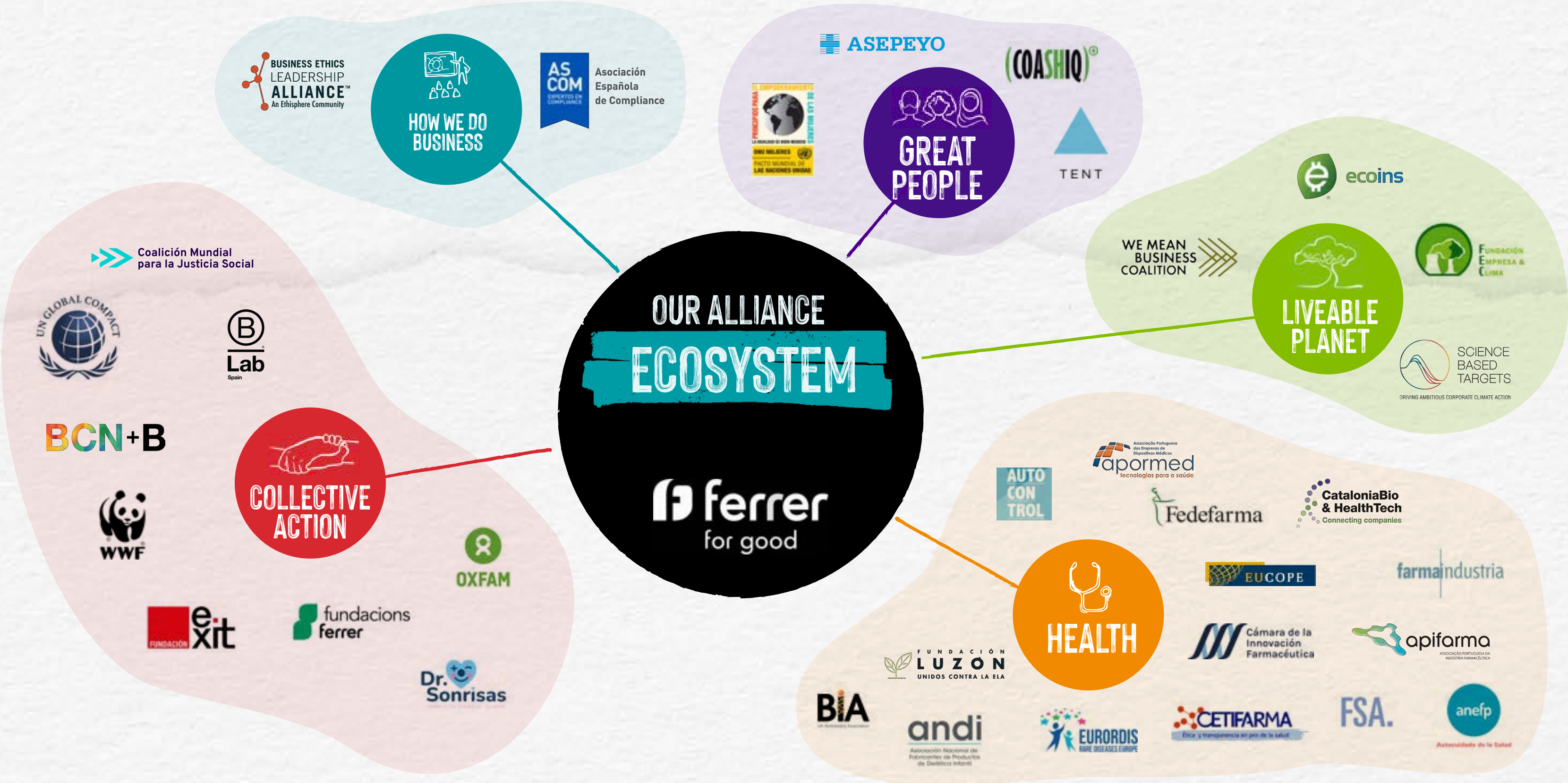
We need to consolidate a coherent strategy and clear policy to forge alliances and strengthen our collective action, based on company priorities and causes that best advance our purpose. We are working to pinpoint where we can have the greatest impact and align our efforts not only within Ferrer but also with strategic allies in the social, institutional and business spheres.

Only then can we steer our action ever further towards structural problems and systemic change: our projects, operations, people and alliances must be levers of real transformation. To boost our influence we

must be present in the conversations that matter, collaborate with key actors and promote corporate activism.

Likewise, if we want to inspire other companies and people in Ferrer to change how we do business, we must better explain what we do through the Ferrer Foundations and shine a light on the strategy, the projects and the lives we transform.

Over the next two years we will work on this strategy to move towards collective action that we believe is critical in today's polarised world.





OUR ACTIVITY

Health is a fundamental, indispensable right which should be within everyone's reach. It is a prerequisite for social justice.

At Ferrer we work for a fairer society through transformational medicines that improve people’s lives. We have focused our activity on serious, low-prevalence diseases with few or no therapeutic options, where we believe we can make the difference. This strategy has led us to specialise in two key therapeutic areas, to concentrate our development and investment efforts.

Pulmonary vascular and interstitial lung diseases

We focus on conditions such as pulmonary hypertension associated with interstitial lung disease and idiopathic pulmonary fibrosis – debilitating diseases that demand highly specialised approaches. Through clinical research and high-value products, we strive to improve these patients’ quality of life.

Rare neurological diseases

We tackle low-prevalence diseases such as ALS and progressive supranuclear palsy, among others. Our work blends existing products with new research lines to address these unmet medical needs.

Our R&D follows a selective strategy focused on late clinical phases, with a cross-cutting approach that ensures a balanced, sustainable pipeline delivering real social impact.

Spanish Healthcare Reputation Monitor



In 2024 we featured in the Healthcare Reputation Monitor ranking. We ranked **18th among pharmaceutical companies and 1st among national companies.**

New pharmaceutical plant



In 2024 we opened a new pharmaceutical plant in **Esplugues de Llobregat (Barcelona)**. The site is designed to environmental and social sustainability criteria and will produce our line of non-sterile liquid products.

Quality certifications

Last year we obtained **ISO 13485: 2016 TD-300/A** certification for the manufacture of our medical devices.



Patient voice across the value chain



Delivering transformational solutions means **integrating the patient into every stage of treatment development.** We must better understand unmet needs and what matters most to them.



**Patient perspective
in a scientific article**

An article in Pulmonary Circulation presented – for the first time in Europe – the voice of patients with **pulmonary hypertension and pulmonary fibrosis** on how the disease affects their lives.



Clinical-study protocol

We teamed up with the world's leading **progressive supranuclear palsy** patient groups to ensure the study protocol reflected the realities of patients and carers.

New programme for patients

Co-created with the Austrian pulmonary hypertension patient association, this pilot programme offers **non-pharmacological services** to help patients manage their disease.

Action to put ALS on the agenda

We took part in the EU ALS Expert Coalition – a **European alliance** of diverse stakeholders – aimed at putting ALS patient care and management on the European political agenda.

Meaningful, differential value through innovation

In 2024 R&D investment
totalled

**€12
MILLION**

Patent portfolio in 2024



455

patent applications and
patents



347

patents granted



108

patent applications
pending

In 2024, various patient associations helped **review clinical-study designs** and communicated both their existence and their results. Some of the most relevant are:

Clinical trial / study	<div><div><div>✓</div><div>—</div></div><div><div>✓</div><div>—</div></div></div> Details	Status
ADORE	A multicentre, randomised, double-blind, placebo-controlled study to investigate the efficacy and safety of FNP 122 (oral edaravone) in patients with amyotrophic lateral sclerosis.	Closed
ADOREXT	A multicentre, open-label, extension study to investigate the long-term safety of FNP 122 (oral edaravone) in patients with amyotrophic lateral sclerosis.	Closed
FITREP-EAP-2201	Expanded access program and collection of real world data using inhaled treprostinil for the treatment of adults with pulmonary hypertension associated with interstitial lung disease.	In follow-up
NEPHY	Non-interventional, retrospective, prospective, study to collect data on the use, safety and efficacy of parenteral treprostinil in neonates with pulmonary hypertension.	In follow-up
FNP223-CT-2301 PROSPER	Randomised, double-blind, placebo-controlled study to assess the safety, efficacy and pharmacokinetics of FNP-223 (oral formulation) for treating progressive supranuclear palsy (PSP).	In follow-up

Work in progress

We are focusing our future business on two key therapeutic areas with limited research: vascular and interstitial lung diseases, and rare neurological diseases.

Strengthening local teams’ ability to engage with patient associations is essential. We need to embed this approach systematically across all territories and secure sustained involvement of patients, healthcare professionals and other ecosystem actors at every stage

of development and access to our solutions.

In key areas such as quality and pharmacovigilance the challenges include accelerating digital transformation, harmonising processes across plants and turning data into actionable insight. We know there is still ground to cover, but we also know the key is to keep strengthening a culture of excellence, adaptability and collaboration across our value chain.



ANNEXES

1. How we do business



Material topics:

- Sectoral partnerships and collaboration
- Relationship with the Patient
- Economic and fiscal development
- Responsible supply chain management
- Relationship with partners, commercial distributors and customers
- Transparency
- Ethics and compliance
- Ethical relationship with healthcare professionals
- Diversity, inclusion and non-discrimination

Global Reporting Initiative (GRI): 2-9, 2-11, 2-12, 2-13, 2-15, 2-17, 2-23, 2-24, 3-3, 201-1, 201-4, 204-1, 206-1, 207-1, 205-1, 205-2, 205-3, 308-2, 405-1, 414-2, 418-1

Ferrer is a company that has been looking to do things differently for years. We reinvest a large proportion of our profits back into society, allocating them to areas of greatest need. We go beyond compliance and are guided by sustainability, ethics and integrity. This is reflected in the way our 1,692¹ employees make decisions: **we use business to fight for social justice.**

This has led us to become the first Spanish pharmaceutical company to join the B Corp community, and **we are currently world’s top-performing pharmaceutical company in terms of social and environmental performance, according to B Corp.** In 2024 we reaffirmed our status by achieving 136.4 points, making us the highest-scoring pharmaceutical company worldwide. We are also the third-highest scoring company (across all sectors) on

¹ As it is not material and because the company left the Ferrer Group in September 2024, the company Noventure, S.L. is not included in the quantitative People indicators. Conversely, Medir Ferrer Cía., S.A. and Ferrer Alimentación, S.A. are included at 50%.

the planet with an annual turnover of more than 500 million euros.

Since our initial B Corp certification in January 2022, when we achieved 100.6 points, we have improved our score by 35% in the recertification process three years later. This improvement reflects significant progress in the five areas of performance assessed by the B Lab certification body:

GOVERNANCE
(17.4 POINTS, AN INCREASE OF 2.3 POINTS COMPARED TO 2022)

Assessment of policies and practices related to our mission, ethics, accountability and transparency.

- We have been recognised for our **ethics** and compliance management.

PEOPLE

(28 POINTS, AN INCREASE OF 2.5 POINTS COMPARED TO 2022)

Assessment of how we contribute to the financial, physical, professional and social wellbeing of our staff.

- We have been recognised for our practices in the **Great People** pillar.

ENVIRONMENT

(28.1 POINTS, AN INCREASE OF 5.5 POINTS COMPARED TO 2022)

Assessment of the environmental management of the company's operations and activities.

- B Lab has positively assessed our environmental practices in the **Liveable Planet** pillar.

CUSTOMERS

(24.7 POINTS, AN INCREASE OF 0.6 POINTS COMPARED TO 2022)

Assessment of the impact of our products and services on customers, including quality, safety, and wellbeing.

- B Lab has recognised our **health impact business model** again.

COMMUNITY

(38 POINTS, AN INCREASE OF 24.8 POINTS COMPARED TO 2022)

Analysis of our social impact on communities, considering diversity, equity, inclusion and local development.

- Community has seen the greatest progress since the first certification. B Lab has recognised our new **donations impact business model**.

B Corp companies represent the world's most advanced model of sustainable and regenerative business. Unlike companies that only pursue economic goals, B Corp companies meet high standards of social and environmental performance, public transparency, and legal accountability. They are legally required to consider their employees, customers, suppliers, the community and the environment when making decisions.

The B Corp movement is evolving, with new, higher standards expected from 2025 onwards. We are already preparing for our recertification in 2028 to maintain our position as a leader in sustainability, ethics and social justice.

However, ensuring social justice, having a positive impact on society and avoiding further damage to the planet is not enough. This is why we have set ourselves the goal of influencing the people and organisations around us. Our value chain management model also aims to generate a cascading effect of good practices, spreading the principles that govern our purpose throughout our ecosystem, increasing our impact and multiplying the forces for the common good.

Our operations, people, resources, relationships with third parties and partnerships are not an end in themselves, but a means of bringing about real change.

1.1 Our purpose

Our purpose - **We use business to fight for social justice** - must permeate all our daily actions and decisions, as well as the company’s processes and culture. We want our actions to transcend Ferrer's borders so as to continue generating value towards a better society, making our **“for good”** an unequivocal sign of our statement of intent.

Our **strategy** incorporates the three pillars of corporate strategy that define everything we do:

The **Management Committee** is the highest governing body, responsible for approving and developing the actions, initiatives and strategies related to sustainability that are integral to our business vision. Within the Committee is the Chief People & Sustainability Officer, responsible for guiding the company in the integration and implementation of all sustainability-related actions.

1.1.1 Our values and behaviours
At Ferrer, our purpose is clear: we use business to fight for social justice.

As with our purpose, values are part of our DNA and guide us through our strategy and decision-making process. At Ferrer, our values are:

- **Humility.** We recognise that our individual actions won’t change the world, but we’ll use everything in our power to play our part.
- **Optimism.** We think positively and with the conviction that it's easier to achieve something when you firmly believe in it.
- **Empathy.** We’re relatable people. We understand the real needs of others because we know how to listen and put ourselves in someone else’s shoes.
- **Curiosity.** We're constantly seeking to grow and improve, always paying attention to what's around us.

How we do business

Great People	Liveable Planet	Collective Action
We promote a people-centred culture based on trust and accountability, in which talent thrives.	We foster the protection of the environment for our own good and that of future generations.	We explore new forms of collaboration to address our society's most critical challenges.
<ul style="list-style-type: none">● Encouraging professional growth● Fostering diversity, equity and inclusion● Promoting health, safety and wellbeing	<ul style="list-style-type: none">● Accelerating climate action● Protecting natural capital	<ul style="list-style-type: none">● Giving back to society● Making a difference through volunteering● Joining forces and building alliances

In 2024, we took another step towards improving the way we work and empowering our people by launching the four Ferrer behaviours. These behaviours embody the essence of our corporate values, with each value represented in each behaviour. They are designed to align how we work with how we want things to happen in Ferrer. They are intended to help us achieve our objectives and comply with our strategic plan.

The behaviours were defined through a series of co-creation workshops, with active participation from people in various company departments. This process has provided us with clear behaviours that we must follow in order to contribute to mutual success:

- **I put my ego aside so we can all shine.** At Ferrer we focus on the common good. That’s why I take an interest in others and help them. I celebrate their achievements, which are also mine, because every success belongs to all. **#WeCanAllShine**

- **Together we multiply forces.** Our present and our future are collaborative. Co-creation and working between areas and teams are unstoppable drivers. When we bring together different talents, contributions and profiles, we do better. **#MultiplyForces**
- **Here I can be me.** I say what I think with honesty and respect, and I make it easy for others to do the same. At Ferrer we are committed to relationships based on authenticity, trust and feedback. **#ICanBeMe**
- **I spread enthusiasm and make things happen.** I take action and get results with a good plan and good follow-up. I take responsibility and get things done. **#MakeThingsHappen**

By displaying these behaviours, we not only align all teams in the same direction, but also to strengthen our corporate culture by promoting an inclusive, collaborative and results-oriented work environment.

1.2 Corporate governance

Our governance structure consists of the Board of Directors, the Management Committee and the Advisory Board, which advises the Board of Directors on ethics, compliance and audit. There are also various corporate committees and governance bodies within the group’s affiliates.

1.2.1 Board of Directors

The Board of Directors is responsible for approving the company's overall strategy, establishing the process for developing it and overseeing its implementation. The Board also ensures optimal risk management and compliance in the performance of its activities, as well as the long-term sustainability of the business.

Composition of the Board of Directors as at 31 December 2024

- Sergi Ferrer-Salat, Chairman
- Josep Vilarasau Salat, Director
- Mario Rovirosa Escosura, Secretary and Director

Its main responsibilities also include managing social, environmental and governance impacts. This responsibility has been delegated to the company's **Management Committee**. The **Board of Directors** is kept informed through its Chairman, who is responsible for bringing matters to its attention.

1.2.2 Ethics, Compliance and Audit Advisory Council

The company's governance model is reinforced by the **Ethics, Compliance and Audit Advisory Board**, which comprises the Chairperson of the Board of Directors and two independent experts, one specialising in ethics and compliance and the other in auditing. The secretary of the **Ethics, Compliance and Audit Advisory Board** is the Chief Legal Officer, whose role is to advise the Board of Directors on these matters. The Advisory Board is a key to ensuring that matters of ethics and compliance are pushed forward from the highest level in the organisation.

The Board of Directors relies on the Ethics, Compliance and Audit Advisory Council for matters of audit, risk management, ethics and compliance.

The competence of the Ethics, Compliance and Audit Advisory Board encompasses providing advice on matters related to: ethics and compliance, the materialisation of risks to the company detected in the various assessments carried out, and the conduct of the internal audit activity, as well as any other matter that the Board of Directors deems appropriate in accordance with the legislative framework in force, the company's guidelines, by-laws, regulations or internal rules. The Board of Directors reviews its effectiveness through quarterly meetings of the Ethics, Compliance and Audit Advisory Board.

It meets at least quarterly, with additional meetings held as required on an ad-hoc basis. In 2024, **four meetings** were held, in March, June, September and December. Among other matters, risk management, a culture of ethics and compliance, auditing, and the whistleblowing management system were discussed.

Composition of the Ethics, Compliance and Audit Advisory Board as at 31 December 2024

- Sergi Ferrer-Salat, Chairman of the Advisory Board
- Rafael Abella Martín, independent audit advisor
- José Ignacio González Freixa, independent ethics and compliance advisor
- Meritxell Casas Algarra, Secretary of the Advisory Board

To deepen the management of environmental and social aspects, the **For Good Committee** was set up in 2024; it reports directly to the Management Committee. The For Good Committee's main objective is to ensure fulfilment of our purpose, making sure it is embedded in the business and day-to-day operations as a collective priority. It will also be responsible for streamlining strategic decision-making on social, environmental and good governance issues. The committee's mission is to accelerate progress towards our "for good" goals, ensuring that "for good" activism permeates all people and decision-making processes at Ferrer to address challenges together in the organisation.

1.2.3 Management Committee

The **Management Committee** is responsible for the day-to-day running of the organisation. As of the publication date of this report, the committee comprises 13 members –seven women and six men– each representing an area of the group. Its members are:

Mario Rovirosa, CEO

Degree in Business Administration and Management and MBA from ESADE. Mario joined Ferrer in 2016 as General Manager of the pharmaceutical area and two years later he became CEO. Prior to joining Ferrer, he worked for more than 22 years in other international family companies in the pharmaceutical industry, such as Almirall and Chiesi in Spain and Italy.

Cecilia Von Ahn, Chief Transformation Officer

Degree in Business and International Management from Hochschule Bremen (Germany). Cecilia joined Ferrer in 2003 as an intern in the International Area and, after a year in the logistics sector, returned to Ferrer in 2005 to join the International team. Over the years, she has held various International-level positions. She is now the Chief

Transformation Officer, from which position she drives the company’s strategic and cross-cutting projects.

Giovanna Amadori, Chief Strategy Officer

Degree in Chemistry and Pharmaceutical Technology and an MBA from ESADE. She has more than 20 years of experience in the pharmaceutical industry and was head of Global Strategy in her last role before joining Ferrer.

Sílvia Baqués, People & Sustainability Director

Graduate in Psychology from Universidad Ramon Llull with a Master’s Degree in Human Resources from Universidad Pompeu Fabra. Sílvia began her professional career as a Human Resources consultant at Deloitte, where she worked for 12 years until joining Ferrer in 2019 to lead the Talent and Culture department. She later headed the People and Sustainability department of the Business Operations area, before attaining the position of People and Sustainability Director at a global level.

Meritxell Casas, Chief Legal Officer

Degree in Law from the University of Barcelona with a SEP and AMP from ESADE. She joined the company in 2015,

after holding legal and human resources management positions in several pharmaceutical companies, both national (Salvat) and international (Madaus, Rottapharm). She currently has responsibility for Ferrer’s Legal, Intellectual Property and Ethics and Compliance departments.

Sergio Cortés, Chief Digital, Data & Artificial Intelligence Officer

Serial entrepreneur for more than 20 years and expert in innovation and digital transformation. He is an Industrial Engineer, has completed the Executive Program for Growing Companies at Stanford University in California, and is a graduate of the Entrepreneurship Center at Massachusetts Institute of Technology (MIT).

Jorge Cúneo, Chief Medical Officer

Degree in Medicine from the University of Buenos Aires, Jorge worked as a resident and attending physician, both in public and private sectors, until his first professional experience in the pharmaceutical industry, in the area of clinical trials. From there, he understood that he could continue to help many patients from another perspective,

starting the path that led him to join Ferrer. Along that path, he’s had different roles, both in the medical and commercial areas, having served as a leader for teams in Argentina, Spain, Latin America, and Canada, and, during the last few years, globally in the Medical area.

David Ferrando, Chief Marketing & Market Access Officer

Degree in Telecommunications Engineering and post-graduate degree in Market Research. Before joining Ferrer, David worked for 20 years in a variety of sectors, although mainly pharmaceutical industry and multinational organisations, orchestrating and coordinating multidisciplinary teams at local, regional, and corporate levels. Currently, David leads the Corporate Marketing & Market Access area, which includes Marketing, Pricing and Market Access, Market Insights, Launch Readiness and Patient Advocacy, Public Affairs and Customer Onboarding Programmes.

David Ferrer, Chief Financial & Corporate Services Officer

Degree in Business Administration and Management from the Universitat Autònoma de Barcelona with PMD from ESADE.

After several years in the field of professional services as a financial auditor and subsequently as a strategy and operations consultant, David joined Ferrer in 2007 as a Financial and Systems Director at one of Ferrer's affiliates. He is currently responsible for Ferrer's Finance, Treasury, Management Control, Procurement, Systems, Customer Service and Internal Audit departments.

Olga Insua, Chief Commercial Officer

She began her career in the pharmaceutical industry in 1997 when she joined Novartis USA, having graduated from Rutgers University in New Jersey (USA) with degrees in Art, Communication and Portuguese Philology. In 2008, she joined Novo Nordisk, taking over the global management of the Marketing department in 2012 and the General Management of the Spanish and Portuguese market four years later. In 2020, she started a new role as Managing Director of Angelini Pharma in Spain and Portugal, and in 2024 she joined Ferrer as Chief Commercial Officer.

Marta Parmar, Chief Quality, Regulatory & Pharmacovigilance Officer

PhD in Molecular Biology from the University of Zurich and Diploma in Regulatory Affairs from TOPRA at the University of Cardiff (UK). With over 22 years of combined R&D and regulatory experience in the pharmaceutical industry, Marta has focused on driving registration activities and enabling early access to innovative medicines in a variety of therapeutic areas, including oncology, neuroscience, and for cardiovascular and renal conditions, to markets worldwide. She’s currently responsible for Ferrer’s Quality, Regulatory Affairs and Pharmacovigilance departments.

Oscar Pérez, Chief Scientific Officer

Degree in Pharmacy from the University of Barcelona, EMBA from ESADE and AMP from IESE. Oscar teaches and mentors entrepreneurship at ESADE, UPF and CESIF. After 18 years in various global and regional sales executive positions at biopharmaceutical companies like Amgen and Celgene, he joined Ferrer in 2018 to lead the creation of a global strategy department. He is currently responsible for the R&D and Business Development departments.

Marta Vela, Chief Operations Officer

Diploma in Technical Industrial Chemical Engineering from EUETIB. Marta joined the company in 2017, after holding the position of production manager for five years at Novartis. She previously held positions in industrial operations in other international (Ahlcon-B.Braun) and national (Esteve) pharmaceutical companies. She's currently responsible for Ferrer's Operations area, which includes the pharmaceutical plants, the chemical plant, and the logistics and distribution centre.

1.3 Ethics and corporate governance

In 2024, we redefined our purpose –**We use business to fight for social justice**– maintaining the three pillars: **Great People, Liveable Planet** and **Collective Action**. However “how we do business” has now been explicitly integrated into the core of the company’s strategy. This challenges us to continue striving for consistency and excellence in “how” we do things and is also in line with our purpose, forming a virtuous circle that connects everything.

This means that, at Ferrer, what we do is as important as the way we do it, and we're fully aware that we can only achieve our goals by conducting ourselves responsibly, honestly and honourably.

We have an **Integrated Ethics, Integrity and Compliance System** that is cross-functional within the organisation. This incorporates an **Anti-corruption and Anti-bribery Management System** that is certified to the ISO 37001 standard by AENOR. This system contributes directly to “how we do business”, focusing on ongoing development to prepare us to meet new regulatory challenges, both nationally and internationally.

Our management contributed to us obtaining the **Compliance Leader Verification™** in December 2024. This prestigious recognition, granted by **Ethisphere**, highlights us as a leader and example in the development of our business at a global level, demonstrating our commitment to ethical and responsible corporate practices.

Ethisphere is a pioneering organisation dedicated to advancing ethical business practices, and as such this recognition is awarded to organisations demonstrating an exceptional commitment to their ethics and compliance programme.

The Compliance Leader Verification was awarded following an extensive and rigorous review by Ethisphere’s verification team. This included analysing our responses to the Ethics Quotient® (EQ) and comparing our ethics and compliance programme with those of the World’s Most Ethical Companies®, as well as an extensive review of documentation and interviews with executives and members throughout the organisation.

Now considered a global standard of excellence, the verification recognises organisations that implement the best practices in business integrity. This achievement demonstrates our commitment to corporate ethics, sustainability and transparency in all processes, going beyond compliance with legal standards through exemplary management.

Our **Ethics and Compliance Programme** is based on three main pillars, aligned with national and international best practice standards: **governance**, **ethical culture** and **risk management**.

1.3.1 Governance

From a governance perspective, the following bodies should be highlighted:

- **Board of Directors.** The highest body responsible for the supervision and control of the system.
- **Ethics, Compliance and Audit Advisory Board.** Advises the Board of Directors.
- **Corporate Ethics and Compliance Committee,** comprising the Chief Legal Officer, the People & Sustainability Director, and the Corporate Ethics & Compliance Director. This committee meets quarterly and on an ad hoc basis, for the fulfilment of its responsibilities regarding the **Whistleblowing Management System** and to collaborate, in a company-wide manner, in fostering a culture of ethics and integrity throughout the organisation.
- **Corporate Ethics and Compliance Department.** Led by the Corporate Ethics and Compliance Director, this comprises multidisciplinary professional profiles responsible for the correct development of Ferrer’s ethics and compliance system, including raising

awareness, training, business support in matters of integrity and compliance, the definition and updating of the internal regulatory framework, and risk management. Its objective is to define the framework for action in accordance with the highest standards of ethics and compliance, to foster an ethical culture globally throughout the organisation, and to promote an appropriate management of risks and compliance, as well as to address the new regulatory challenges and new trends.

At an international level, the Ethics and Compliance department has a network of local compliance officers who oversee the correct implementation of the **Ethics and Compliance System** in the affiliates where they operate. We've also created the **Ethics and Compliance Community**, which holds workshops, shares newsletters and other matters of interest in order to be at the forefront of global ethics and compliance issues.

Finally, we have a **Network of ambassadors** in the Spanish affiliate, which has been extended to some corporate

departments, to continue fostering the culture of ethics and compliance and to continue reinforcing the culture of integrity in the organisation.

CODES, POLICIES AND PROCEDURES

To reinforce the commitments set out in the [Code of Ethics](#) and the [Third Party Code of Ethics](#), we have a number of policies and procedures in place, on which training is provided on a regular basis:

Corporate Anti-Bribery and Anti-Corruption Policy. This establishes principles of action and behavioural guidelines to combat corrupt practices.

Corporate Policy on the Prevention of Conflicts of Interest. Updated in 2024, it establishes the obligation of all company employees –including **senior management**– to report any situation that could potentially involve unethical practices.

Corporate Policy on Interaction with Healthcare Professionals, Healthcare Organisations and Patient and Consumer Organisations. Updated in 2024, it contains

specific guidelines regarding Ferrer’s interaction with healthcare professionals, healthcare organisations, patient organisations and consumers.

Procedure for contracting with healthcare professionals and healthcare organisations. Updated in 2024, it describes the requirements that must be met when contracting with healthcare professionals and healthcare organisations, including those involving a direct or indirect consideration. It also regulates both internal and external approval processes.

Scientific Events Procedure. Updated in 2024, it outlines the responsibilities of Ferrer’s people in relation to the requirements that must be met for scientific events organised, sponsored or participated in by Ferrer, whether directly or indirectly, involving healthcare professionals, healthcare organisations and patient organisations. The purpose of this is to ensure that Ferrer complies with legislation and sectoral codes.

Corporate Policy for the Validation of Informative and Promotional Content. Updated in 2024, it sets out

the principles that must govern the promotion of Ferrer products.

Corporate Donations Policy. Updated in 2024, it establishes the standards to be followed by people in Ferrer with regards to a donation of any kind.

Corporate Policy on Representation Expenses. Establishes the framework of action, procedures and guidelines for expenses incurred with clients and suppliers on behalf of and in representation of Ferrer.

Business Partner Due Diligence Policy. Aims to identify potential third-party compliance and integrity risks.

Corporate Trade Sanctions and Trade Controls Policy. Sets out the guidelines and identifies the procedures that must be followed when carrying out business activities, to ensure that Ferrer complies with all applicable sanctions regulations.

1.3.2 Ethical and compliance culture

The commitment of **senior management** is essential in order for the organisation to have a true culture of ethics and compliance. The **Ethics, Compliance and Audit Advisory Board**, the **Corporate Ethics and Compliance Committee**, other corporate committees and the ethics and compliance committees of the international affiliates actively promote an ethics and compliance culture within the organisation and in our dealings with third parties.

In 2024, 218 individuals in management roles and with key ethics and compliance functions at Ferrer signed the **Annual Ethics and Compliance Statement**. This represents an increase of over 21% compared to the previous year. Additionally, in December 2024, 62 individuals in management roles signed a declaration on potential conflicts of interest. We also organised various ethics and compliance training and awareness-raising activities: Among them:

- **Ferrer onboarding process.** This includes online courses that new hires must take on a mandatory basis. These courses include the **Code of Ethics** and the **Corporate Anti-Bribery and Anti-Corruption Policy**. In 2024, 133 new Ferrer employees received training on the **Code of Ethics** and 106 received training on the **Corporate Anti-Bribery and Anti-Corruption Policy**. This training is complemented by mandatory in-person training in healthcare compliance, which is carried out according to the role of each person. Training on the **Code of Ethics** and the **Corporate Anti-Bribery and Anti-Corruption Policy** is planned twice yearly for 2025.
- **Zero tolerance of corruption.** We assume a public commitment based on the principles of integrity, honesty and legality, and act in line with national and international anti-corruption and anti-bribery guidelines. We reiterate the message that, in our activities, we will always and without exception prioritise the principle of zero tolerance towards any conduct that could be understood as corruption or bribery, as well as any other conduct that violates the values of the **Code of Ethics** and the **Third Party Code of Ethics**. In 2024, the first

review of our **Anti-Corruption Management System** by the certifying body AENOR took place, resulting in a satisfactory outcome.

- **Trust and a speak-out culture.** Ensuring an ethical and respectful working environment is everyone's responsibility. This year we announced the launch of the new tool we use to manage the **Ethics Channel**.

OUR PARTNERS' ETHICS AND COMPLIANCE SYSTEMS

At Ferrer, we pursue the continuous improvement of our model and encourage and support the development of our business partners' ethics and compliance models. Thus, we have a system that incorporates the compliance risk management of third parties with whom we have a relationship and that includes:

- Due diligence with prior compliance checks.
- Compliance clauses in contracts.
- Monitoring by our business units of compliance issues in meetings with the partner
- Mandatory ethics and compliance training
- Periodic reporting

In addition, seven training and awareness sessions on ethics and compliance took place in 2024, impacting over 200 people from 39 of our business partners in the United States, Latin America, Europe, the Middle East and Asia.

ETHICAL CHANNEL

We have various channels and platforms for seeking advice and support on ethics and compliance. Ferrer employees and external parties who wish to report a breach or suspected breach of the regulations, or any conduct that does not align with Ferrer's ethical values and commitments, can do so by communicating directly via the **Ethical Channel**, which is accessible on the intranet and on the corporate website.

The Ethics and Compliance Department manages queries related to Ferrer's ethical regulations and commitments via the queries channel (compliance@ferrer.com) and updates the consultation materials available to Ferrer's employees.

The **Corporate Ethics and Compliance Committee** is responsible for the **Internal Reporting System** (whistleblowing management) and therefore manages it and ensures that proper investigations are carried out. The Ethical Channel forms part of the **Internal Reporting System** and is accessible to Ferrer employees and interested third parties, including suppliers, clients, business partners, patients and consumers.

In 2024 we implemented a tool for receiving and managing communications relating to potential breaches. This tool aligns with new regulatory requirements, ensuring the rights and guarantees of all parties are respected. The Ethical Channel is accessible to all company employees and third parties via the Ferrer corporate website homepage.

The **Internal Reporting System** is one of the key elements of a robust ethics and compliance system. At Ferrer, we work to assure the proper use and operation of the Ethical Channel and to establish a genuine culture of reporting this type of situation, promoting its integration into the corporate culture through campaigns, awareness-raising activities and training activities, with the objective of continuously improving and acting correctly. Likewise, the people involved in the investigation processes receive specific training and guidance so they are fully aware of and apply the proper safeguards in this type of situation.

Communications received via the Ethical Channel² are reviewed and assessed for plausibility and, where appropriate, assigned for investigation, while ensuring the confidentiality of both their content and the identity of the parties involved, as well as the absence of reprisals against bona fide whistleblowers.

In turn, and as appropriate, the various governing bodies address issues related to the Ethical Channel, so that they are aware of its application and development, with the aim of gathering their suggestions on the need for actions to continue fostering the culture of "speaking out" or improving aspects of the process. In 2025, we are committed to continuing to promote this speak up culture throughout the organisation.

² During 2024, we received 22 communications via the Ethical Channel, five more than the previous year. For another year, we have continued to perform the corresponding awareness-raising actions to promote the speak up culture among Ferrer's people at a global level. The communications were mainly about aspects related to non-compliance with internal policies and procedures, Ferrer's values and interpersonal conflicts.

Of the 22 communications, 18 have been followed up within the framework of the Ethical Channel and its associated procedure. The remaining four communications were closed due to lack of plausibility. Of the 18 communications, nine have resulted in the application of the corresponding corrective or disciplinary measures. The remaining nine complaints were shelved because the facts stated in the communication were not proven.

INTEGRITY SURVEYS

At Ferrer, we believe it is crucial to listen to our employees to continue improving. In 2024, we obtained concrete feedback on ethics and integrity issues through two corporate surveys:

- The EDGE certification process survey, relating to aspects of diversity, equity and inclusion.
- The survey carried out to measure the *people experience* at Ferrer.

In addition, in 2024 we prepared the launch of the Ethisphere® survey, aimed at measuring the perception of the ethical climate at Ferrer. This survey will be launched globally on an external platform in 2025.

MEASURES AGAINST MONEY LAUNDERING.

We have established a **Corporate Policy on the Prevention of Money Laundering and Terrorist Financing** to ensure full compliance with the applicable laws and regulations in this area. As part of this policy, we offer mandatory training to all staff, designed to equip Ferrer personnel with the knowledge necessary for understanding the risks associated with money laundering and the financing of terrorism, as well as to implement the corresponding preventive measures.

In 2024, we reviewed and updated the policy, reaffirming our commitment to regulatory compliance and business ethics. We also continued our commitment to training, ensuring that everyone in the company successfully completes these programmes. We believe that this knowledge is essential to maintaining the highest ethical and regulatory standards in all areas of the company.

As at 31 December 2024, **more than 80% of Ferrer's employees** (excluding operators, external collaborators and trainees) **have participated in training programmes**.

This percentage covers professionals from various areas within the company, from administration and finance to research and development. The feedback from the participants to this training was positive, highlighting the value and relevance of the training to their job performance.

CONFLICTS OF INTEREST

In 2024, we updated the **Corporate Policy on Conflicts of Interest** that sets out in detail the situations or conducts that may entail conflicts between the personal and professional interests of the people who work at Ferrer, including members of **senior management**.

This policy was communicated globally in 2024 and is available to view on the Intranet. It includes various questionnaires (according to the type of conflict of interest) for individuals in situations of potential conflict of interest to complete and submit to cofinterest@ferrer.com for

a joint analysis by designated people in the Ethics and Compliance and People Core teams.

PERSONAL DATA PROTECTION

The right to personal data protection is a fundamental right that we ensure is respected in all our projects and activities through our internal policies and procedures. We also have a **Data Protection Committee** to ensure that all represented areas are aware of, and can propose, everything necessary to comply with data protection regulations.

This enables us to comply with the principles set out in the applicable regulations, particularly ensuring that we only process personal data lawfully, fairly and transparently, and only use data that is adequate, relevant and limited to what is necessary for the purposes of processing.

Two confidentiality breaches occurred in 2024, but thanks to the technical and organisational measures taken to ensure an appropriate level of security, neither breach posed a risk to the rights and freedoms of the individuals concerned.

Regarding the rights of those affected, we have responded to all requests in the timeframe and manner established by the regulations. Furthermore, we have not received any complaints from the Spanish Data Protection Agency, demonstrating that our activities align with the strictest regulatory compliance standards.

We would also like to highlight that, in our commitment to respecting people's privacy, since 2022 we have adhered to the **Code of Conduct regulating the processing of personal data in clinical trials and other clinical research and pharmacovigilance activities** promoted by Farmaindustria. Adhering to the Code provides us with the necessary protocols that facilitate the application of data protection regulations in the areas they regulate, providing the utmost guarantees for the processing of the special category data of patients and the consumers of our products.

INFORMATION SECURITY

Since 2022, we have had an **Information Security Master Plan (2022-2025)**, which outlines the company’s information security strategy.

The **Information Security Management System**, based on ISO 27001, is being progressively defined and implemented, and since 2022, we have had a **Corporate Information Security Policy** in place, which defines the objectives, principles and general lines of action. There is also an **Information Security Committee** which meets regularly and receives reports on the progress of implementation.

