

Laboratorio REIG JOFRE, S.A.
and Subsidiaries

SUSTAINABILITY REPORT 2024

FEBRUARY 2025

REIG  JOFRE



STATEMENT

This Report does not contain confidential material and may include public market information that has not been independently verified by Reig Jofre.

The information contained in this Report should not be considered as advice or a recommendation to investors or potential investors regarding the holding, purchase, or sale of Reig Jofre shares, and does not take into account their specific investment objectives, financial situation, or needs.

This Report may contain forward-looking statements, including statements regarding Reig Jofre's intentions, beliefs, and expectations concerning its business and operations, market conditions, operating results and financial position, capital adequacy, specific provisions, and risk management practices. Readers should not place undue reliance on these forward-looking statements.

Reig Jofre assumes no obligation to publicly disclose the outcome of any review of these forward-looking statements to reflect the occurrence of unanticipated events. While due care has been taken in preparing the forecast information, actual results may vary materially, either positively or negatively. Forecasts and hypothetical examples are subject to uncertainty and contingencies beyond Reig Jofre's control.

Past performance does not guarantee future results.

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Universalizing science that matters



Health, in today's world, is an increasingly more complex issue. Within this context, at REIG JOFRE, we are deeply committed to our purpose: to universalize essential health solutions that truly matter to people at every stage of their lives. Our vision of science is unique because we always put people first. This is not a mere statement of intent; it is the driving force that shapes our progress, decisions, and ambitions as a company. We are dedicated to transforming the most fundamental and rational aspects of science into applied, human-centered solutions, taking it out of laboratory and into everyday life.

Therefore, at REIG JOFRE, we develop, manufacture, distribute, and commercialize essential health solutions—from prevention and well-being to the most critical and specialized treatments—in every corner of the world. Through our scientific solutions, we seek to universalize healthcare that truly matters, making a tangible difference in people's lives, accompanying them no matter their context or stage in life.

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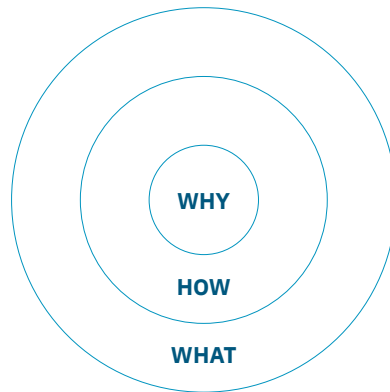
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REIG JOFRE: A global leader in essential health solutions

Our mission is to bridge the gap between scientific research and everyday life, transforming discoveries into solutions that promote health and well-being. Since 1929, we have worked to make healthcare accessible to all, offering innovative solutions that create a significant impact on society. We deeply understand people’s healthcare needs, which is why we continuously innovate and expand internationally, ensuring that our solutions reach as many people as possible. To achieve this, we rely on cutting-edge production technology, collaborate with innovative companies, researchers, and startups, and make constant investments in innovation.

We research, develop, manufacture, and commercialize essential pharmaceutical products in three key areas: Pharmaceutical Technologies, Specialty Pharmacare, and Consumer Healthcare. We have four development and production centers in Europe (two in Toledo, one in Barcelona, and one in Malmö), with commercial teams operating in eight countries.

Alongside our focus on innovation and technology, we are driven by the ambition to internationalize our solutions, positioning ourselves as a leader in productive technology and accelerating the availability of new, innovative treatments for unresolved diseases. Beyond striving to lead in healthcare, we are committed to contributing to industrial and economic development and creating high-quality employment opportunities across Europe.



WHY –
Universalize science that matters.

HOW –
Excelling at essentials through top-notch technological production.

WHAT –
We create, produce, and commercialize solutions that are essential.

