

CLIMATE TRANSITION PLAN 2024



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

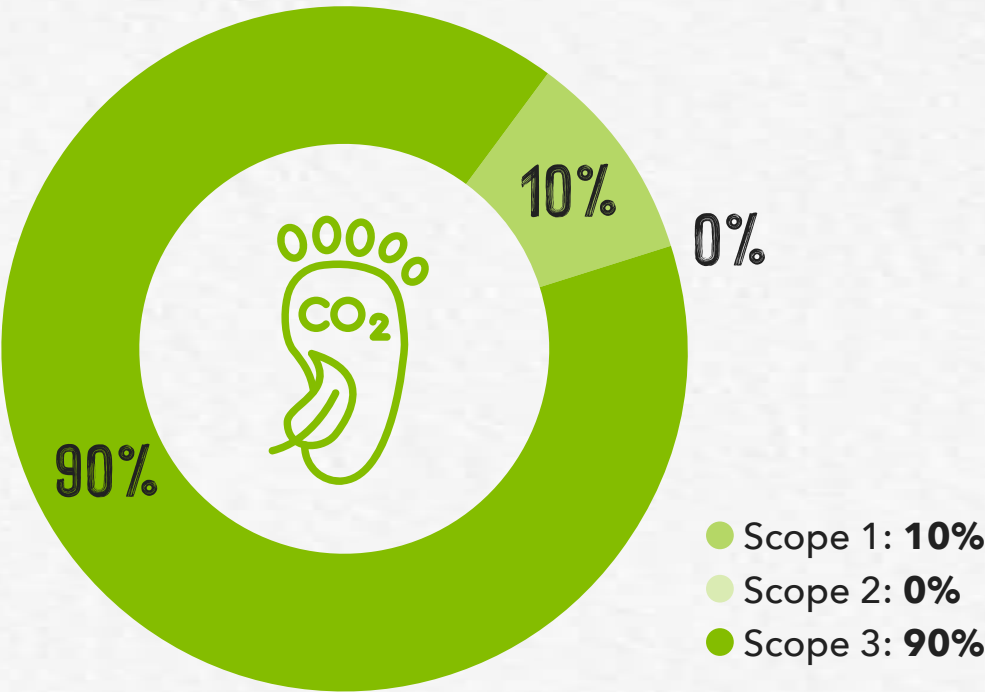
At Ferrer we have one goal – to be a carbon-positive company – and a plan to get there: the **Climate Transition Plan (CTP)**. The plan deploys every one of our climate-change mitigation levers and sets out in detail the actions to meet our 2030 targets. Notably, delivering 93% of the actions scheduled 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.

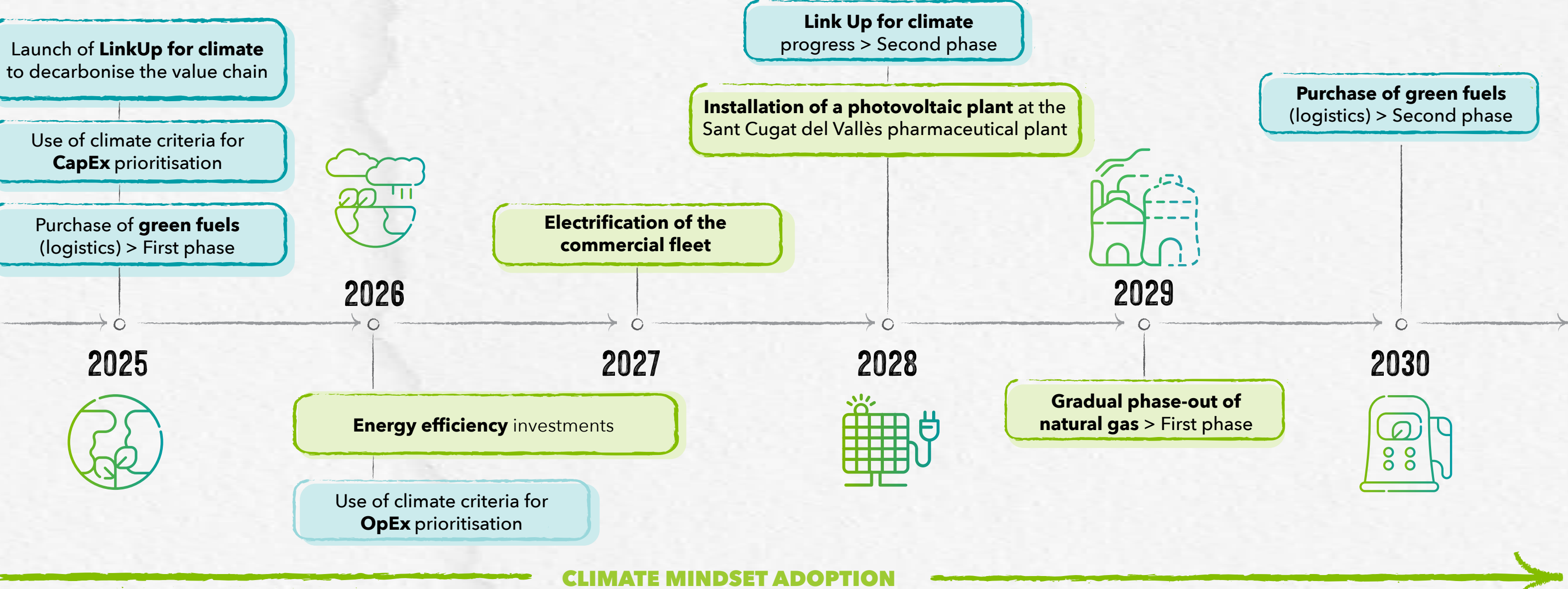
Our carbon footprint

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.