The **Corporate Information Security Policy** is being rolled out alongside specific policies and procedures, as described below:

- **Rules for the use of corporate information systems**, which establish and define the security measures to be applied by all Ferrer employees.
- The **Information security incident management procedure (2023)** focuses on how to act and report any security incident (Helpi, IT support email or telephone).

- **Third-party security policy (2024)**, which establishes the performance of an information security risk assessment for third parties, as well as the requirements of specific security measures according to the services to be provided.

All of the above policies have been published and made available to the relevant employees, and mandatory training on the matter has been completed.

In addition, since 2022, an **Awareness Plan** has reinforced the policies and regulations and emphasised to all Ferrer employees the importance of considering cybersecurity in their day-to-day work. This plan includes publishing bulletins on different topics (shared on screens in various centres and via the corporate intranet) and implementing other awareness-raising actions, such as company-wide phishing tests launched in 2024.

In 2024, we also implemented an external SOC (Security Operations Centre) service for continuous monitoring and the detection of cybersecurity incidents, as well as providing support for analysis, response and recovery

in the event of an incident. No relevant cybersecurity incidents occurred in 2024.

UNFAIR COMPETITION

We’re committed to complying with antitrust regulations in all the countries in which we operate. In 2024, we were not involved in any proceedings or litigation in relation to unfair competition, monopolistic practices or against free competition.

We have a **Corporate Competition Policy**, which aims to establish the general principles of action when we enter into relations with our competitors, customers, suppliers and other third parties, establishing a clear policy of recommendations and steps to follow in order not to violate any of the applicable regulations.

In addition to this publication, Ferrer’s people have also had at their disposal an **Action procedure for surprise inspections by regulatory bodies**, whose objective is to define the guidelines for action to be followed in the event of an investigation by the competition authorities, such as the European Commission, the National Markets and

Competition Commission (CNMC) and the competition authorities of the autonomous communities, which might take place in Ferrer’s offices in Barcelona and Sant Cugat del Vallés (Barcelona), and the logistics centre in Sant Feliu de Buixalleu (Girona).

In line with our commitment to continuous training, we organised an online training session on competition law, which was attended by the sales force of Ferrer Spain’s three business units. The session was led by an expert in the field, who reviewed the general principles on competition, worked on practical cases and gave recommendations to follow in the event of surprise inspections.

In addition, we offered a dawn raids course via the Learning Lab platform to individuals who must exercise greater caution and adhere to the general principles of competition law in their daily work.

1.3.3 Risk management

Every strategy must be accompanied by a suitable, cross-functional risk management to facilitates the achievement of objectives. In recent years, we have promoted a risk management culture throughout the organisation to strengthen integrated risk management.

Since 2022, we have had a **Risk Management Policy** that aims to establish:

- The corporate risk management model that is the general framework for action within Ferrer.
- The roles and responsibilities in risk management.
- The elements for the comprehensive management of the risks faced by the company.

This Policy defines the general framework for action and is complemented by a **Risk Assessment Procedure**, which sets out the assessment method, and a **Follow-up and Monitoring Procedure**.

Various specific risk maps have been derived under the umbrella of the **corporate risk map**: a **criminal risk map**,

an **information security risk map**, an **ESG risk map** and a **reputational risk map**.

RISK MANAGEMENT MODEL

We apply the international standard of the three lines model to our risk management model, in which the business areas are responsible for risk management. Technical areas of expertise, such as Ethics and Compliance, monitor and support the business areas, and the Internal Audit department oversees compliance with the policies, the suitability of the controls implemented and identifies the corrective measures to be applied.

The natural process of risk management begins with identifying risks and assessing them in terms of likelihood and impact. Depending on the organisation's risk appetite, risks can be categorised as top A, B or C risks. This categorisation determines the degree of monitoring performed on each risk, ensuring adequate and efficient management.

We have a specific IT tool to manage the company's risks and controls at a general level. This tool allows different

1st line	2nd line	3rd line
<ul style="list-style-type: none">● Areas● Departments● Business Units	<ul style="list-style-type: none">● Risk management● Ethics and compliance● Sustainability● Cybersecurity● Communication	<ul style="list-style-type: none">● Internal audit
<ul style="list-style-type: none">● Management / Operation	<ul style="list-style-type: none">● Support, supervision and monitoring	<ul style="list-style-type: none">● Verification and assurance

teams in the company to actively participate in this process, from the business units, which are closer to the risks and are responsible for implementing the necessary controls in order to mitigate them, to those teams that act as support, advising and supervising the implementation of these controls by conducting questionnaires and providing support in the management of problems and implementation of action plans. In addition, the internal audit team –as the third line of defence– is responsible for reviewing that the processes are being applied correctly.

CORPORATE RISK MANAGEMENT

We have a **corporate risk map** to help us overcome the challenges we face in achieving our strategic objectives. These risks may be financial, compliance-related, reputational or operational in nature.

The map is reviewed in full every two years, and the controls and remedial actions established under it are monitored regularly.

This process has been completed for both the parent company and the other regions in which we operate. The last map review in Spain took place in 2023, and in 2024 the maps of the companies present in Germany, Central America and the Caribbean were reviewed.

CRIMINAL RISK MANAGEMENT

Since 2021, the Ferrer companies operating in Spain have had a **legal risk map** (including criminal risks). This map has also been implemented in various international commercial affiliates, depending on their size, maturity and level of exposure to legal risks.

The map is reviewed every three years, resulting in a comprehensive update to the **legal risk map** of Spanish companies in 2024. In light of the evolution of the risk management and the approach adopted by other teams in managing certain specific risks under the **corporate risk map**, the **legal risk map** has transitioned to a **criminal risk map**. The review of the risk matrix encompasses both the risk catalogue and the established control measures, as well as the corresponding updates resulting from strategic, organisational and operational changes.

Consequently, Ferrer’s Spanish companies³ now possess an **Ethics, Compliance and Criminal Prevention Policy** (with a global scope), a **Criminal Prevention Procedure**, and a **criminal risk map**. This map enables us to anticipate potentially critical situations, implement prevention and detection measures, and adopt the relevant action plans to reinforce control measures if necessary.

The **criminal risk map** includes different criminal typologies for which Ferrer could theoretically be held criminally liable. These include crimes against public health or the environment, financial crimes such as (public or private) corruption, money laundering and tax crimes, etc.

In 2024, internal audits were conducted relating to this map, and the risks of false advertising (associated with market and consumer crimes), as well as the risks associated with private corruption, were audited for the Spanish affiliate. In 2025, we plan to extend our review of the criminal map to more companies in the geographies

in which we operate, bearing in mind the relevant local legislation.

INFORMATION SECURITY RISK MANAGEMENT

We conduct an annual risk analysis to identify prioritised action plans for mitigating information security risks. The action plans include both organisational security measures (policies, regulations, procedures, etc.) and technical measures (implementation of new security solutions/ services or improvement of the existing ones).

ESG RISK MANAGEMENT

We are in the process of reviewing the double materiality analysis in accordance with the new ESRS (European Sustainability Reporting Standards) method, based on the requirements of the CSRD (Corporate Sustainability Reporting Directive). To this end, we have conducted a general identification of ESG risks, taking into account both the risks already identified in the 2023 exercise and the emerging risks, and risks included in other available Ferrer risk maps.

The identified risks have been assessed and prioritised based on the topical structure of the ESRS standards (AR 16), thus covering the list of sustainability aspects proposed by the directive. In 2025 we plan to create an ESG risk map. This map will identify existing control measures and action plans to mitigate any significant risks and ensure adequate coverage. We also intent to begin monitoring these ESG risks using the corporate risk management tool, enabling integrated management of ESG risks across different maps.

REPUTATIONAL RISK MANAGEMENT

In 2023, we identified the top five reputational risks for the organisation and assessed them according to their likelihood and impact.

- R1 Practices inconsistent with the purpose (contribution)
- R2 Safety and efficacy of medicines (credibility)
- R3 Theft of sensitive information, cybersecurity (integrity)
- R4 Misconduct by third parties (integrity)
- R5 Questionable commercial practices (integrity)

³ Ferrer Internacional Group, S.A.; Ferrer Internacional, S.A.; Ferrer Farma, S.A.; and Interquim, S.A.

We have specific controls in place to mitigate business risks that may have a reputational impact, as well as general controls such as the **Corporate Communication Policy**, the **Procedure for the use of social networks** and the **Protocol for reputational crisis management**.

1.3.4 Quantitative indicators of business ethics and management

Operations assessed for risks related to corruption (%)	2024
Operations assessed for risks related to corruption	86%

In 2024, we conducted a comprehensive review of our criminal risk map at HQ and in Spain, focusing on the most relevant compliance risks. These include the risk of corruption (both public and private). As for our international affiliates, we monitor corruption risk based on their risk map, taking into account the operational reality of each territory. Risk and control management and monitoring is carried out using an IT tool. Currently, the platform has been implemented in 12 of the 14 centres in which Ferrer operates. This means that in 2024, 86% of operations were assessed on the basis of corruption risk.

Communication and training on the Code of Ethics for members of the governing body	2024	2023	2022	Variation 2024-2023 (%)
Governing body members	100%	n/a	n/a	-

Employees who have been made aware of the organisation’s anti-corruption policies and procedures	2024	2023	2022	Variation 2024-2023 (%)
Employees communicated	100%	n/a	n/a	-

Communication and training on the Code of Ethics for third parties	2024	2023	2022	Variation 2024-2023 (%)
Companies	133	174	300	-23.56%

People who have received anti-corruption training, organised by professional category	2024	2023	2022	Variation 2024-2023 (%)
Direct labour	2	21	22	-90.86%
Technical personnel and middle managers	99	1,083	141	-90.48%
Management and Management Committee	5	56	4	-90.86%
Total	106	1,160	167	-91.07%

People who have received anti-corruption training, by country	2024	2023	2022	Variation 2022-2023 (%)
Germany	0	10	n/a	-100.00%
Austria	0	4	n/a	-100.00%
Chile	6	38	n/a	-84.21%
Costa Rica	6	8	n/a	-25.00%
Spain	55	825	n/a	-93.33%
United States	4	71	n/a	-94.37%
Mexico	27	144	n/a	-81.25%
Peru	8	25	n/a	-68.00%
Portugal	0	35	n/a	-100.00%
Total	106	1,160	n/a	-90.86%

Confirmed incidents of corruption	2024	2023	2022	Variation 2024-2023 (%)
Confirmed incidents of corruption	0	0	0	-

No corruption cases have been confirmed in 2024.

1.4 Economic and fiscal development

At Ferrer, we are aware that we still have a long way to go. However, we want to promote a **new way of doing business and of approaching the world** that contributes to a better society.

We believe that the pharmaceutical business is not an end in itself, but a means to generate the changes that society needs. We work to achieve a minimum level of economic profitability that guarantees the sustainability of the company in order to reinvest a significant part of our profits in initiatives with a social and environmental impact, as well as in the wellbeing of our people⁴. **Thus, in 2024 we reinvested €16 million⁵ in various social and environmental projects.**

Number of shares existing at 31 December 2024 (subscribed and paid-up): 3,335,115 shares. Nominal value: €6.01 /share. Shareholder groups with % holding:

- Sergi Ferrer-Salat Serra di Migni: 95.945%
- Beatriz Ferrer-Salat Serra di Migni: 4.055%

1.4.1 Our tax policy

At Ferrer, we adopt and make decisions concerning the applicable tax treatments based on economic motives or commonly accepted business practices, avoiding abusive tax planning schemes or practices. We pay tax according to the true legal nature and economic substance of the facts, acts or businesses carried out by the company, and avoid those operations or businesses that are notoriously artificial or lack economic motives other than tax savings.

Responsible tax behaviour is in line with our values as an entity committed to sustaining public burdens in the countries in which we operate in order to contribute to the sustainable development and social progress of each territory. Therefore, we promote responsible tax behaviour that takes into consideration the interests and sustainable economic development of the jurisdictions in which Ferrer operates. The taxes and levies that group entities pay in the countries in which they operate constitute our main contribution to sustaining public burdens and, thus, one of our contributions to society.

We have a specific department within our governance model that manages regulatory compliance in tax matters: the Corporate Tax department is responsible for monitoring tax risks and the associated controls so as to prevent or reduce the likelihood of their occurrence and impact.

⁴ As part of our commitments as a B Corp company, Ferrer's bylaws were amended in 2021 to ensure that decision-making takes into account the social and environmental impact.

⁵ Ratio obtained by dividing the absolute number of partnership agreements and donations by the final result before partnership agreements and donations.

The management of tax risks is part of the **Risk Management Policy** and is reflected in the existence of internal processes, systems and controls for the management of tax risks. Accordingly, the tax management and control system, in general, has four fundamental objectives:

- Identify the tax risk, be it related to compliance, interpretation, or a regulatory or reputational risk.
- Notify Ferrer of the tax risk.
- Analyse, assess and manage the tax risk in accordance with the principles of taxation.
- Reduce tax risk by updating and improving tax information management and control procedures.

Our **Tax Policy** is aligned with internal and external protocols, for example:

- National and international tax regulations, as well as the [OECD Guidelines for Multinational Enterprises](#) and the reports of the OECD/G20 [BEPS Project](#).
- Ferrer’s [Code of Ethics](#).
- Ferrer’s [Corporate Anti-Bribery and Anti-Corruption Policy](#).
- Ferrer’s [Corporate Policy on the Prevention of Money Laundering and Terrorist Financing](#).

We also have eight levels of internal accountability, including:

- The **Board of Directors** and the **Ethics, Compliance and Audit Advisory Board**, whose duty is to promote the monitoring of the principles and good practices.

- The **Management Committee**, Ferrer's most senior management body.
- The Chief Financial & Corporate Services Officer (CFO) who, together with the **Management Committee** and the **Ethics, Compliance and Audit Advisory Board**, is informed annually and in the case of events of particular relevance.
- The Corporate Tax department, responsible for managing the company's tax obligations and controlling tax risks.
- The local tax officer, and for the affiliates, those responsible for monitoring and control based on the defined rules.
- Other departments, such as business units or corporate departments, responsible for reporting on any transaction likely to affect the company's taxation.

- The Internal Audit Department, responsible for validating and supervising the control of tax risks and the policies to mitigate them.
- The Ethics and Compliance Department, in charge of monitoring tax risks that may entail criminal liability of the legal entity, as well as managing the complaints received through the company's Ethical Channel.

The values and guidelines that guide the **Tax Policy** are aligned with the corporate principles on which Ferrer is built. Our organisational culture is sensitive to the prevention, detection, management and early mitigation of tax risks and is opposed to any malpractice that tolerates or protects unlawful or abusive conduct. We do not use opaque structures or incorporate companies located in non-cooperative territories in order to avoid tax obligations, and we do not carry out transactions with related entities for reasons of base erosion or profit shifting to countries with low or no taxation.

We aligned ourselves with certain **best practices in taxation:**

- We interpret tax rules and the provisions of double taxation treaties in a reasonable, rigorous and prudent manner.
- We file the tax returns required by the tax regulations applicable in each country and territory in which we operate.
- We collaborate with the competent tax administrations in detecting and finding solutions to fraudulent practices.
- We cooperate with the competent tax authorities on issues related to access to information.
- We maintain a constant and close relationship with the management bodies of the tax administration in order to minimise the impact of inspection procedures on our business activity.

- We use all the powers conferred by the contradictory nature of the inspection procedure, promoting, as far as possible, agreements and conformities with the competent tax administrations in all of the procedural phases in which this is feasible.

We also work to promote a fluid communication with the tax administrations. A relationship inspired by the principles of mutual trust, good faith between the parties, transparency, collaboration, loyalty, and the search for mutual understanding on the basis of reciprocity. Our ultimate goal is to facilitate the application of the tax system, increase legal certainty, and reduce litigation.

Where possible, we strive to strengthen our agreements and compliance with the relevant tax authorities. We also have the support of tax advisers and external auditors, who are responsible for periodically assessing and reviewing the various tax-related processes when these have a significant impact on the individual or consolidated financial information to be reported by the group.

As regards the geographical application of these tax control protocols, given that we are an international group with a presence in both the European and Latin American markets, those responsible for the tax function of each affiliate are in charge of establishing the management procedures necessary for ensuring that the control is carried out in accordance with the principles and operating rules of the corporate tax strategy and policy. In addition, these local managers must periodically report and inform the corporate tax department heads of the situation and evolution of tax risks.

1.4.2 Quantitative indicators of economic and fiscal performance

Tax contribution Profits by country (in euros)	2024	2023	2022	Variation 2024-2023 (%)
Europe	77,900,853	21,180,558	39,585,249	
Germany	7,303	31,118	-1,191,214	-76.53%
Austria	227,367	58,821	-39,002	286.54%
Belgium	105,275	16	483,024	657868.75%
Spain	77,107,172	20,920,411	40,939,892	268.57%
France	-121	34	-274	-455.88%
Greece	8,439	21,912	32,018	-61.49%
Italy	40,919	13,041	-6,411	213.77%
Portugal	404,499	135,235	-632,784	199.11%
North America	-78,931,123	-40,013,293	-29,791,795	
United States	-82,206,360	-42,884,154	-32,935,599	91.69%
Mexico	3,275,237	2,870,861	3,143,804	14.09%

Central America & Caribbean	953,549	1,819,221	580,364.00	
Costa Rica	1,192,709	1,833,752	601,311	-34.96%
Guatemala	-239,160	-14,531	-20,947	1545.86%
South America	1,963,512	2,134,260	2,015,994	
Chile	232,982	460,439	902,110	-49.40%
Colombia	-51,922	-62,864	-55,717	-17.41%
Peru	782,101	801,823	831,423	-2.46%
Uruguay	1,000,351	934,862	748,466	7.01%
Total	1,886,791	-14,879,224	11,974,167	-112.68%

Taxes paid on profits (in euros)*	2024	2023	2022	Variation 2024-2023 (%)
Amount	11,675,323	8,179,638	10,873,666	42.74%

*In Spain.

Public subsidies received (in euros)	2024	2023	2022	Variation 2024-2023 (%)
Amount	97,588	40,869	390,897	138.78%

Economic value generated and distributed (€)	2024	2023	2022	Variation 2024-2023 (%)
Total revenue of the organisation	699,812,096	634,518,550	644,552,668	10.29%
ECONOMIC VALUE GENERATED	699,812,096	634,518,550	644,552,668	10.29%
Employee wages and benefits	161,274,202	143,892,590	148,624,908	12.08%
Operating expenses	182,482,606	154,343,331	160,650,060	18.23%
Community investments (payments for social action)	15,972,673	10,281,422	10,564,347	-100.00%
ECONOMIC VALUE DISTRIBUTED	359,729,481	308,517,343	319,839,315	11.42%
ECONOMIC VALUE RETAINED	340,082,615	326,001,207	324,713,353	9.22%

1.5 Ethical relationships with healthcare professionals and patients

We have a series of policies and procedures that set out the guidelines for our relationships with healthcare professionals, healthcare organisations, patient organisations and consumers.

In 2024, our **Corporate Policy on Interaction with Healthcare Professionals, Healthcare Organisations and Patient and Consumer Organisations** was updated.

The following risks are identified in relation to consumers:

- Risk of a consumer misusing a product due to misleading advertising and this causing them a health problem or undesirable effect.
- Risk that collaborations with healthcare organisations or professionals may be misinterpreted by the patient and that this may affect Ferrer's image and reputation.
- Risk of personal health data becoming known to the laboratory.
- Risk of mismanagement and legislative non-compliance with respect to the personal data of healthcare professionals.

The following risks are identified in relation to healthcare professionals:

- Risk of mis-prescription of Ferrer's product by a prescriber due to a lack of or incorrect information.
- Risk of loss of reputation of the doctor, healthcare professional or healthcare organisation due to an improper relationship as defined by Ferrer's standards.
- Risk of a pharmacist wrongly recommending one of our products.

To minimise these issues, we focus on improving the experience of patients, families and caregivers via their associations and organisations, which are key partners in the healthcare sector. We also seek to maintain the best possible relationship with these organisations and to establish cooperation frameworks in those areas where common or shared interests are defined and where a legitimate need arises.

To ensure that anyone in Ferrer who needs to interact with patient associations does so in an effective manner and complies with the provisions in the legislation and sectoral codes, at the end of 2023 we have published the new **Procedure for interaction with patient organisations**. In addition, the following actions were carried out in 2024:

- Implementation of a global **training plan** on the **Procedure for interaction with patient organisations**.
- We published a **Patient Advocacy Narrative** to provide a shared reference framework for any Ferrer employee's communications with external stakeholders involving patients.
- We implemented a system to evaluate our relationships with patient associations.

1.5.1 Transparency

Only a company that liaises constantly with healthcare professionals, healthcare organisations, patient organisations and other stakeholders in the sector on a daily basis is able to successfully address health-related challenges. The industry's daily liaising with professionals and organisations, and the pooling of their joint vision to develop solutions and advance knowledge, is essential.

If conducted on a mutual basis of integrity, honesty and transparency, this relationship between diverse societal actors will generate public trust in the companies and their various professionals. Thus, the pharmaceutical industry in Spain annually publishes the payments made to healthcare professionals and organisations for donations, training activities and professional scientific meetings, provision of services and research and development.

The information corresponding to our activity in this area was published during the month of June and is available in the transparency section of our website. We publish all payments to healthcare professionals individually pursuant to the requirements of the [European Federation of Pharmaceutical Industries and Associations \(EFPIA\)](#), regardless of whether we must also comply with the legislative transparency obligations of the healthcare professional's country of residence in that region. From our affiliates in the United States, Mexico and Chile, we publish collaborations with healthcare stakeholders in accordance with the legal and sectoral obligations of each territory.

1.6 LinkUp programme: fighting for social justice with our value chain

At Ferrer, we know that alone we will not be able to generate significant social and environmental changes to meet the current and future challenges. Therefore, we believe in interdependence and recognise that we're all part of an interrelated ecosystem, with different levels of maturity and evolution in which only through collaboration can we advance and respond to common challenges.

Our activist philosophy transcends traditional governance frameworks. We firmly believe that by prioritising ESG issues –both inside and outside our organisation– we are making a significant contribution to building a more just and sustainable future.

In 2022, we launched programmes with third parties – suppliers, licensors, and B2B customers (hereinafter referred to as business partners, trading partners, actors or companies in the value chain or BP) - with the aim of multiplying our impact and strengthening the fight for

social justice throughout our value chain. Recognising our responsibility for the socio-environmental impact generated by our business, we took a further step by creating the **Value Chain Management Framework**, comprising two key initiatives: **Suppliers for good**, which focuses on our suppliers and licences, and **Partners Activism**, which is aimed at customers and marketing partners.

In 2024, we consolidated these initiatives into a single programme: **LinkUp**. This programme establishes a common model for all actors in our value chain, governing the main business areas that interact with third parties. This enables us to work towards shared objectives and standards, promoting the integration of sustainability within the organisations with which we interact.

LinkUp unifies our previous initiatives and reinforces our commitment to creating a collaborative network that multiplies the positive impact along the entire value chain. It is the means by which we wish to convey our purpose and invite others to join the fight, creating a routine sense

of activism within the ecosystem of companies with which we do business and which we can influence. Through this approach, we seek aim to support and empower our business partners, forming robust and purposeful alliances that contribute to a better future.

LINKUP FOR GOOD

Fighting for social justice with our value chain

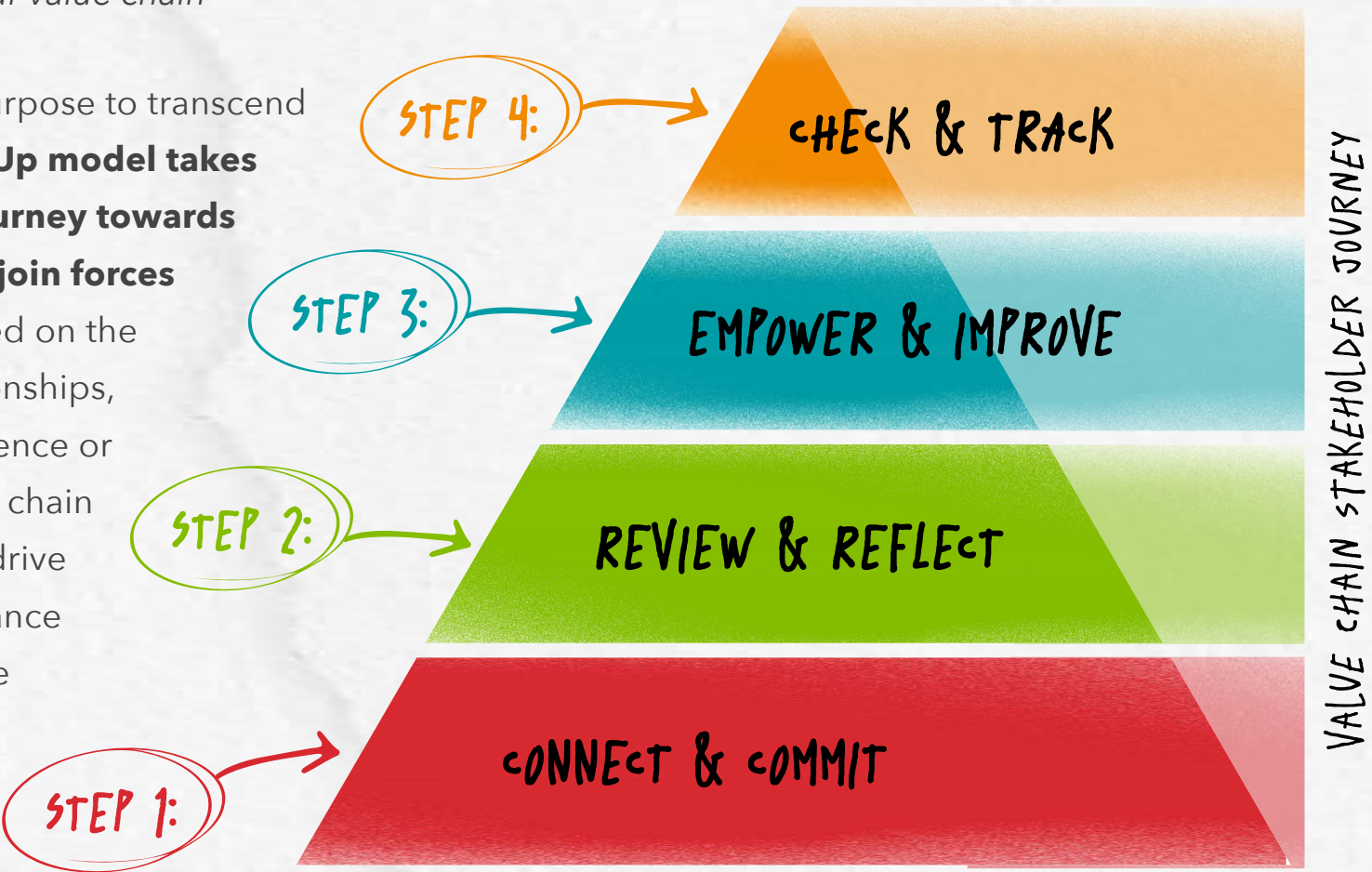
In order for our strategy and purpose to transcend our own organisation, the **LinkUp model takes our business partners on a journey towards sustainability, enabling us to join forces and multiply our impact.** Based on the life cycle of our business relationships, it establishes the levers of influence or change that we use to trigger a chain reaction of good practice and drive improvements in ESG performance throughout our value chain. The model acts as a strategic and operational guide, aligning all companies in our value

chain under common principles of sustainability, ethics and social responsibility.

The model is structured into four phases, each with a clear objective. We have defined **WHY** (purpose), **WHAT** (objectives), **HOW** (tools and initiatives), and **WITH WHOM**

(targeted business partners). Each phase of the journey involves specific actions to guarantee the evaluation, engagement and continuous improvement of all the actors in our value chain. Using out prioritisation matrix, we identify those that are most strategic in order to maximise the impact of our actions and adjust our expectations and demands according to their level of relevance. The model is also aligned with industry standards and adapted to comply with the new **CSRD** (Corporate Sustainability Reporting Directive) and **CS3D** (Corporate Sustainability Due Diligence Directive) regulations, thereby ensuring the robustness of our ESG strategy.

In terms of programme governance, our **LinkUp Committee** is responsibility for ensuring that the programme is implemented in Ferrer’s operations to meet its objectives. The represented areas are those most closely linked to the value chain and those with direct relations with third parties: Sustainability, Ethics and Compliance, Procurement, International B2B, and Business Development.



You can find out the results of the programme in 2024 by consulting the [Value Chain Sustainability Report](#).

Phases related to our business partners and the main actions carried out in 2024

PHASE 1. ONBOARDING

Purpose: to raise awareness in order to make informed decisions and take on commitments.

Goals:

- Due diligence: integrate the ESG risk analysis to gather information on potential indirect impacts and identify the relevance of each actor in our value chain.
- Search: establish sustainability as a key criterion in the selection of business partners.
- Agreement: formalise binding commitments towards transparency, improvement, and collaboration, in line with our purpose.

Highlighted actions 2024:

- Automation of adherence to the Third Party Code of Ethics.
- ESG risk analysis of the companies in our value chain.
- Inclusion of ESG clauses in contract renewals.

Next steps 2025:

- Due diligence: pilot questionnaire to assess potential risk.
- Search: update of supplier selection criteria.
- Agreement: evolution and update of the Third Party Code of Ethics, as well as the definition of ESG clauses in contracts and minimum requirements in RFPs (request for proposal).

PHASE 2. EVALUATION

Purpose: to increase transparency and build trust.

Goals:

- Promote an objective, third-party verified ESG assessment (through EcoVadis Ratings).
- Share non-financial information to support each other in improving.
- Analyse data to define collaborative strategies that focus on areas for improvement in order to maximise impact.

Highlighted actions 2024:

- Training sessions on the use of EcoVadis for ESG assessment.
- ESG assessment of 452 business partners, representing 57%⁶ of our expenditure/turnover.

⁶ In terms of expenditure/turnover, not total number. In terms of suppliers, 77% of our expenditure is assessed, 52.4% more than in 2023.

PHASE 3. ENGAGEMENT FOR IMPROVEMENT

Purpose: to collaborate for continuous improvement.

Goals:

- Support our business partners through awareness-raising and training programmes.
- Promote capacity-building by sharing best practices.
- Establish a culture of collaboration and mutual aid.

Highlighted actions 2024:

Raising awareness

- Thematic meetings focusing on environmental issues, social justice, and people’s wellbeing.
- Annual plenary session. During this session, invited companies had the opportunity to hear first-hand about the messages and activist actions promoted by our chairman, Sergi Ferrer-Salat, and our CEO, Mario Rovirosa.

- Webinars (in English and Spanish) to promote climate commitments. As part of this initiative, we created a space on our website for all companies in our value chain. This portal provides resources to help raise awareness and educate companies on managing their carbon footprint. Additionally, we have developed a form where companies can share their carbon footprint with us.

Improve

- Corrective action plans have been introduced through EcoVadis in critical areas such as compliance and the environment.
- The creation of the Climate Transition Plan establishes clear guidelines for climate management and improvement among our business partners (LinkUp for Climate), with the aim of advancing Ferrer’s climate commitment and strengthening sustainability throughout our value chain.

Next steps 2025:

- Deployment of LinkUp for Climate (decarbonisation of the value chain), starting with suppliers.
- Set performance and value chain improvement targets aligned with the 2030 strategic plan.

PHASE 4. ESG AUDITS

Purpose: to guarantee the programme’s effectiveness, generating a positive impact and fulfilling the commitments made.

Highlighted actions 2024:

- This phase is under development.

EcoVadis Platinum

This year, our efforts have earned us EcoVadis Platinum status and 81 points on the platform, which comprehensively evaluates companies’ environmental, labour and human rights, ethical and sustainable sourcing practices. This tool allows us to evaluate and promote sustainability improvements among our suppliers, so it is crucial to have a high score that enables us to lead by example.

Based on the ESG risk (indicating potential impact, as assessed by EcoVadis IQ+) and turnover (indicating relevance to the business), we classify our business partners into three categories. The “most relevant” category is type A.

To maximise the impact of our resources, deployment of the **LinkUp** programme is prioritised according to the relevance of the companies in our value chain. For example, when requesting an ESG assessment, we

prioritise companies with the highest risk, as well as those representing a higher annual business volume (expenditure/turnover) for Ferrer.

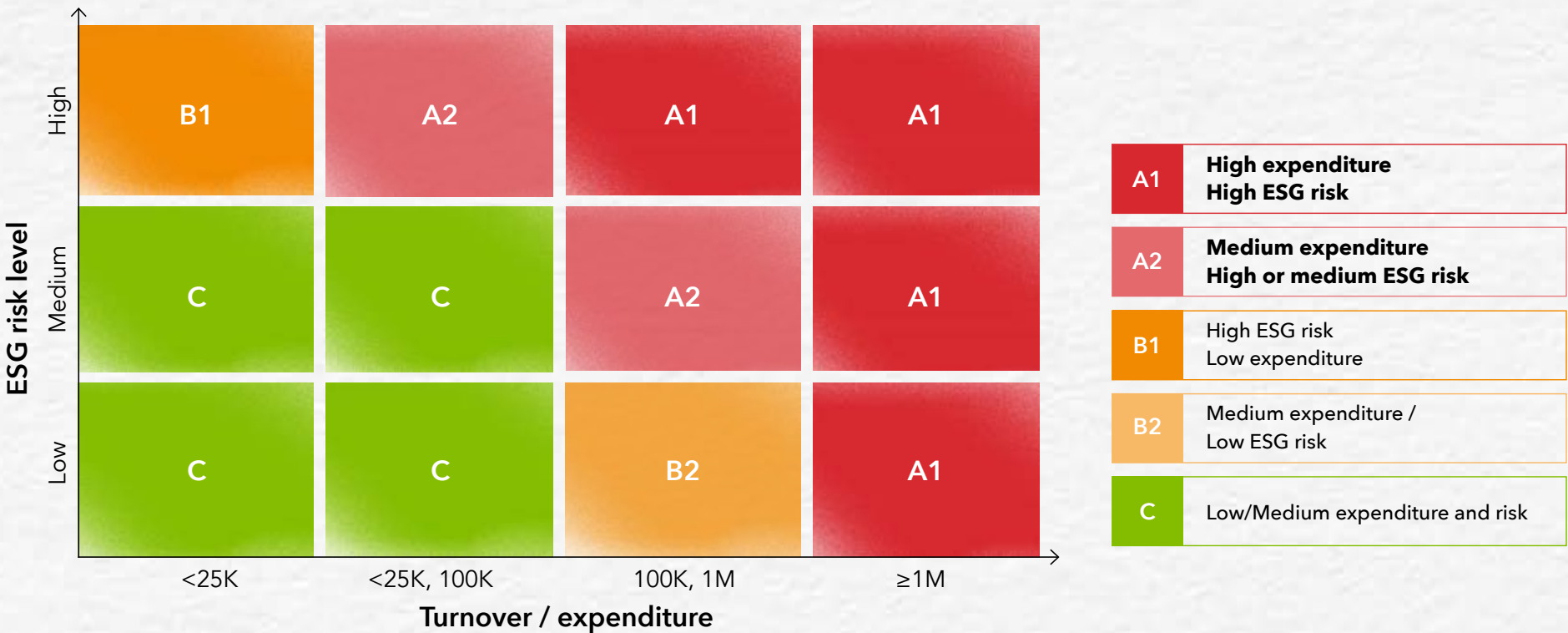
UPCOMING CHALLENGES

Our goal for 2025 is to further deploy the **LinkUp** programme further so as to strengthen engagement, improve the ESG performance of our business partners and make it a reality, with a particular focus on climate assessment and improvement.

1.6.1 Our prioritisation matrix

At Ferrer we use a global ESG segmentation matrix to categorise our business partners according to their relevance. This matrix is defined by turnover (X-axis) and the associated inherent ESG risk (Y-axis).

ESG risk is the combination of inherent risks by country and industry in four areas: environmental issues, human rights and labour conditions, ethics, and sustainable sourcing. It also involves identifying public ESG controversies.



Over the coming years, we will focus on the following challenges:

- **Continue to strengthen the due diligence process**, paying particular attention to the requirements of the new regulations related to human rights, as well as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- **Formalise and reinforce commitments** by ensuring that all contractual agreements include specific, binding clauses that reinforce the environmental, social and governance commitments. Improve and update the third party code.
- **Increase transparency with full ESG assessment**: have **all the relevant actors in our value chain assessed** through EcoVadis Ratings to provide a clear and detailed view of their sustainability performance and their social and environmental impact.

- **Promote adoption of the Climate Transition Plan**: ensure that all Type A companies adopt its guidelines, working together to reduce their carbon footprint and contribute to Ferrer’s Scope 3 decarbonisation targets.
- **Plans for engagement and improvement**:
 - Continue to develop a solid model of support and engagement in line with Ferrer’s purpose and the ambition of our strategy in terms of value chain impact, based on Ferrer’s strategic pillars and objectives.
 - Involve all Type A companies in training initiatives and theme-based sessions that promote the adoption of best sustainability practices.

Our commitment to a more just and sustainable future is unwavering. Every step we take with our business partners reaffirms our belief that companies are key drivers of real change and that, together, we can multiply our impact. At Ferrer **we aspire to be not only agents of change, but also to inspire other organisations to join the fight for social justice.**

1.6.2 Quantitative indicators of the LinkUp programme: Fighting for social justice with our value chain

In 2024, expenditure on local suppliers (Spain) accounted for 51.1% of total expenditure.

Expenditure on local suppliers	2024	2023	2022	Variation 2024-2023 (%)
Domestic suppliers	3,653	940	975	288.6%
Foreign suppliers	853	1,135	1,110	-24.8%
Total suppliers	4,506	2,075	2,085	117.2%
Expenditure on domestic suppliers (€M)	259.9	113.0	132.3	130%
Expenditure on foreign suppliers (€M)	248.5	299.5	330.7	-17%
Total expenditure on suppliers (€M)	508.4	412.5	463.0	23.3%
Proportion of expenditure on local suppliers	51.1%	27.4%	28.6%	86.6%

In 2024 the scope of suppliers encompassed the entire global control perimeter of Ferrer. A supplier located in the country where the activity originates is considered local.

In 2023, suppliers located within 322 km of the activity’s origin were considered local. Information is included for Ferrer Farma, FASA, FISA, GFISA, Medir, Interquim, Can Marles, Bioprojet-Ferrer, S.L., Ferrer Portugal, Ferrer Galénica, S.A. de Produits Pharmaceutiques, Ferrer Deutschland, GmbH, Ferrer Austria GmbH, Ferrer Benelux, B.V., Alexza Pharmaceuticals, Inc., Ferrer Therapeutics, Inc., Ferquim S.A., Laboratorios Bioserum México, Ferrer Chile S.A., Ferrer Farma Perú S.A., Ferrer Colombia S.A.S., Ferrer Centro America y Caribe, S.A., Laboratorios Febasa Uruguay S.A. and Ferrer Therapeutics, S.A. de C.V.