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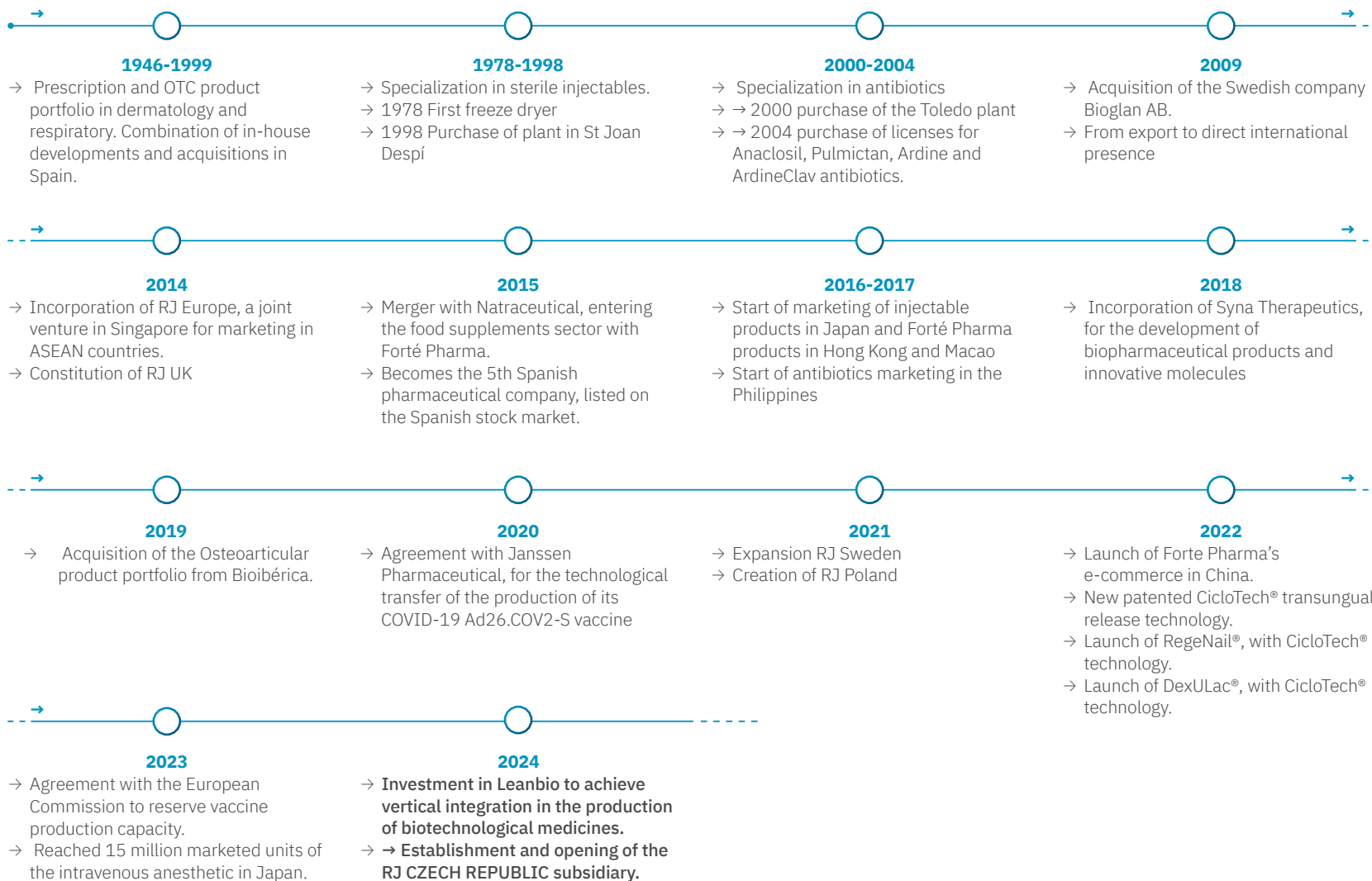
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Our experience and adaptability in industrialization enable us to meet global healthcare needs, both now and in the future.



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REIG JOFRE closes 2024 with solid growth, strengthening its commitment to profitability and internationalization. The company has achieved a turnover of €339 million, representing a 7% increase compared to the previous year, and has improved its operating result by 20%, reaching €12.6 million compared to €10.5 million in 2023. These results reflect the success of the corporate strategy, which focuses on enhancing overall profitability and reinforcing the group's position in the sector.

The key drivers of growth in 2024:



→ **INTERNATIONALIZATION:** International business grew by 13%, now accounting for 59% of total sales. This growth was driven by a combination of direct sales through in-house teams and commercial partnerships. As part of its expansion plan, REIG JOFRE opened a new subsidiary in the Czech Republic in 2024, strengthening its presence in Eastern Europe and increasing market penetration in key regions.

→ **CONTRACT DEVELOPMENT AND MANUFACTURING SERVICES (CDMO):** The recognition of REIG JOFRE'S know-how and advanced technology in pharmaceutical development and manufacturing has been reinforced by strategic agreements such as EU-FAB. The company is making progress toward its goal of increasing the industrial production of high-value-added products with improved margins, optimizing overall business profitability.