ANNEXES

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

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.

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)

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.

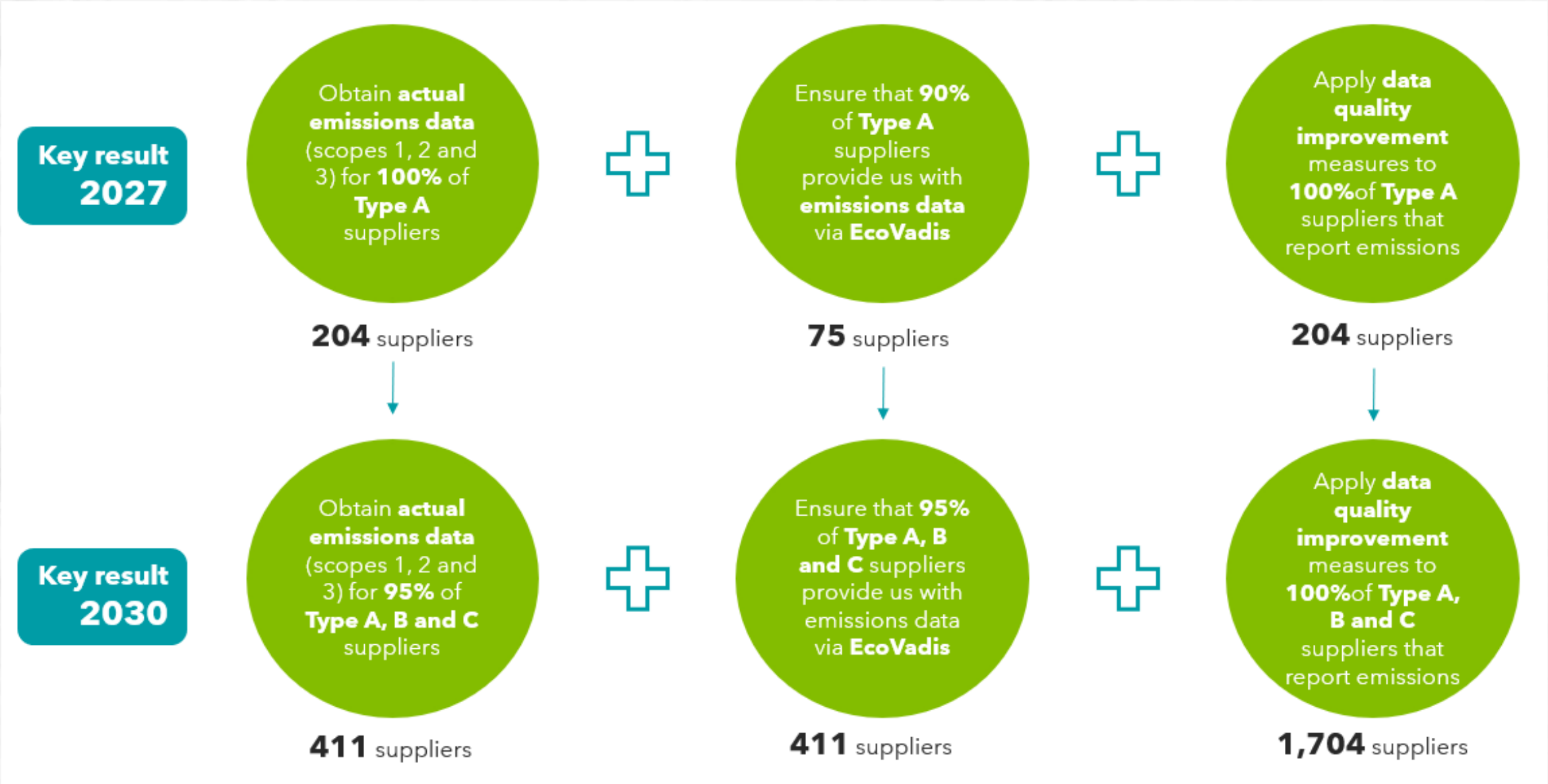
In addition to electrification, we are implementing further measures, including regular consumption monitoring, safe driving courses and route optimisation. These will soon be complemented by artificial intelligence tools to enhance the company's mobility efficiency even further.

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
● 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.).	● Set up internal control mechanisms to identify significant errors in the data supplied to Ferrer.	● 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.	● 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.

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.