56.98 days is the average time it takes for the company to pay a supplier's invoice from the date on which the contractual or legal payment period starts to be counted.

In 2024, we had no legal proceedings pending for overdue payments to suppliers.

In 2024, 72.4% of our total expenditure on suppliers and licences was assessed using environmental and social criteria.

This means that of the €335,351,146 of spend with assessable suppliers, €242,752,063 has been evaluated against these criteria using the EcoVadis tool.

Suppliers and licensees assessed (%)	2024	2023	2022	Variation 2024-2023 (%)
Suppliers and licensees evaluated using environmental criteria	72.4%	50.8	20.7	42.52%
Suppliers and licensees evaluated using social criteria	72.4%	50.8	20.7	42.52%

Corresponds to the percentage of expenditure, not to the number of suppliers. The tool used for the assessment is EcoVadis.

The data refer to expenditure on suppliers of the following companies: Ferrer Internacional, S.A., Ferrer Farma, S.A., Interquim, S.A., and Grupo Ferrer Internacional, S.A. These four companies within the Group are the ones with which assessment and improvement actions are being carried out. The aim is to be able to extend the scope of this analysis to include all companies.

1.7 Commitment to human rights

To address society's most pressing issues, the first step is a firm commitment to our respect for human rights in our activities and throughout our value chain, to defend the **universal right to human dignity**. Without these, it is impossible to move towards the social justice we seek.

At Ferrer, we're committed to respecting and promoting internationally recognised human rights, especially those that are relevant to our stakeholders, as these are related to the effects of the work we do. Our aim is to prevent, minimise and remedy any violation that may occur as a result of our activity, in our operations and throughout our value chain.

In this sense, we promote the respect and defence of human rights to prevent and guarantee non-discrimination, health, freedom of association, and decent working conditions among our people. We believe it's essential to be actively involved in building a fairer future in order to correct social imbalances and we strive to ensure that people have equal rights and opportunities.

To this end, we manage our value chain in accordance with the principles of due diligence, as set out in the **OECD guidelines** and the **UN Global Compact Principles**. For this purpose, we have mechanisms to:

- Identify the most significant risks (see [LinkUp programme: fighting for social justice with our value chain](#))
- Increase transparency in our value chain to improve the impact management of our business partners (see [LinkUp programme: fighting for social justice with our value chain](#)).
- Ensure good governance by embedding our commitments in policies and procedures, and by raising awareness across the organisation.
- Provide complaint mechanisms so that potentially affected persons can have their say.
- Provide redress mechanisms (where necessary): to be developed.

We plan to further develop this due diligence model to ensure that it is comprehensive, operational and effective.

1.7.1 Commitment embedded in policies

In accordance with the principles and guidelines of the United Nations on Human Rights, our commitment is based on the [International Bill of Human Rights](#) and the [International Labour Organisation's Declaration on Fundamental Principles and Rights at Work](#). In this regard, we have developed a **Human Rights Policy** in order to formalise our commitment to the rights recognised in both national and international law.

This policy sets out that the people subject to it shall comply with and promote, both internally and externally, the principles contained therein, to ensure respect for human rights and any national or international legislation on the matter. It is a reference document that forms part of Ferrer's compendium of internal guidelines and rules that govern our daily activities and the commitments we've made to our stakeholders. The scope of the Policy covers the entire Ferrer corporate group and is applicable to everyone in the organisation.

It should also be noted that the **Code of Ethics**, the cornerstone of the company's regulatory structure, establishes a commitment to compliance with the universal principles of human rights, the right to equality and privacy, safety at work, labour rights, and the work-life balance.

Furthermore, we also have a **Diversity, Equity and Inclusion Policy** and a **Discrimination and Harassment Prevention Policy**, which provide protection against discrimination, and a **Privacy Policy** aimed at the people

who make up the teams as a commitment to privacy as a fundamental right.

1.7.2 Grievance and governance mechanisms

The **Board of Directors**, the most senior governing body, is responsible for providing the organisation with sufficient structure and resources to guarantee compliance with human rights, as well as for ensuring the development of policies and procedures to assure compliance. Anyone identifying a case of child or forced labour, or any issue that violates the human rights of the people who form a part of Ferrer or our value chain, can report it via our **Ethical Channel** tool.

All Ferrer employees and third parties can report to the company any breach or suspicion of unethical or illegal behaviour by any Ferrer employee, supplier or business partner. The **Corporate Ethics and Compliance Committee** will assess its plausibility and assign it for investigation if necessary, guaranteeing –among other rights– the confidentiality of its content and the identity of the parties involved, as well as the absence of reprisals to bona fide whistleblowers.

In addition to the form, which allows for anonymous and external complaints, Ferrer employees can report this type of practice in person or by telephone to the members of the **Corporate Ethics and Compliance Committee**, guaranteeing, in any case, the rights and guarantees of an **Ethical Channel** and the corresponding investigation process, as set out in the internal regulations on the **Whistleblowing Management System**.

The Ethical Channel brings together in one place the resources already available on the Ferrer website in order to make queries or file complaints and inform the company about other matters. We promote its use through communications, awareness-raising activities and training, all with the aim of continuously improving our Ethics and Compliance model. In 2024, we did not receive any complaints relating to possible human rights violations.

Additionally, the **LinkUp Committee** must ensure that a proper analysis is carried out on the human rights risks identified in the value chain and that any potential adverse impacts are identified through third-party assessments in order to implement mitigation initiatives. Exert direct

influence through our relationships with business partners, and, if necessary, draw up an action plan with them to remedy and mitigate any potential violations identified.

1.7.3 Promotion of human rights

Our adherence to the [United Nations Global Compact](#) has formalised our commitment to respecting human rights throughout our value chain. This initiative is a call for companies to align their strategies and operations with ten universal principles that the United Nations has defined within the areas of human rights, labour standards, environment and anti-corruption. Furthermore, in 2025 we will take part in the third edition of its human rights accelerator programme, which helps participating companies to identify salient human rights impacts, build an ongoing due diligence process and develop an actionable plan based on at least one human rights risk or impact.

Finally, several training courses related to human rights are available to everyone at Ferrer, hosted in the sustainability section of our Learning Lab online training platform. The training linked to human rights also includes the Ferrer

Code of Ethics, with numerous elements related to this subject.

2. Great People



Material topics:

- Job creation
- Work climate and job stability
- Talent and professional development
- Working hours
- Remuneration and benefits
- Diversity, inclusion and non-discrimination

Global Reporting Initiative (GRI): 2-7, 2-30, 3-3, 202-1, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1

At Ferrer, we promote a people-centred culture based on trust and accountability, in which talent thrives. We firmly believe that it's only through the effort and commitment of our entire human team and the people we work with that we'll be able to achieve our purpose. In short, **we strive to ensure that everyone in our organisation has the best possible experience to build the Ferrer we want to be.**

Through the **Great People** pillar, we focus on three lines of action: encouraging **professional growth**, fostering **diversity, equality** and **inclusion**, and promoting **health, safety** and **wellbeing**.

2.1 Boosting people’s growth at work

We are an organisation in which talent thrives. The development of the people in our company is based on the playoff between trust and accountability; and it has a lot to do with our ability to create a diverse, equitable and inclusive environment in which all people feel equally safe, recognised and respected; and also with our ability to ensure a much more complete sense of wellbeing.

2.1.1. People experience

If there's one thing we've learned in recent years, it's that we need the best talent in order to transform the company and become the Ferrer we want to be. Now is the time to get closer to our people, find out what they want and expect from the organisation. All this with a clear premise: **if we want to continue being a great place to**

work, we need to provide positive both personal and professional experiences.

For this reason, we have improved and consolidated our strategy of listening to people and measuring their level of commitment and work climate in recent years. First through Great Place to Work and, from 2023, as part of the **People Experience** project. Through this project, we aim to provide a “**One Ferrer**” experience that prioritises the development, employability, empowerment and wellbeing of our people.

Our ambition with the **People Experience** project is to connect the experiences of our clients and our employees. This required an initial design and consolidation phase for a system of listening and activation of recurring action plans. This system allows us to identify pain points in people’s experience and implement improvements quickly. Therefore, in 2024 we worked with a dual focus:

- First, by defining the recurring listening strategy and implementing the platform, through which we launched the different types of surveys.
- And, second, by implementing initiatives to improve the areas with the greatest room for improvement, as identified in the 2023 listening phase.

Thanks to this dual focus, we have made significant progress with the **People Experience** project, achieving the following objectives:

- Automating the listening process linked to onboarding, which undoubtedly leaves an impression on people’s experience in any company.
- Mapping experience at very specific moments such as the process of applying for an internal vacancy.
- Listening more closely to the issues that we identified in 2023 as areas for improvement, such as collaboration between areas and workload perception.
- Measuring the engagement of specific groups in an agile way through **Pulse** surveys, as with leaders or affiliates outside Spain.
- Implementing action plans focusing specifically on shift workers, addressing the areas that showed the greatest

room for improvement in the 2023 survey: culture of recognition, development opportunities and creating a consistent Ferrer experience across the different work centres.

Finally, it is worth noting that implementing the platform through which we launched the surveys also entailed an evolution of the indicator with which we had measured commitment or engagement up to now. We therefore left behind the People NPS and began measuring ourselves based on the **Engagement Index** (EI), which also allows us to understand our position **at benchmark level**.

WHAT IS THE ENGAGEMENT INDEX?

The **Engagement Index** is calculated based on each person’s answers to six questions containing the main elements of **engagement AS DEFINED BY US**:

- I would recommend Ferrer as a great place to work.
- I am proud to work at Ferrer.
- Ferrer creates an experience for its employees that makes them want to stay for a long time.
- I’m enthusiastic about my work.

- My work makes me feel personally fulfilled.
- I feel valued by Ferrer.

Based on the answers to each of these statements (1 strongly disagree / 5 strongly agree), the system calculates the indicator. The **Engagement Index** shows the percentage of people who have answered all the questions with a 4 or 5 (agree or strongly agree), and who therefore consider themselves engaged or very engaged.

In July 2024 we measured **Ferrer's Engagement Index** for the first time in the affiliates (excluding the Spain affiliates, which was left out of the launch), achieving an **Engagement Index** of 67.8, significantly higher than the external global average for companies in all sectors that we took as a reference (45).

2.1.2. Talent and professional development

At Ferrer, we believe that by empowering people it will help them play an active role in creating a team ready to tackle the current and future challenges that the company faces.

We seek to contribute towards a more equitable professional landscape and want the journey in Ferrer to also be an opportunity for continuing to become aware of social and environmental issues, as well as offering spaces for action and to fight for social justice.

In 2024, we invested almost one million euros in training and provided a total of **48,179 hours of training** for our staff. In addition, we obtained an average Net Promoter Score (NPS) of 42.5. While the training covers a wide range of topics, training in skills and upskilling (31%) and Medical Lab training on Ferrer products (26%) were the most common training topics in 2024, with only 7% of the total number of hours corresponding to mandatory training.

PROGRAMMES

Encouraging the professional growth of our people is one of the objectives of our **Great People** strategic pillar. Throughout their careers, we offer opportunities for all employees to unlock their capacity to make a difference and exceed themselves. As a space for continuous learning, through the Learning Lab training platform, all Ferrer people have multiple training opportunities so they can keep on developing.

In addition, the People and Sustainability area develops a wide range of programmes aimed at improving the professional development and employability of our teams, as well as accompanying them at key moments in their development within the company.

In 2024, more than 86.7% of our team received vocational training and capacity-building training.

UPSKILLING - LABS

In line with our culture based on trust and accountability, we promote a continuous and flexible learning environment, adapted to each person’s needs. We have a **Learning Plan** based on the 70-20-10 model. This approach aims to improve the skills of our professionals. To do so, we offer them a variety of learning experiences, from online or classroom-based training courses and upskilling programmes to development experiences in which people learn from each other, such as coaching or mentoring experiences, as well as inspirational sessions with internal or external experts.

In 2024, we began identifying the key skills for the future with the intention of evolving towards a skills-based organisation. This has enabled us to define skills models for each area. These models have helped us to design ad hoc training plans for each role. The following skills models and bespoke training plans were developed in 2024:

- Skills model for the Quality, Regulatory Affairs and Pharmacovigilance area.
- Skills model for the Medical area.
- Digital, Data and AI skills model.

This year we have also continued to develop existing upskilling programmes that promote development and learning for different realities:

- **Sales Lab:** a learning environment in which sales representatives develop new skills, grow professionally and prepare themselves for more employment opportunities. Two training pathways were deployed in response to upskilling the commercial profile.
- **Medical Lab:** upskilling led by the Medical area, offering comprehensive training on Ferrer products to relevant profiles.
- **Leaders:** we continue to consolidate our leadership model and we have begun to develop some of the levers needed to move forward as an organisation.
- **Customer experience:** upskilling, which aims to train people in the Ferrer customer journey and the necessary skills to implement it.
- **Empower mode (OKRs):** upskilling designed to train everyone involved in the new way of working using the company’s OKRs (objectives and key results).

ONBOARDING AND PATHWAY FOR NEW MANAGERS

Onboarding

With a six-month pathway, we guide new hires through their process of integration into the company, we help them immerse themselves in our culture and create a community.

- Online pathway to get to know the different areas of the company and integrate into the Ferrer culture.
- Gamified experience to experience and live by our values in the first person during the pre-employment phase.
- Informal meetings with the buddy, someone who has worked at Ferrer for a while and can help with integration into company culture.
- An event to create a community among new hires, during which they visit a production centre, learn about some of Ferrer’s key projects, and create dynamics aimed at building relationships.

New managers pathway

In 2024, we continued to mentor people who were starting to lead teams for the first time or who had recently been integrated into middle management positions within the organisation with the new team leaders pathway. In this way, we seek to provide them with the necessary tools to guide their teams based on our leadership model. This pathway is made up of five main actions: two focused on working on the key skills of the Ferrer Leader; another focused on learning about and being involved in the company's purpose; an action to learn about all the processes in which the Ferrer Leader is involved; and lastly, a training on unconscious biases.

FIND YOUR SPARK: EMPOWERING AND DEVELOPING THE NEW GENERATION

Not only do we want to improve the employability of the trainees who pass through Ferrer, we also want to ensure that they put the company's purpose and values into practice. The **Find Your Spark** programme contains:

- **Self-awareness:** in the induction phase, trainees take a test to identify their natural sources of motivation. This is also an opportunity to assess the different profiles.
- **Feedback:** throughout their time at Ferrer, trainees will have feedback conversations with their tutors and can also ask their colleagues for feedback so as to identify their strengths and areas for improvement.
- **Spark Challenge:** using an innovative hackathon format, we invite the trainees to reflect on how to create professional profiles with impact, while at the same time training them in creativity and effective communication.
- **Activism:** we encourage volunteering, and we organise a twice-yearly activity with all Ferrer trainees.

DEVELOPMENT PROGRAMMES

In-house mentoring

For the fourth consecutive year, we launched our **Mentoring Programme** to promote cross-functional working and foster an internal learning ecosystem, where people who are experts in certain aspects can transfer knowledge, skills and experience to others in the organisation. 17 mentor-mentee pairs (including people from the Steering Committee) took part in this nine-month programme to acquire new skills. During the programme, group coaching sessions were held between mentors and mentees to share things learned and challenges, and to strengthen the development of individuals within the programme.

Crossmentoring

We participated with other companies in the second edition of the **Crossmentoring Programme**, an initiative that brings together mentors and mentees from different organisations to run a programme aimed at broadening and diversifying their perspectives.

Fast Track

In 2024 we continued with the launch of the **Fast Track Programme**, which focuses on helping leaders within the organisation meet a key strategic challenge. It consists of coaching sessions , flash mentoring and technical training actions according to need.

EmpowHER

In 2024, we launched the women’s talent programme, which aims to foster leadership skills among women, boost their confidence, and showcase their talent, while promoting authentic leadership.

SOCIAL MENTORING

Leader Coach

Programme carried out in collaboration with the Fundació Èxit, experts in employability and social integration for young people in vulnerable situations. This solidarity initiative is a clear example of how our people can have a positive impact on society and put our purpose into practice. Every year Ferrer volunteers take part in this

programme in order to live a unique experience. **In 2024 there were 14 coach-coachee pairs.**

Tent - Refugee female talent

The mentoring programme, carried out with Tent Partnership for Refugees, aims to increase the employability of refugee women through mentoring sessions with Ferrer volunteers. These sessions help them to understand and integrate into the Spanish labour market.

CONTRIBUTION AND FEEDBACK MODEL

At Ferrer we want to support people in their development and growth. That’s why we strive to build a culture of regular feedback, recognition and one-to-one conversations focused on personal development. In addition, we have global processes that help us channel all of the above, as well as to identify the talent needed to lead Ferrer in the future.

Contribution Model

Created in 2023, **the Contribution Model** is an improvement on the previous performance process. It is the overarching framework within which a culture of feedback, recognition and regular one-to-one conversations between managers and their teams is established. This model applies to everyone at Ferrer, and more than 1,600 people participated in it in 2024.

What is the Contribution Model?

- We set transparent, global and shared objectives, which we modify when necessary to adapt to changes in the environment.
- We determine the global and area priorities to focus on each year.
- We have regular development and feedback conversations between team leaders and team members.
- We ask for and give feedback and recognition to colleagues.
- We complement the team leader’s view with the feedback from other people through multiple appraisals.

- We evaluate the year from a global perspective, taking into account both the “what” (achievement of targets) and the “how” (alignment with Ferrer’s culture, values, behaviours and leadership style).
- As a result of the above, we recognise exceptional contributions or provide guidance for improvement on a case-by-case basis.

What does contributing mean in Ferrer?

- “Contributing is adding value with a view to achieving shared objectives.”
- “Contributing is about working together in line with our values.”

With the **Contribution Model**, we foster a culture of conversation, feedback and continuous development, where people and their managers are empowered and equipped to decide when and what they need to talk about, shifting the focus to individual needs rather than the process to be followed. That said, there are naturally three key moments during the year:

- **Start of the year:** we set overall objectives at the company and area levels or between areas. With these shared objectives as a guide, the teams and individuals consider how they can contribute to their attainment and determine their priorities and projects as an individual or as cross-functional work teams.
- **During the year:** through global or specific campaigns and training actions –according to each group’s need– we foster a culture of feedback and recognition, with conversations on feedback and development, and the monitoring and adjustment –if necessary– of the objectives. New **in 2024 we encouraged a new 1:1 conversation focused on career development.** Individuals reflect on their future and the potential roles they might be interested in, as well as the current and future skills they must continue to develop to achieve their goals. Conversely, the **manager provides feedback** and support to guide the individual through this process.
- **End of the year:** the last part of the year is dedicated to a general reflection and assessment, in line with the conversations and feedback gathered during the year. This moment starts with the self-assessment, the multiple

assessment (if the person has worked closely with someone from another area), the appraisal by the line manager and, finally, the calibration sessions, in which we ensure that the criteria are fair and uniform among the different teams. As a result of the final assessment, we activate actions of recognition or support depending on the case.

Although the **Contribution Model** is the same for everyone in Ferrer, it has been communicated, deployed and implemented taking into account the reality and the needs of each collective, distinguishing between the office teams, sales teams and shift workers. Support is provided through training and communication campaigns, some of which are global and some of which are specific. In terms of training, we made more than 50 resources available to different groups in 2024, including e-learning, self-training materials and classroom training, equating to 630 hours of training.

Finally, the **Contribution Model** has consolidated the evolution of our variable remuneration model which, for the second consecutive year, is linked to the achievement of overall targets at area and company level.

In the same vein, the recognition scheme, which is linked to above-expected or exceptional contributions, is also following along the same lines as the previous year, incorporating aspects that go beyond simple financial recognition and offering these people the opportunity to choose from a wide range of options related to their wellbeing, social action or personal development.

Check In

Since 2021, we've had a tool that enables us to request development feedback and to recognise any person in the organisation, at any time, and on any topic, in a quick and easy way. Over the years we've consolidated the culture of continuous feedback through communication campaigns, and improved the skills of giving and receiving feedback through training and online resources. We also encourage the proactive recognition of others via the same tool.

Since 2023, this tool has been available on the same platform as the **Contribution Model**, thus facilitating a unified and user-friendly experience. In 2024, we shared over 2,650 feedback check-ins and acknowledgements, with more than 800 people using the tool (figures that, in both cases, are approximately double those of the previous year). This is a clear example of Ferrer's feedback culture advancing in the right direction and consolidating over the years.

2.1.3. Working hours⁷

The combination of trust and accountability that we promote consists of making different working options and tools available to the entire team so that each person can find their own work formula according to their role and position.

We foster a **flexible, dynamic** and streamlined culture, which allows us to progress forward at a good pace while preparing us to operate in complex and unfamiliar environments, feeling confident to move forward without

⁷ 100% of our employees are covered by a collective bargaining agreement. See section 2.1.4

controlling everything, taking moderate risks and normalising errors as a lever for learning.

We promote a 'beta mindset' way of working, a way of facing reality based on trust and a mentality that is open to change, in order to evolve and adapt to new business challenges based on iteration and collaboration between areas.

With a total of 1,681 permanent contracts, at 31 December 2024, this type of contract accounted for 99% of all employment contracts, of which 48% were women and 52% men.

In terms of working hours, 98% of our workforce had a full-time contract at 31 December 2024.

DISCONNECTION FROM WORK

We have a formal policy on **digital disconnection**. In addition, everyone working at Ferrer can tailor their breaks and holidays to their priorities, provided their role allows it and their direct manager authorises it in advance.

OFFICES THAT MOTIVATE US

In line with our hybrid and flexible working model, we are enhancing the spaces for interaction and collaboration, with a variety of alternatives for different working moments.

Our head offices foster flexibility, collaboration, cross-functional working, innovation and creativity. They're designed for comfort and wellbeing, following the **WELL certification** criteria and developing a biophilic environment.

We also have work spaces that meet the environmental sustainability criteria of the **LEED certification** in all of the design stages.

2.1.4. Social relations

In Spain, our sites 100% comply with the General Collective Bargaining Agreement for the sector. Many of the workplaces have works councils and quarterly meetings are held to discuss points of interest. We maintain a constant and fluid communication with employee representatives and works councils. The staff of our affiliates are covered by the relevant collective

bargaining agreement, except where local law provides for the application of general labour law.

In the rest of the countries where we operate, labour relations are regulated by the labour legislation in force in each one of them, for example: Federal Labour Law in Mexico and National Labour Codes in Portugal, Germany, Central America and the Caribbean, and Peru. In Chile, the criteria for labour relations and their administration are regulated in Ferrer's own protocol established for this purpose⁸.

2.1.5. Remuneration and benefits

At Ferrer, people's wellbeing is one of our main priorities and, to this end, we work to help our people feel good. That's why we offer a range of rewards and benefits to maximise their remunerations for being part of the company. **Because what's important to our people is also important to us.**

⁸ We try to give as much notice as possible of significant operational changes, always respecting the provisions of the collective agreement (chapter IV, "Professional classification, functional and geographical mobility, substantial modification of working conditions", section four, article 28.5).

REMUNERATION AND THE PAY GAP

In 2024, we published a **Compensation and Benefits Policy** that encompasses our remuneration model. Thus, all positions within the company will be aligned in the salary structure. To this end, we've defined salary bands based on the organisational structure and the relevant labour market, and the remuneration is set according to job level, experience and contribution. For new positions, we seek internal equity, as well as external competitiveness with salary bands defined at each **level**.

In 2024 the average wage was €35.63 per hour for women and €39.52 per hour for men, giving a female-to-male average wage ratio of 89.80% (91.67% in 2023). With regard to the local minimum wage in Spain, in 2024 there is no difference between the local minimum wage of the sector and our standard entry level wage.

The remuneration received by the current and former members of the **Board of Directors** of the Parent Company in financial years 2024 and 2023 amounted to 1.9 million euros and 2.2 million euros, respectively. In addition, they received an amount of 45 thousand euros as per diem

allowances in the financial years 2024 and 2023. During the 2024 and 2023 financial years, one of the current **Board members** formed part of the company's **Senior Management**.

Regarding the Group's **Senior Management**, total remuneration for all items received by its 12 members (7 women and 5 men), calculated from their start dates, amounted to €3 million in 2024 (€3.5 million in 2023).

No advances, loans or formal pension and life insurance commitments are provided to members of the **Board of Directors** and **Senior Management**.

FERRER BENEFITS

- **Travel assistance policy (for everyone).** Assistance policy that covers potential incidents on business trips.
- **BH Bienestar (for everyone in Spain and Portugal).** Support programme for people to take care of their wellbeing and health through psychological, financial and legal assistance.

For Spain

- **Restaurant ticket.** 10 euros a day for a full workday. Approximately 550 people.
- **Flexible remuneration.** Possibility of obtaining a tax benefit when contracting different products (childcare, health, training, food, and transport, savings insurance). Everyone in Spain.
- **Health insurance.** Health insurance policy at the company's expense for the employee and their first-degree relatives. Chiefs.
- **Health insurance.** Company health policy for the employee. Directors.
- **Ferrer Club.** Portal for discounts on various products and activities (hotels, household appliances, airlines, car rental, groceries, beauty). Everyone in Spain.

- **Wellhub.** Subsidy on corporate wellness platform offering access to top fitness centres and apps with flexible plans. Everyone in Spain.
- **Cooltra.** Discount on monthly subscriptions for sustainable mobility (bicycles and electric motorbikes). Everyone in Spain.
- **Financial institutions (BBVA, CaixaBank, Cajamar, Deutsche Bank).** Access to benefits from banks for belonging to the Ferrer group. Everyone in Spain.
- **Group savings insurance.** Everyone in Spain.
- **Help for children with disabilities. Financial aid for people who have a child with a recognised disability of 33% or more.** Everyone in Spain.
- **Paid leave for single parents.** Since 2023 we have offered paid leave to single-parent families, making it easier for all types of families to balance work and family life. Single parents are offered an additional 16 weeks of paid leave, during which they receive their full salary as an active employee. We have also decided to offer parents cumulative breastfeeding leave, which applies to both parents in the case of a two-parent family.

- **Access to retirement.** This situation in which the person chooses to retire early and voluntarily, despite not having reached the normal retirement age, is recognised as a right of employees. In the case of people who work shifts in the production centres in Spain, we usually offer partial retirement between the ages of 61 and 62, as established in Royal Legislative Decree 08/2015. If the person can access partial retirement pursuant to the legal requirements, at Ferrer, after signing an agreement between both parties, we facilitate access to a partial retirement contract until the normal retirement age is reached, so as to avoid penalties on the benefit for accessing early retirement. In cases where the person is making the maximum contribution for their annual basic salary, we consider paying a monthly gross supplement so as to reduce the economic impact after voluntarily accessing partial retirement.

We also adopted **a number of measures to reduce staff turnover:**

- **Upskilling programmes.** Upskilling programmes, for people who need to broaden their skills in order to face up to new challenges –either in the same department or in others– so as to facilitate their transfer within the company in the event of a need to eliminate their role.
- **Outplacement.** If the department deems it appropriate based on the employee’s performance, and when the departure is not due to a disciplinary dismissal process, and is instead due to the need to eliminate the current job position, the People & Sustainability department can offer an outplacement service once the relevant conciliation process has been completed.

2.1.6. Quantitative indicators of Boosting people’s growth at work⁹

EMPLOYMENT BY COUNTRY¹⁰

As at 31 December 2024, Ferrer’s workforce numbered 1,692 people across 13 countries:

Employees by country	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Europe	1,365	80.67%	1,469	81.98%	1,528	81.62%	-7.08%
Germany	12	-	11	-	14	-	9.09%
Women	11	-	10	-	11	-	10.00%
Men	1	-	1	-	3	-	0.00%
Austria	2	-	4	-	6	-	-50.00%
Women	1	-	3	-	4	-	-66.67%
Men	1	-	1	-	2	-	0.00%

⁹ As it is not material and because the company ceased to be part of the Ferrer Group in September 2024, the company Noventure, S.L. is not included in the quantitative indicators on We foster professional growth. Conversely, Medir Ferrer Cía., S.A. and Ferrer Alimentación, S.A. are included at 50%.

¹⁰ The data presented correspond to a snapshot taken at the close of the given period (2024). The personnel figures are expressed in full-time equivalents (FTE), so the average salaries have been calculated on this basis.

Employees by country	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Spain	1,313	-	1,416	-	1,460	-	-7.27%
Women	617	-	665	-	671	-	-7.22%
Men	696	-	751	-	789	-	-7.32%
France	0	-	0	-	1	-	-
Women	-	-	0	-	1	-	-
Men	-	-	0	-	0	-	-
Portugal	35	-	38	-	46	-	-7.89%
Women	15	-	17	-	20	-	-11.76%
Men	20	-	21	-	26	-	-4.76%
United Kingdom	0	-	0	-	1	-	-
Women	-	-	0	-	1	-	-
Men	-	-	0	-	0	-	-
BENELUX	3	-	-	-	-	-	-
Netherlands	3	-	-	-	-	-	-
Women	2	-	-	-	-	-	-
Men	1	-	-	-	-	-	-
North America	230	13.59%	233	13.00%	233	12.45%	-1.29%
United States	67	-	74	-	73	-	-9.46%
Women	28	-	37	-	31	-	-24.32%
Men	39	-	37	-	42	-	5.41%

Employees by country	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Mexico	163	-	159	-	160	-	2.52%
Women	82	-	79	-	80	-	3.80%
Men	81	-	80	-	80	-	1.25%
Central America & Caribbean	29	1.71%	21	1.17%	22	1.18%	38.10%
Costa Rica	25	-	17	-	19	-	47.06%
Women	16	-	11	-	13	-	45.45%
Men	9	-	6	-	6	-	50.00%
El Salvador	2	-	1	-	1	-	100.00%
Women	0	-	0	-	0	-	-
Men	2	-	1	-	1	-	100.00%
Guatemala	1	-	1	-	1	-	0.00%
Women	0	-	0	-	0	-	-
Men	1	-	1	-	1	-	0.00%
Nicaragua	0	-	1	-	0	-	-100.00%
Women	-	-	0	-	0	-	-
Men	-	-	1	-	0	-	-100.00%

Employees by country	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Dominican Republic	1	-	1	-	1	-	0.00%
Women	1	-	1	-	1	-	0.00%
Men	0	-	0	-	0	-	-
South America	68	4.02%	69	3.85%	69	3.69%	-1.45%
Argentina	0	-	0	-	0	-	-
Women	-	-	0	-	0	-	-
Men	-	-	0	-	0	-	-
Brazil	0	-	0	-	0	-	-
Women	-	-	0	-	0	-	-
Men	-	-	0	-	0	-	-
Chile	44	-	45	-	46	-	-2.22%
Women	21	-	22	-	24	-	-4.55%
Men	23	-	23	-	22	-	0.00%
Peru	24	-	24	-	23	-	0.00%
Women	16	-	18	-	16	-	-11.11%
Men	8	-	6	-	7	-	33.33%

Employees by country	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Middle East	0	0.00%	0	0.00%	20	1.07%	-
Kazakhstan	0	-	0	-	20	-	-
Women	-	-	0	-	19	-	-
Men	-	-	0	-	1	-	-
Total	1,692	100.00%	1,792	100.00%	1,872	100.00%	-5.58%

EMPLOYMENT BY PROFESSIONAL CATEGORY

Personnel by professional category	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Direct labour	434	26%	459	26%	468	25%	-5.45%
Technical personnel and middle managers	1,190	70%	1,218	68%	1,292	69%	-2.30%
Management and Management Committee	68	4%	115	-	112	-	-40.87%
Total	1,692	100%	1,792	94%	1,872	94%	-5.58%

EMPLOYMENT BY EMPLOYMENT CONTRACT TYPE

With a total of 1,692 contracts as of 31 December 2024, permanent contracts represent 99% of all employment contracts, of which 48% are women and 52% are men.

Employees by employment contract (permanent/temporary) and by gender	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Open-ended	1,681	99%	1,772	99%	1,851	99%	-5.14%
Women	802	-	853	-	881	-	-5.98%
Men	879	-	919	-	970	-	-4.35%
Temporary	11	1%	20	1%	21	1%	-45.00%
Women	9	-	10	-	11	-	-10.00%
Men	2	-	10	-	10	-	-80.00%
Total	1,692	100%	1,792	100%	1,872	100%	-5.58%

Employees with permanent contracts, by country	2024	2023	2022	Variation 2024-2023 (%)
Europe	1,358	1,453	1,464	-6.54%
Germany	12	11	14	9.09%
Austria	2	4	6	-50.00%
Spain	1,306	1,400	1,442	-6.71%
France	0	0	1	-
Portugal	35	38	0	-
United Kingdom	-	-	-	-
Netherlands	3	0	1	-
North America	228	230	213	-0.87%
United States	68	74	72	-8.11%
Mexico	160	156	141	2.56%
Central America & Caribbean	28	20	21	40.00%
Costa Rica	24	16	19	50.00%
El Salvador	2	1	1	100.00%
Guatemala	1	1	1	0.00%
Nicaragua	0	1	0	-100.00%
Dominican Republic	1	1	0	0.00%
South America	68	69	68	-1.45%
Argentina	0	0	0	-
Chile	44	45	45	-2.22%
Peru	24	24	23	0.00%

Middle East	0	0	0	-
Kazakhstan	0	0	0	-
Total	1,681	1,772	1,786	-5.14%

Employees with temporary contracts, by country	2024	2023	2022	Variation 2024-2023 (%)
Europe	7	16	0	-56.25%
Germany	0	0	0	-
Austria	0	0	0	-
Spain	7	16	0	-56.25%
France	0	0	0	-
Portugal	0	0	0	-
United Kingdom	0	0	0	-
Netherlands	0	0	0	-
North America	3	3	0	0.00%
United States	0	0	0	-
Mexico	3	3	0	0.00%
Central America & Caribbean	1	1	0	0.00%
Costa Rica	1	1	0	0.00%
El Salvador	0	0	0	-
Guatemala	0	0	0	-
Nicaragua	0	0	0	-
Dominican Republic	0	0	0	-

South America	0	0	0	-
Argentina	0	0	0	-
Chile	0	0	0	-
Peru	0	0	0	-
Middle East	0	0	0	-
Kazakhstan	0	0	0	-
Total	11	20	0	-45.00%

Average annual number of permanent contracts	2024	2023	2022	Variation 2024-2023 (%)
By gender				
Women	98.8%	98.8%	98.8%	0.00%
Men	99%	98.9%	99.0%	0.71%
By age group				
Under 30	93.8%	91.9%	96.8%	2.07%
Between 30 and 50	99.4%	99.2%	98.7%	0.20%
Over 50	99.5%	99.2%	99.4%	0.30%
By professional classification				
Direct labour	99.8%	99.3%	100.0%	0.50%
Technical personnel and middle managers	98.9%	98.7%	98.3%	0.20%
Management	100.0%	99.1%	100.0%	0.92%

Average annual number of temporary contracts	2024	2023	2022	Variation 2024-2023 (%)
By gender				
Women	1.2%	1.2%	1.2%	0.0%
Men	0.4%	1.1%	1.0%	-60.00%
By age group				
Under 30	6.2%	8.1%	3.2%	-23.46%
Between 30 and 50	0.6%	0.8%	1.3%	-26.25%
Over 50	0.5%	0.8%	0.6%	-37.50%
By professional classification				
Direct labour	0.2%	0.7%	0.0%	-71.43%
Technical personnel and middle managers	1.1%	1.3%	1.7%	-19.23%
Management	0.0%	0.9%	0.0%	-100.00%

EMPLOYEES BY TYPE OF WORKING DAY

With regard to the type of working day, as at 31 December 2024, 98% of Ferrer’s workforce had a full-time contract.

Staff by type of working day and gender	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Full-time	1,665	98%	1,737	97%	1,797	96%	-4.15%
Women	792	-	825	-	837	-	5.82%
Men	873	-	912	-	960	-	-
Part-time	27	2%	55	3%	75	4%	-50.91%
Women	19	-	38	-	55	-	-50.00%
Men	8	-	17	-	20	-	-52.94%
Total	1,692	100%	1,792	100%	1,872	100%	-5.58%

Full-time staff and country	2024	2023	2022	Variation 2024-2023 (%)
Europe	1,338	1,415	1,448	-5.44%
Germany	12	11	14	9.09%
Austria	2	4	0	-50.00%
Spain	1,287	1,362	1,387	-5.58%
France	0	0	1	-
Portugal	35	38	45	-7.89%
Netherlands	3	-	-	-
United Kingdom	0	0	1	-
North America	229	233	233	-1.72%
United States	66	74	73	-10.81%
Mexico	163	159	160	2.52%
Central America & Caribbean	29	20	21	45.00%
Costa Rica	25	16	21	56.25%
El Salvador	2	1	0	100.00%
Guatemala	1	1	0	0.00%
Nicaragua	0	1	0	-100.00%
Dominican Republic	1	1	0	0.00%

South America	68	69	69	-1.45%
Argentina	0	0	0	-
Chile	44	45	46	-2.22%
Peru	24	24	23	-
Middle East	0	0	0	-
Kazakhstan	0	0	0	-
Total	1,665	1,737	1,791	-4.20%

Part-time staff and country	2024	2023	2022	Variation 2024-2023 (%)
Europe	26	54	0	-51.85%
Germany	0	0	0	-
Austria	0	0	0	-
Spain	26	54	0	-51.85%
France	0	0	0	-
Portugal	0	0	0	-
United Kingdom	0	0	0	-

North America	1	0	0	-
United States	1	0	0	-
Mexico	0	0	0	-
Central America & Caribbean	0	1	0	-100.00%
Costa Rica	0	1	0	-100.00%
El Salvador	0	0	0	-
Guatemala	0	0	0	-
Nicaragua	0	0	0	-
Dominican Republic	0	0	0	-
South America	0	0	0	-
Argentina	0	0	0	-
Chile	0	0	0	-
Peru	0	0	0	-
Middle East	0	0	0	-
Kazakhstan	0	0	0	-
Total	27	55	0	-49.09%

Average annual number of part-time contracts	2024	2023	2022
By gender			
Women	5.0%	2.1%	6.2%
Men	2.0%	0.9%	2.0%
By age group			
Under 30	3.7%	0.0%	0.0%
Between 30 and 50	2.4%	1.1%	2.1%
Over 50	5.0%	2.0%	7.7%
By professional classification			
Direct labour	7.0%	1.3%	8.6%
Technical personnel and middle managers	2.0%	1.6%	2.5%
Management and Management Committee	2.0%	0.2%	3.0%

STAFF RECRUITMENT AND TURNOVER⁹

The total number of staff leaving, turnover by gender, age group, occupational category and region is presented below.