→ **PROFITABLE GROWTH WITH PROPRIETARY PRODUCTS:** REIG JOFRE'S own brands and products continue to experience steady growth both nationally and internationally.

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Performance by Business Unit

→ PHARMACEUTICAL TECHNOLOGIES

The global increase in demand for antibiotics was a key factor driving the growth of this division in 2024. The new injectable plant in Barcelona, operational since 2023, has expanded its production capacity for both proprietary products and CDMO services, optimizing its operational efficiency.

Additionally, the plant's profitability improved, as 2024 marked the first full year of implementation of the capacity reservation contract signed with the European Commission in June 2023.

Under this agreement, REIG JOFRE, in partnership with the biotech company CZ Vaccines, signed an agreement with the European Health and Digital Executive Agency (HaDEA) on behalf of the Health Emergency Preparedness and Response Authority (HERA) of the European Commission. The contract aims to ensure the early availability of vaccines in the European Union and the European Economic Area in the event of a health emergency. As part of this commitment, which has an initial duration of four years, REIG JOFRE has reserved up to 30% of the maximum production capacity of its new injectable plant in Barcelona to meet the program's needs. The agreement also requires REIG JOFRE to fulfill specific obligations, primarily related to plant readiness in terms of supplies, equipment, and personnel to guarantee vaccine manufacturing in case of emergency. The company's management maintains strict oversight and compliance measures to ensure all contract requirements are continuously met.

In 2024, REIG JOFRE continued to strengthen its vertical integration in biotechnological drug production with an investment in Leanbio, S.L.

- This move reinforces the company's presence in the biotech sector, solidifying its role as a strategic minority partner of Leanbio and strengthening its position in the vertical integration of recombinant protein development, antibodies, and advanced therapies.
- The company is evolving from fill & finish processes for finished pharmaceutical products toward full vertical integration, encompassing the development, characterization, and production of biotech-based active ingredients. This progress will enable REIG JOFRE to offer an integrated service in biologics, mRNA, and advanced therapies, backed by its cutting-edge expertise in high-value injectable technology.

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→ **SPECIALTY PHARMACARE**

The osteoarticular business, acquired in 2019, continues its solid growth trajectory. Despite increasing competition and slight price adjustments in Spain, international expansion has helped compensate for these challenges.

The dermatology division maintains its growth momentum, driven by the successful launch of recent products such as Dexulac® and Regenail®, treatments designed for onychomycosis and structural nail disorders.

Internationally, the expansion of the osteoarticular and dermatology lines has been strengthened through direct sales and distributor agreements in countries including Libya, Finland, and Vietnam. Additionally, Jordan started pharmaceutical sales, expanding its portfolio beyond dietary supplements, while Azerbaijan was added as a new market for REIG JOFRE in 2024.

In Sweden, REIG JOFRE'S business has experienced significant growth, driven by the expansion of its CDMO services and products, specialized in the production of enteral gels and semi-solid pharmaceuticals using advanced formulations.

→ **CONSUMER HEALTHCARE**

This unit continues to grow in strategic market segments, driven by strong demand for OTC ENT (ear, nose, and throat) and disinfection products, as well as increased demand for nutritional supplements within the Forté Pharma brand.

In 2024, the company strategically discontinued third-party product distribution to focus exclusively on its proprietary Forté Pharma brand, resulting in 14% year-over-year growth. This business model shift has led to improved profitability and reinforced the brand's market positioning.

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Commercial expansion and international growth

REIG JOFRE continues to implement its international commercial expansion strategy, strengthening its presence in key markets and securing new growth opportunities:

- 59% of revenue now comes from international markets
- 89% of revenue is generated in Europe, with 11% from other regions.
- International sales grew by 13%, primarily driven by increased demand for antibiotics and lyophilized injectable products.

Among the fastest-growing markets, we find:

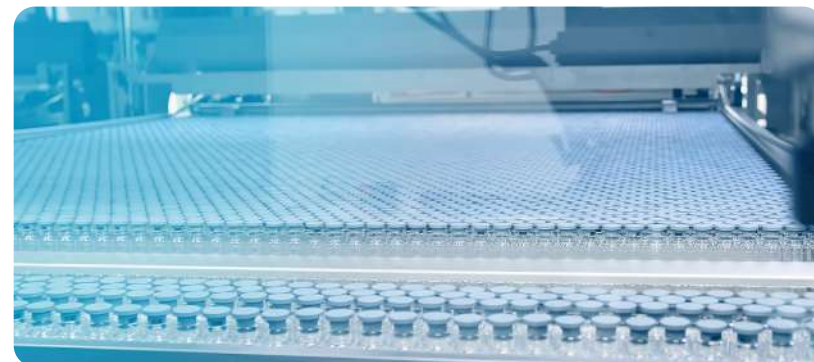
- Poland: 14% growth in osteoarticular product sales.
- Sweden: 19% expansion, driven by CDMO business growth.

This year, REIG JOFRE secured new marketing authorizations in 23 countries, further strengthening its global presence

- The PharmaTech Business Unit obtained 31 approvals for subsidiary-led sales and 12 additional authorizations for commercialization through commercial partners.
- Specialty Pharmacare secured 10 new authorizations for its portfolio, to be distributed through distributors and/or international licensees, including one for which REIG JOFRE itself holds the marketing authorization.

Innovation and development as a growth driver

Investment in Innovation & Development (I&D) remains a key pillar of the Group's growth and expansion strategy, maintaining investment levels in line with previous years. Research and development continue to be a fundamental pillar for competitive differentiation and global expansion.



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→ AN INNOVATIVE DNA

Year after year, we focus on expanding our portfolio, internationalizing it, strengthening our scientific evidence, and developing technological platforms for the medicines of the future.

INNOVATION STRATEGY

Innovation, along with research and development, is part of REIG JOFRE's DNA and one of our fundamental strategic pillars. Throughout our more than 90-year history, we have demonstrated our ability to adapt and innovate through continuous investment in new technologies, R&D, and open collaboration on innovative projects. Our goal is to provide health solutions based on science and technology, supporting people from general well-being to critical hospital situations. We invest in two main areas:

→ **Innovation in therapeutic specialization and our brands.**

We expand our portfolio with differentiated, innovative solutions and invest in our existing products to deliver greater value to both patients and healthcare professionals. Science and technology are the foundations of our developments. We also complement our innovation efforts through collaborations with consortia, startups, and research teams. This synergy of co-development and co-creation forms the basis of our new advancements.

→ **Innovation in specialized industrial technology.**

We develop technological platforms to accelerate patient access to innovative products more efficiently. We leverage our expertise to support innovative companies in the development of their products, from the earliest stages to industrial scale-up. We are equipped for the development and production of vaccines, new advanced biological treatments, advanced therapies, and essential medicines for managing infectious pandemics, as well as strategic pharmaceuticals.

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OUR INNOVATION COMMITMENT

As part of our commitment to innovation and the universalization of healthcare, at REIG JOFRE we partner with industry leaders to drive pioneering projects, develop therapeutic solutions across the entire value chain, and expand access to innovative treatments for patients worldwide.

Collaboration is our way of working and accelerating innovation. From the earliest exploratory and research stages to the creation of new business models, digitalization, and commercialization, we seek collaborative approaches. Depending on the needs and synergies of our capabilities and expertise, we engage in partnerships such as consortia, co-development, co-creation, and commercialization agreements. Likewise, our active involvement in the healthcare ecosystem allows us to contribute our knowledge and strategic vision, participating in various organizations and industry events.



Co-development and co-creation:

- At the portfolio level:
 - › The Syna joint venture for the co-development of biotherapeutics.
 - › The co-creation of dermatological products with Vytrus Biotech.
 - › Co-development of an off-patent injectable for heart failure with Frau-Pharma.
- At the industrial technology level:
 - › Collaboration with Archivel Farma to develop expertise in personalized advanced medicine manufacturing.
 - › Investment in the vertical integration of biologics in partnership with Leanbio.

Consortia for early-stage exploratory research:

- Participation in consortia for highly innovative projects aligned with our technological and therapeutic strategy:
 - › 4DBIOSKIN: participation in the validation and scaling of human skin production using 3D bioprinting technology.
 - › ETERNAL: designing and manufacturing new lipid nanoparticle-based medicines using cleaner, more sustainable processes that reduce waste, energy consumption, and environmental risks.
 - › AMREADY: a public-private consortium initiative to combat antibiotic resistance, supported by Next Generation Europe funding.
 - › DISNANO: antibiotic encapsulation.
 - › ERDERA: a European project focused on rare diseases.