Redundancies and dismissals	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
By gender	91	5%	42	2%	58	3%	116.67%
Women	45	6%	25	3%	23	3%	80.00%
Men	46	5%	17	2%	35	4%	170.59%
By age group	91	5%	42	2%	58	3%	116.67%
Under 30	5	6%	5	5%	3	3%	0.00%
Between 30 and 50	57	6%	22	2%	35	3%	159.09%
Over 50	29	3%	15	1%	20	2%	93.33%
By professional classification	91	5%	42	2%	58	3%	116.67%
Direct labour	12	3%	9	2%	10	2%	33.33%
Technical personnel and middle managers	72	6%	32	3%	44	3%	125.00%
Management	7	13%	1	1%	4	4%	600.00%
By region	91	5%	42	2%	58	3%	116.67%
Europe	67	5%	22	1%	33	2%	204.55%

North America	19	8%	0	0%	0	0%	-
Central America & Caribbean (+ Mexico)	0	0%	13	62%	24	109%	-100.00%
South America	5	7%	7	10%	1	1%	-28.57%
Middle East	0	-	0	-	0	0%	-

New hires	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
By gender	161	10%	0	0%	0	0%	-
Women	97	12%		0%		0%	-
Men	64	7%		0%		0%	-
By age group	161	10%	0	0%	0	0%	-
Under 30	31	40%		0%		0%	-
Between 30 and 50	99	10%		0%		0%	-
Over 50	31	5%		0%		0%	-
By professional classification	161	10%	0	0%	0	0%	-
Direct labour	24	6%		0%		0%	-
Technical personnel and middle managers	132	11%		0%		0%	-

Management	5	7%		0%		0%	-
By region	161	10%	0	0%	0	0%	-
Europe	101	7%		0%		0%	-
North America	38	17%		0%		0%	-
Central America & Caribbean (+ Mexico)	7	24%		0%		0%	-
South America	15	22%		0%		0%	-
Middle East	0	-		-		0%	-

REMUNERATION

The average remuneration of Ferrer’s workforce in 2024 is presented in the table below:

Average remuneration (in euros)	2024	2023	2022	Variation 2024-2023 (%)
By gender				
Women	61,949	56,320	51,067	9.99%
Men	69,128	60,789	55,085	13.72%
By age group				
Under 30	32,471	30,775	32,345	5.51%
Between 30 and 50	65,532	57,866	54,133	13.25%
Over 50	69,942	63,878	54,548	9.49%
By professional classification				
Direct labour	35,542	32,423	34,324	9.62%
Technical personnel and middle managers	65,585	59,471	52,313	10.28%
Directors	192,557	164,595	153,446	16.99%
Management Committee	278,564	326,095	N/A	-14.58%

In 2024, the average salary was €61,949 for women and €69,128 for men, representing an average female to male salary ratio of 89.8%

Ratio of standard entry level wage to local minimum wage by gender	2024	2023	2022	Variation 2024-2023 (%)
Standard entry level wage (Ferrer-Spain) (in euros)				
Women	22,209	19,548	€ 17,868	14%
Men	22,209	19,548	€ 19,548	35%
Local minimum wage (Sector-Spain) (in euros)				
Women	22,209	19,548	€ 16,522	14%
Men	22,209	19,548	€ 16,522	35%
Ratio of Ferrer standard entry-level wage/local minimum wage				
Women	100%	100%	108%	-100%
Men	100%	100%	118%	-100%

To calculate the pay gap, the theoretical gross annual salaries (including all fixed and some variable salary items) have been considered. The theoretical gross annual salary homogenises the employee’s employment situation, as it considers them to be a full-time employee with a 100% work activity coefficient during the entire FY under analysis.

Pay gap	2024	2023	2022	Variation 2024-2023 (%)
Gross salary/hour for women	34.41%	32.26	29.43	6.66%
Gross salary/hour for men	38.32%	35.19	31.65	8.89%
Ratio	89.8%	91.67%	92.99%	-2.1%

Gap = (average remuneration for men - average remuneration for women) / average remuneration for men

In addition, the average remuneration of the members of the Management Committee in 2024 was as follows:

Management Committee average salary (in euros)	2024	2023	2022	Variation 2024-2023 (%)
Women	271,262	331,058	211,910	-18.06%
Men	288,786	320,141	350,408	-9.79%
Ratio	93.93%	103.41%	60.48%	-

PARENTAL LEAVE

Parental leave	2024	2023	2022	Variation 2024-2023 (%)
Staff who have been entitled to parental leave	53	49	109	8.16%
Women	26	21	41	23.81%
Men	27	28	68	-3.57%
Staff who took parental leave	53	49	109	8.16%
Women	26	21	41	23.81%
Men	27	28	68	-3.57%
Staff who returned to work	53	49	N/A	8.16%
Women	26	21	N/A	23.81%
Men	27	28	N/A	-3.57%
Staff who continue working 12 months later	48	63	N/A	-23.81%
Women	20	34	N/A	-41.18%
Men	28	29	N/A	-3.45%

Return to work rate	100%			-
Women	100%	100%	100%	0.00%
Men	100%	100%	100%	0.00%
Retention rate	98%			-
Women	95%	100%	100%	-4.76%
Men	100%	100%	100%	0.00%

TRAINING¹¹

In terms of training, in 2024 we reached a total of 48,179 hours of training for our staff, broken down as follows:

Hours of training by gender	2024		2023		2022		Variation 2024-2023 (%)
	Hours	Average	Hours	Average	Hours	Average	
Women	26,767	33.00	52,805	61.19	N/A	N/A	-49.31%
Men	21,412	24.30	64,555	69.49	N/A	N/A	-66.83%
Total	48,719	28.12	117,360	65.49	N/A	N/A	-58.95%

¹¹ As operational control is lacking over this matter, the company Medir Ferrer Cía., S.A. has been excluded from the quantitative indicators on Training. Conversely, Medir Ferrer Cía., S.A. and Ferrer Alimentación, S.A. are included at 50%.

PERFORMANCE ASSESSMENT¹²

Employees by gender who received a regular appraisal of their performance and career development	2024		2023		2022		Variation 2024-2023 (%)
	Q	Average	Q	Average	Q	Average	
Women	777	96%	863	100%	N/A	N/A	-9.97%
Men	828	94%	929	100%	N/A	N/A	-10.87%
Total	1,605	95%	1,792	100%	N/A	N/A	-10.44%

Employees by job category who received a regular performance and career development appraisal	2024		2023		2022		Variation 2024-2023 (%)
	Q	Average	Q	Average	Q	Average	
Direct labour	434	100%	459	100%	N/A	N/A	-5.45%
Technical personnel and middle managers	1,118	94%	1,218	100%	N/A	N/A	-8.21%
Managers and Management Committee	53	96%	115	111%	N/A	N/A	-53.91%
Total	1,605	95%	1,792	100%	N/A	N/A	-5%

¹² Because operational control over this matter is lacking, the companies Medir Ferrer Cía., S.A. and Ferrer Alimentación, S.A. have been excluded from the quantitative indicators on Performance appraisal.

2.2. Fostering diversity, equity and inclusion

For Ferrer, diversity, equity and inclusion (DEI) is much more than a declaration of intent. It is a priority that is deeply rooted in our culture and not just about data or meeting targets. Rather, it is about creating a structure and context in which all forms of diversity are not only respected, but also permeate and enhance our daily lives. Through DEI we can contribute to social justice and bring about real and substantial change.

We want everyone to feel comfortable, safe and respected, and to live and express themselves freely. That's why we work to create a diverse, equitable and inclusive ecosystem in which individual differences are recognised, valued and respected. Furthermore, we take the broadest possible view of diversity, to include attributes such as age, gender, gender identity and expression, sexual orientation, language, ethnicity, nationality, the family and marital status, religion and beliefs, social and economic background, education, experience, functional diversity and any other characteristics that make people unique.

We actively promote a culture of listening, respect and trust, and categorically and firmly reject any behaviour that threatens the integrity of this diverse, equitable and inclusive environment.

2.2.1. Diversity, equity and inclusion strategy

Our global vision is to foster a diverse, equitable and inclusive system for everyone and for the world. To this end, our **Diversity, Equity and Inclusion Strategy** focuses on enabling real and substantial change through our people, our supply chain, our market and our communities. Our approach is not confined by the boundaries of our company, but extends to our operations, third-party relationships and partnerships.

COMMITMENT OF THE MANAGEMENT COMMITTEE

We want the company in which we work and the society in which we live to be increasingly fair and just environments, with opportunities for all, and where prosperity is shared. We recognise that no environment or organisation can be perfect, but we believe strongly in our ability to play our part in this transformation. And we'll succeed, because we have the formal and genuine commitment of our **Management Committee** and our group of leaders.

In this regard, our CEO, Mario Rovirosa, signed the **UN Declaration of Support for the Women's Empowerment Principles** in January 2024. This initiative, created by UN Women and the UN Global Compact, aims to promote gender equality in private companies.

ALLIANCES FOR DIVERSITY, EQUITY AND INCLUSION

We are part of the **Tent Partnership for Refugees, A GLOBAL COALITION OF MORE THAN 300 MULTINATIONAL COMPANIES COMMITTED TO THE ECONOMIC INTEGRATION OF REFUGEES**. To reinforce our commitment and dedication to these people, we are members of the founding group of **Tent España**, a

coalition of more than 30 companies that facilitates the connection of refugee women to the Spanish labour market through preparation for employment and by offering job opportunities. Joining this coalition not only allows us to be part of an ecosystem of companies committed to systemic change, but also empowers us, through training, the exchange and dissemination of good practices, and the identification of partner organisations and institutions, to promote the inclusion of refugees.

In 2024, **Tent España** led a programme in which Ferrer volunteers accompanied refugee women through a mentoring process. The aim was to assist their integration into the labour market by reducing the barriers they encounter due to differences in the market and cultural differences, and so on.

We also collaborate with the Fundación Èxit, which aims to reduce early school leaving among vulnerable young people to improve their employment prospects. Together, we run a mentoring support programme to help participants gain a better understanding of their skills and interests, boost their self-esteem and prepare them for the labour market.

In Chile, we run a valuable work inclusion programme with the **Universidad Central** that aims to promote the integration of people with intellectual disabilities. We provide students on the Socio-Occupational Training Programme with a unique opportunity to gain work experience within the company, enabling them to develop their skills in an inclusive and respectful work environment. At the graduation ceremony for students of this programme, our dedication and commitment to advancing the inclusion and labour integration of people with disabilities was recognised. This recognition reflects the positive impact the programme has on both the students and on Ferrer’s organisational culture, which values diversity as a fundamental asset.

TRAINING

We adhere to two programmes promoted by the journal **Equipos & Talento** that enable us to play an active role in promoting gender equality and creating a diverse, equitable and inclusive culture. These programmes allow us to train key personnel, learn best practices and share challenges with regard to diversity in general and gender diversity in particular.

Equipos & Talento has also awarded us a seal of recognition for our participation in the programme, symbolising our commitment to diversity and an inclusive culture.

In line with this, in 2024 we launched a **development programme in Spain designed to challenge the structural barriers that limit women’s access to leadership roles**. The programme offers tools that boost confidence and highlight talent. Our goal extends beyond individual development; we aspire to build a culture that eliminates inequalities and inspires and supports future generations of women leaders, both within Ferrer and around the world.

We recognise that those who manage teams play a vital role in making Ferrer’s culture fully inclusive. For this reason, the support programme for new members of the team includes specific training on diversity, equity and inclusion, focusing particularly on unconscious biases, to ensure fair management of people.

2.2.2. Equality

At Ferrer, we fight for the right to equal opportunities for all.

EQUALITY COMMITTEE

This is a body made up of staff and company representatives, which meets quarterly to monitor the **Equality Plan** and the measures contained therein or others that may be approved.

Its objectives are:

- Ensure equal treatment and opportunities.
- Promote gender mainstreaming.
- Promote awareness.

In 2023 we obtained the certificate for the negotiated Equality Plan, along with the corresponding action plan, remuneration audit and salary report. These documents reveal that there is no unjustified gender pay gap at Ferrer. We also follow strict selection and recruitment policies based on non-discrimination, which apply to all workplaces.

SELECTION AND RECRUITMENT

We are committed to an ethical, rigorous, diverse and respectful selection process that prioritises a fluid and transparent communication with candidates and is based on three fundamental pillars:

- **We are committed to internal talent.** Our vacancies are advertised internally first, so that people in Ferrer can assess whether the position is a development opportunity and submit their application. Wherever possible, we support internal talent to continue developing within the company.
- **Equal opportunities.** We're committed to providing equal opportunities for everyone and to ensuring that decisions related to employment and to talent practices are free from bias and discrimination.

- **Objectivity.** We're committed to continuously improving our selection processes to ensure an objective selection and recruitment process based on merit and ability, always seeking to match the person to the job.

EDGE Certification

In 2024, we achieved the ASSESS level of the international certification **Economic Dividends for Gender Equality (EDGE)** for our activities in Spain. This endorsement recognises our commitment to gender equality in the workplace and reflects our responsibility towards social justice through diversity, equity and inclusion.

The certification is based on verifiable data and measures gender representation, pay equity, the effectiveness of our policies, and how our employees perceive equal opportunities within the organisation. The assessment is

based on three key sources of information:

- Internal data on representation, promotions and compensation, among other factors.
- Policies and practices that guarantee equal opportunities.
- Staff surveys capturing the real experience of those who make up Ferrer.

The analysis highlighted several of our company's strengths, such as balanced gender representation at all levels, a milestone in the industry. We also excel in recruitment, promotion, and in flexible working, demonstrating our efforts to create an equitable and

adaptable environment. However, we have also identified areas for improvement, particularly with regard to the development of a pay equity policy. Nevertheless, our analysis shows that the unexplained pay gap is minimal and within the EDGE standard.

As part of this process, we are committed to implementing an action plan to strengthen our policies and help us to make further progress on gender equality.

PREVENTING WORKPLACE BULLYING

We have a zero tolerance policy for any discrimination, abuse of authority, verbal abuse, violence, harassment, or any other behaviour in the workplace that may affect the safety and wellbeing of any individual. At Ferrer, crossing the line is simply not acceptable. That's why we have a number of mechanisms in place to ensure that we live up to our commitment:

- Incorporate elements beyond what is stipulated in the collective agreement.
- Mandatory training in bullying prevention.
- Visibility of the investigation team in all our centres.
- New means of accessing the whistleblower channel for easier and faster reporting.
- QR codes in all centres to facilitate access to the campaign infographics, the whistleblower channel, protocol and regulations, as well as to contact the relevant investigation team.
- Video explaining the complaints handling process to promote transparency and trust.
- #DoNotCrossTheLine web training series.

2.2.3. Disability

In 2024 our workforce included 11 people with disabilities (12 people in 2023) in the professional groups of direct labour and technicians and middle management.

Recently built centres, such as our offices in the L’illa centre, our R&D centre in California, and our new pharmaceutical plant in Esplugues de Llobregat, have been designed to be fully accessible to people with reduced mobility. In the coming years those centres that are refurbished or rehabilitated will incorporate this aspect of mobility into their infrastructure.

Furthermore, as part of our commitment to developing a fairer, more inclusive and equitable society, in 2024 we continued to contract cleaning, handling and Christmas package services from suppliers that employ people with disabilities, thereby promoting this group’s employability through our partnerships.

2.2.4. Quantitative indicators of Fostering diversity, equity and inclusion¹³

As at 31 December 2024, Ferrer’s workforce comprised 1,692 people, with a distribution of 48% women and 52% men.

Employees by gender	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Women	811	48%	863	48%	892	48%	-6.03%
Men	881	52%	929	52%	980	52%	-5.17%
Total	1,692	100%	1,792	100%	1,872	100%	-5.58%

Employees by age	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Under 30	78	5%	93	5%	95	5%	-16.13%
Between 30 and 50	995	59%	1,037	58%	1,099	59%	-4.05%
Over 50	619	37%	662	37%	678	36%	-6.50%
Total	1,692	100%	1,792	100%	1,872	100%	-5.58%

¹³ As it is not material and because the company left the Ferrer Group in September 2024, the company Noventure, S.L. is not included in the quantitative indicators on We promote diversity, equity and inclusion. Conversely, Medir Ferrer Cía., S.A. and Ferrer Alimentación, S.A. are included at 50%.

The breakdown of the workforce as at 31 December 2024 according to professional classification criteria by age and gender is shown below.

Employees by professional category and age groups	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Direct labour	435	26%	459	26%	468	25%	-5.23%
Under 30	29	-	37	-	39	-	-21.62%
Between 30 and 50	269	-	264	-	283	-	1.89%
Over 50	137	-	158	-	146	-	-13.29%
Technical personnel and middle managers	1,189	70%	1,218	68%	1,292	69%	-2.38%
Under 30	48	-	56	-	55	-	-14.29%
Between 30 and 50	685	-	695	-	742	-	-1.44%
Over 50	456	-	467	-	495	-	-2.36%
Management	55	3%	104	6%	112	6%	-47.12%
Under 30	0	-	0	-	1	-	-
Between 30 and 50	37	-	71	-	74	-	-47.89%
Over 50	18	-	33	-	37	-	-45.45%
Management Committee	13	1%	11	1%	0	0%	18.18%
Under 30	0	-	0	-		-	-
Between 30 and 50	5	-	7	-		-	-28.57%
Over 50	8	-	4	-		-	100.00%
Total	1,692	100%	1,792	100%	1,872	100%	-5.58%

Employees by professional category and gender	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Direct labour	435	26%	459	26%	468	25%	-5.23%
Women	177	-	189	-	195	-	-6.35%
Men	258	-	270	-	273	-	-4.44%
Technical personnel and middle managers	1,189	70%	1,218	68%	1,292	69%	-2.38%
Women	603	-	621	-	644	-	-2.90%
Men	586	-	597	-	648	-	-1.84%
Directors	55	3%	104	6%	99	5%	-47.12%
Women	25	-	47	-	47	-	-46.81%
Men	30	-	57	-	52	-	-47.37%
Management Committee	13	-	11	-	13	-	18.18%
Women	6	-	5	-	6	-	20.00%
Men	7	-	6	-	7	-	16.67%
Total	1,692	-	1,792	-	1,872	-	-5.58%

Disabled staff by occupational classification	2024		2023		2022		Variation 2024-2023 (%)
	Q	%	Q	%	Q	%	
Direct labour	2	-	2	-	2	-	0.00%
Women	0	-	1	-	1	-	-100.00%
Men	2	-	1	-	1	-	100.00%
Technical personnel and middle managers	9	-	10	-	9	-	-10.00%
Women	5	-	5	-	5	-	0.00%
Men	4	-	5	-	4	-	-20.00%
Direct labour	0	-	0	-	0	-	-
Women	0	-		-		-	-
Men	0	-		-		-	-
Total	11	1%	12	1%	11	1%	-8.33%

Cases of discrimination and corrective actions taken	2024	2023	2022	Variation 2024-2023 (%)
Cases of discrimination and corrective actions taken	-	-	-	-

2.3. Promoting health, safety and wellbeing

At Ferrer, we focus on people’s wellbeing in everything we do. We firmly believe that a safe and healthy working environment is essential for reducing inequalities and fostering the holistic development of our people. That is why we continue to promote initiatives that strengthen occupational health and safety and wellbeing, enabling everyone to reach their full potential.

We work to ensure that everyone can exercise their right to a safe and healthy workplace. Thus, we provide and implement protection and prevention measures, fostering a culture that promotes safe behaviours and decision-making that are based upon caring for people's health. We also prioritise our people's wellbeing.

We understand wellbeing as a whole and promote a holistic culture that includes physical, mental and emotional aspects.

We implement actions and programmes that motivate people to maintain a healthy lifestyle, attaining a work-life balance in order to achieve their maximum potential in every sense.

Our **group-wide Occupational Health and Safety (OHS) Management System** ensures compliance with health and safety legislation and many of the requirements of ISO 45001.

In 2024 we obtained the **ISO 45001 multi-site** certification **in Spain**, thereby consolidating our commitment to occupational health and safety across all our operating centres. This achievement is the result of our coordinated efforts to implement best practices, preventive measures and a robust safety culture.

Furthermore, we are strengthening our comprehensive occupational health, safety and wellbeing strategy through our **Safety, Health and Wellbeing Policy**, which incorporates the occupational wellbeing dimension more holistically.

A **healthy working environment** comprises several dimensions:

- Wellbeing
- Health and safety

We recognise that these aspects are inextricably linked and essential to assuring a healthy working environment. We devote all necessary energy and attention to protecting Ferrer people, contractors, and anyone else involved with the company throughout the value chain, including suppliers and customers.

2.3.1. Wellbeing

We understand health as a whole and promote a culture of holistic wellness that includes physical, mental and emotional aspects.

Our **Integrated WellLiving Wellness Programme** is constantly evolving, with initiatives in its five dimensions: Healthy, Social, Community, Financial and Exploring WellLiving.

11th Edition of the Asepeyo Antoni Serra Santamans Awards

In the category of **Best Preventive Awareness Campaign**, we were awarded with the second prize in a tie at the **11th Edition of the Asepeyo Antoni Serra Santamans Awards**. This recognition is another sign of our unwavering commitment to the integral wellbeing of our people. This culture encompasses

not only physical safety, but also mental health, as we recognise the profound impact it has on overall wellbeing.

That’s why our “Let’s Talk Mental Health” campaign encourages meaningful conversations, demystifies stigma and offers

support to those who need it. This award inspires us to continue moving forward in our mission to create an inclusive, respectful and supportive work environment where everyone can feel valued and supported on their journey to mental wellbeing.

To empower our people to promote a healthy lifestyle, some of the most noteworthy actions we have carried out in 2024 are:

Due to the positive reception and results of the first edition, we are organising a second **Kindfulness Programme**. These new sessions provided effective tools for emotional wellbeing, stress reduction and improved interpersonal communication. As well as introducing people to mindfulness, the programme aims to curb judgement, self-criticism and self-examination and developing wellbeing skills such as kindness, acceptance and compassion.

In Mexico we launched the Respira Mindfulness Programme in the last quarter of 2024. This eight-session programme was attended by more than 130 employees.

We continue to offer everyone in our organisation access to a **People Support Programme** in order to help them find the right emotional balance. In a completely personal and confidential way, people in Ferrer can access:

- Unlimited psychological support
- One-to-one coaching sessions for personal and professional development
- Personal assistant to help guide decisions.
- Legal and financial advice, both for the individual and their family.
- Wellness resources and information, plus two free webinars each month.
- Mobile app to put all these services at their fingertips.

As part of the Financial WellLiving dimension, we have incorporated a banner with direct access to the **Ferrer Benefits** portal to remind everyone of the many benefits available to them. These benefits include leave for single-parent families, assistance for children with special needs, life and disability insurance, savings insurance, and agreements with banks and Club Ferrer, a portal offering discounts at various stores and businesses.

In the Healthy WellLiving dimension, we continue to offer physiotherapy services at our production centres, with a 50% co-payment for each session, and at our head offices at a very competitive price. Additionally, we have extended this service for the sales team in Spain, enabling them to enjoy it in their own homes. We continue to offer free supervised activities such as yoga, Pilates and body pump, which was added as a new activity in 2024. We also offer paddle tennis, vaccination campaigns, glaucoma prevention, information sessions on chiropractic and wellness, offering a free spinal assessment to all attendees.

At the end of 2024, our head offices attained the Platinum WELL certification, the highest recognition for workplace wellbeing. This milestone reflects our commitment to designing and maintaining a workspace that improves the overall health and wellbeing of everyone who occupies it. To attain this certification, we implemented measures including improving indoor air quality, ensuring adequate lighting and thermal and acoustic comfort, providing access to healthy food and water, and creating spaces that promote physical activity, mental health, and overall comfort.

We have also entered the final phase of obtaining WELL certification for our offices in the new pharmaceutical plant in Esplugues de Llobregat, having undergone the Performance Verification Test in December. We expect to attain the certification in the first half of 2025.

Following the psychosocial assessment at our head offices in 2023, we moved forward with implementing the action plan in 2024, creating spaces for dialogue and introducing measures that promote emotional wellbeing in the workplace.

We continued to launch our quarterly global wellness *newsletter* in English and Spanish in 2024, consisting of four pieces of content related to one of the five dimensions of our **WellLiving Wellness Programme**.

PROMOTING MENTAL HEALTH AT FERRER: AN ESSENTIAL COMMITMENT

Mental health is a fundamental part of the overall wellbeing of our people. Today, more than ever, we understand the importance of prioritising and caring for our mental health as much as our physical health. We therefore promote a culture that values and supports the mental wellbeing of our people. At Ferrer, this commitment extends far beyond facilitating activities that foster wellbeing, but rather seeks to create a whole new relationship model between the company and the people, based on trust and mutual respect.

In 2024, we further strengthened our commitment to mental health by defining and publishing our **Digital Disconnection Policy**. This policy is a vital resource for promoting the mental wellbeing of our people, facilitating a healthier work-life balance and helping to prevent anxiety and burnout associated with digital stress and overconnectedness. We support the policy with infographics, tutorials and awareness-raising sessions.

We also organised an Agora Talk featuring recognised experts in psychiatry and psychology. During the talk, we addressed the following topics: the roles of psychologists and psychiatrists, when to seek help from each professional, and serious mental illnesses, with a focus on depression. The session was very well received, achieving an exceptionally high NPS satisfaction score, which demonstrates the interest and importance that Ferrer employees attach to this topic.

Subsequently, on **World Mental Health Day**, we published an article on our internal intranet to raise awareness, inform and promote self-care in mental health.

We also continue to offer a range of psychological and emotional support resources to everyone at Ferrer, promoting a culture of open dialogue and breaking down the stigmas associated with mental health.

2.3.2. Health and safety

Every day, we strive to create safe and healthy workplaces, with training on regulations, plant safety inspections, monitoring of the construction work, evaluations of new work equipment, hygiene measurements (noise, lighting, environmental conditions), ergonomic and psychosocial assessments (with the aim of obtaining detailed and objective information on the emotional and social state of an individual or group, thus helping to improve their psychological and social wellbeing), updating toxicological assessments by active pharmaceutical ingredient (API) categorisation, etc.

The Health, Safety & Wellbeing department is the corporate unit that draws up the policy, the strategic plan for the area, as well as the global objectives and corporate procedures that each affiliate must then implement in accordance with local regulations. In Spain, we manage health and safety through a joint prevention service, which is responsible for the specialities of occupational safety, industrial hygiene, ergonomics and psychosociology, and we have outsourced health surveillance to an external prevention service. Also, we encourage people in Ferrer to apply their knowledge

of occupational safety, health and wellbeing in their private lives, at home, and during their leisure time.

We ensure that the contractors who access our facilities are properly trained and briefed, and that they have all the necessary equipment to perform their tasks safely. Companies that work for Ferrer are registered on a platform for coordinating business activities, through which they exchange documentation, risk assessments, training and health surveillance information. Companies employing workers who provide services at Ferrer must comply with the minimum required legislation; otherwise, they cannot access the facilities. We consider health and safety management as an essential element in the selection of suppliers and contractors.

Thanks to the preventive strategies and increased awareness, we achieved a significant reduction in the **accident rate** at our operating sites in 2024. Key to this improvement have been training initiatives, safety walks, safety visits, incident reporting and the reinforcement of control measures.

COMMITMENT TO SAFETY

As part of the preventive culture and leadership in safety project, we continued to roll out the **Leadership Through Safety (LTS)** Programme in 2024, training more leaders on the importance of creating safe environments and fostering a preventive culture. The participation and commitment of the leaders in this programme has had a positive impact on the day-to-day running of our operational centres.

Awareness-raising campaign on World Day for Safety and Health at Work. On World Day for Safety and Health at Work in 2024, we published an article on our internal Intranet to recognise the excellent work of the logistics team at the Sant Cugat pharmaceutical production plant warehouse, which achieved a record number of days without accidents resulting in sick leave. We also acknowledged the ongoing record numbers of days without accidents at our logistics centre in Sant Feliu de Buixalleu. These achievements reflect the significant collective effort to promote a preventive culture in terms of safety.

Expansion of safety walks. The safety walks have become an essential tool for encouraging open conversations about safety and reinforcing the leaders’ commitment to prevention. In 2024, we extended their reach to more operational centres to promote a positive safety culture.

HEALTH AND SAFETY SERVICES AND TRAINING

We have outsourced our health surveillance to a third party and we guarantee the confidentiality of medical data. We only have medical fitness certificates (fit, unfit, fit with restrictions) and epidemiological reports, which enable us to subsequently design actions to promote health and improve working conditions.

As part of the **Occupational Health and Safety Management System**, we have an information, competence and awareness process that includes various types of training: initial training, ADR (Agreement on the transport of Dangerous goods by Road), working at heights, emergencies, first aid, AED (Automated External Defibrillator), ergonomics, awareness workshops, smartworking, ATEX (explosive atmospheres), electrical risk, safe handling and management of hazardous substances, among others.

The number of OHS training hours per person varies according to the risks in the workplace. However, the average number of training hours on occupational health and safety for all workplaces is estimated to be 3.5 hours per person. The total number of training hours in this area in 2024 amounts to 4,558. In addition, people in Ferrer receive health promotion training as part of **the Integrated Wellness Programme, WellLiving**, totalling around 6,646.5 hours.

On the other hand, we have a communication, consultation and participation procedure, pursuant to which there is a formal representation of workers in all work centres in Spain. Similarly, the local regulations in force are complied with in the group’s other affiliates, in terms of the composition of the committees and the frequency of their meetings.

At Ferrer, we believe in creating shared value between the organisation and society. For this reason, **we are convinced that through our work we can foster a safety culture by acting in the communities where we operate.**

We have been recognised as a benchmark in safety, health and wellbeing at work, and have been invited to participate in sector-specific strategic forums. In 2024 our Director of Safety, Health and Wellbeing was nominated Chair of the **Asepeyo Advisory Board of Catalonia**, a recognition that reinforces our leadership in the field.

We also actively participate in the Foro de Directivos de PRL at **Foment del Treball**, in the **Bienstart Hub**, which launched in December, in **Coashiq**, a business association for the chemical and related industries, where we have a seat on the standing committee, and in **PRL Innovación**, an association that promotes a culture of innovation in the field of prevention. We have also spoken at various conferences and round tables, sharing our experiences to inspire and influence other organisations and make a significant contribution to the company’s employer branding.

EMERGENCY MANAGEMENT

Emergency management is essential to ensure the protection of people and resources. In the face of unforeseen events such as fires, industrial accidents, natural disasters or public health emergencies, an organised and efficient response is essential in order to minimise negative impacts and facilitate recovery.

In addition, we provide regular training for those who have a key role in such plans, as well as in first aid, fire fighting, handling of hazardous chemicals, etc. Second responders at our chemical production plant receive hands-on training with putting out a real fire in a specially-prepared fire training area. This type of training is essential for a correct first response to various types of emergencies and can make a difference in saving lives and mitigating damage.

On the other hand, we believe that regular training is essential to being able to deal with an emergency, which is why we conduct regular drills at all of our workplaces in order to identify weaknesses and areas for improvement in emergency plans and safety procedures.

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

The **Occupational Health and Safety Management System** has an **Operational Control procedure** that includes the practices, procedures and tools that all Ferrer centres must implement, as a minimum, in order to maintain permanent active control of the risks to people’s health and safety associated with the activity they carry out and the work centre to which they belong.

We carry out risk identification and risk assessments - carried out by qualified personnel - using a methodology that takes both probability and severity into account. The preferred method for assessing safety risks is the official method of the country in which the company is located, which takes into account the probability of each risk, the consequences and severity of that risk, and the control measures in place.

In the case of hygienic, ergonomic and psychosocial factors for which the regulations do not specify the methods to be used, or when the evaluation criteria provided for in these regulations must be interpreted, the Health, Safety and Wellbeing Department applies the methods contained in the company standards, UNE¹⁴ standards, local country standards and international standards. In the absence of the above, guides from other bodies of recognised prestige in the matter will be used, or other professional methods or criteria described in documents, that provide a level of confidence in their results.

In all cases, the general and specific risk assessment reports contain a detailed description of the method used. Hazardous situations are communicated through various channels, including risk notifications, work orders, emails directly to the prevention technician or manager, and through prevention officers. Accidents and incidents are investigated and all of them are recorded on a form.

¹⁴ Asociación Española de Normalización (Spanish Association for Standardisation).

HEALTH AND SAFETY COMMITTEES

We have various health and safety committees or prevention officers in the centres who actively collaborate with the health and safety team through quarterly meetings. The percentage of staff represented on these health and safety committees is determined by the provisions of the collective agreement (Chapter IX, "Occupational Safety and Health", Article 70).

- L'Illa corporate services (health and safety committee).
- Sant Cugat Pharmaceutical Plant (health and safety committee)
- Sant Cugat Chemical Plant (health and safety committee)
- Sales network (health and safety committee).
- Sant Feliu de Buixalleu Logistics Centre (prevention officer).

The committees agree annually on actions aimed at improving the health and safety of the people who work at Ferrer, such as the development of psychosocial studies, the implementation of health monitoring measures, or the updating of emergency plans. We monitor each initiative to ensure the implementation of the measures taken.

We also promote spaces for dialogue, with various channels for consultation on the intranet, and a mailbox for handwritten queries in the production centres, for team members who do not have access to computers.

2.3.3 Quantitative indicators Promoting health, safety and wellbeing¹⁵

ABSENTEEISM*

Absenteeism	2024	2023	2022	Variation 2024-2023 (%)
Absenteeism rate	0.17	0.46	0.38	-63.04%
Women	0.2	0.49	0.47	-59.18%
Men	0.16	0.44	0.31	-63.64%
Absenteeism hours	4,056	7,296	9,920	-44.41%
Women	2,224	3,280	5,472	-32.20%
Men	1,832	4,016	4,448	-54.38%

*Hours of absenteeism due to occupational accidents are considered, not all kinds of absenteeism.

¹⁵ As it is not material and due to the fact that the company ceased to form part of the Ferrer Group in September 2024, the company Noventure, S.L. is not included in the quantitative indicators of Promoting health, safety and wellbeing.

HEALTH AND SAFETY

Accidents	2024	2023	2022	Variation 2024-2023 (%)
Accidents without sick leave	29	29	27	0.00%
Women	8	11	15	-27.27%
Men	21	18	12	16.67%
Accidents with sick leave	29	46	45	-38.04%
Women	12	17	19	-29.41%
Men	17	29	26	-43.10%
Frequency rate	10.55	14.83	13.78	-28.86%
Women	8.49	13.71	11.99	-38.07%
Men	13.16	15.79	15.23	-16.66%
Severity rate	0.22	0.49	0.47	-55.10%
Women	0.21	0.55	0.59	-61.82%
Men	0.22	0.44	0.38	-50.00%
Deaths due to work-related accidents or diseases	0	0	0	-
Women	0	0	0	-
Men	0	0	0	-

The OHS KPIs refer to workplaces in Spain only.
** In 2023 there were no accidents in any affiliate outside Spain.
*** No deaths due to accidents registered.
**** Calculated excluding accidents to and from work.

Occupational diseases	2024	2023	2022	Variation 2024-2023 (%)
Frequency rate	0.86	0.00	0.00	-
Women	0.00	0.00	0.00	-
Men	1.95	0.00	0.00	-
Severity rate	0.10	0.00	0.00	-
Women	0.00	0.00	0.00	-
Men	0.23	0.00	0.00	-
Occupational diseases	2	0	0	-
Women	0	0	0	-
Men	2	0	0	-
Deaths due to occupational diseases	0	0	0	-
Women	0	0	0	-
Men	0	0	0	-

The OHS KPIs refer to workplaces in Spain only.

No deaths due to occupational (work-related) diseases registered.

3. Liveable Planet



Material topics:

- Environmental management of facilities
- Mitigation and adaptation to climate change
- Sustainable mobility and logistics
- Energy use, self-sufficiency and energy efficiency
- Waste management
- Water management
- Chemical and solvent management

Global Reporting Initiative (GRI): 3-3, 302-1, 302-3, 303-1, 303-2, 303-3, 305-1, 305-2, 305-3, 305-4, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5

At Ferrer we believe that our activity as a pharmaceutical company must create more environmental value than it consumes, involving our value chain to challenge the established norms and thus lead the way towards sustainability, making our planet a more liveable place.

Realising that we still have a long way to go, and with many people to join us on this journey, we have made the preservation of the planet a priority in our strategic plan. Under the **Liveable Planet** pillar, we design strategies to accelerate climate action and protect natural capital.

Progress towards these goals is rooted in the eight environmental policies that form the foundation of our **Liveable Planet** pillar, which focuses our actions to make the world a better place for every being that lives on it.

Environmental Policy. Prioritises prevention, environmental protection and the integration of the environment in our decisions.

Climate Change Policy. Establishes our pillars of action against climate change and the instruments to address them.

LIVEABLE PLANET						
We preserve the environment for our own benefit and that of future generations						
ACCELERATING CLIMATE ACTION				ENHANCING NATURAL CAPITAL		
Zero emissions	Green energy	Sustainable mobility and logistics	Decarbonisation of the value chain	Circular economy	Water management	Protection of biodiversity

Sustainable Packaging Policy. Promotes a sustainable, circular and low-impact packaging model, which ensures the safety and proper conservation of our products and multiplies the positive impact throughout the life cycle.

Waste Policy. Coordinates and disseminates a waste reduction programme that includes the optimisation of its final management in order to achieve a high recovery rate.

Energy Policy. Strengthens the commitment to energy self-sufficiency and decarbonisation, with high sustainability criteria, and continuous evaluation and monitoring.

Sustainable Mobility Policy. Establishes the procedures, guidelines and advice that all Ferrer employees should be aware of in order to minimise their footprint when travelling, whether for work, medical visits, transporting goods, making a business trip or planning the journeys that will take place during the organisation and holding of an event.

Water Policy. Includes our commitment to the proper management of water resources, including the monitoring and formulation of an integrated water management programme.

Biodiversity Policy. Brings together the tools to realise our goal of advancing in biodiversity protection and raising public awareness about it.

We have several mechanisms in place to assess the effectiveness of our environmental policies. Firstly, we monitor the set objectives on a quarterly basis against the **ISO 14001 standard** to keep track of their progress. Secondly, the Sustainability Department reports to the Management Committee on the progress and status of all the projects included in Ferrer’s Strategic Plan and Sustainability Strategy.

3.1. Environmental management system

We implement an **Environmental Management System (EMS)** in accordance with ISO 14001, which enables us to measure and control potential environmental threats and damage that may arise as a result of our activities. The management strategy and system are integrated cross-functionally across all areas of the organisation to ensure the traceability of our actions. We thus incorporate the criteria and requirements of precaution and environmental protection in both the operations and business model of the organisation.

Following the approval and validation of the strategy by the Board of Directors and the Management Committee, policies are established and adequate resources are allocated to fulfil the Strategic Plan and its pillars. This is monitored in the management report of the Environmental Management System.

Moreover, we also carry out environmental legal audits – annually at corporate sites and biannually at production sites– through an external consulting firm that audits legal compliance in relation to requirements pertaining to the environmental, industrial safety and occupational risk prevention areas ¹⁶.

In accordance with the new version of ISO 14001, we set environmental objectives based on the context analysis of internal and external issues, stakeholder needs and expectations, and risk and opportunity management, also taking into account environmental aspects from a life cycle perspective, as well as legal and other requirements affecting the company.

3.1.1. Environmental certifications and awards

Regarding the ISO 14001 standard, **81% of all our centres are ISO 14001 certified**. In 2025, the new Esplugues pharmaceutical plant will be included in the certification system during the recertification process. This will increase the efficiency of certification management and guarantee

¹⁶ In the 2024 financial year, Ferrer did not receive any sanctions, including in the environmental field

the consistent application of the processes set out in the Environmental Management System across all Ferrer production centres.

In 2024, **we achieved LEED Gold certification for our R&D centre in California**. This certification is in addition to those already obtained at our other production and logistics centres¹⁷, as well as at our head office in L’illa. The latter also has the highest rating: LEED Platinum.

In Costa Rica we have been certified under the **Carbon Neutrality Country Programme** (PPCN, *Programa País de Carbono Neutralidad*), adding our efforts to the country’s goal of decarbonising Costa Rica by 2050. The PPCN is a voluntary mechanism for managing greenhouse gases (GHG), which includes reducing GHG emissions and demonstrating carbon neutrality and other actions.

¹⁷ The pharmaceutical centre in Esplugues de Llobregat will complete the certification process at the beginning of 2025.

We already certified the fleet as sustainable in 2023 through the Spanish Association of Fleet and Mobility Managers (AEGFA, *Asociación Española de Gestores de Flotas y de Movilidad*). Their organisation analysed both our fleet and the actions we carry out on it and have set objectives to be achieved over the next four years.

Finally, this year we have responded to the three main CDP (Carbon Disclosure Project) questionnaires: Climate Change, Water Security and Forests. As a result of all the initiatives we have carried out in recent years, we scored a B in all three, which is the first time we have answered the first two.

Main climate risks and opportunities analysed

TRANSITIONAL AND PHYSICAL RISKS

TR12 Long term 10-30 years

Increased investment costs due to the use of more energy efficient technology and energy efficiency measures.

TR5 Long term 10-30 years

Increase in the cost of emission offsets (2050).

RT1 medium term 5-10 years

Increased operating costs due to the implementation of new emission regulations (in particular scope 1 and 2).

RT2 medium term 5-10 years

Increased costs associated with logistics and transport due to the application of new regulations on polluting transport.

RT3 medium term 5-10 years

Water scarcity. Reduced sales associated with reduced production; increased water costs.

RT4 medium term 5-10 years

Increase in the cost of emission offsets (2030).

RT7 medium term 5-10 years

Increased costs to mitigate temperature extremes in line with production and product quality requirements (plant cooling).

RT11 medium term 5-10 years

Increased investment costs due to changeover of commercial fleet to electric power.

OPPORTUNITIES

015 short term 2-5 years

Increased sales due to increased demand for low-carbon products or services.

02 medium term 5-10 years

Savings in the cost of transport use through improved energy efficiency of the fleet (electrification).

016 medium term 5-10 years

Reduction of electricity costs through self-sufficiency and energy-saving measures.

04 medium term 5-10 years

Reduction of raw material purchasing costs through the implementation of material recycling and circular economy practices (more sustainable and dematerialised product packaging)

010 long term 10-30 years

Increased profits linked to higher product demand and access to new markets.

In 2025, we will conduct a full review of the climate scenario analysis (a risk assessment tool) that also considers natural capital (in line with TNFD, the Taskforce on Nature-related Financial Disclosures), ensuring alignment with the dual materiality analysis conducted at the end of 2024. Finally, in 2025 we will draw up a **Climate Adaptation Plan** with the aim of responding to the main challenges arising from the risks and opportunities (both physical and transitional).

3.2. Accelerating climate action

We are working to meet the ambitious targets set in line with the Science Based Targets initiative (SBTi). These targets that bring us closer every day to achieving our vision for the future. To make further progress towards achieving this, in 2023 we defined the basis of our Climate Transition Plan to achieve and meet our climate targets.

These are our commitments:

- Zero emissions
- Green energy
- Sustainable mobility and logistics
- Decarbonisation of the value chain

3.2.1. Climate Transition Plan, our programme towards zero emissions

As part of our commitment to achieving zero emissions, our targets have been validated by the SBTi (Science Based Targets initiative) and are publicly available on its website. In 2024 we updated these targets with the SBTi to better reflect the company's reality, and they demonstrate the level of ambition required to achieve our goals.

Additionally, we have set long-term targets for the first time.

SBTi Net-Zero target We are committed to achieving Net-Zero greenhouse gas emissions across the value chain by 2050.

Short-term targets We are committed to reducing Scope 1 and 2 absolute GHG emissions by 48.3% by 2030, using 2019 as the base year. We are also committed to maintaining an active, year-round supply of 100% renewable electricity by 2030. Furthermore, we are committed to reducing Scope 3 GHG emissions by 55% per million euros of value added by 2030, again using 2019 as the base year.

Long-term targets We are committed to reducing Scope 1 and 2 absolute GHG emissions by 90% by 2050, compared to the 2019 base year. Furthermore, we are committed to reducing Scope 3 GHG emissions by 97% per million euros of value added within the same timeframe.

To achieve these goals, we have drawn up a **Climate Transition Plan (CTP)** setting out clear decarbonisation pathways, as well as a **Neutralisation Strategy**. Implementing the 42 actions included in the 2024 plan is one of the company's key results for the year.

In the coming years, we plan to formalise a policy to ensure that any carbon footprint offsetting we undertake meets the criteria set out in Article 6 of the Paris Agreement, as approved at COP29 in November 2024.

CLIMATE TRANSITION PLAN (CTP)

The CTP deploys all the actions linked to climate change mitigation as part of our *Accelerating Climate Action* strategic aim within the **Liveable Planet** pillar.

This programme has been formalised in a public document on our website, which sets out¹⁸:

- Linkage to the strategy and related policies
- Goals
- Governance
- Risks and opportunities
- International and European reference frameworks
- Decarbonisation levers
- Monitoring and transparency of progress

In 2024, we established a cross-functional team led by the Sustainability area to coordinate, supervise and draw up the annual action plans. At the same time, each of these members leads a working group linked to one of the five main decarbonisation pathways;

1. Decarbonisation in operations (energy efficiency, renewables, boilers)
2. Green mobility (fleet, business travel, people mobility, events)
3. Green logistics (outbound logistics, inbound logistics)
4. Decarbonisation of the value chain (suppliers, business partners and licensors)
5. Climate culture (strategy, culture, CapEx, OpEx, external stakeholders)

Carbon Neutrality Country Programme

In Costa Rica we have been certified in the Carbon Neutrality Country Programme (PPCN, *Programa País de Carbono Neutralidad*), adding our efforts to the country goal of decarbonising Costa Rica by 2050. The PPCN is a voluntary mechanism for greenhouse gas (GHG) management, which covers the reduction of GHG emissions, demonstrating carbon neutrality, as well as other actions.

¹⁸ The annual action plan and progress towards achieving the objectives will be published in our Sustainability Report each year.

CARBON FOOTPRINT

In 2024 we reduced our carbon footprint by 4.4% compared with the previous year, consolidating the downward trend of recent years and reaffirming our commitment to the new targets recently validated by SBTi. This improvement was achieved despite a one-off uptick in scope 1 emissions, offset by a decrease in scope 3 emissions, and comes in an operational transformation context marked by milestones such as commissioning the Esplugues centre and the divestment from Noventure.

Compared with the 2019 base year, Ferrer’s overall carbon footprint has dropped by 13.8%, representing significant progress towards meeting our new SBTi reduction targets.

In particular, we have already achieved 5.1% of the absolute reduction target of 48.3% set for scope 1 and 2 emissions by 2030. As for scope 3 emissions, the intensity per million euros of value added has fallen by 23% versus 2019, reflecting relevant progress towards the 55% reduction goal.

Tracking our SBTi targets	2024	2023	2019
Scope 1 and 2 (tCO ₂ eq)	7,743.4	7,322.3	7,939.9
Scope 3 / gross profit ratio (tCO ₂ eq/M€)	190.1	207.8	246.8

*Emissions associated with Noventure’s activity have been excluded from the 2024 inventory.

**For this category, upstream-transport emissions have been calculated using supplier data that confirms the emission-generating level of their activity.

***Data for 2023 have been recalculated on the basis of the latest available information to improve accuracy.

****Emission factors for 2023 and 2019 have been updated to ensure comparability with 2024.

*****Data for 2023 and 2019 have been recalculated to account only for life-cycle emissions (excluding end of life) of hospital machinery acquired during the reporting year.

*****At the request of the SBTi, for the first time (and retroactively) scope 1 and 2 emissions from commercial partners (IB2B) linked to Ferrer’s activity have been included in this category.

*****With the aim of moving towards 100% coverage of our emissions, this year we have made a preliminary estimate of the emissions associated with the investee company Vintus and with our two main financial investments. These emissions, amounting to approximately 2,460 tCO₂e, have been excluded from the 2024 inventory as this is a first approximation.

Category 10 emissions have not been included in our carbon-footprint calculations because they account for less than 5% of the Group’s total footprint and Ferrer has no meaningful leverage to reduce the emissions arising from this category. This exclusion has been validated during the SBTi verification process.

GHG emissions (tCO2eq)*	2024	2023	2019	Change 2024 vs 2023 (%)
Scope 1	7,743.4	7,322.3	7,630.3	5.8%
Scope 2 (location-based)	4,114.4	4,905.2	10,199.5	-16.1%
Scope 2 (market-based)	-	-	309.6	-
Scope 3 TOTAL	67,394.8	71,308.0	79,197.8	-5.5%
1: Purchased goods and services	43,258.0	45,213.5	46,615.5	-4.3%
2: Capital goods	10,015.4	9,800.6	8,769.7	2.2%
3: Energy-related activities	1,671.2	1,635.4	2,869.9	2.2%
4: Upstream transport and distribution**	3,490.1	4,055.5	4,759.5	-13.9%
5: Waste generated in operations***	1,218.5	1,917.3	1,963.2	-36.4%
6: Business travel****	1,208.0	965.4	3,482.1	25.1%
7: Employee commuting	1,209.9	929.2	1,305.8	30.2%
9: Downstream transport and distribution	124.8	80.4	211.1	55.2%
11: Use of sold products*****	2.9	20.9	7.0	-86.3%
12: End of life of products	1,162.9	2,089.5	1,254.3	-44.3%
14: Franchises*****	4,029.7	4,596.8	7,955.7	-12.3%
15: Investments*****	3.5	3.5	4.0	0.0%
TOTAL (market-based)	75,138.2	78,630.2	87,137.7	-4.4%

NEUTRALISATION STRATEGY

Implementing effective actions to decarbonise our business is at the heart of our climate strategy, whether by minimising our direct emissions or those generated along our value chain. While we recognise that we cannot avoid generating a certain footprint on the planet during the transition towards a decarbonised economy, we are working tirelessly not only to reduce it, but also to turn it into a positive impact. To this end, **we are driving the development of carbon sequestration projects, which will help us to achieve our goal of becoming a carbon-positive company and are also key to meeting the targets set out in the Paris Agreement.**

In line with this strategy, in 2024 **we offset 7,734 tonnes of direct carbon emissions** through three projects:

- **Ejido Laguna Om Project, a forestation conservation in Mexico.** The project protects the tropical forest in a rural community on the Yucatán Peninsula called Ejido, and provides residents, most of whom earn a living through agriculture, livestock and forestry, with additional income. The carbon revenues generated

are critical in protecting the rainforest, funding job creation and economic development in the community, and reducing the main causes of deforestation. They also promote climate action and directly contribute to increasing carbon sequestration.

- **Manantiales BEHR, wind farm in Argentina.** This greenfield wind farm is located in the Escalante department, in the Chubut province in southern Argentina, and is connected to the Argentine Interconnection System (SADI, *Sistema Argentino de Interconexión*). The project consists of installing 30 wind turbines of 3.3 MW each, providing a total installed capacity of 99 MW, with a first phase of 49.5 MW. The project produces clean, renewable energy that will replace traditional fossil fuel-based energy sources, reducing greenhouse gas emissions. Currently, only 1% of Argentina’s total electricity production comes from wind power, so this project is having a significant impact.

3.2.2. Green energy

Energy is the main factor impacting our carbon footprint. We are therefore working to use it efficiently and promote its renewable origin.

To increase the percentage of **renewable energy we produce at our facilities**, we're analysing the feasibility of installing solar panels at our main operations centres and expect to be able to do so at all of them in the coming years. At the Sant Cugat pharmaceutical plant, photovoltaic panels are set to be installed on the roof of the office building in 2025. The project to replace the roofs of the warehouse and production buildings in preparation for the subsequent installation of photovoltaic panels has also begun.

During 2024, we implemented several projects that contributed to reducing the energy consumption and associated emissions at the various sites:

Pharmaceutical plants

- A cost-saving system was started up in the solids production areas to minimise air-conditioning energy consumption during unproductive hours, such as weekends.
- Commissioning new, higher efficiency industrial steam boilers to help reduce natural gas consumption.
- An energy management system was activated to improve and optimise the operation of industrial water chillers, achieving a significant reduction in electricity consumption.
- Advances in the energy efficiency of our pharmaceutical plant in Esplugues de Llobregat: we installed industrial water chillers with low global warming potential (GWP) refrigerant gas and heat recovery system.
- Photovoltaic panels with an output of 39.1 kWp have been installed on the roof.

Chemical plant

- Steam distribution and generation optimisation has been implemented to reduce the chemical plant’s natural gas consumption by 12%, through the following improvements:
 - Condensate trap replacement.
 - Installation of in-line traps.
 - Installation of a degassing tank.
 - Connection of an economiser.
- Energy efficiency in the Research and Development laboratory has been improved by optimising the working temperature required to reduce the electricity consumption of the chiller units. Thanks to this optimisation, the energy consumption of this equipment has been reduced by 58.1% annually.

Logistics centre

- Renovation and commissioning of a new photovoltaic panel installation with an installed capacity of 432.1 kWp.

ADVANCING IN OUR COMMITMENT TO GREEN ENERGY

The renewable energy consumed in 2024 represents 46.4% of the total energy used, amounting to a total of 33,257 MWh. We are working to improve these figures and plan to increase renewable energy consumption in the coming years through initiatives such as reducing natural gas consumption by improving production process efficiency, increasing renewable electricity usage by our electric fleet and improving energy consumption efficiency at our operations centres.

Total energy consumption increased by 4.5% in 2024 compared to 2023, due to the start-up of the Esplugues pharmaceutical plant and the new boilers at the Sant Cugat pharmaceutical plant.

100% renewable electricity with the purchase of Renewable Energy Certificates (RECs)

In line with our goal of achieving a 100% renewable electricity supply by 2025, we have ensured that all electricity used by all Ferrer companies (including our

affiliates) is now renewable. This has been achieved through self-generation with photovoltaic panels and the attainment of Guarantees of Origin at production centres in Spain, as well as the purchase of Renewable Energy Certificates (RECs) at the other centres and affiliates. As a result, we have prevented more than 4,100 tonnes of CO₂eq. emissions per year.

LEED Certification Plan for the different facilities with a surface area greater than 1,000m²

We are actively working to attain this objective and to certify the new pharmaceutical production centre in Esplugues de Llobregat, which is still in progress. However, we are making steady progress and this year our Barcelona head offices, the R&D centre in California and our Sant Cugat chemical plant have attained the Platinum (Barcelona) and Gold medal certifications. With the addition of these sites, **87% of the total surface area of our centres has been certified** as a guarantee of an environmentally friendly building model that is aligned with Ferrer's values.

- **Platinum Medal:**
 - Ferrer Barcelona Head Offices
- **Gold Medal:**
 - Sant Cugat Chemical Plant Offices
 - Ferrer United States R&D Centre
 - Sant Feliu de Buixalleu Logistics Centre
 - Ferrer Mexico Offices
- **Silver Medal:**
 - Sant Cugat Pharmaceutical Plant Offices
 - Esplugues de Llobregat Pharmaceutical plant (in the pipeline)

3.2.3. Sustainable mobility and logistics

According to the Sixth Assessment Report of the IPCC, transport accounts for around 23% of global GHG emissions. Moving towards the implementation of new forms of sustainable mobility is crucial not only to reduce overall emissions and preserve the environment, but also to improve the lives of people, especially those living in cities, by creating more sustainable environments with greater wellbeing for present and future generations.

ADVANCING IN MOBILITY

- With this vision, in 2024, we implemented the following initiatives with respect to sustainable mobility:
- Measuring and offsetting the carbon footprint of events with more than 50 attendees (including transport).
 - Completion of the road safety and efficient driving course by the sales network drivers (compulsory) and other people with company vehicles (optional).
 - Promotion of the most sustainable hotel chains for business travel.

We updated the self-booking tool for travel to promote train travel and this was also formalised in our sustainable business travel policy

100% of people with company vehicles in the central offices and 84% of the area managers have electric vehicles. Although we continue to make progress in the decarbonisation of our mobility, as a result of infrastructure and range issues, we have not yet been able to fully electrify our fleet. Therefore, for the 275 diesel combustion vehicles in the commercial network, we opted for vehicles with lower CO₂ emissions, decreasing from 146 g. CO₂/100 km to 125 g/100 km.

In addition, around 75% of our fleet is managed by a company that is a member of the *Plataforma de Empresas por la Movilidad Sostenible* (Platform of Companies for Sustainable Mobility) and the only leasing company with the **Bequal Plus** certification, which recognises companies that promote the inclusion of people with disabilities both in their workforce and as service consumers or users.

Our teams in Costa Rica have a 100% electric fleet and in Portugal they also travel with plug-in hybrid and electric vehicles. Furthermore, Germany achieved 100% electrification of its fleet by 2024. The environmental impact of this change is substantial. Converting to electric vehicles is expected to save us approximately 26 tonnes of CO₂ emissions per year, a 51% reduction compared to our previous fleet of combustion vehicles.

MAKING PROGRESS IN LOGISTICS AND DISTRIBUTION

In 2024, we continued to implement initiatives to promote more sustainable logistics and distribution of our products across all territories in which we operate. To this end, we have started working on some actions which will help us reach this new goal:

Involve partners and affiliates to replace air transport with maritime transport. One of the improvements identified in order to reduce GHG emissions from international transport is to agree new delivery terms with our international partners, prioritising more sustainable

delivery methods (especially, maritime versus air transport). In 2024, we drew up an action plan to be implemented in 2025, involving various areas of the company, to effect this change to the means of transport on the three main international routes.

Draw up a sustainable inbound logistics policy. We are formalising an inbound logistics policy for direct purchases that prioritises decarbonised transport methods and other sustainable practices, such as improved transport efficiency and the use of biofuels.

Assessment of routes that can switch to using sustainable fuels. Another key aspect of decarbonisation is to switch from fossil fuels to more sustainable alternatives. In 2024, we analysed the availability of these alternatives among our partners, which will help us to start running international shipments with these alternative fuels as early as 2025.

ACTIVIST EVENTS WITH A POSITIVE IMPACT

At Ferrer we are firmly committed to decarbonisation and apply sustainability criteria to all our corporate events.

In 2024, all events organised from the headquarters, including the Spanish affiliate, with more than 50 attendees were designed with sustainability in mind, and their emissions were offset. A total of **181.22 tonnes of CO₂e** were offset through the **Cookstoves Africa Mix** project, which promotes the production and distribution of more efficient cookstoves in Africa. These cookstoves significantly reduce the use of wood and charcoal, thereby reducing greenhouse gas emissions and improving the health and quality of life of local communities. The project is certified under the **Gold Standard**.

Additionally, the **International Meeting on Pulmonary Hypertension Clinical Treatment (Impahct 2024)**, which took place in Barcelona and was attended by 116 specialists from around the globe, produced **83.70 tonnes of CO₂e**, which were offset through an **afforestation and reforestation** project in **Paraguay**. This initiative transforms

degraded land into forested areas, thereby contributing to carbon sequestration, biodiversity recovery and the socio-economic development of local communities. The project is certified under the **VCS** standard.

We also offset the emissions resulting from one of the brands we market participating in an event in Berlin, which was attended by 34 people from the Consumer Health team. The **13 tonnes of CO₂e** generated by travel to the event were offset through the **Unitor REDD+** project in Brazil, which protects over 99,000 hectares of Amazon rainforest and prevents the deforestation of more than 25,000 hectares over the next 30 years.

AEGFA Green Fleet Accreditation

In a significant step towards a more sustainable corporate mobility, **we obtained the Green Fleet Accreditation (Acreditación Flota Ecológica) from the Spanish Association of Fleet and Mobility Managers (AEGFA) in 2024**. This accreditation reaffirms our commitment to environmental sustainability by meeting rigorous environmental standards.

Notable actions include the development of a comprehensive fleet energy improvement programme and progressive electrification, with the aim of achieving a fleet of 100% electric vehicles by 2030. We currently have around a hundred plug-in vehicles and more than 30 charging points at our four facilities in Spain.

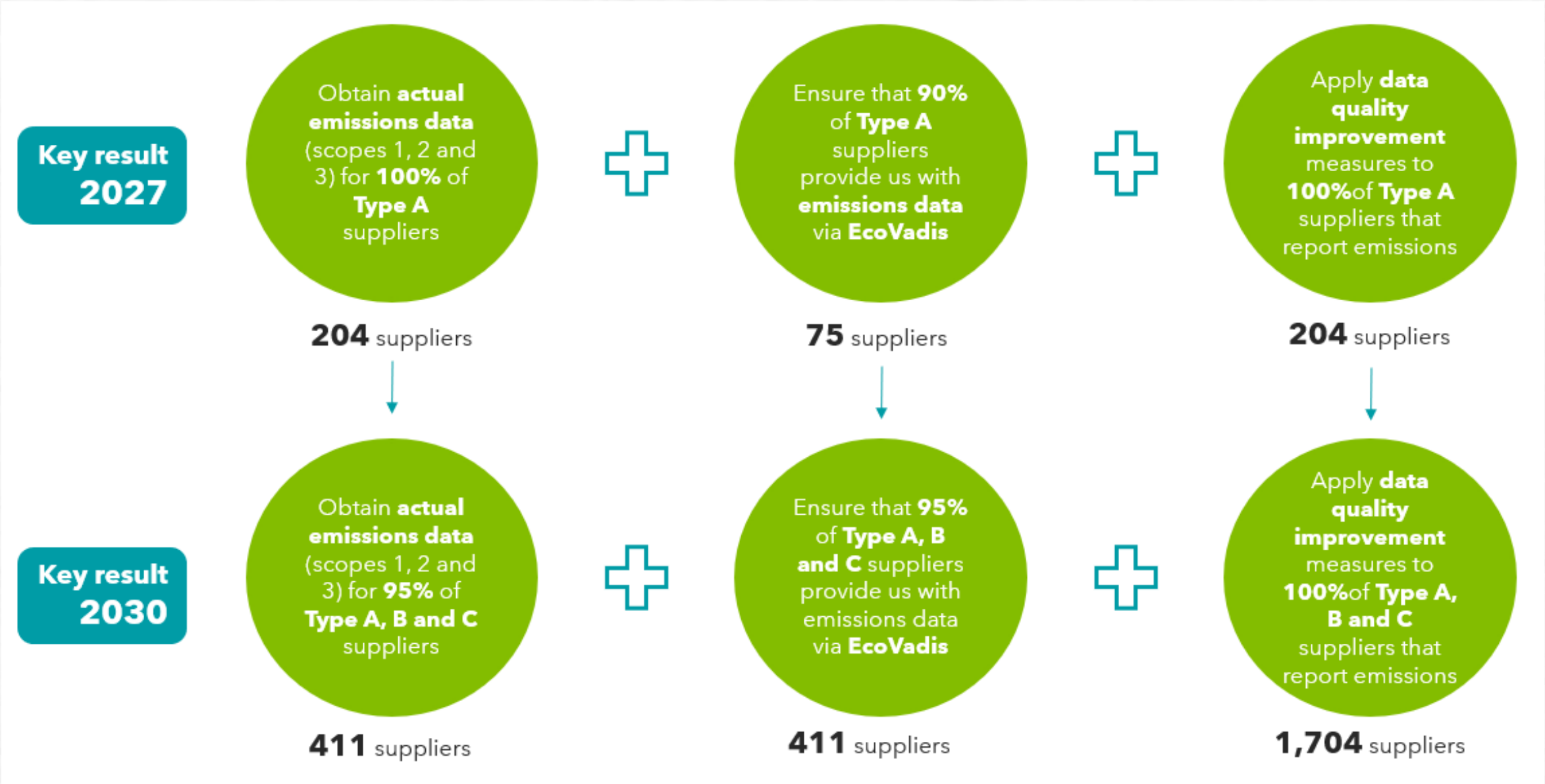
In addition to electrification, we are implementing further measures, including regular consumption monitoring, safe driving courses and route optimisation. These will soon be complemented by artificial intelligence tools to enhance the company's mobility efficiency even further.

3.2.4. Decarbonising the value chain

At Ferrer, we recognise that value chain emissions account for a significant proportion of a company’s total emissions, around 93% of the carbon footprint.

To achieve our 2030 emissions reduction targets, we need to count on the commitment of, and engage and collaborate with all the actors in our value chain. Therefore, we aim to collaborate **on climate initiatives with all of the most relevant stakeholders** in our entire value chain.

To address this significant challenge, we have combined two of our key sustainability programmes, the **Climate Transition Plan**



(CTP) and **LinkUp**. As a result, we have drawn up specific objectives and a detailed action plan with two clear lines of work:

- Accelerate the decarbonisation of our third parties in order to align with the requirements of the Paris Agreement
- Have quality data so that we can measure these improvements.



Inclusion of climate clauses	Internal control	Engagement, training and support	Alliances or partnerships
<ul style="list-style-type: none">● Incorporate climate-specific clauses as part of the ESG clauses in contracts.● Include mandatory climate-related exclusion criteria (aligned with the clauses) in supplier selection processes.● Design and incorporate optional climate criteria that are scored as part of the supplier selection criteria (price, quality, etc.).	<ul style="list-style-type: none">● Set up internal control mechanisms to identify significant errors in the data supplied to Ferrer.	<ul style="list-style-type: none">● Conduct training and awareness-raising sessions on climate issues and the value of EcoVadis in addressing on this issue.● Provide technical support and assistance to suppliers on climate issues● Keep Ferrer’s emissions website up to date and disseminate it through meetings, e-mails, webinars, etc.	<ul style="list-style-type: none">● Join industry consortia or associations that are leading collective efforts to reduce emissions at the sectoral level and make a joint push.● Design an annual supplier event to share expectations and best practices.
Manage change to incorporate carbon footprint management into day-to-day operations.			
Define an internal engagement programme that will influence different departments.			

In addition to drawing up this plan, in 2024 we carried out a number of actions in this area:

- Webinars on climate awareness with suppliers, with participation from the CEO.
- We implemented a supplier and partner portal to promote awareness of decarbonisation practices.
- We launched a questionnaire for suppliers to gain in-depth knowledge of their decarbonisation practices.

3.2.5. Quantitative indicators of Accelerating climate action¹⁹

GHG emissions ratio (tCO ₂ eq/ thousands of euros)	2024	2023	2019	Variation 2024-2023 (%)
GHG emissions / turnover	0.107	0.124	0.130	-13.71%

Renewable energy (GJ)	2024	2023	2019	Variation 2024-2023 (%)
Renewable energy	119,726	117,627	115,018	1.8%
Non-renewable energy	138,405	129,340	135,545	7%
Total	258,131	246,968	250,564	4.5%

Renewable energy (%)	2024	2023	2019	Variation 2024-2023 (%)
Renewable energy	46%	48%	46%	-2.6%
Non-renewable energy	54%	52%	54%	3.8%
Total	100%	100%	100%	

Energy consumption by source (GJ)	2024	2023	2019	Variation 2024-2023 (%)
Diesel	18,550	30,076	45,001	-38.3%
Petrol	9,549	N/A	N/A	-
Propane gas	110	116	110	-5.6%
Electricity	119,726	117,627	115,018	1.8%
Natural Gas	86,154	67,039	62,040	28.5%
Steam	24,042	32,110	28,395	-25.1%
Total energy consumption	258,131	246,968	250,564	4.5%

Energy intensity ratio	2024	2023	2019	Variation 2024-2023 (%)
Energy consumption (GJ) / Turnover (thousands of euros)	0.369	0.383	0.384	-3.7%

¹⁹For the calculation of the quantitative indicators in Accelerating climate action, Medir Ferrer Cía, S.A. and Ferrer Alimentación, S.A. have been excluded because we do not have operational control over them.

3.3. Enhancing natural capital

Any activity we carry out has an impact on nature, so protecting and regenerating it is imperative to ensuring the wellbeing of everyone who inhabits – and will inhabit – the planet. This is the main objective of this pillar within Liveable Planet, which seeks to build an increasingly respectful relationship with the natural capital: we know that we're interdependent beings, both amongst ourselves and with the ecosystems, and that is why we focus on caring for them.

Our commitments in relation to natural capital focus on:

- Circular economy
- Water management
- Protection of biodiversity

3.3.1. Circular economy

We are in a period of transition towards a production model based on the circular economy. Therefore, we are working in two areas to achieve our objectives: on the one hand, the **correct management of our waste** in order to minimise its impact; and on the other hand, the **promotion of the eco-design of our product packaging** for the same purpose.

By 2030, the objectives are to achieve **a 90% overall recovery rate** at our operations centres to obtain the Zero Waste to Landfill certification, and for **100% of our packaging to be deforestation-free**. We achieved the latter in 2024.

OUR WASTE MANAGEMENT PROGRAMME

We focus on the continuous improvement of our production processes so as to minimise the waste resulting from our activity. Every day we think about how to implement efficient measures that will enable us to become **a zero waste-to-landfill organisation by 2030**.

To achieve this, we have developed a waste management plan that seeks efficiency in waste treatment, avoiding landfill as the final destination. The main objectives are to:

- Strengthen the training of key actors to establish specific responsibilities in the different centres and carry out specific training on the actions to be implemented.
- Carry out a dissemination and communication programme.
- Adapt all the spaces destined for waste management.
- Ensure the correct classification of waste.
- Generate alliances with waste managers and other entities related to the promotion of the circular economy and its correct final management.
- Map the flows with procedures in order to know from where the waste originates and where it ends up.
- Optimise final management through monitoring with a focus on continuous improvement.
- Always think about how to minimise waste generation.

These are some of the main actions developed during 2024 in the framework of the efficient waste management plan:

PHARMACEUTICAL PLANTS

- We analysed and studied the feasibility of reducing safety stocks so as to reduce the number of expired products. We continue to work to match demand as closely as possible.
- We are continuing to optimise the final management of waste with the various stakeholders, **achieving a recovery rate of 94% at the Sant Cugat plant and 87% at the new pharmaceutical plant in Esplugues.**

CHEMICAL PLANT

In 2024, our efforts focused on minimising external waste management, achieving a 20.5% reduction compared to 2023. Thanks to this reduction, **we have achieved an 81% recovery rate for our waste.** This milestone was achieved through the following actions:

- Creation of a multidisciplinary working team focused on reducing waste generation and promoting internal waste management.
- Analysis of the composition of the majority of waste and testing its internal treatment in our treatment plant.

- Optimisation of cleaning processes and procedures to reduce waste generation.
- Together with different managers, we evaluated the possibility of recovering the sludge from our treatment plant. However, due to its current characteristics, disposal remains the only viable option.
- Aluminium waste is separated from scrap metal waste for segregation

Thanks to these actions, we have exceeded an 80% recovery rate versus disposal for the first time in the plant’s history. It should also be noted, however, that incineration is currently the only available treatment route for some of the waste generated, such as ethanol (due to fiscal issues) and organic solids (due to their composition).

LOGISTICS CENTRE

- We managed to **recover 99.3% of our waste** at this plant.
- Our medicines donation policy continues as a way of improving the management of obsolete medicines and avoiding the accumulation of expired products.
- In terms of logistics, we implement stock management policies according to the Sales Operation Planning lever, with the aim of maintaining a fluid relationship with our manufacturing suppliers so that they are aware of our product demands. We hold monthly meetings so that they are aware of our needs and provide them with our purchasing forecasts, reducing stocks and obsolete items.

Much of the waste generated in our operations derives from the production of the active pharmaceutical ingredients and medicines we put on the market. To boost the circular economy we are therefore focusing our efforts on achieving a high recovery rate for this waste Thanks to these efforts, by the end of 2024, we had achieved an **overall waste recovery rate of 84%** of all generated waste.

In this respect, we are members of SIGRE, the non-profit organisation in charge of guaranteeing the correct environmental management of the packaging and leftover medicines generated in households. In addition, we also receive returns of expired or defective products at our Logistics Centre in Sant Feliu de Buixalleu, which are destroyed according to internal procedures.

We have a **Manual of Good Environmental Practices for Suppliers and Contractors** through which we establish the basic principles for the management of waste generated in our work centres. At each centre there is a specific Standard Operating Procedure for waste management, and an environmental manager to ensure the correct treatment of the waste that can be managed at the centre.

OUR PACKAGING FOR GOOD PROGRAMME

Since 2019, we have been promoting various initiatives to encourage efficient use of the packaging materials we use in our products, in line with our **Sustainable Packaging Model**. Our aim is to promote the circular economy of our packing and packaging in order to minimise its environmental footprint, in line with our **Climate Change**

Policy and our ambition to become a carbon positive company.

3.3.2. Water management

Water is an essential commodity for the development of life and societies and an essential resource for all of Ferrer’s production plants. Aware of the need to protect such a valuable resource, we apply prevention, reuse and recovery measures wherever possible, and we regularly monitor both the water consumed and the wastewater generated.

We also **promote methods of water conservation, recovery and reuse**:

- We collect and reuse part of the wastewater from our production systems for other uses.
- We reuse rainwater to irrigate landscaped areas and green roofs.
- We carry out water efficiency studies in our main production plants.
- We accurately measure and monitor our consumption in the main production plants by means of meters.

With 2019 as our base year, we are focusing our efforts on **reducing our water footprint by 25% across our value chain by 2030**

WATER FOOTPRINT

In 2023 Ferrer’s water footprint was 185,101,545 m³eq. The impact was felt exclusively in our Sant Cugat centres (Sant Cugat pharmaceutical and chemical plants). Completion of the works at Alexza significantly reduced its footprint compared with 2022.

If we analyse the direct versus indirect impact, we can see that 99.9% of the impact on water availability is due to indirect water. That is, water associated with the products and services used by the organisation to carry out its activity, while the direct water consumed in the organisation accounts for 0.1% of the total impact. The two categories with the greatest impact on water availability are the purchase of goods and services (87.5%) and capital goods (10.2%).

We are currently calculating our 2024 water footprint using a new methodology and will share the results soon on our website.

In 2024, we carried out various actions at our production centres to establish mechanisms for monitoring, reducing and reusing water resources:

● **Pharmaceutical plants**

At the Sant Cugat pharmaceutical plant, we have continued with the improvements initiated in previous years. These include prioritising and optimising the purified water generation plant to minimise rejection and improving the cooling of condensate circuits. We have also implemented a project to optimise the use of water in the manufacturing area between manufactured batches.

The Esplugues plant has opted for automated cleaning systems at all stages of the process, as well as for containers, thereby minimising and optimising water usage. All these measures have enabled us to

reduce the total water consumption at the Sant Cugat pharmaceutical plant by 22.4% in 2024 compared to 2023. In contrast, total water consumption at the Esplugues plant increased by 65% this year due to its commissioning in 2024.

● **Chemical plant**

- We continue to improve the monitoring of water consumption, with a total of 32 monitored areas now integrated within our control system. Additionally, we have improved the individualised monitoring of water consumption in 44 items of equipment in the production area, enabling us to control of 75 points of use daily.
- We have optimised the water consumption of nine items of equipment in total.
- We improved the water efficiency of the Research and Development laboratory by disconnecting it from the mains water supply and connecting it to the building's chiller for use in reflux reactions and processes requiring distillation, achieving a monthly reduction of 20,000 litres.

- We improved the alarms and warnings systems to alert us to excess consumption, making it more accessible and visible to all plant personnel.
- We reviewed the cooling tower blowdowns, reducing the amount by half.
- We estimated the water consumption required for the production of 20 products.
- We made improvements to the boilers, resulting in a 43% reduction in deionised water consumption for steam generation. To achieve this, we carried out the following:
 - Condensate trap replacement.
 - Installation of in-line traps.
 - Installation of a degassing tank.
 - We optimised the deionised water generation process.

Thanks to these actions, we have managed to reduce water consumption by 3.20% in absolute terms compared to 2023 and by 8.30% in relative terms (considering the plant's hours of occupation). Since the working team for reducing water consumption was created in 2022, total consumption has decreased by 19.87%.

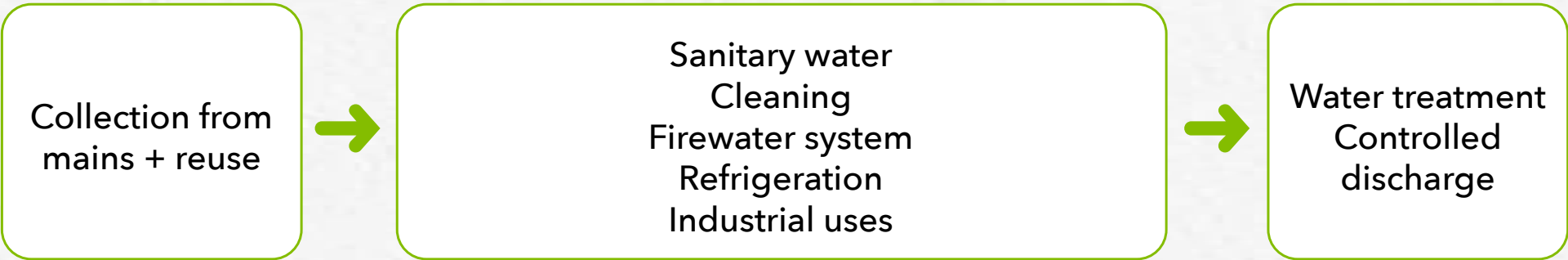
● **Logistics centre**

- We completed the implementation of the new greywater treatment system to reuse water from sinks, washbasins and showers. In this way, the treated water is used to refill toilets after flushes. In addition, we also have a biological sewage treatment plant.
 - We revised the irrigation system to optimise consumption by checking the water taps and changing the irrigation programmers and sprinkler systems to lower-consumption models.

WATER DISCHARGE

We have an internal procedure for effluent that applies to all discharges generated as a result of our activity in all production facilities, which includes all types of water –industrial, sanitary and rainwater– and we have the mandatory environmental authorisation issued by the Autonomous Government of Catalonia. We also monitor and evaluate the consumption and management of the water we use throughout our value chain.

Internal procedure for effluent



We perform regular wastewater quality assessments at all our production sites to measure the correct quality of the wastewater and share these with the relevant agencies at each site. To prevent groundwater contamination, the facilities have containment basins in areas where there are hazardous substances so that, in the event of spills, there is no discharge into the subsoil.

In general terms, wastewater discharge limits are stipulated by the laws and regulations applicable to each location. At each operating plant, we have a specific wastewater

discharge permit that indicates the limits set by the competent authority for the quality of the water discharged. To ensure that these discharge limits are complied with, we carry out regular checks of the relevant parameters in each plant’s wastewater discharge permit.

3.3.4. Protection of biodiversity

Biodiversity is essential for sustaining life on Earth and, in the face of the overwhelming evidence that it is being destroyed at an unprecedented rate, we are taking decisions to alleviate this dire situation.

By 2030, we aim to **reduce our biodiversity footprint by 10%**, while also establishing **biodiversity metrics and programmes at all our sites**. We also intend to **engage the stakeholders in our value chain** in initiatives to protect natural capital.

According to the [European Union’s Biodiversity Strategy](#), nature will be in a state of crisis by 2030. The five main direct drivers of biodiversity loss are: changes in land and sea use, overexploitation, climate change, pollution and invasive alien species, leading to the rapid disappearance of nature.

Over the last four decades, the global population of wild species has declined by 60% as a result of human activities, and almost three quarters of the Earth’s surface has been altered, confining nature to an ever smaller corner of the planet.

WE ARE ACTIVELY PRESERVING NATURE BY PROTECTING BIODIVERSITY

The **loss of biodiversity and the** collapse of ecosystems **are among the** greatest threats facing humanity in the coming decade. They also threaten the foundations of our economy, as the costs of inaction are high and set to rise. In particular, the loss of biodiversity translates into reduced crop yields and fish catches, increased economic losses due to floods and other disasters, and the loss of potential new sources of medicines.

In 2020, we initiated a **biodiversity protection programme** based on our biodiversity footprint analysis.

This programme accompanies our resource reduction and decarbonisation initiatives and includes the goal of eliminating deforestation from our packaging production by using Forest Stewardship Council (FSC) certified materials by 2030. This will ensure the sustainable management of forests along the entire value chain, from which the raw materials for these materials are sourced. By 2024, we had achieved our target **of using 100% FSC-certified materials for all our packaging**.

We do not have any work centres located within a protected area, and most of our buildings have landscaped areas and green roofs that contribute to recovering the natural spaces occupied by the surface area of these buildings. These green roofs are made up of plants native to the area, which also help to improve the insulation of the building, making it much more energy efficient. At our logistics centre in Sant Feliu de Buixalleu, Girona, we have a green roof with the same vegetation as the surrounding area so as to maintain the biodiversity and ecosystem of the area, as well as help to reduce the visual impact of our facilities.

BIODIVERSITY FOOTPRINT

In 2023 damage to ecosystems from Ferrer amounted to 0.92 species/year, an 11% reduction versus 2022²⁰. We can see how the impact was felt exclusively at the Sant Cugat production sites (84%). The impact from Alexza was significantly reduced following completion of the works.

Regarding damage by scope, this is concentrated in scope 3, with 96% of the total impact and two categories of greatest impact on the ecosystems: procurement of goods and services (80%) and capital goods (12%).

The category that contributes most to the biodiversity footprint is the category of procurement of goods and services, more specifically the purchase of "Third Party Finished Goods" (36% of the total footprint), "Health Product" (13%) and "Maquilas" (13%). The purchase of capital goods also contributes significantly to the impacts (11%), mainly through construction and the purchase of machinery.

²⁰The history has been recalculated by including for the first time all purchasing data covered by the Suppliers for good (now LinkUp) programme.

We are currently calculating our 2024 biodiversity footprint using a new methodology and will publish the results shortly on our website.

3.3.5. Quantitative indicators of Enhancing natural capital²¹

Waste generated by type (t)	2024	2023	2019	Variation 2024-2023 (%)
Non-hazardous waste	1,377	1,630	1,423	-15.5%
Hazardous waste	3,892	4,764	4,714	-18.3%
Total	5,269	6,394	6,137	-17.6%

²¹ For the calculation of the quantitative indicators in Empowering natural capital, Medir Ferrer Cía, S.A. and Ferrer Alimentación, S.A. have been excluded because we do not have operational control over them.

Waste from Esplugues in 2021 is included retrospectively.

Waste / Turnover	2024	2023	2019	Variation 2024-2023 (%)
Non-hazardous waste / €M turnover	1.97	2.53	2.18	-22.2%
Hazardous waste / €M turnover	5.56	7.39	7.23	-24.8%
Total waste / €M turnover	7.53	9.92	9.41	-24.1%

Waste / Units produced	2024	2023	2019	Variation 2024-2023 (%)
Non-hazardous waste / units produced	0.013	0.016	0.012	-17.0%
Hazardous waste / units produced	0.038	0.047	0.040	-19.7%
Total waste / units produced	0.051	0.063	0.052	-19.0%

Waste by treatment type (%)	2024	2023	2019	Variation 2024-2023 (%)
Recovery	83.92%	82.25%	57.37%	2.0%
Disposal in landfills	16.1%	17.8%	42.6%	-9.4%

Hazardous waste by treatment type (%)	2024	2023	2019	Variation 2024-2023 (%)
Treatment	0.00%	0.00%	0.41%	-
Deep well injection	0.00%	0.00%	0.00%	-
Landfill	9.35%	10.41%	36.09%	-10.1%
Incineration	5.22%	6.79%	6.65%	-23.1%
Storage	0.00%	0.00%	0.00%	
Recovery	78.51%	78.37%	56.79%	0.2%
Recycling	6.87%	4.41%	0.05%	55.8%
Composting	0.00%	0.00%	0.00%	-
Re-use	0.00%	0.00%	0.00%	-
Other recovery	0.04%	0.02%	0.00%	131.2%
Other elimination	0.00%	0.00%	0.00%	-

Hazardous substances and wastes have specialised treatments that we carry out with authorised waste managers, in compliance with the Waste Law. All our managers are state-owned.

Non-hazardous waste by treatment type (%)	2024	2023	2019	Variation 2024-2023 (%)
Treatment	7.62%	4.86%	0.00%	57.0%
Deep well injection	0.00%	0.00%	0.00%	-
Landfill	12.67%	14.47%	40.84%	-12.4%
Incineration	0.04%	0.05%	0.04%	-20.0%
Storage	0.00%	0.00%	0.00%	-
Recovery	23.81%	28.57%	2.37%	-16.7%
Recycling	55.67%	51.74%	56.75%	7.6%
Composting	0.19%	0.25%	0.04%	-23.6%
Re-use	0.00%	0.00%	0.00%	-
Other recovery	0.00%	0.06%	0.00%	-100.0%
Other elimination	0.00%	0.00%	0.00%	-

Total waste by treatment type (%)	2024	2023	2019	Variation 2024-2023 (%)
Treatment	1.99%	1.24%	0.32%	61.0%
Deep well injection	0.00%	0.00%	0.00%	-
Landfill	10.22%	11.44%	37.19%	-10.7%
Incineration	3.87%	5.08%	5.12%	-23.7%
Permanent storage	0.00%	0.00%	0.00%	-
Recovery	64.21%	65.68%	44.18%	-2.2%
Recycling	19.63%	16.48%	13.19%	19.1%
Composting	0.05%	0.06%	0.01%	-21.6%
Re-use	0.00%	0.00%	0.00%	-
Other recovery	0.03%	0.03%	0.00%	8.6%
Other elimination	0.00%	0.00%	0.00%	-

Consumption of materials and raw materials	2024	2023	2019	Variation 2024-2023 (%)
Raw materials (kilograms)	3,205,399	3,596,762	3,768,919	-12.1%
Raw materials (litres)	355,583	384,905	54,361	-7.6%
Raw materials (units)	283,722,935	231,493,141	191,791,481	22.6%

Recycled inputs (t)	2024	2023	2019	Variation 2024-2023 (%)
Ethanol	1,749	1,653	1,699	5.8%
Methanol	538	591	433	-9.0%
Maquilas	230	290	128	-20.7%
Phosphorylcholine	40	34	-	16.9%
Recycled inputs / total consumption (%)	80.87%	71.41%	59.95%	13.3%

Packaging consumption (kg)	2024	2023	2019	Variation 2024-2023 (%)
Primary packaging	588,710	714,978	915,421	-17.7%
Secondary packaging	431,692	755,636	920,700	-42.8%
Tertiary packaging	314,323	350,068	615,264	-10.2%
Packaging for chemical products	43,978	36,344	52,920	21%
Total	1,378,972	1,857,026	2,504,305	-25.7%

Water extraction by source (m³)	2024	2023	2019	Variation 2024-2023 (%)
Municipal water supplies	158,407	168,271	211,788	-5.9%
Wastewater	77,304	89,157	146,732	-13.3%

Volume of water recycled and reused (m³)	2024	2023	2019	Variation 2024-2023 (%)
Recycled water	2,547	3,027	2,602	-15.9%
Reused water	21	0	0	-
Total	2,568	3,027	2,602	-15.2%

Volume of water recycled and reused (%)	2024	2023	2019	Variation 2024-2023 (%)
Recycled water	1.61%	1,80%	1.23%	-10.6%
Reused water	0.01%	0.00%	0.00%	-

3.4. Fighting pollution

In addition to climate change, we must minimise the environmental impact of our activities, including all types of emissions that pollute the environments in which we operate.

3.4.1. Atmospheric pollution

All of our emission sources comply with current legislation on atmospheric emissions and preventive maintenance. They are periodically reviewed by an authorised control body (OCA, *organismo de control autorizado*) to ensure that the emission limits set for our activity are not exceeded. In this regard, it should be noted that none of our centres has failed to comply with the limit values established for atmospheric emissions.

In addition, **self-monitoring** is carried out at our facilities whenever there may be changes in atmospheric emissions resulting from new processes or changes to existing processes. It should also be noted that Ferrer calculates its corporate carbon footprint on an annual basis using an external emissions calculation tool. This calculation is verified and updated once a year by an external company.

For each emission source, the various production plants have logbooks authorised by the Catalan Directorate-General for Environmental Quality (*Direcció General de Qualitat Ambiental*) in which the results of the controls carried out are recorded. The logbooks are differentiated according to whether they relate to industrial processes or combustion plants.

Likewise, the minutes and reports drawn up by the contracted inspection and control agency (*entidad de inspección y control*) for the regulatory controls carried out, are also kept.

There is a specific **Self-Protection Plan** that establishes the protocols to be followed in the event of any environmental emergency that may occur at our facilities.

Every five years, analyses of the volumes of major air pollutants or ambient air quality controls are carried out at our chemical and pharmaceutical production sites.

At the chemical production site, controls are carried out every two years on all emission sources in the production processes that generate emissions of atmospheric pollutants, mainly volatile organic compounds. In addition, self-monitoring of specific pollutants is carried out annually in new factory processes to check that the preventive measures taken in the initial process risk analysis are effective.

In the chemical plant we have condensers that transform pollutant gases into liquids, which are treated as external waste in the waste plants; scrubbers to neutralise gases; and a regenerative thermal oxidiser to burn methylene chloride gases.

At the Sant Cugat pharmaceutical plant, we have active carbon filters and systems for capturing particles and dust in the smoke evacuation systems of the emission sources.

3.4.2. Light pollution

Controls are carried out to assess the levels of light pollution and the results show that these levels are within the limits set by current legislation. In this case, management is governed by Spanish Decree 190/2015, of 25 August, implementing Law 6/2001, of 31 May, on the environmental management of lighting for the protection of the night environment.

In the Sant Feliu de Buixalleu logistics centre and in the new pharmaceutical plant in Esplugues, where there are illuminated signs, these are switched off at night to avoid generating light pollution.

3.4.3. Noise pollution

Noise values at the chemical plant are monitored every two years by means of a noise pollution study at the outer perimeter. In these controls, noise levels are always within the limits established by current legislation.

At the Sant Cugat pharmaceutical production plant (FISA), in the Sant Feliu de Buixalleu logistics centre (SFB) and in the new Espluges plant, the activity of the production plant has an impact associated with noise, due to the fact that it is an industrial activity.

At the Sant Cugat pharmaceutical plant, we have acoustic panels and silencers for the noisiest processes. A noise measurement study was carried out at the logistics centre, where it was determined that the levels emitted were within the limits, so the impact is not significant.

Noise generated by the activities of the Sant Cugat chemical plant and emitted outside of the facilities is controlled by means of sound level measurements taken at various points during normal operation.

Noise emission measurements have been carried out in the vicinity of the facilities by an external company, which has been considered an initial control. **Follow-up checks** are to be carried out on an annual basis except for the following cases, where the head of department would request immediate monitoring:

- Modification of the local ordinances regulating this aspect.
- Complaint or report filed by neighbours.
- Substantial modification of the activities or facilities of the Sant Cugat chemical plant.
- The Environmental Protection Assurance Officer coordinates the tasks associated with noise control, which are as follows:
 - Request an external company to carry out a sonometric study in the outdoor areas of the Sant Cugat chemical plant.
 - Supervise the conduct of the study.
 - Request the calibration certificates used in the measurement from the contracted company.
 - Once the results report has been received, compare them with the applicable reference values.
 - If the reference values are exceeded, initiate the Environmental Management System (EMS) deviation process.
 - The implementation of corrective actions shall be the responsibility of the maintenance department.

The sound level measurements are carried out during the day, evening and night, and when all of the installations are in operation. The noise control or measurement points are determined by the technician who will take the measurements, after a visit to the premises to identify the places with the highest noise emissions.

All noise emission sources in the area will be recorded when taking the measurements (e.g. nearby companies and neighbours), and the external company will be asked to include this information in the final report. This is because emission sources that do not belong to the Sant Cugat Chemical Plant may interfere with the final result.

3.4.4. Soil contamination

As in the previous cases, all values for soil contamination, are within the limits set by the current legislation. Within the framework of the ISO 14001:2015 standard on the EMS, a risk and opportunity analysis is carried out, applying a method used to prevent and manage risks through actions and objectives. In addition, through Ferrer's sustainability strategy, which dedicates an area of action to water, we

analyse whether or not there is a need to carry out any water-related projects.

Below are details of how each centre manages its water resources:

● **Pharmaceutical plants**

The entire Sant Cugat production plant is equipped with various automated cleaning systems to ensure optimal cleaning in terms of quality, environmental efficiency and the consumption of water resources. The 2013 refurbishment of the production plant was carried out in accordance with LEED certification guidelines (green roof, recovery of reverse osmosis reject water for toilets, water-saving taps, etc.). During the first cleaning of equipment after production (where there is a higher risk of API content), the water is collected and treated as waste for proper management. We have procedures in place for dealing with spills and other environmental emergencies at all our sites.

The new Esplugues plant was remodelled according to LEED criteria, too. The production area has two drainage lines to segregate the initial cleaning of the equipment, which is then treated through an evaporation system prior to discharge into the sewerage system. The treated water is collected and managed as waste.

● **Chemical plant**

The Sant Cugat chemical plant treats the wastewater generated during production using a biological treatment plant. First, a physical treatment is carried out to separate the bulkiest waste, the resulting water is homogenised and then treated in a biological reactor to reduce the pollutant load of the water. It is then passed through a secondary decanter, and the treated water is discharged under normal conditions. The sludge produced in the biological reactor is then centrifuged to reduce its water content, thereby generating less waste. In addition, consumption ratios are used at plant level to see the points of highest consumption in the production processes.

When developing a new process, the R&D department studies what the minimum water consumption of the process can be, in the event that water is an important part of the process, as in the case of UTP. The parameters for the water and sewage treatment plant levels are also adjusted on a daily basis. For example, chemical oxygen demand (COD), phosphates, nitrates, nitrites, oxygen, pH, etc. are tested. Analyses are also carried out every quarter by a subcontracted company. We also reuse water in the plant, through the cooling circuit with the cooling towers. Ferrer also has an R&D department that, when creating the new process, one of the criteria it uses is the optimisation of raw materials or natural resources, such as water.

3.4.5. Chemical and solvent management

Since the publication of Royal Decree 117/2003 in mid-2003, which limits emissions of volatile solvents into the atmosphere in certain industrial activities, the Sant Cugat chemical plant has prepared a VOC Balance Sheet. It should be recalled that it has been necessary to submit this annual solvent mass balance to the administration since October 2007.

To unify criteria, Royal Decree 117/2003 establishes the bases for calculating the loss of solvent from an industrial installation. In summary, the calculation consists of counting the inputs and outputs of solvent from the production processes and calculating the loss via air, water and soil.

During 2024, training on the safe handling and management of hazardous substances was conducted for the necessary personnel. The training that took place was on the Storage of Chemical Products (APQ, *Almacén de Productos Químicos*) and the Agreement on Dangerous Goods by Road (ADR). Furthermore, with regards to the labelling, storage, handling and transport of hazardous

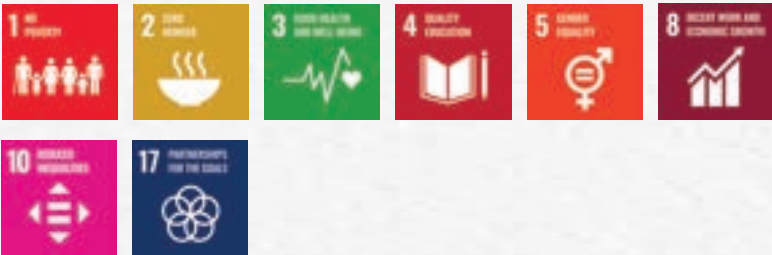
substances, everything is in accordance with the current legal regulations and Good Distribution Practices (GDP).

3.4.6. Quantitative indicators for Fighting pollution²²

Other significant air emissions (kg)	2024	2023	2019	Variation 2024-2023 (%)
Nitrogen oxides (NOx)	1,527	1,527	4,793	0.0%
Sulphur oxides (SOx)	0	0	0	-
Volatile organic pollutants (VOC)	232,907	227,205	227,445	2.5%
Hazardous air pollutants (HAPs)	9,746	6,977	4,511	39.7%
Particulate Matter (PM)	0	14	15	-100.0%
Total	244,180	235,723	236,764	3.6%

²² For the calculation of the quantitative indicators in Fighting pollution, Medir Ferrer Cía, S.A. and Ferrer Alimentación, S.A. have been excluded because we do not have operational control over them.

4. Collective Action



Material topics:

- Contribution to the local community
- Access to health
- Access to education
- Food for vulnerable groups
- Promote employability among vulnerable groups
- Collective action
- Sectoral partnerships and collaboration

Global Reporting Initiative (GRI): 2-28, 2-29, 3-3, 203-1, 203-2, 413-1

4.1. Giving back to society

At Ferrer, our focus is not on maximising shareholder returns, but on socialising wealth. We give back a large part of our profits to society, allocating them where they are really needed. This is achieved by establishing long-term collaborations with organisations and projects that have an in-depth understanding of the reality of the groups for whom we want to generate a positive transformative effect.

Accordingly, after reinvesting what was necessary to ensure the company’s financial sustainability, this year we contributed €15,972,673 to social and environmental projects.

4.1.1. Contributions to foundations and non-profit organizations

At Ferrer, we are constantly searching for the best allies to fight for social justice. This motivates us to review our partnerships annually and evaluate the incorporation of new entities.

The **Donations Policy** is intended to be an effective tool for managing these types of financial contributions. We have therefore established specific procedures for making corporate donations to health and patient organisations and donations "**for good**" to civil society organisations. The policy applies to all members of the different administrative and management bodies and people who work at Ferrer, regardless of their hierarchical, functional or geographical position.

In addition, this policy ensures that corporate donations to healthcare and patient organisations comply with pharmaceutical industry regulations and that donations **"for good"** are made to projects aligned with the corporate strategy.

To this end, we have a robust procedure for reviewing and approving all financial and in-kind donations to foundations related to healthcare organisations and patient associations, which includes all the departments involved in their management, from the Sustainability Department or the Corporate Ethics and Compliance Department to the Corporate Finance Department, among others. This is to ensure that they comply with the guidelines set out in the sectoral regulations and codes of conduct applicable to our company, both in terms of the projects to which the donations are destined and the amount.

Furthermore, we have committed to allocating at least 20% of the company's total profits each year to social and environmental projects, with at least 10% earmarked for Ferrer-affiliated foundations:

- [Fundació Ferrer Sustainability](#)
- [Fundació de Música Ferrer-Salat](#)
- [Fundació Finestres](#)
- Fundació Ferrer Talent

These foundations develop strategies to fight for social justice through projects that promote equal opportunities.

Fundació Ferrer Sustainability

The [Fundació Ferrer Sustainability](#) is a Ferrer foundation that came about in 2020 to respond to situations of social need and food emergency that were exacerbated by the COVID-19 health crisis. Its purpose is to improve lives by advocating for a more equitable and just society through promoting social cohesion and preserving the environment. In line with what's been done in recent years, we're working on two major projects that seek to address different social and environmental issues:

FERRER FOR FOOD

This social kitchen supports vulnerable people through social organisations by providing over one million meals a year. It is responsible for preparing and delivering an average of 4,200 –healthy and nutritionally complete– meals a day to around 60 social organisations in Barcelona and the Maresme area that care for and support groups at risk of exclusion. The food is prepared in a social kitchen in Vilassar de Dalt, based on a weekly menu inspired by Harvard’s Healthy Eating Plate, using seasonal, local produce. Some of these ingredients are grown in our own allotments – productive farm spaces where permaculture and regenerative agricultural techniques are practised.

In 2024, we continued to work to improve the situation of vulnerable people through food. Every meal served is an opportunity to foster a sense of community, providing those in need with the companionship and resources necessary to rebuild their lives.

GREEN FOR GOOD

This social urban gardening project promotes regenerative agriculture and a greener, fairer, more inclusive city model by installing social gardens in urban and peri-urban areas. We believe in the transformative power of vegetable gardens in the lives of those who cultivate them, as well as those who benefit from the food they grow. For this reason, we support vegetable gardens managed by vulnerable groups, in collaboration with social organisations whose mission is to empower people. There are currently five social urban gardens that we have supported through the Foundation.

Fundació Ferrer Sustainability 2024 Data

- **+1 million** meals prepared and delivered
- **172 tonnes** of food purchased from local producers
- **5 tonnes** less waste generated (-26% compared to 2023), focusing on collective packaging

In 2024 the Fundació Ferrer Sustainability opened a new vegetable garden in the Barcelona metropolitan area: the Huerto La Florida (L'Hospitalet de Llobregat). This farm space was created by recovering a plot of land that had been abandoned for two decades, transforming it into an area open to the public that promotes healthy eating and a connection with the environment.

The Huerto La Florida's activities focus on the self-production of organic fruit and vegetables, cultivated according to permaculture principles. This approach highlights the importance of regenerating soils as a basis for a healthy life. It is a social impact space where neighbours, organisations and collectives can meet, share, and grow together.

In 2025, Fundació Ferrer Sustainability is divided into two entities, **Fundació Ferrer Green for Good** and **Fundació Ferrer Social Justice**, with the aim of focusing the efforts of each foundation on their main areas of action.

Fundació Ferrer Green for Good will be dedicated to generating social integration through the rehabilitation of productive green spaces in urban and peri-urban areas. It will also increase its involvement in academic research on regenerative agriculture, promoting scientific knowledge at the service of society to meet the challenges arising from the ecoclimatic and social emergency.

For its part, the **Fundació Ferrer Social Justice** was established to support various projects caring for particularly vulnerable groups. In line with this objective, the Ferrer for Food kitchen will become part of this foundation. The foundation will also develop a safe and welcoming home for women who have experienced gender-based violence and their children. The foundation will also promote initiatives to defend human rights.

FUNDACIÓ DE MÚSICA FERRER-SALAT

The Fundació de Música Ferrer-Salat is a Ferrer foundation founded in 1982 whose purpose is to promote artistic excellence and to build a social base through music, a cornerstone of progress and social cohesion. The Fundació

works so that music, understood as a tool for social transformation, becomes a useful and accessible asset for everyone. Its work is organised around four pillars:

Reina Sofia Prize in Music Composition

Since its inception, the Fundació has awarded the Reina Sofia Prize in Music Composition every year, aimed at stimulating compositions for symphony orchestra. This award is the most generously endowed in Europe (100,000 euros), and enjoys great international prestige.

The winning piece, performed for the first time by the Spanish Radio and Television Symphony Orchestra, is premiered in the presence of Her Majesty Queen Sofía. In addition, as part of the recognition, the winner is appointed composer of the Xarxa de Músiques in Catalunya, an appointment that involves the commissioning of two works of chamber music for two different ensembles that are performed as part of the concert circuit of the Joventuts Musicals de Catalunya in the following season.

Musical excellence

Since 2010, the Fundació de Música Ferrer-Salat, together with the Fundació Conservatori Liceu, has awarded training scholarships every year with the aim of promoting talent and highlighting the commitment and effort involved in reaching this level of studies. The scholarships are an opportunity for young musicians to develop their musical and performing skills at the prestigious Centre Superior de Música del Liceu, which offers high-level training with expert and renowned teachers in a diverse, dynamic and empowering learning environment.

The important patronage work carried out by the Fundació is not only evident in these talent-fostering programmes, but also in the purchase and loan of instruments, and the renovation of spaces to host music and make it more accessible.

In collaboration with the Fundació Conservatori Liceu, we are facilitating students’ access to the professional environment by enabling them to participate in productions at this important institution.

Social integration

At Ferrer, we're convinced that a musical education enhances human development and strengthens the cultural and emotional bonds that help us move forward as a society. That's why the Fundació has three programmes to reinforce social integration through music:

- **Elementary and Secondary Music Programme:** in collaboration with the Fundación Conservatori Liceu, we reinforce musical learning in schools in the deprived areas of Barcelona. This consists of music classes given by teachers from the Conservatori Liceu and the loan of instruments for all pupils at this educational stage. The programme has grown and now runs in six schools: Escola Bon Pastor, Escola l’Esperança, Col·legi Santíssima Trinitat, Escola Pia Sant Antoni, La Salle Comtal and Escolàpies Sabadell.

● **Community Orchestras Programme:** 2024 saw the start of the Community Orchestras project of the [Fundació de Música Ferrer-Salat](#). The initiative’s primary objective is to introduce children and young people in vulnerable situations to music, using orchestral training as a tool for educational and social transformation. The first orchestra to be created as part of the project was the Orquesta Infantil y Juvenil del Poble-sec (Child and Youth Orchestra of Poble-sec) in 2024. This orchestra comprises around 50 pupils from various highly complex public schools in the Poble-sec neighbourhood of Barcelona and held its inaugural concert in December. Each group is supported by a professional team who teach musical technique and promote the emotional and social development of participants, cultivating skills and values such as creativity, discipline, self-esteem, empathy and teamwork.

● **Music therapy programme at the Nexe Fundació:** this is the only kindergarten and specialised care centre in Catalonia that cares for children with multiple disabilities under the age of six, supporting them in their educational, health and psychosocial needs. Thanks to our patronage, music therapy has become another

discipline within its transdisciplinary care project for early stimulation, an important factor in the treatment, diagnosis and evaluation of the children who attend the centre.

Research

In 2024 we analysed the results of the pioneering international scientific study, led by Dr Miquel Casas and his team (Psychiatry Unit of the Hospital Sant Joan de Déu), and conducted in collaboration with the Conservatori del Liceu. The research aims to establish the relationship between musical learning and neurodevelopmental disorders. There is evidence that early diagnosis increases adherence to the Primary and Secondary Music programme. Therefore, from next year onwards, we will offer diagnostics, as well as pharmacological, psychological and speech therapy treatments, in the same schools, with the same medical team.

Data 2024 Ferrer-Salat Music Foundation

- New Community Orchestras Programme.
- Expansion of the number of schools in the Primary and Secondary Music Programme.
- Promotion of professionalisation through the participation of young musicians in almost a hundred performances at the Gran Teatre del Liceu.

In 2025 the Fundació de Música Ferrer-Salat became the Fundació Ferrer de Música, in line with the global corporate identity of the Fundacions Ferrer.

FUNDACIÓ FINESTRES

[Fundació Finestres](#) was created with the aim of promoting literary creation and providing future opportunities for authors from different fields and backgrounds, placing special emphasis on the creation of fiction in Catalan and Spanish, and comics in Catalan.

With the conviction that reading is one of the most powerful drivers of change to alleviate social inequalities and is a tool for understanding the turbulent times in which we're living, Fundació Finestres wants to protect and

enhance writing, thought and art, by supporting the artists during their creative process and providing them with the tools they need for their intellectual growth. To this end, it is working on four lines of action:

- 1. Finestres Narrative Awards:** in 2024, these annual awards for the best original work published in Spanish and Catalan celebrated its 5th edition.
- 2. Finestres Essay Scholarships:** we are increasing the number of these scholarships, which encourage reflection and discussion by supporting the development of unpublished non-fiction projects, from four to six.
- 3. Supporting the comic:** we have consolidated and expanded our scholarship programme to support comic art and creation. The number of scholarships available for the Master’s Degree in Illustration and Visual Narrative at Elisava has increased from three to five. Additionally, we have introduced a new programme offering five scholarships to study a degree in graphic arts at the Escuela JOSO (JOSO School).
- 4. Residencia Literaria Finestres:** the Finestres Literary Residence is located in a unique setting on the Costa Brava. It hosts writers from all over the world, offering

them a suitable environment in which to develop their research and writing, surrounded by nature and the Mediterranean diet.

Fundació Finestres 2024 Data

- The number of Finestres Essay Scholarships has increased to six (three in Catalan and three in Spanish).
- A record number of proposals were received for the Finestres Essay Scholarships: 101 in Catalan (48% more than in 2023) and 447 in Spanish (41% more than the previous year).
- A total of 273 proposals were received for the open call of the Residència Literària Finestres, which hosted 43 writers from different parts of the world.
- First three guest lecturers hosted by the *Impulso al Cómic* programme and launch of the Finestres - Elisava scholarships to study the Master’s Degree in Illustration and Visual Narrative.

FUNDACIÓ FERRER TALENT

Fundació Ferrer Talent is empowering a new generation of tennis players in the battle for ecosocial awareness, based on the conviction that this vital attitude will give meaning to their career as professional athletes.

The Fundació is the framework upon which the Carles Ferrer Salat Tennis Empowerment Centre (TEC) has been created, which, at the end of 2025, is scheduled to open its headquarters in the Collserola Natural Park, the great green lung of Barcelona. The TEC is a high performance centre that provides full scholarships to the players with the greatest international potential, to ensure that economic limitations will not be an impediment to their development.

As well as having a unique team of professionals deeply committed to the vision that this sport is not an end in itself, but a means of social transformation, the TEC disseminates this new way of understanding the world of tennis, as well as the message that the current eco-social crisis requires elite athletes to get involved in the daily fight for social justice. A key part of the project is the ACE programme, through which TEC members participate in various social projects and activities.

Fundació Ferrer Talent 2024 Data

- Players participated in 100 ACE (Action for the Community and the Environment) workshops and 50 RAT (Raising Awareness Together) workshops.
- Promoting social integration through sport by collaborating with organisations such as the Cruyff Foundation, where TEC members offer weekly adaptive tennis classes.
- Boost for volunteer work by our team with other foundations, such as Ferrer’s own foundations or the Fundación Tochette, for which we have prepared more than 24,800 meals.

4.1.2 Quantitative indicators of Giving back to society

Donations to Fundacions Ferrer projects	2024		2023	
	Amount (EUR)	%	Amount (EUR)	%
Fundació Ferrer Sustainability	3,800,000	24%	578,199	6%
Fundació de Música Ferrer-Salat	4,200,000	26%	2,400,000	23%
Fundació Finestres	1,350,000	8%	870,000	8%
Fundació Ferrer Talent	6,230,000	39%	5,150,000	50%
Fundació Ferrer Green for good	30,000	0%	-	-
Other entities	362,673	2%	1,283,223	12%
Total	15,972,673	100%	10,281,422	100%

In-kind donations: 25 Kg of Paracetamol powder for laboratory practice in Galenic Pharmacy I, Galenic Pharmacy II, Galenic Pharmacy III, Quality Management and Industrial Pharmaceutical Technology on the Pharmacy degree course at the University of Barcelona. This corresponds to an amount of €230.

4.2. Making a difference through volunteering

At Ferrer, we firmly believe that only through the effort and involvement of our entire team will we be able to use our business to fight for social justice. That's why we believe it's essential for everyone working in the company to put our purpose into practice in the first person and for their activism to transcend beyond the company walls.

With this goal in mind, in 2020, we launched the first edition of the **Volunteering Programme**, a project linked to all of Ferrer's strategic pillars, which makes it easier for everyone in the company to get involved in activities that contribute towards fighting for social justice. We have a **Corporate Volunteering Policy** to help us manage the programme.

The main objectives of the **Volunteering Programme** are to:

- Continue nurturing activism among Ferrer employees and increase their sense of belonging to the “Ferrer movement”.
- Help our activists participate in activities that contribute to Ferrer’s purpose.
- Inspire our ecosystem with our activism and transcend our own walls through volunteer activities.

As an indication of the relevance of this programme, the following results were attained in 2024:

- **7,722** volunteer hours
- **1,181** people volunteered
- **199** activities organised
- **70%** of our staff involved in volunteering activities

We also received the **Respon.cat Corporate Volunteer Programme Award for** our dedication to sustainability and social justice in Catalonia.

The **Volunteering Programme** is open to everyone in Ferrer through a **Volunteering Portal** in which each person can manage everything related to their volunteering activities. In 2024 we completed the implementation of the platform in all our affiliates, except for DEPAC and Benelux, where we expect to achieve this in 2025.

In addition, we have various strategic partnerships with specialised social and environmental foundations and entities, as well as the group's foundations, which support us and help us to transform our activism into positive impact. To meet the needs and interests of people in Ferrer, the **Volunteering Programme** includes different types of activities.

4.2.1. Special events

These are one-off activities involving group participation, with a specific theme or in response to a specific event. Examples include the annual celebration of our Days for Good or Ferrer’s participation in the Oxfam Trailwalker, and El Gran Recapte d’Aliments (the Great Food Collection).

DAYS FOR GOOD

Every year we organise the Days for Good: volunteer days designed to encourage Ferrer employees to get involved in social and environmental initiatives. Since 2021, this has been the most important annual event in which we've carried out worldwide corporate volunteering and awareness-raising activities, aligned with the company's strategic pillars. In the 2024 edition we invited our families and friends to join the event so they could experience Ferrer’s purpose activism through various activities linked to the Fundacions Ferrer: **Fundació Ferrer Green for Good, Fundació Ferrer Social Justice, Fundació Ferrer de Música and Fundació Finestres.**

- 60 activities in 7 countries
- 739 Ferrer activists
- 1,351 activists including our families and friends
- 4,632 total volunteer hours
- 1,804 seed bombs manufactured
- 1,600 seedlings planted
- 120 trees planted in Mexico
- 50 collaborating entities

OXFAM TRAILWALKER

The Oxfam Trailwalker takes place every year between March and May, organised by [Oxfam Intermón](#). It's a sporting and solidarity challenge that consists of forming a team to run 10, 25, 55 or 100 kilometres while raising funds for projects related to access to drinking water in the areas of the world most affected by the climate crisis. Six Ferrer teams took part in the 2024 edition, comprising around 50 people who raised almost €7,000.

4.2.2. Recurring one-off activities

Throughout the year we also carry out other small-scale activities that vary depending on the group, the time of year or the location of the workplace. These activities are carried out mainly in conjunction with [Fundació Ferrer Sustainability](#). In 2024, as part of the range of activities available on a recurring basis in our **Volunteering Portal**, we introduced Jardí Fènix, an urban farming initiative designed to enhance the employability prospects of individuals undergoing drug addiction treatment. This garden is a project driven by [Fundació Ferrer Sustainability](#).

4.2.3. Volunteering with external NGOs

To complement our **Volunteering Programme**, we collaborate with external NGOs. These activities cover different themes and geographical locations, adapting to the needs of the social or environmental organisations with which we partner.

FUNDACIÓ ÈXIT: ACCOMPANYING YOUNG PEOPLE GRADUATING IN THE 2024-2025 SCHOOL YEAR

We have partnered with [Fundació Èxit](#) to support its mission of reducing school dropout and youth unemployment rates among vulnerable young people, participating as a collaborating company in its comprehensive guidance programme during the 2024-2025 school year. Based on an OECD study, the Fundació Èxit programme seeks to influence the three key aspects to reduce early school leaving by promoting self-awareness, exploring the world of work through direct contact with companies, and experiencing different professions. The programme covers the school year and involves Ferrer providing individual mentoring sessions for a class of 14 young people with volunteers from the company. The young people are

invited to discover our [Fundació Ferrer Sustainability](#) vegetable gardens, take an *ikigai* test with the People department, visit the plants and production centres, and participate in reverse speed dating sessions, where they can share their concerns with Ferrer employees.

SERVE THE CITY IN AMSTERDAM (NL)

One of our goals for 2024 was to carry out the first volunteering activity in Benelux. We teamed up with Serve the City at Work in Amsterdam (the Netherlands) and collaborated on a housing renovation project for a disadvantaged individual, enabling them to focus on getting back to their professional career.

GRUPO DE MILHARADO DE APOIO AOS SEM ABRIGO (GMASA)

On 21 September, Ferrer Portugal –with the participation of 18 volunteers (108 hours)– joined forces with the GMASA (Milharado Group to Support the Homeless) to carry out a solidarity action that had a positive effect on the lives of many people. The activity aimed to support vulnerable families and homeless people, demonstrating

a commitment to fighting for social justice and making a difference in the community.

SAVE THE BAY

In 2024, in the United States, we continued our partnership with Save the Bay, a non-profit organisation dedicated to preserving San Francisco Bay and its estuarine habitats. Our corporate environmental volunteering activity for Days for Good involved mulching and removing invasive species in the Palo Alto Baylands. We had 56 volunteers who worked for a total of 168 hours and helped to remove approximately 630 kilos of weeds.

VOLUNTEERS MEXICO

In October 2024, our Mexican affiliate’s team travelled to Lago de Guadalupe in Cuautitlán Izcalli. The lake is facing serious pollution problems due to the nearby urbanisation and industrial sectors, whose polluted waters end up mixing with the lake’s waters. Over the course of one day - featuring participation by 83 people over a total of 498 hours of volunteering - 120 trees were planted and 1,104 seed bombs were created to attract more pollinators.

Pollinators play a vital role in regulating ecosystems in nature.

4.2.4. Area or departmental activities

These activities arise at the initiative of Ferrer’s teams, departments or areas. They may involve a few or many team members. These activities are specially designed for the exclusive participation of the people in a team, and it is they themselves who organise, manage and coordinate the initiative. Everyone in the company has a catalogue at their disposal, which contains a variety of activities to guide teams and help them to choose the best option. In 2024, **departmental activities increased by 38% compared to 2023**, which is a very good indicator that activism is becoming more and more rooted in Ferrer, and that self-managed team volunteering is a growing trend.

4.2.5. Quantitative indicators of Making a difference through volunteering

Volunteering programme	2024	2023	2022	Variation 2024-2023 (%)
Volunteer hours	7,722	11,347	6,437	- 31.94%
Volunteers	1,181	1,237	925	- 4.52%
Activities organised	199	226	97	- 11.94%
Staff involved	70%	69%	54%	1.44%

4.3. Joining forces and building alliances

At Ferrer, our goal is to influence the people and organisations around us, so that the result of every small action constantly grows. We're members of strategic business groups and we're building long-term alliances to multiply our efforts aimed at fighting for social justice.

We're working to ensure that our daily actions and decisions transcend the boundaries of the organization and actively contribute to generating a more just, equitable, and inclusive society. We are an active member of the **B Corp community**, a movement that brings together companies from all over the world that share the common goal of “using the power of business as a force for social and environmental good.” In Spain we're part of the group of large B Corp enterprises that meets quarterly to exchange experiences and points of view and address challenges collectively.

We believe it's essential to encourage dialogue with our main stakeholders and with different key actors in the community to create networks that help build the new social model in which we believe.

We promote and take part in business projects and initiate internal projects that have a positive effect on some of our closest stakeholders, such as suppliers and business partners.

The integration of stakeholders into our organisation's lines of action is one of the most important tools for carrying out a socially responsible management, in line with our corporate purpose.

We strive to build solid relationships of trust with our stakeholders and to create shared value through a fluid and participative dialogue with them. Our corporate principles are based on honesty, transparency and ethics, on following a responsible management model and disclosing relevant and reliable information.

Some of our most prominent partnerships are:

4.3.1. Barcelona+B

Barcelona +B was one of the first initiatives in Spain created to improve the social and environmental impact of companies and citizens to turn us into the main agents of change and positive transformation. This initiative is also integrated into a broader network - the Cities CAN B Global Network, which mobilises citizens, companies, public institutions, universities or foundations, among others.

In 2022 we joined as strategic partners, together with Ajuntament de Barcelona (Barcelona City Council), EADA Business School and B Lab Spain, in the Barcelona +B alliance, a public-private partnership project aimed at social and business transformation to promote a more prosperous, sustainable and inclusive city.

The main activities we're involved in and that give meaning to this project are:

- **Treballem+B:** addressing the challenges of employability and labour inclusion for groups suffering from systemic discrimination in the labour market, as well as promoting diversity, equity and inclusion in workplaces.
- **Eduquem+B:** to positioning Barcelona as a global sustainability benchmark by integrating sustainability education in educational centres and connecting them with impactful companies and organisations.
- **Campus de introducció al impacto (introduction to impact campus):** sustainability training to promote the purpose-driven business movement and improve its impact.

- **Cafés con impacto (coffees with impact):** sustainability training regarding trends and new societal challenges, where benchmark companies share their experiences and best practices.
- **Board 2030:** brainstorming and work sessions aimed at finding common ground between CEOs and directors of major local companies to collaborate on initiatives that will benefit Barcelona and its citizens.

4.3.2. Global Coalition for Social Justice

In 2024, we joined the newly created Global Coalition for Social Justice: an innovative initiative that aims to promote social justice for all, everywhere.

This voluntary platform brings together governments, employers' and workers' organisations, international and regional organisations, financial institutions and development banks, enterprises, international NGOs, academic institutions and research centres that are committed to promoting social justice. Together, they undertake collaborative initiatives to achieve their shared goals.

Ultimately, it is a collaborative space for action, dialogue and advocacy, in which partners identify individual and collective opportunities to adopt concrete measures and achieve tangible results.

The goal is to strike a better balance between the economic, social, and environmental dimensions of sustainable development, significantly reducing inequalities and poverty, and facilitating access to essential opportunities and resources worldwide.

In 2024 we also joined the Bioindustry Association (BIA) in the UK and became part of a specific working group on rare diseases.

4.3.3. Partnerships linked to our strategy, codes of ethics and sectoral associations

How we do business		Scope
Asociación Española de Compliance	ASCOM is an independent, non-profit Spanish association aimed at compliance professionals from all economic sectors and types of organisation. Its main objective is to professionalise this function in Spain and assist in the professional development of its members.	National (Spain)
Business Ethics Leadership Alliance- Ethisphere	The Business Ethics Leadership Alliance (BELA) connects over 350 companies worldwide that seek and share the best international practices in compliance and ethics.	International

Great People		Scope
Women's empowerment principles	A set of principles offering guidance to business on how to advance gender equality and women's empowerment in the workplace, marketplace and community.	International
Tent Partnership for Refugees	This is a network of over 400 major companies that are committed to helping refugees access local labour markets in over a dozen countries across the Americas and Europe. The network supports refugees by helping them prepare for employment and connecting them with job opportunities.	International
Consejo Consultivo de Cataluña de Asepeyo (Asepeyo Advisory Board of Catalonia)	A consultative body made up of mutualist companies of special relevance and created by the Board of Directors of the <i>Mutua</i> (mutual insurance company) in the territorial area established in each case, of which our Director of Health, Safety and Wellbeing is the chairperson.	National (Spain)
Coashiq	A business association for the chemical and related sectors whose main activity is the management of Industrial Safety, Occupational Health and the Environment.	National (Spain)

Liveable Planet		Scope
Fundació Empresa i Clima (Company and Climate Foundation)	Fundació Empresa y Clima (FEC) is a non-profit organisation that promotes business leadership and commitment in the fight against climate change. FEC represents companies of all sizes and sectors that lead the way in integrating climate action into their core policies.	National (Spain)
We Mean Business Coalition	The We Mean Business coalition fosters corporate and political action to halve emissions by 2030 and accelerate a just transition to carbon neutrality.	International
Science Based Targets initiative	This is a corporate climate action organisation that enables companies and financial institutions to set science-based targets for reducing emissions.	International
ecoins®	A regional digital platform that promotes the correct management of recyclable waste and the circular and solidarity economy by generating data and integrating all sectors.	National (Costa Rica)

Collective Action		Scope
Fundació Èxit	The foundation works to reduce early school leaving among young people in situations of social vulnerability. It provides the tools necessary to activate the hidden potential of every young person, enabling them to build their own future.	National (Spain)
Doctor Sonrisas	This non-profit organisation was created to help children with life-threatening illnesses to enjoy a normal childhood, offering them and their families the necessary support.	National (Mexico)
Oxfam Intermón	Oxfam Intermón is a Spanish-based non-governmental organisation (NGO) for development cooperation, affiliated to the Oxfam confederation, which is made up of different organisations. While each organisation retains its own identity and independence, they share the same principles and collaborate to combat global poverty and inequality.	National (Spain)
WWF	WWF is the world's largest independent international environmental and nature conservation organisation. Founded in 1961, WWF works in over 100 countries and is supported by almost 5 million members worldwide.	International
United Nations Global Compact	The United Nations Global Compact calls on companies to incorporate the ten universal principles relating to human rights, labour, the environment and anti-corruption.	International

<u>B Lab Spain</u>	B Lab is the non-profit organisation behind this global movement to transform the economic system. To achieve this vision, it establishes standards, policies, tools and programmes for companies and verifies those that are leading the transformation to a new economic paradigm, known as B Corp companies.	National (Spain)
<u>Barcelona +B</u>	Barcelona +B is a pioneering initiative in Europe that seeks to improve the social and environmental impact of Barcelona's companies and citizens so they will become the main agents of change and positive transformation. The initiative aims to encourage collaboration between companies, universities, foundations, public institutions, entrepreneurs and citizens to improve Barcelona as a city and establish it as a benchmark for business transformation and local contribution to the SDGs.	National (Spain)
<u>Global Coalition for Social Justice</u>	The Global Coalition for Social Justice aims to address social justice deficits and accelerate the implementation of the 2030 Agenda for Sustainable Development, the Sustainable Development Goals, and the Decent Work Agenda. The coalition aims to generate political commitments and investments to foster concrete actions for social justice and decent work.	International

Health		Scope
<u>Eucope</u>	An association of small and medium-sized companies that support, invest in and produce the next generation of innovative pharmaceuticals and therapeutic solutions, improving and saving patients' lives through ground-breaking treatments.	European

<u>EURORDIS</u>	A non-profit organisation that empowers, collaborates with, and advocates for people living with a rare disease in Europe and brings together patient associations.	European
<u>Farmaindustria</u>	National Trade Association of the Spanish-based pharmaceutical industry, which gathers together more than 130 associated pharmaceutical companies, representing nearly 100% of prescription medicine sales in Spain.	National (Spain)
<u>Asociación Nacional de Fabricantes de Dietética Infantil (ANDI)</u>	Since 1977, ANDI (Spanish National Association of Manufacturers of Children's Dietetics) has worked to support and maintain quality infant nutrition, thanks to the participation of the 13 largest manufacturers in Spain, who continuously invest in producing safe, innovative and high-quality products.	National (Spain)
<u>Autocontrol</u>	Independent self-regulatory body for the advertising industry in Spain.	National (Spain)
<u>Asociación para el Autocuidado de la Salud (ANEFP)</u>	ANEFP (Spanish association for self-care in health) brings together companies that manufacture and market medicines and self-care products in Spain.	National (Spain)
<u>Catalonia Bio & Health Tech</u>	Association of leading companies in the field of biomedicine and health in Catalonia.	National (Spain)

Fundación Luzón & Confederación Nacional de Entidades de ELA (CONELA)	We are joining the Fundación Luzón and CONELA in demanding the unblocking of the bill for the benefit of people living with amyotrophic lateral sclerosis (ALS), which has been blocked in Spain's Congress of Deputies for more than 700 days.	National (Spain)
BioIndustry Association (BIA)	The BioIndustry Association (BIA) is the voice of the innovative life sciences and biotechnology industry, enabling and connecting the UK ecosystem so that companies can start up, grow and deliver world-changing innovation. We are active members of the Rare Diseases Industry Group (RDIG).	National (United Kingdom)
Associação Portuguesa da Indústria Farmacéutica (APIFARMA)	APIFARMA (Portuguese association of the pharmaceutical industry) brings together 117 pharma companies as its members to defend their shared interests, covering all the multidisciplinary fields relevant to the sector.	National (Portugal)
Associação Portuguesa dos Dispositivos Médicos (APORMED)	APORMED is the Portuguese national association with the highest representation of shared interests of companies in the production and distribution of medical devices.	National (Portugal)
Freiwillige Selbstkontrolle für die Arzneimittelindustrie (FSA)	FSA (Voluntary Self-Regulation for the Pharmaceutical Industry) is a registered association of pharmaceutical companies based in Berlin.	National (Germany)

Consejo de Ética y Transparencia de la Industria Farmacéutica (CETIFARMA)	CETIFARMA (the Council on Ethics and Transparency in the Pharmaceutical Industry) is an autonomous body responsible for drafting, promoting, monitoring and ensuring compliance with codes of ethics, self-regulation and self-monitoring tools in the pharmaceutical sector.	National (Mexico)
Federación Centroamericana de Laboratorios Farmacéuticos (FEDEFARMA)	FEDEFARMA (Central American Federation of Pharmaceutical Laboratories) is a trade association that brings together most of the pharmaceutical companies that conduct R&D and market their products in the Central American and Caribbean region.	Central America
Cámara de Innovación Farmacéutica (CIF)	CIF (Chamber of Pharmaceutical Innovation) is a trade association representing and leading the pharmaceutical innovation companies operating in Chile.	National (Chile)

4.3.4. Quantitative indicators of Joining forces and building alliances

Contributions to local community foundations and associations (in euros)	2024	2023	2022	Variation 2024-2023 (%)
Monetary value	15,972,673	10,281,422	10,564,347	55.35%

5. Our activity



Material topics:

- Innovation in medicines and health products
- Impact on health and pharmacovigilance
- Relationship with the patient
- Sectoral partnerships and collaboration
- Relationship with partners, commercial distributors and customers
- Quality and safety of the medicine or health product
- Prices and access to markets

Global Reporting Initiative (GRI): 2-6, 3-3, 416-1, 417-1

Health is the foundation of wellbeing. It is also a right enshrined in the Universal Declaration of Human Rights: a legally binding commitment that goes beyond health issues and also includes all the factors that enable fair, inclusive and equal access to health.

We firmly believe that everyone should be guaranteed this right with transformative products that help change patients' lives. To this end, we integrate all the links in the pharmaceutical value chain, from research and development to manufacturing, distribution and marketing, always from the perspective of social justice and the right to health.

In our determination to deliver meaningful differential value to people with serious diseases, we are focusing our efforts on developing products in two main therapeutic areas: **pulmonary vascular and interstitial lung diseases and**

rare neurological diseases

In line with our purpose, both areas include diseases for which there are no treatment and few existing lines of research. Accordingly, Ferrer's commitment to the research and development of potential solutions in these areas through clinical trials is crucial for improving the lives of the people affected, as well as for efficiently managing the healthcare resources. And our commitment extends even further.

PULMONARY VASCULAR AND INTERSTITIAL LUNG DISEASES

These are serious and debilitating illnesses of low prevalence that require specialised professionals for their treatment. On the one hand, we are talking about pulmonary vascular diseases that affect the blood vessels in the lungs, such as pulmonary hypertension. On the other

hand, interstitial lung disease is a group of pathologies characterised by inflammation and fibrosis of the lung parenchyma, particularly the connective tissue and alveolar walls. As commercial products in this area, we focus on **treprostinil** for the treatment of pulmonary arterial hypertension. We also have lines of research open into pulmonary hypertension, idiopathic pulmonary fibrosis and progressive pulmonary fibrosis.

RARE NEUROLOGICAL DISEASES

These are serious and disabling conditions that require specialist treatment and monitoring. These neurological disorders occur when nerve cells in the brain or peripheral nervous system lose their function over time, as in the case of Parkinson's disease or Amyotrophic Lateral Sclerosis (ALS). We also conduct research into functional neurological disorders that cause seizures and uncontrolled electrical activity in the brain, such as epilepsy. As commercial products in this type of ailment, we provide **citicoline** for the treatment of stroke, head injuries and their sequelae; and **loxapine** for agitation associated with epilepsy or bipolar disorder. In addition, we are researching

potential solutions for ALS, Parkinson's disease, Progressive Supranuclear Palsy (PSP), epilepsy and restless legs syndrome.

RESEARCH FOR IMPROVEMENT

Although we focus on vascular and interstitial lung diseases and rare neurological diseases, our expertise and knowledge make a difference in six therapeutic areas: pulmonary hypertension, neurology, pain, cardiometabolism, gastroenterology and dermatology. In these areas we offer pharmaceutical products –many of them manufactured in-house– that meet the highest European quality standards.

Health Reputation Monitor

In 2024, we participated in Spain’s Monitor de Reputación Sanitaria (Health Reputation Monitor) ranking, achieving 18th place among pharmaceutical companies and 1st place among national companies.

5.1. Quality and safety of the medicine or health product

Health is a good and a right that should be available to everyone, and at Ferrer we strive to make this an accessible and universal reality. We specialise in the manufacture and marketing of innovative, high-quality, branded pharmaceutical products that offer added value. These products have the highest quality standards in Europe and other regions.

To this end, we have a comprehensive quality system with our own policies and procedures, as well as a continuous evaluation and monitoring system, which is complemented by the annual internal audits required by the corresponding certifications.

5.1.1. Safety, quality and efficacy

At Ferrer, people’s safety is one of our priorities. Moreover, as a pharmaceutical company, our medicinal products meet strict quality, safety and efficacy requirements.

We comply with regulations and voluntary codes relating to the health and safety impacts of our products and services. We have a monitoring and continuous improvement plan throughout our quality system that allows us to identify any deviation in internal procedures and to establish corrective and preventive actions.

Our pharmaceutical products are subject to strict regulations and we guarantee that these are fulfilled: we ensure that our production and analysis processes meet the highest standards and do not pose any risk to human health.

We have specific procedures in place, whose purpose is to establish the system of action and communicate, as well as define the responsibilities in the event of an alert or market recall of one or more batches of medicinal products, whether by Ferrer's own volition or by order of the health authorities, always with the ultimate aim of protecting patients.

This procedure applies to all medicinal products whose marketing authorisation is held by one of the pharmaceutical companies belonging to Ferrer, both nationally and internationally, as well as investigational medicinal products. In addition, to ensure the effectiveness of the recall procedure, a mock recall is carried out annually to detect areas for improvement and to ensure the effectiveness of the process should it be necessary to activate it.



To ensure the continuous improvement of the process, it is essential to maintain close collaboration with all stakeholders in the sector, including patients and their associations and health and care professionals. By working together, we enable all these stakeholders to transform patients' health experiences. Some of the initiatives we've launched include:

Infoscience by Ferrer. Our medical information service aims to respond to the needs of healthcare professionals and patients and to any queries they may have about our products. It comprises health and research professionals who oversee that quality, meticulous and objective medical information is provided in order to resolve queries about the composition of products and their possible effects on health.

Call centre available 24 hours a day. This is a service for receiving calls and e-mails from the market related to quality problems, adverse drug reaction reports or requests for medical information. This service is also responsible for compiling the information received through these

means in the complaints database and forwarding it to the appropriate place according to the established internal procedures. This call centre is active 24 hours a day, 365 days a year, with the number of operators being increased when necessary.

In 2024 we received:

- **712** queries relating to the safety of medicinal products, cosmetics, medical devices and Novalac infant formulas and quality complaints for medicinal products, cosmetics and medical devices.
- **525** requests for medical information.

The current tool creates one record for medical queries and another record for quality/safety queries. Therefore, if information is received that contains both a quality/safety complaint and a request for medical information, two records will be created: one for the medical information request and one for the quality/safety complaint.

5.1.2. Quality certifications and licences

The products manufactured at our pharmaceutical production plant in Sant Cugat del Vallés comply with **current European Good Manufacturing Practice** (GMP) regulations, having the corresponding GMP certificate issued by the competent authority.

In addition, in 2024 we obtained a GMP licence for the manufacture of non-sterile liquid medicines at our Esplugues de Llobregat plant. This further reinforces our commitment to maintaining the highest quality and regulatory compliance standards in all our manufacturing processes. The new plant represents an expansion of our operational capacity, incorporating the latest technology, quality standards and sustainability practices. This consolidation strengthens our market position and commitment to innovation and environmental responsibility.

All medicinal products whose distribution is our responsibility are distributed in compliance with **European**

Good Distribution Practice (GDP) standards and are also certified by the relevant authorities.

Both certificates are renewed at intervals specified by the authorities after the corresponding sanitary inspection. Likewise, those products owned by Ferrer and manufactured by third parties comply with the same GMP certifications. We verify these periodically by means of the procedure and activities related to the qualification of manufacturers and the monitoring of their service.

For devices, we acquire operating licences for medical device facilities in advance, both for the company Ferrer Internacional S.A., covering the roles of manufacturer and importer, and for the company Ferrer Farma S.A., covering the role of importer. These licences are issued by the Spanish Agency of Medicines and Medical Devices (*Agencia Española del Medicamento y Productos Sanitarios* (AEMPS)) and certify that we have the appropriate facilities, means, procedures and personnel to carry out the activities included in the licence. In April 2024, we also obtained ISO 13485 certification: 2016 TD-300/A.

Regarding the distribution of medical devices, we hold distribution notifications for medical devices and in-vitro diagnostic devices, both issued by the *Generalitat de Catalunya* (Catalonia Regional Government), as the competence is delegated to the autonomous regions.

With pharmacovigilance, although no official certificate of compliance with Good Pharmacovigilance Practices (GVP) is issued, strict monitoring must be carried out, as stipulated by the European Medicines Agency. In addition, our Pharmacovigilance department is subject to inspections by the relevant authorities, as well as audits by different partners and internal audits. This ensures that best practices are followed and that the department functions properly to guarantee the safety of the medicinal products.

At Ferrer, we do not have our own facilities for *in vitro* or *in vivo* animal testing, so we are not accredited by the Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC International). However, in our commitment to the highest ethical and animal welfare standards, we have a quality system with standardised operating procedures for animal testing.

Thus, we cover the qualification, control and supervision of the preclinical activities outsourced to external suppliers and we oversee compliance with the regulations on preclinical research and the ethical standards of animal testing. As part of the qualification and monitoring procedure, the necessary certifications and documentation are requested from suppliers that validate compliance with applicable legislation and regulations (local, regional and state authorities) on animal testing, in order to enforce compliance with European standards, regardless of the location from which the supplier operates.

5.1.3. Indicators of Quality and safety of the medicine or health product

Certifications, authorisations, audits and management systems in our centres

Centre	ISO 14001	EA*	Regulatory ORP audit	Integrated environmental policy	Good manufacturing practice (GMP)	Good distribution practice (GDP)	Responsible Care
Corporate services in L'Illa, Barcelona	X		X	X			
Sant Cugat Pharmaceutical Plant	X		X	X	X		
Sant Feliu de Buixalleu Logistics Centre	X		X	X		X	
Sant Cugat Chemical Plant	X	X	X	X	X		X
Esplugues de Llobregat Pharmaceutical Plant			X	X	X		

* Environmental authorisation

Indicate whether the organisation's procedures require reporting on:	Report YES/NO	% of categories covered
The origin of the components of the product or service	YES*	On request
The content, especially in relation to the substances they could generate	YES*	On request
The safe use of the product or service;	YES**	100%. The information on safe use according to the requirements of the Summary of Product Characteristics (SmPC)/Package leaflet
Product disposal and environmental and social impacts	YES**	100%. The information on safe use according to the requirements of the Summary of Product Characteristics (SmPC)/Package leaflet

* On demand according to the SOP for medical and quality consultations. In addition, in relation to point i. Ferrer has mechanisms in place to ensure that product components are free from BSE/TSE.

** Information is included in the SmPC and package leaflets of the medicinal products for which Ferrer is the Marketing Authorisation Holder.

5.2. Impact on health and pharmacovigilance

At Ferrer, we're always looking out for the safety of and good care of the people who need our products. The Pharmacovigilance department manages all suspected adverse reactions that may occur in relation to our products. We also ensure that the information on adverse reactions and contraindications available in the package leaflet and the Summary of Product Characteristics (SmPC) is up to date.

100% of our medicines, cosmetic products and medical devices come under the management framework of Ferrer's Pharmacovigilance area, as does the evaluation of their impact on patient health also.

The department's primary objective is to manage and analyse the safety information of our products, ensuring that they are safe when used in accordance with the available SmPC or package leaflet.

We have a specific **Pharmacovigilance Policy**, as well as several standard operating procedures that describe in detail all the responsibilities, activities and procedures to be followed for the management of safety information. These procedures are regularly updated and are in accordance with current regulations on pharmacovigilance.

As for the involvement of our management bodies, it is mandatory to provide the Pharmacovigilance area with sufficient resources for managing the safety of medicinal products. There must also be sufficient autonomy to ensure that decisions taken on the safety of the medicinal product are independent of commercial objectives.

The **Management Committee** delegates the pharmacovigilance responsibilities to Ferrer's Head of Corporate Pharmacovigilance & Qualified Person Responsible For Pharmacovigilance (QPPV), who is responsible for ensuring that the company has a system for compliance with the applicable regulations in place.

Furthermore, the department of Quality in Good Pharmacovigilance Practices and Good Clinical Practice is in charge of implementing a quality management system for pharmacovigilance.

The area has various electronic databases for performing its activity:

- **IQVIA Vigilance Platform (IVP):** Ferrer's global safety database. It contains all of the adverse reactions received for medicinal products owned by Ferrer.
- **Incident platform:** it records every medical-information query, safety notification on medicines, cosmetics and medical devices, and quality complaints.
- **Database in which the following information is filed:**
 - Ferrer PV SOPs database (standard operating procedures).
 - Ferrer Pharmacovigilance System Master File (PSMF) database (detailed description of Ferrer's pharmacovigilance system).
 - Bibliographic searches (record of weekly searches of worldwide bibliographic sources).

● **Log of procedure deviations and the actions associated with them.**

Key impacts, risks and opportunities

Each medicinal product is different and its potential risks to the patient are identified. As a result, we have an individualised risk management plan for most of our medicinal products. It should be noted that by keeping the SmPC and package leaflet up-to-date, many of the risks associated with the medicinal product are minimised. Furthermore, in certain cases we carry out additional risk minimisation activities, such as the distribution of informational materials for healthcare professionals and patients, direct healthcare professional communications (dear doctor letters) or post-authorisation safety studies.

The obligation of the Pharmacovigilance department is to ensure that the medicinal products that the company markets are safe for patients, as any mismanagement of safety information could affect public health. Such mismanagement could also be negative consequences for the company in the form of fines, revocation or suspension of the marketing authorisation, and reputational damage.

How does Ferrer monitor and control these procedures?

We currently have seven management indicators in the department:

- Time taken to report adverse reactions to competent authorities.
- Time taken to submit periodic safety update reports to competent authorities.
- Quality of the adverse events reported to competent authorities.
- Quality of periodic safety update reports sent to competent authorities.
- Timing of submission and approval of safety-related variations of the SmPC and package leaflet by the Registration Department.
- Implementation of additional risk minimisation measures.
- Compliance with company-wide pharmacovigilance training.

In parallel, the Quality team that supports the Pharmacovigilance area has its own indicators:

- Compliance with the annual pharmacovigilance audit programme.
- Average time to report deviations from procedure.
- Average time for closure of investigations related to deviations.
- Closure of Corrective and Preventive Actions (CAPA).
- Approval of Standard Operating Procedures (SOPs).

The Quality Department, in collaboration with the Pharmacovigilance area, carries out specific audits of Ferrer’s pharmacovigilance system on an annual basis. We may also be audited in this area by third parties, due to the various contractual relationships between ourselves and other pharmaceutical companies.

Furthermore, since 2019 we have had process audits, which are intended to assess in detail those processes that are considered critical. We also started integrating affiliates into the procedures. Based on the audits conducted annually, we implement improvements to the quality management system at the pharmacovigilance level.

Key milestones in 2024

- Inauguration of a new plant for the manufacture of non-sterile liquid dosage forms.
- Updating and validating the global security database.
- Completion of the migration of cases to the new global security database.
- Creation and approval of the workflow for new digital assets.
- Implementation of a new tool for managing training records.
- Compliance with pharmacovigilance training in operational centres.
- Implementation of the new European Medicinal Product Dictionary requirements.
- Creation of Pharmacovigilance System Master File in parallel to the European one to cover local legal requirements.
- Renovation of the corporate offices of the first pharmaceutical plant in Sant Cugat.

We have a call centre available to the people who use our products. We record the queries received in a database and respond according to their urgency and content; the response information is likewise stored in that database.

If the query contains a suspected adverse drug reaction (ADR), it is entered into a second database (IVP, the global safety database) where only this type of queries are recorded, allowing us to perform individual or aggregated analyses. After a medical evaluation, all the ADRs received²³ are reported to the relevant competent authorities. We also regularly analyse and report on all available safety information and, if necessary, also communicate this to the relevant competent authorities.

5.2.1. Relationship with the patient

At Ferrer, we want to take a holistic approach to the treatment of certain disabling conditions across many aspects of daily life. This approach involves putting the disease at the centre and all of the actors (patients, doctors, health systems, evaluation agencies, payers, politicians, among others) working in a coordinated manner to alleviate the negative effects of the social aspect and make living with the disease more bearable.

We are committed to improving the experience of people living with a disease within Ferrer’s therapeutic areas. For this reason, we seek to promote projects and co-create solutions that improve the experience of patients in the therapeutic areas that we focus on.

²³ In 2024, 823 ADRs were collected in Ferrer’s global safety database.

To demonstrate this commitment, we have a Patient, Public Affairs and Customer Experience department at organisational level One of its main objectives is to work in collaboration with patient associations to:

- Strive to mitigate inequities by including the **patient’s voice** in the decision-making processes, empowering the patients and reducing social disparities when it comes to access, treatment and disease management.
- Transform the **experiences of patients** at every stage of their disease and improve their quality of life, as our relationship with the patient community enables us to react appropriately to their evolving needs.

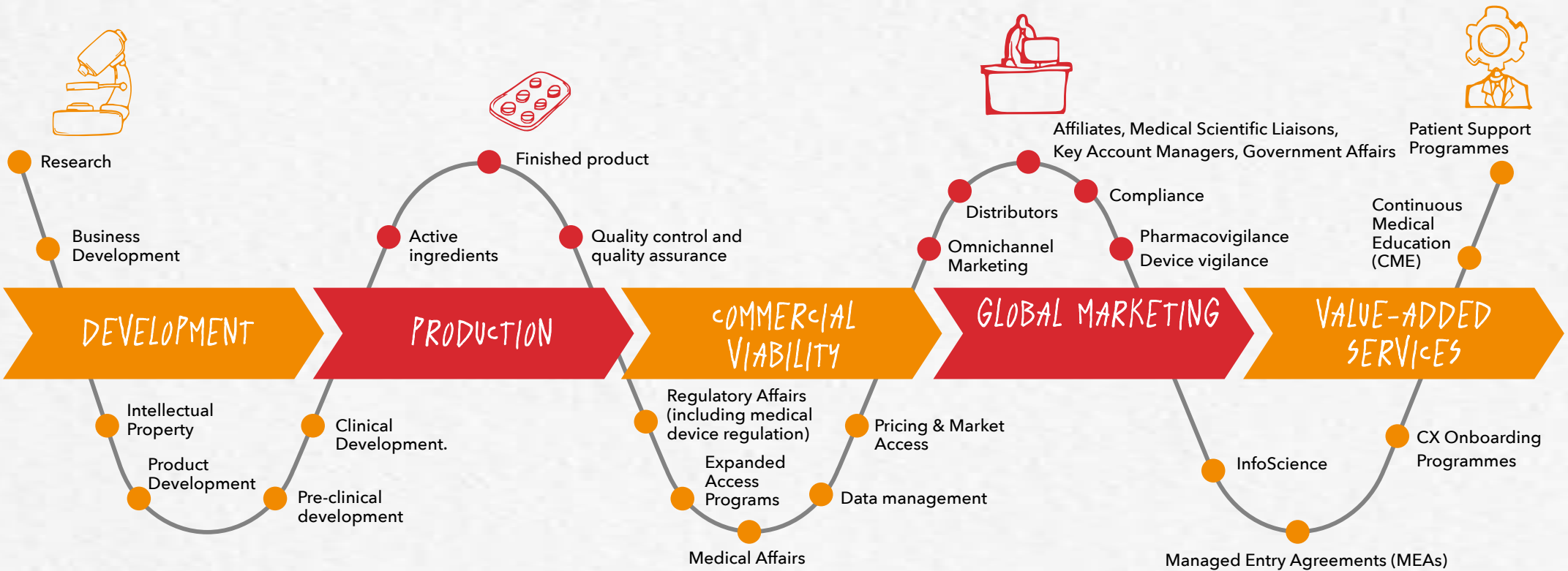
And one of the ways in which we fulfil this commitment is by applying a holistic approach. We take a step back to gain a complete perspective, and seek out opportunities to enhance how patients interact with the other actors who contribute to their health.

Our main goal is to acquire a deep understanding of the context & interdependencies among the main stakeholders in order to manage the complexity of the system.

- **Health professionals** (doctors, nurses, medical societies)
- **Patients** (patients, carers, patient associations)
- **Funders, and the national health system**
- **Regulatory bodies and policymakers**

We recognise that the best outcomes are achieved when the people and systems work together effectively. That’s why we forge relationships with the main stakeholders that enable us to improve the experience of patients.

Moreover, as a vertically integrated company, we work in a global manner, efficiently managing the entire value chain. This ensures **that the patient's voice is heard throughout the process.**



Starting with research and development, the patient's voice has already incorporated into several scientific studies we've designed in different therapeutic areas, leading to more inclusive studies that are better defined and conducted more efficiently and, consequently, have better outcomes.

The perspective of patients and caregivers is also crucial to better understanding lesser-known diseases and, in particular, to better understanding the unmet needs and issues that matter most to them.

We work with different departments to put in place robust methodologies that enable us to document these unmet needs and their impact on the patients' quality of life above and beyond the treatment.

The 2024 activities include:

- **Publication of an article in the scientific journal *Pulmonary Circulation***, which describes the results of a study conducted in 2023, in collaboration with the patient associations of Pulmonary Hypertension Europe (PHA Europe) and Pulmonary Fibrosis Europe (EU-PFF), which is, for the first time in Europe, compiling what PH-ILD patients and caregivers have to say about the impact of PH-ILD on different aspects of their lives.
- Another initiative that demonstrates Ferrer's commitment to including the patient's voice throughout the value chain is **designing and implementing a Phase 2 clinical trial for progressive supranuclear palsy (PSP)**. We collaborated with CurePSP (USA) and PSPA UK, the two most relevant PSP patient associations worldwide, to design this clinical trial. Their input has ensured that the study protocol considers the experiences of patients and their carers.

- **The implementation of the Get-on-Board PH programme in Austria.** Co-created with the Austrian association of pulmonary hypertension patients (PHA Austria), this programme offers a series of non-pharmacological services, such as psychological care, to help patients manage their disease more effectively. It is a pilot programme, and Ferrer plans to extend it to other regions and for other indications.
- **Participation in the EU ALS expert coalition**, a European alliance that brings together different stakeholders (healthcare professionals, patients, industry professionals, regulators, etc.) with the aim of putting ALS patient care and management on the European policy agenda. In 2024, the coalition discussed extending this scope to other neurological diseases beyond ALS. It's an initiative to promote recommendations that will help, among other objectives, to eliminate the territorial differences between different European countries in terms of these patients accessing the necessary support.

In our commitment to patients, and with the aim of giving a voice to people living with rare diseases, we work with patient associations to create omnichannel awareness campaigns.

A good example is the **PHantasticALS campaign**, an initiative that seeks to raise awareness in society that each patient in our focus therapeutic areas – pulmonary vascular and interstitial lung diseases and neurological disorders– is unique and irreplaceable. The campaign was very well received and won awards in the categories "Best Health Advertising Campaign Strategy" and "Best International Health Advertising Campaign" at the SaludFestival and the Award of Excellence from The RX Club in the "Professional Education Campaigns" category.

5.3. Innovation in medicines and health products

In our aim to bring significant and differential value to people suffering from serious medical conditions, we drew up an **R&D Strategy** focused on developing transformative therapeutic solutions capable of improving the lives of people suffering from low prevalence, debilitating, or high-mortality diseases.

Drawing on the knowledge and experience acquired, as shown on previous pages, we channel our efforts towards two main therapeutic areas: vascular and interstitial lung diseases and rare neurological diseases.

Rare or low-prevalence diseases, often lacking effective treatments, converge in both areas. For this reason, our commitment to the research and development of treatments in these areas is crucial to improving and transforming the lives of the people living with these diseases, as well as to efficiently managing healthcare resources.

5.3.1. R&D Strategy

We bring together the talent, experience, tools and scientific expertise to identify and deliver life-changing therapies for patients with unmet medical needs. Our R&D drives innovative approaches in therapeutic areas to improve the progression and symptoms of diseases. We also develop state-of-the-art digital products and services that, together with our medicinal products, offer new non-invasive approaches of therapeutic support for patients.

To this end, we adopt a **dynamic and responsible R&D strategy** that aims to improve our understanding of the diseases and thus drive the development of potential new therapies in a swift, integrated and holistic way. Our developments are based on the real experience and needs of patients and healthcare providers, including caregivers. We work with a view to bringing them **life-changing therapies and products that revolutionise the efficacy of their medicines and improve their quality of life.**

To this end, we have a **Responsible R&D Policy**, based on the following strategic principles:

- Research and development in projects of high differential value.
- Research and development in rare diseases with unmet clinical needs.
 - Research and development in diseases with high levels of mortality and disability.
 - Ensuring a sustainable and robust pipeline.
 - Transparent and data-driven decision making.
 - Selection of materials and suppliers based on sustainability criteria.
 - Research and development with a commitment to animal welfare.

The guidelines for incorporating new products into Ferrer's pipeline include the continuous search for new therapeutic options in disease indications with high mortality, such as amyotrophic lateral sclerosis, progressive supranuclear palsy and progressive pulmonary fibrosis, including idiopathic pulmonary fibrosis. These are all diseases for which treatments are either lacking, modestly effective or focused only on palliating the symptoms. They also entail seeking solutions for highly debilitating diseases such as Rett syndrome, Friedreich's ataxia, pulmonary hypertension and alpha-1 antitrypsin deficiency.

Once the opportunities in the selected indications have been identified, we evaluate and select the best opportunities according to very strict criteria that include the analysis of scientific soundness, clinical need, value positioning, technical and economic feasibility, as well as a very thorough risk analysis.

To ensure that Ferrer has a sustainable and robust pipeline, we control the entry of new projects by balancing risk and the type of innovation. To guarantee transparency and a cross-cutting approach to decision-making, we set up internal multidisciplinary committees to control both the selection and entry of new projects into the pipeline and the supervision of R&D projects under development.

Finally, we have implemented several procedures to ensure that all our processes reduce our environmental impact and are carried out in a way that guarantees the protection of our people.

Animal testing represents a small but vital part of research and development programmes. To ensure that new treatment alternatives benefit patient health, at present it is not possible to eliminate animal testing from research and development programmes. Together with the scientific community, we are working with a long-term commitment and aspiration to replace, reduce and refine the use

of animals. We are committed to animal welfare in the following ways:

- We do not conduct animal testing in our facilities.
- We outsource the animal testing included in our research and development programmes to external providers. As sponsors of animal studies, we require external service providers to demonstrate compliance with animal welfare as per Directive 2010/63/EU as amended by Regulation (EU) 2019/2010, and to comply with applicable local and national laws.
- We sponsor animal testing if there is a specific legal or regulatory requirement to do so, in order to make a health benefit claim.

5.3.2. Patents

To complete the written regulatory compendium on patent management at Ferrer, Ferrer’s position on certain issues relating to patents was drawn up in 2023, setting out the company’s usual practice in writing. This positioning includes:

- Guidelines for implementing a responsible patent policy that avoids evergreening. These guidelines include the stipulation that, 20 years after launching a product in a given country, Ferrer will not exercise the patent rights if a generic product is marketed by a third party on the same terms under which it was originally launched.
- A commitment not to patent products, or enforce historical patents, in low-income countries, in order to facilitate access to medicines in those countries.
- Drafting of a policy of voluntary and compulsory licensing for other manufacturers in low-income countries so they can produce patented products.
- A commitment to making information related to our current and future patent portfolio more streamlined and accessible to drug procurement agencies.

PATENT PORTFOLIO 2024

- **455** total number of patent applications and patents
- **347** patents granted
- **108** patent applications pending

5.3.3. Our pipeline of products under development

Our innovative approach has resulted in multiple candidate products under development that have the potential to offer patients a better quality of life. Our researchers are constantly evaluating opportunities to develop and deliver differentiated and meaningful solutions: we're motivated to create outstanding new medicinal products to treat debilitating symptoms and conditions that are acute or chronic. Our patented proprietary technology, Staccato®, makes it possible to create novel treatments for acute and intermittent conditions.

In addition to our work in the aforementioned priority therapeutic areas, we're developing products with the potential to address the unmet needs of patients with cyclic vomiting syndrome (CVS) and diabetic retinopathy. The latter two programs are available for licensing-out in some geographic areas.

PROGRAMMES	PRECLINICAL	PHASE I	PHASE II	PHASE III	REGISTRATION	MARKET
Rare neurological diseases						
FNP 223 ASN90 - O-GlcNAcase inhibitor (progressive supranuclear palsy)						
FNP 002 - Staccato® Alprazolam (epilepsy)						
Other						
FNP 010 - Staccato® Granisetron (cyclic vomiting syndrome)			licensing-out			
FNP 120 - GLP-1 peptide (diabetic retinopathy)			licensing-out			

5.3.4. Our technologies

Staccato® One Breath Technology™ - OBT™ System was developed by Ferrer U.S. (formerly [Alexza Pharmaceuticals](#)). Its unique technology, based on a small inhaler, enables the rapid and non-invasive systemic delivery of drugs through the lungs. It uses a rapid heating system, capable of reaching

very high temperatures in just 100 milliseconds, to vaporise the excipient-free active pharmaceutical ingredient, deposited in a thin layer on a stainless steel substrate. When the patient inhales through this system, the surface of the stainless steel substrate instantaneously heats,

creating drug aerosol particles. The patient inhales these particles, which are optimally sized to reach the deepest and most vascularised areas of the lungs.

This achieves a rapid and complete absorption into the bloodstream, initiating the treatment in a simple and non-invasive way. The efficacy and safety of this technology has been demonstrated by approvals from the EMA (European Medicines Agency), the FDA (Food and Drug Administration), and many other regulatory agencies for Adasuve® (inhaled loxapine), indicated for the acute treatment of agitation associated with schizophrenia or bipolar disorder in adults.

Our technical and scientific R&D team has additional expertise in a range of immediate and extended release formulations, including oral, semi-solid and extended release injectable dosage forms. At Ferrer, we use these technologies to develop more effective or convenient therapies for patients in our therapeutic areas of interest.

5.3.5. Ethical and transparent clinical and non-clinical trials

Clinical studies involving healthy volunteers and patients play a vital role in the development of new medicinal products. Patients are enrolled in clinical studies that are consistent with the principles of the Declaration of Helsinki and its amendments, as well as the laws, regulations and provisions of the countries where the volunteers are enrolled²⁴.

Throughout the design and conduct of the clinical studies, we maintain a strong commitment to the ethical principles of clinical research, which ensure the protection of the rights, safety and wellbeing of trial subjects, as well as guaranteeing the credibility of the data generated.

In all the phases, we seek collaborations and partnerships with the scientific community, researchers, patient organisations and representatives, to strengthen the quality and scope of our clinical trials, always keeping the focus on the patient and the study participants.

As an example of this, in 2024 we have various patient associations participating in reviewing the design of clinical studies, as well as in communicating their existence and publishing their results.

Clinical trial / study	Details	Status
ADORE	A multicentre, randomised, double-blind, placebo-controlled study to investigate the efficacy and safety of FNP 122 (oral edaravone) in patients with amyotrophic lateral sclerosis.	Closed
ADOREXT	A multicentre, open-label, extension study to investigate the long-term safety of FNP 122 (oral edaravone) in patients with amyotrophic lateral sclerosis.	Closed
ARA-BESD-14-FRI/23	Open-label, four-period, two-sequence, replicated, randomised, single-dose comparative study to assess fixed-dose bioequivalence. Polypill AAR 100/80/10 mg (test) versus equivalent doses of Aspirin® N 100mg tablets + Cardyl® 80mg film-coated tablets + Acovil® 10mg tablets (reference) administered to healthy volunteers (men and women) under fasting conditions.	Completed
AMDC 009-201	A randomised, double-blind study, to evaluate the efficacy and safety of Staccato® Apomorphine (AZ-009) in patients with Parkinson's disease experiencing off episodes.	Discontinued
FTRI-NIS-2201	Multinational registry of patients in secondary cardiovascular prevention.	In follow-up

²⁴ All of the products described on this page are in the investigation stage and have not been approved for any use by the European Medicines Agency (EMA), United States Food and Drug Administration (FDA) or any other competent authority. The safety and efficacy of these investigational products have not been established.

FITREP-NIS-2401	Real-world comparative effectiveness study of Tyvaso® (inhaled treprostinil) in the treatment of pulmonary hypertension associated with interstitial lung disease: an external comparative study of inhaled treprostinil versus standard treatment in Europe.	In follow-up
FITREP-NIS-2402	Efficacy of inhaled treprostinil versus standard therapy for the treatment of pulmonary hypertension associated with interstitial lung disease: a propensity score-weighted study of the INCREASE trial and EU registry data.	In follow-up
FITREP-EAP-2201	Expanded access program and collection of real world data using inhaled treprostinil for the treatment of adults with pulmonary hypertension associated with interstitial lung disease.	In follow-up
Epidemiological CPRD/HES	Characterisation of the epidemiology, treatment patterns and burden of pulmonary hypertension associated with interstitial lung disease and pulmonary arterial hypertension in the UK: a real-world evidence study (CPRD/HES)	Completed
Epidemiological SHI	Characterisation of the epidemiology, treatment patterns and burden of pulmonary hypertension associated with interstitial lung disease and pulmonary arterial hypertension in Germany: a real-world evidence study (SHI).	Completed
Epidemiological SNDS	Characterisation of the epidemiology, treatment patterns and burden of pulmonary hypertension associated with interstitial lung disease and pulmonary arterial hypertension in France (SNDS).	Completed
NEPHY	Non-interventional, retrospective, prospective, study to collect data on the use, safety and efficacy of parenteral treprostinil in neonates with pulmonary hypertension.	In follow-up
FNP223-CT-2301 PROSPER	Randomised, double-blind, placebo-controlled study to assess the safety, efficacy and pharmacokinetics of FNP-223 (oral formulation) for treating progressive supranuclear palsy (PSP)	In follow-up

It is important to note that this information is not intended to replace the advice of health professionals. Patients should seek medical advice before initiating or modifying their treatment, and when considering participating in any clinical research. Healthcare professionals should consult the technical information approved by the patient's country to ensure that they have the up-to-date and appropriate information according to local requirements.

You can find out more about our studies and how to enrol [here](#).

5.4. Prices and access to markets

We want to be a partner of the healthcare system, to contribute to disease management and ensure equitable access for the patient and society.

5.4.1. Ferrer Pricing Model for Excellence (F-PRIME)

We have a **Global Pricing Policy**, which determines how we set the prices of our products. At Ferrer, we operate on the basis of three principles²⁵:

- Value-based pricing, in line with the recommendations of the World Health Organisation (WHO).
- Each market's ability to pay.
- The prices in other countries.

²⁵ We do not engage in predatory price increases or dumping (the practice of selling below the normal price or below cost). To ensure compliance with these principles, we have created a global price governance. This policy is available on the Ferrer intranet and we provide training to people working in the company through our online training platform.

5.4.2. Initiatives and activities of the corporate Market Access department

- **BD new asset assessment.** The Pricing and Market Access departments are involved in assessing new treatments for incorporation into Ferrer’s portfolio.
- **Clinical Development.** The Pricing and Market Access departments are present in the design of clinical studies to ensure that they meet the evidence requirements for the financing of treatments. The aim is to achieve equitable and timely access for those patients in need of treatment.
- **Evidence Generation.** We have generated evidence to show that our medicines are efficient for the healthcare system, making it possible to lower the costs of managing the disease and improving the patients’ survival and quality of life. Examples include the pharmacoeconomic model used to estimate the reduction in cardiovascular events and associated costs when Trinomia is used by patients with a history of myocardial infarction, and the project to conceptualise and validate the cost-effectiveness model in PH-ILD²⁶.

We have generated evidence demonstrating the disease burden on the healthcare system and for patients, as well as unmet medical needs in various pathologies, e.g. in the study Epidemiology and Burden of disease in PH-ILD. We have also generated evidence demonstrating the significant benefits that our medicinal products provide to patients. For instance, in the MCID of 6MWD in PH-ILD project, we demonstrated the minimal clinically important difference in the 6-minute walking distance test in patients with pulmonary hypertension associated with interstitial lung disease.

5.4.3. Expanded Access Programs

At Ferrer, we offer eligible candidates the possibility of benefiting from therapies outside of clinical trials and prior to obtaining regulatory approval through **Expanded Access Programs (EAP).**

What is an Expanded Access Program (EAP)?

The expanded access programs (including Compassionate Use, Early Access, Managed Access, Named Patient Programs [NPPs], among others), are potential pathways for people with an immediately life-threatening condition or serious disease to obtain access to an investigational medical product for treatment outside of clinical trials when no comparable or satisfactory alternative therapy options are available.

Who can join an EAP?

Expanded access may be appropriate, provided that it is assessed and proposed by the relevant healthcare professional and local legislation allows, when all of the following conditions are met:

- The person has a life-threatening, long-lasting or seriously debilitating illness.
- The disease cannot be treated satisfactorily with any currently authorised medicine.
- Patient enrolment in a clinical trial isn't possible.

²⁶ Pulmonary hypertension (PH) and interstitial lung disease (ILD).

5.5. Where we are directly present

EUROPE

Spain

- HQ L'illa centre (Barcelona)
- Pharmaceutical production plant (Sant Cugat del Vallès)
- Pharmaceutical production plant (Esplugues de Llobregat)
- Chemical production plant (Sant Cugat del Vallès)
- Logistics Centre (Sant Feliu de Buixalleu)
- Sales network

Portugal

- Head Office (Lisbon)
- Sales network

DEPAC (acronym for Germany, Poland, Austria and the Czech Republic)

- Head office (Herzogenrath)
- Sales network

BENELUX (acronym for Belgium, the Netherlands and Luxembourg)

- Head office (Breda)
- Sales network

AMERICAS

Mexico

- Head Office (Mexico City)
- Quality laboratory (Mexico City)
- Sales network

Central America and the Caribbean (with headquarters in Costa Rica)

- Head office (San José)
- Sales network

Peru

- Head office (Lima)
- Sales network

Chile

- Head Office (Santiago de Chile)
- Sales network

United States

- R&D Centre (Fremont, California)

Additional content credits

Great People

Hours of training per person

Base year	Base year value	Units	Value 2021	Value 2022	Value 2023	Value 2024	Base year variation	Variation 2024-2023
2019	26.0	hours	57.3	67.8	65.3	27	3.85%	-58.65%

Participation in training programmes

Base year	Base year value	Units	Value 2021	Value 2022	Value 2023	Value 2024	Base year variation	Variation 2024-2023
2021	29.0%	% of people trained	29.0%	49.6%	56.5%	53.5%	84.48%	-5.31%

Hours dedicated to the Wellbeing Programme

Base year	Base year value	Units	Value 2021	Value 2022	Value 2023	Value 2024	Base year variation	Variation 2024-2023
2022	9,538	hours	---	9,538	6,755.5	6,646.50	-30.32%	-1.61%

Liveable Planet

Ferrer’s carbon footprint²⁷

Base year	Base year value	Units	Value 2021	Value 2022	Value 2023	Value 2024	Base year variation	Variation 2024-2023
2019	17,856	t CO ₂ e	12,871	13,917	12,599	11,699	-34.48%	-7.14%

Waste recovery

Base year	Base year value	Units	Value 2021	Value 2022	Value 2023	Value 2024	Base year variation	Variation 2024-2023
2019	57.0%	% recovery	76.5%	85.0%	82.25%	83.92%	47.23%	2.03%

Collective Action

Volunteer hours

Base year	Base year value	Units	Value 2021	Value 2022	Value 2023	Value 2024	Base year variation	Variation 2024-2023
2021	1,500	hours	1,500	4,089	11,347	7,722	414.80%	-31.95%

²⁷ The scope of the indicator includes HQ Illa, SFB logistics centre, FISA Pharmaceuticals, Interquim, Mexico, Alexza (US), Portugal, Kazakhstan, Germany, Peru, Costa Rica, Argentina and Chile. Scope 3 considers the categories of business travel, employee commuting, waste generated in operations and packaging. As of 2022, the centres in Kazakhstan and Argentina have not been operational and are therefore not included in the scope of the indicator

About this report

Global Reporting Initiative (GRI): 2-1, 2-2, 2-3, 2-14, 3-1, 3-2

This Non-Financial Information Statement includes the non-financial information of Grupo Ferrer Internacional, S.A. and its subsidiaries, as detailed in the Group’s consolidated annual accounts, referring to the financial year 2024 (from 1 January to 31 December 2024). Through this document, the organisation responds to the non-financial and diversity information requirements set out in Spanish Law 11/2018 of 29 December.

The information included in this Non-Financial Information Statement includes all aspects identified as material and aligned with the requirements of the Spanish Law on disclosure of non-financial and diversity information. The report has also been prepared with reference to the GRI Standards.

If you have any queries regarding the content of the report, please contact Ferrer’s Communications Department: [**comunicacion@ferrer.com**](mailto:comunicacion@ferrer.com)

Double materiality

Aware of the importance of focusing our efforts on the objectives with the greatest impact arising from our business activities – not only environmentally but also for our stakeholders – in 2023 we carried out our first double-materiality assessment.

A double materiality assessment extends the traditional concept of a materiality assessment, integrating two perspectives to determine which issues are material: firstly, those that have a greater social, environmental and

governance (ESG) impact, with attention to their scale (severity), scope and remediability; and secondly, those that have a financial impact on the company.

Methodologically, this approach starts with an initial analysis from both perspectives and then contrasts the results with our stakeholders.

Various references have been taken into account when developing the analysis: from the previous materiality assessment, our 2021–2025 Strategic Plan, the B Corp standard, sustainability indices (DJSI, CDP, Ecovadis, SASB Standards) and current regulations. For the identification of material issues, negative and positive ESG impacts, as well as potential risks and opportunities have been identified over a 10-year timeframe, based on the following criteria:

Perspective of ESG impact

- **Impact:** Rating (severity), scope and possibility of remediability
- **Likelihood:** Country risk, sectoral risk and business risk

Financial perspective

- **Impact:** Continuity of use of resources and reliance on relationships
- **Likelihood:** Recognition and time period

The stakeholders involved in the process of analysis, and who were consulted via an online survey, include our Ferrer employees, prescribers and customers, partners, suppliers and licensors, public authorities, collaborators, patients’ associations and foundations, among others.

As a result, we identified the priority topics on which to work in relation to our business model and strategic plan, which rests on the development of our activity, excellence in governance processes and the three pillars of our corporate purpose: **Great People, Liveable Planet and Collective Action.**

Material topics

The material topics are those with the greatest impact, both in terms of their effect on society and on the company’s value.

How we do business

- Economic and fiscal development
- Sectoral partnerships and collaboration
- Responsible supply chain management
- Transparency
- Ethics and compliance

Great People

- Job creation
- Remuneration and benefits
- Working hours
- Talent and professional development
- Work climate and job stability
- Diversity, inclusion and non-discrimination

Liveable Planet

- Mitigation and adaptation to climate change
- Sustainable mobility and logistics
- Waste management.
- Water management
- Energy use, self-sufficiency and energy efficiency
- Chemical and solvent management
- Environmental management of facilities

Collective Action

- Contribution to the local community
- Access to health
- Access to education
- Food for vulnerable groups
- Promote employability among vulnerable groups
- Collective action

Our activity

- Prices and access to markets
- Innovation in medicines and health products
- Impact on health and pharmacovigilance
- Quality and safety of the medicine or health product
- Ethical relationship with healthcare professionals
- Relationship with partners, commercial distributors and customers
- Relationship with the patient

In each section of this report we explain, for every material topic, how we manage it, our 2024 performance and our future targets.

Table of contents required by Law 11/2018

Scope	Contents	LINKAGE WITH GRI	Page	Comments
Business model	Business environment.	GRI 2-6 a., b. and c.	6, 41, 164	
	Organisation and structure	GRI 2-1 b.	36, 41, 164	
		GRI 2-9 a.		
	Markets in which it operates	GRI 2-1 d.	41, 164	
	Targets and strategies		8, 36, 41	
	Factors and trends that may affect its future evolution		6, 41	
Materiality	Materiality	GRI 3-1	185	
		GRI 3-2		
Policies and results	A description of the policies that the group applies with respect to these issues, which will include: - due diligence procedures applied for the identification, assessment, prevention and mitigation of risks and significant impacts. - verification and control procedures, including the measures taken.	GRI 3-3 c., d. and e.	41, 78, 118, 148, 164	
	The results of these policies, which must include relevant non-financial key performance indicators that allow: - the monitoring and evaluation of progress and - that promote comparability across companies and sectors in accordance with the national, European or international reference frameworks used for each subject.	GRI 3-3 e.		

Scope	Contents	LINKAGE WITH GRI	Page	Comments
Short-, medium- and long-term risks	<p>The main risks related to these issues associated with the group’s activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in these areas, and</p> <ul style="list-style-type: none">- how the group manages these risks.- explaining the procedures used to detect and assess these risks in accordance with the national, European or international frameworks of reference for each subject.- information on the identified impacts must be included, providing a breakdown of such impacts, particularly the main risks in the short, medium and long term.	GRI 3-3 a. and b.	41	
KPIs	<p>Non-financial key performance indicators relevant to the specific business activity that meet the criteria of comparability, materiality, relevance and reliability.</p> <ul style="list-style-type: none">- in order to facilitate comparison of information over time and between entities, non-financial key performance indicator standards that can be generally applied, comply with the European Commission’s guidelines on this matter, and align with the Global Reporting Initiative standards shall be used. The national, European or international framework used for each subject shall be mentioned in the report.- the non-financial key performance indicators should be applied to each section of the non-financial information statement (NFIS).- these indicators must be useful and consistent with the parameters used in the group’s internal risk assessment and management procedures, taking into account the specific circumstances.- in any case, the submitted information must be accurate, comparable and verifiable.	GRI 3-3 e.ii.	41, 78, 118, 148, 164	Each section of the NFIS has an associated GRI where it is linked to KPIs
Information on environmental issues	Environmental management			
	<p>1) Detailed information on the current and foreseeable effects of the company’s activities on the environment, and on health and safety where appropriate. This should include environmental assessment or certification procedures</p> <p>2) Resources dedicated to preventing environmental hazards</p> <p>3) Application of the precautionary principle and the number of provisions and guarantees for environmental risks</p>	GRI 3-3 a., b and d	21, 118	

Scope	Contents	LINKAGE WITH GRI	Page	Comments
Information on environmental issues	Pollution			
	1) Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment. 2) Taking into account any form of atmospheric pollution specific to an activity, including noise and light pollution	GRI 3-3.d	21, 118	
	Circular economy and waste prevention and management			
	Waste: Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	GRI 3-3.d	21, 118	
		GRI 306-3 a.	21, 118	
	Actions to combat food waste	GRI 3-3.d	118	Food waste is not a material issue for Ferrer.
	Sustainable use of resources			
	Water consumption and water supply in accordance with local constraints	GRI 303-3 a.	118	
	Consumption of raw materials and the measures taken to improve the efficiency of their use	GRI 3-3.d	118	
		GRI 301-1	118	
	Direct and indirect consumption of energy	GRI 302-1 a., b., c., d. and e.	118	
	Measures taken to improve energy efficiency	GRI 3-3.d	21, 118	
	Use of renewable energies	-	118	

Scope	Contents	LINKAGE WITH GRI	Page	Comments
Information on environmental issues	Climate change			
	The important elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces.	GRI 305-1 a.	21, 118	
		GRI 305-2 a.	21, 118	
		GRI 305-3 a.	21, 118	
		GRI 305-7 a.	21, 118	
	The measures adopted to adapt to the consequences of climate change.	GRI 3-3.d	118	
	The reduction targets established voluntarily in the medium and long term to reduce greenhouse gas emissions and the measures taken for this purpose.	GRI 3-3 e.ii.	21, 118	
	Protection of biodiversity			
	Measures to preserve or restore biodiversity.	GRI 3-3.d	21, 118	
	Impacts caused by activities or operations in protected areas	GRI 304-2 a. and b.	21, 118	
Information on social and personnel issues	Employment			
	Total number and distribution of employees by sex, age, country and professional classification	GRI 2-7 a.	78	
		GRI 405-1 b.	78	
	Total number and distribution of types of work contract	GRI 2-7 b.	78	
	Annual average of permanent contracts, temporary contracts and part-time contracts by sex, age and occupational classification	-	78	
	Number of dismissals by sex, age and professional classification	GRI 401-1 b.	78	
	Average remuneration and its evolution broken down by sex, age and professional classification or equal value	-	78	
	Pay gap, the remuneration of equal or average jobs in the company.	GRI 405-2 a.	78	

Scope	Contents	LINKAGE WITH GRI	Page	Comments
Information on social and personnel issues	The average remuneration of directors and executives, including variable remuneration, allowances, severance pay, payment to long-term pension schemes and any other amount received broken down by sex	-	78	
	Implementation of work disconnection policies	GRI 3-3 c.	78	
	Employees with disabilities	GRI 405-1 b.iii.	78	
	Organization of work			
	Organization of working hours	GRI 3-3.d	78	
	Number of hours of absence	-	78	
	Measures designed to facilitate balance and foster the co-responsible enjoyment of this benefit by both parents	GRI 3-3.d	14, 78	
	Health and safety			
	Occupational health and safety conditions	GRI 403-1 a.	20, 78	
		GRI 403-2 a.	20, 78	
		GRI 403-3 a.	20, 78	
		GRI 403-5 a.	20, 78	
		GRI 403-6 a. and b.	20, 78	
	Occupational accidents, in particular their frequency and severity, occupational diseases; broken down by gender	GRI 403-9 a.ii and iii	78	
		GRI 403-10 a.ii	78	
	Social relations			
	Organisation of social dialogue, including procedures for informing and consulting staff and negotiating with them	GRI 3-3.d	78	
	Percentage of employees covered by collective bargaining agreements by country	GRI 2-30 a.	78	

Scope	Contents	LINKAGE WITH GRI	Page	Comments
Information on social and personnel issues	Assessment of collective agreements, particularly in the field of occupational health and safety	-	78	
	Mechanisms and procedures that the company has in place to promote the involvement of workers in the management of the company, in terms of information, consultation and participation	GRI 3-3.d	78	
	Training			
	Policies implemented in the field of training	GRI 3-3 c.	78	
	The total number of hours of training by professional category	GRI 404-1 a.ii.	78	
	Disability			
	Universal accessibility for people with disabilities.	GRI 3-3.d	78	
	Equality			
	Measures taken to promote equal treatment and equal opportunities between women and men.	GRI 3-3.d	14, 78	
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, on the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, the integration and universal accessibility of people with disabilities	GRI 3-3.d	14, 78	
Information on respect for human rights	Policy against all types of discrimination and, where appropriate, for managing diversity	GRI 3-3 c.	14, 78	
	Application of due diligence procedures in the field of human rights;	GRI 3-3.d	14, 78	
	Prevention of the risks of violation of human rights and, where appropriate, measures to mitigate, manage and redress any abuses committed	GRI 3-3.d	14, 78	
	Complaints about cases of human rights violations	-	14, 78	
	Promotion and compliance with the provisions of the fundamental conventions of the International Labor Organization regarding respect for freedom of association and the right to collective bargaining.	GRI 2-23 b	14, 78	

Scope	Contents	LINKAGE WITH GRI	Page	Comments
Information on respect for human rights	The elimination of discrimination in employment and professional life	GRI 2-23 b	14, 78	
	The elimination of forced or compulsory labour	GRI 2-23 b	14, 78	
	The effective abolition of child labour	GRI 2-23 b	14, 78	
Information relating to the fight against corruption and bribery	Measures taken to prevent corruption and bribery	GRI 3-3.d	8, 41	
	Measures to combat money laundering	GRI 3-3.d	8, 41	
	Contributions to foundations and non-profit organizations	GRI 201-1 a.ii.	8, 41	
Information about the company	The company's commitments to sustainable development			
	The impact of the company's activity on employment and local development.	GRI 3-3.d	29, 148	
	The impact of the company's activity on local populations and within the territory.	GRI 3-3.d	29, 148	
	The relationships maintained with players in local communities and the types of dialogue with them.	GRI 3-3.d	29, 148	
	Partnership or sponsorship actions	GRI 2-28	29, 148	
	Subcontracting and suppliers			
	The inclusion of social issues, gender equality and environmental issues in the procurement policy	GRI 3-3 c.	8, 41	
	Consideration of its social and environmental responsibility in relations with suppliers and subcontractors.	GRI 3-3.d	8, 41	
	Supervision systems and audits and findings of the same	GRI 308-2 a.	8, 41	
		GRI 414-2 a.		
	Consumers			
	Measures for the health and safety of consumers.	GRI 3-3.d	36, 164	
	Claims systems, complaints received and resolution of these.	GRI 2-25 b.	36, 164	

Scope	Contents	LINKAGE WITH GRI	Page	Comments
Information about the company	Tax information			
	Profits obtained on a country-by-country basis.	GRI 201-1 a.ii.	41	
	Taxes paid on profits	GRI 201-1 a.ii.	41	
	Public subsidies received.	GRI 201-4 a.iii	41	

Global Reporting Initiative (GRI) Content index

Ferrer has presented the information cited in this GRI content index for the period 01/01/2024 to 31/12/2024 using the GRI Standards as a reference.

GRI 1 used: GRI 1: Fundamentals 2021

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
General Contents				
GRI 2: General Contents 2021	1. The organisation and its reporting practices			
	2-1 Organisational details	185		
	2-2 Entities included in the presentation of sustainability reports	185		
	2-3 Reporting period, frequency and point of contact	185		
	2-4 Updating of information	N/A		
	2-5 External verification	This 2024 Non-Financial Information Statement (NFIS) was verified by Deloitte		
	2. Activities and workers			
	2-6 Activities, value chain and other business relationships	164		
	2-7 Employees	78	8 - 10	8.5 - 10.3
	3. Governance			
	2-9 Governance structure and composition	41	5 - 16	5.5 - 16.7

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
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GRI 2: General Contents 2021	2-11 Chair of the highest governance body	41	16	16.6
	2-12 Role of the highest governing body in overseeing the management of impacts	41	16	16.7
	2-13 Delegation of responsibility for impact management	41		
	2-14 Role of the highest governing body in presenting sustainability reports	185		
	2-15 Conflicts of interest	41	16	16.6
	2-17 Chair of the highest governance body	41		
	4. Strategy, policies and practices			
	2-22 Sustainable development strategy statement	3		
	2-23 Commitments and policies	41	16	16.3
	2-24 Incorporating commitments and policies	41		
	2-28 Membership of associations	148		
	5. Stakeholder engagement			
	2-29 Approach to stakeholder engagement	148		
	2-30 Collective bargaining agreements	78	8	8.8

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
Material topics				
GRI 3: Material Topics 2021	3-1 Process of determining the material topics	185		
	3-2 List of material topics	185		
MATERIAL TOPICS GREAT PEOPLE				
Job creation				
GRI 3: Material Topics 2021	3-3 Management of material topics	78		
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and staff turnover	78	5 - 8 - 10	5.1 - 8.5 - 8.6 - 10.3
	401-3 Parental leave	78	5 - 8	5.1 - 5.4 - 8.5
Remuneration and benefits				
GRI 3: Material Topics 2021	3-3 Management of material topics	78		
GRI 202: MARKET PRESENCE 2016	202- 1 Ratios of standard entry-level wage by gender compared to local minimum wage	78	1 - 5 - 8	1.2 - 5.1 - 8.5
GRI 401: EMPLOYMENT 2016	401-2 Benefits for full-time employees that are not provided to part-time or temporary employees	78	2 - 5 - 8	3.2 - 5.4 - 8.5

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016	405-2 Ratio of basic salary and remuneration of women versus men	78	5 - 8 - 10	5.1 - 8.5 - 10.3
Talent and professional development				
GRI 3: Material Topics 2021	3-3 Management of material topics	78		
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per employee per year	78	4 - 8 - 10	4.3 - 4.4 - 4.5 - 5.1 - 8.2 - 8.5 - 10.3
	404-2 Employee skills enhancement programmes and transition assistance programmes	78	8	8.2 - 8.5
	404-3 Percentage of employees receiving regular performance and career development appraisals	78	5 - 8 - 10	5.1 - 8.5 - 10.3
Diversity, inclusion and non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 78		
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016	405-1 Diversity of governing bodies and employees	41	5 - 8	5.1 - 5.5 - 8.5
GRI 406: NON-DISCRIMINATION 2016	406-1 Cases of discrimination and corrective actions taken	78	5 - 8	5.1 - 8.8
Working hours				

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
GRI 3: Material Topics 2021	3-3 Management of material topics	78		
Work climate and job stability				
GRI 3: Material Topics 2021	3-3 Management of material topics	78		
GRI 402: LABOUR/ MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods for operational changes	78	8	8.8
MATERIAL TOPICS LIVEABLE PLANET				
Mitigation and adaptation to climate change				
GRI 3: Material Topics 2021	3-3 Management of material topics	118		
GRI 305: EMISSIONS 2016	305-1 Direct GHG emissions (Scope 1)	118	3 - 12 - 13 - 14 - 15	3.9 - 12.4 - 13.1 - 14.3 - 15.2
	305-2 Indirect GHG emissions from energy generation (Scope 2)	118	3 - 12 - 13 - 14 - 15	3.9 - 12.4 - 13.1 - 14.3 - 15.2
	305-3 Other indirect GHG emissions (Scope 3)	118	3 - 12 - 13 - 14 - 15	3.9 - 12.4 - 13.1 - 14.3 - 15.2
	305-4 GHG emissions intensity	118	13 - 14 - 15	13.1 - 14.3 - 15.2
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant atmospheric emissions	118	3 - 12 - 14 - 15	3.9 - 12.4 - 14.3 - 15.2

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
Sustainable mobility and logistics				
GRI 3: Material Topics 2021	3-3 Management of material topics	118		
Waste management.				
GRI 3: Material Topics 2021	3-3 Management of material topics	118		
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	118	3 - 6 - 11 - 12	3.9 - 6.3 - 6.6 - 6.a - 6.b - 11.6 - 12.4 - 12.5
	306-2 Management of significant waste-related impacts	118	3 - 6 - 8 - 11 - 12	3.9 - 6.3 - 8.4 - 11.6 - 12.4 - 12.5
	306-3 Waste generated	118	3 - 6 - 11 - 12 - 15	3.9 - 6.6 - 11.6 - 12.4 - 12.5 - 15.1
	306-4 Waste diverted from disposal	118	3 - 11 - 12	3.9 - 11.6 - 12.4 - 12.5
	306-5 Waste for disposal	118	3 - 6 - 11 - 12 - 15	3.9 - 6.6 - 11.6 - 12.4 - 12.5 - 15.1
Water management				
GRI 3: Material Topics 2021	3-3 Management of material topics	118		

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
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GRI 303: WATER AND EFFLUENTS 2018	303-1 Interaction with water as a shared resource	118	6 - 12	6.3 - 6.4 - 12.4
	303-2 Management of impacts related to water discharges	118	6	6.3
	303-3 Water extraction	118	6	6.4
Energy use, self-sufficiency and energy efficiency				
GRI 3: Material Topics 2021	3-3 Management of material topics	118		
GRI 302: ENERGY 2016	302-1 Energy consumption within the organisation	118	7 - 8 - 12 - 13	7.2 - 7.3 - 8.4 - 12.2 - 13.1
	302-3 Energy intensity	118	7 - 8 - 12 - 13	7.3 - 8.4 - 12.2 - 13.1
Chemical and solvent management				
GRI 3: Material Topics 2021	3-3 Management of material topics	118		
Environmental management of facilities				
GRI 3: Material Topics 2021	3-3 Management of material topics	118		
MATERIAL TOPICS COLLECTIVE ACTION				
Contribution to the local community				
GRI 3: Material Topics 2021	3-3 Management of material topics	148		

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	148	5 - 9 - 11	5.4 - 9.1 - 9.4 - 11.2
	203-2 Significant indirect economic impacts	148	1 - 3 - 8	1.2 - 1.4 - 3.8 - 8.2 - 8.3 - 8.5
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community participation, impact assessments and development programmes	148		
Access to health				
GRI 3: Material Topics 2021	3-3 Management of material topics	148		
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	148	5 - 9 - 11	5.4 - 9.1 - 9.4 - 11.2
	203-2 Significant indirect economic impacts	148	1 - 3 - 8	1.2 - 1.4 - 3.8 - 8.2 - 8.3 - 8.5
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community participation, impact assessments and development programmes	148		
Access to education				
GRI 3: Material Topics 2021	3-3 Management of material topics	148		
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	148	5 - 9 - 11	5.4 - 9.1 - 9.4 - 11.2
	203-2 Significant indirect economic impacts	148	1 - 3 - 8	1.2 - 1.4 - 3.8 - 8.2 - 8.3 - 8.5

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community participation, impact assessments and development programmes	148		
Food for vulnerable groups				
GRI 3: Material Topics 2021	3-3 Management of material topics	148		
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	148	5 - 9 - 11	5.4 - 9.1 - 9.4 - 11.2
	203-2 Significant indirect economic impacts	148	1 - 3 - 8	1.2 - 1.4 - 3.8 - 8.2 - 8.3 - 8.5
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community participation, impact assessments and development programmes	148		
Promote employability among vulnerable groups				
GRI 3: Material Topics 2021	3-3 Management of material topics	148		
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	148	5 - 9 - 11	5.4 - 9.1 - 9.4 - 11.2
	203-2 Significant indirect economic impacts	148	1 - 3 - 8	1.2 - 1.4 - 3.8 - 8.2 - 8.3 - 8.5
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community participation, impact assessments and development programmes	148		
Collective action				

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
GRI 3: Material Topics 2021	3-3 Management of material topics	164		
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	148	5 - 9 - 11	5.4 - 9.1 - 9.4 - 11.2
	203-2 Significant indirect economic impacts	148	1 - 3 - 8	1.2 - 1.4 - 3.8 - 8.2 - 8.3 - 8.5
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community participation, impact assessments and development programmes	148		
MATERIAL TOPICS BUSINESS FOCUS				
Prices and access to markets				
GRI 3: Material Topics 2021	3-3 Management of material topics	164		
Innovation in medicines and health products				
GRI 3: Material Topics 2021	3-3 Management of material topics	164		
Relationship with the patient				
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 164		
Impact on health and pharmacovigilance				
GRI 3: Material Topics 2021	3-3 Management of material topics	164		

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
Quality and safety of the medicine or health product				
GRI 3: Material Topics 2021	3-3 Management of material topics	164		
GRI 416: CLIENT HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	164		
	416-2 Cases of non-compliance concerning health and safety impacts of product and service categories	No cases of non-compliance have been identified regarding the health and safety impacts of product and service categories.	16	16.3
GRI 417: MARKETING AND LABELLING 2016	417-1 Requirements for product and service information and labelling	164	12	12.8
Ethical relationship with healthcare professionals				
GRI 3: Material Topics 2021	3-3 Management of material topics	41		
Relationship with partners, commercial distributors and customers				
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 164		
MATERIAL TOPICS GOVERNANCE				
Economic and fiscal development				
GRI 3: Material Topics 2021	3-3 Management of material topics	41		

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
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GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	41	8 - 9	8.1 - 8.2 - 9.1 - 9.4 - 9.5
	201-3 Defined-Benefit Plan obligations and other retirement plans	The organisation does not have its own pension plan.		
	201-4 Financial assistance received from government	41		
GRI 207: TAX 2019	207-1 Approach to tax	41	1 - 10 - 17	1.1 - 1.3 - 10.4 - 17.1 - 17.3
Transparency				
GRI 3: Material Topics 2021	3-3 Management of material topics	41		
Sectoral partnerships and collaboration				
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 148, 164		
Responsible supply chain management				
GRI 3: Material Topics 2021	3-3 Management of material topics	41		
GRI 204: SUPPLY SOURCING PRACTICES 2016	204-1 Proportion of expenditure on local suppliers	41	8	8.3

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
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GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016	308-2 Negative environmental impacts in the supply chain and actions taken	41		
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	47 out of 2,049 suppliers (2.3%) have high or very high risk according to Ecovadis IQ	8	8.8
GRI 408: CHILD LABOUR 2016	408-1 Operations and suppliers with significant risk of child labour cases	47 out of 2,049 suppliers (2.3%) have high or very high risk according to Ecovadis IQ	5 - 8 - 16	5.2 - 8.7 - 16.2
GRI 409: FORCED OR COMPULSORY LABOUR 2016	409-1 Operations and suppliers with significant risk of cases of forced or compulsory labour	47 out of 2,049 suppliers (2.3%) have high or very high risk according to Ecovadis IQ	5 - 8	5.2 - 8.7
GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS 2016	414-2 Negative social impacts in the supply chain and actions taken	41	5 - 8 - 16	5.2 - 8.8 - 16.1
Ethics and compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	41		

GRI STANDARD / OTHER SOURCE		PAGE	AGENDA 2030	
			SDG	TARGET
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	41	16	16.5
	205-2 Communication and training on anti-corruption policies and procedures	41	16	16.5
	205-3 Confirmed incidents of corruption and measures taken	41. No corruption cases were confirmed in 2024	16	16.5
GRI 206: UNFAIR COMPETITION 2016	206-1 Legal actions related to unfair competition, monopoly practices and anti-competitive practices	41. In 2024, neither Ferrer nor any of its subsidiaries were involved in any proceedings or litigation in relation to unfair competition, monopolistic practices or against free competition.	16	16.3
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions	Ferrer does not make contributions to political parties.	16	16.5
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data	41. In 2024, two confidentiality breaches occurred which, thanks to the measures implemented, have not entailed a risk to the rights and freedoms of the data subjects.	16	16.3 - 16.10

Formulation Due Diligence

The non-Financial Information Statement for the year ended 31 December 2024 was prepared by the Directors on 31 March 2025 and is set out on 106 sheets of paper, numbered 1 to 211 on the front and back, and all documents were signed by the Directors by affixing their signatures next to their respective first and last names.

Barcelona, 31 March 2025

Sergio Ferrer-Salat Serra di Migni

José Vilarasau Salat

Mario Rovirosa Escosura