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Strategic collaborations in research and innovation:

- Participation with the University of Barcelona, collaborating in the creation of a podiatric care unit for oncology patients in Spain.
- Collaboration with the Catalan startup DyCare - Digital Rehabilitation to develop innovative solutions that enable patients to perform joint exercises at home, expanding our presence in the Spanish and French markets. This collaboration emerged from the Open Innovation Challenge by ACCIÓ during the Health Revolution Congress 2023.



HEALTH ECOSYSTEM

Driven by our purpose of making essential medicine accessible to people, REIG JOFRE plays a highly active role within the healthcare ecosystem. Our goal is not only to provide effective solutions to society but also to boost innovation, promote technology transfer, and contribute to the development and growth of new companies at the national level.

For this reason, we engage in a wide range of activities within this ecosystem. We work closely with entrepreneurship centers and vocational training institutions, offering our support and expertise to foster the growth of new businesses in the healthcare sector. We also provide mentorship to emerging startups and play active roles in key industry associations such as Catalonia.health, ASEBIO, Farmaindustria, and ASEG, participating in their boards and contributing to the development of industry policies and strategies.

Furthermore, we hold prominent positions with the sector, such as the third vice-presidency of Catalonia.health, and are members of the boards of Biocat and the Parc Científic de Barcelona. We also promote open innovation through collaboration with academic institutions, hospitals, the pharmaceutical industry, and health sector startups, working together on projects that advance scientific and technological progress for the benefit of society.



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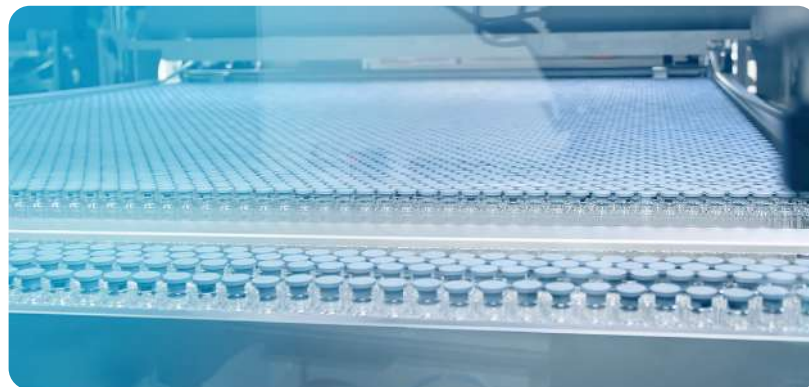
→ SPECIALIZED MANUFACTURING TECHNOLOGY

At REIG JOFRE, we are a European leader in advanced industrial technology. Our technological specialization enables us to develop and produce complex solutions – efficiently, safely, and scalable – while also being a strong partner in accelerating innovation and making it more accessible.

CDMO DEVELOPMENT AND PRODUCTION SERVICES

Our extensive experience in the development and production of innovative drugs (biotechnological products, peptides, vaccines, viral vectors) is combined with our flexible and specialized industrial capacity, allowing us to support innovative companies, biotech firms, and multinational pharmaceutical companies in development and industrialization. We also provide support in analytical development, scaling, and process validation to facilitate approval by regulatory authorities and subsequent commercialization.

We have specialized development and production teams working with various pharmaceutical technologies across our plants in Spain and Sweden. Our expertise is focused on the development and production of sterile injectables and lyophilized products (in Barcelona), complex semi-solids and enteral gels (in Malmö), and beta-lactam antibiotics, which require segregated and specialized facilities (in Toledo).



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International expansion is a key and indispensable component in achieving our goal of providing essential solutions to as many people as possible worldwide. Our entry into more than eight countries through our own commercial teams or via distribution and licensing agreements has driven our growth, allowing us to consolidate our presence in more than 70 countries.

1. **Sweden**
2. **Belgium**
3. **United Kingdom**
4. **France**
5. **Portugal**
6. **Spain**
7. **Poland**
8. **Czech Republic**



Corporate Headquarters

Barcelona

R&D Centers

Barcelona
Toledo
Mónaco
Malmö

Production facilities

Barcelona
Toledo
Malmö

Logistics center

Toledo

Commercial offices

Spain
Belgium
Mónaco
Portugal

United Kingdom
Sweden
Poland
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REIG JOFRE continues its international commercial expansion strategy, strengthening its presence in key markets and securing new growth opportunities:

- 59% of revenue comes from international markets.
- 89% of revenue is generated in Europe, while 11% comes from other regions.
- International sales grew by 13%, driven primarily by demand for antibiotics and lyophilized injectable products. Among the fastest-growing markets:
 - > Poland: 14% growth in sales of the osteoarticular portfolio.
 - > Sweden: 19% expansion, driven by growth in the CDMO

The year 2023 was marked by the reactivation of the industrial investment recovery plan and increased demand for antibiotics, reaffirming our strong commitment to society in providing these essential medicines. Additionally, we finalized an agreement with the European Union to reserve manufacturing capacity for vaccines in the event of future health emergencies. This contract represents significant recognition for REIG JOFRE within the European pharmaceutical ecosystem, as we have been selected as a trusted supplier for the EU and have committed to being prepared for the production of protein-based vaccines in partnership with CZ Vaccine (part of the Zendal group).

In 2024, we continued our strategic international expansion plan with the opening of a new subsidiary in the Czech Republic. The new subsidiary has a commercial team specialized in the pharmaceutical market and operates in collaboration with a local partner, LERAM Pharma. From this location, REIG JOFRE will introduce products in the osteoarticular and dermatology sectors within this new market. This initiative is carried out through our Specialty Pharmcare unit. We aim to further drive growth in these sectors, delivering differentiated value that enhances patients' quality of life and strengthens our leadership in these therapeutic areas.

In a second phase, REIG JOFRE CZECH REPUBLIC will gradually introduce the product line from the Consumer Healthcare unit, including ranges for weight management, energy, stress and sleep, and beauty. In the future, the incorporation of the company's remaining products, such as hospital injectables from the Pharmaceutical Technologies unit, will be considered once the necessary registration processes in the Czech market have been completed.

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REIG JOFRES's expansion is focused on internationalization as a driver of growth, supported by the establishment of subsidiaries in strategic European markets and the formalization of distribution agreements in key countries. Following the opening of its subsidiary in Poland in 2021, which represented a significant step forward in Eastern Europe, the company is now extending its business model to the Czech Republic, strengthening its presence in strategic markets and consolidating its global growth plan.

At the same time, we continue to invest in Spain, Sweden, France, Poland, and the UK, demonstrating our ongoing commitment to innovation and excellence in making essential healthcare more accessible.

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Where excellence is born

At REIG JOFRE, we have a deep and strong commitment to strengthening Europe’s industrial ecosystem, as well as promoting an innovative industry capable of developing and producing essential health molecules. This applies both to the therapeutic field of existing medicines and to the industrialization of cutting-edge medical advancements and the healthcare challenges of the future.

This is why we dedicate our production centers to specialized pharmaceutical technologies, which have high value due to their impact on health. We strive to deliver the highest quality production for both our commercial units and our clients, whether they are distributors or licensees, and we collaborate on third-party projects to bring R&D to its fullest potential in commercial products. We also focus our efforts on developing innovations that contribute to the growth of specialized industrial infrastructure in our country. For these reasons, we remain committed to the continuous improvement of our industrial efficiency and reducing the consumption of natural resources.

In this regard, we have expanded our production and quality teams. As a reflection of our commitment to developing a technologically advanced European industry, in 2024 we have continued investing in specialized and high-tech industry as a strategic pillar to integrate parts of the value chain and initiate the process of vertical integration in the development and production of biotechnological products. Additionally, we have made investments to maintain quality standards and enhance the efficiency of our production lines.

→ **BARCELONA**

The new production plant in Barcelona, authorized by European health authorities, began industrial-scale manufacturing in 2022. By 2024, the plant is fully operational, having created nearly 100 skilled jobs during its expansion phase and increasing its capacity to supply essential pharmaceutical products to both national and international healthcare systems.



→ **MALMÖ**

In 2024, the new manufacturing line at our plant in Malmö, Sweden, is fully operational. It is designed to expand production capacity for enteral gel-based medications, supporting the manufacturing of products from our semi-solids portfolio and serving as a specialized CDMO for technologically advanced semi-solid formulations.

→ **TOLEDO**

At our Toledo plant, we have continued to invest in expanding production capacity for beta-lactam antibiotics, specifically sterile vial facilities for penicillin and cephalosporins. We also maintain ongoing investment in technological upgrades related to our products and manufacturing processes. This approach reflects our continuous commitment to excellence across all phases of our operations.

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At REIG JOFRE, sustainability is a core value that guides all our decisions and actions. We believe that by advancing toward a sustainable future, we directly contribute to global health and well-being. Therefore, sustainability is not just a responsibility but an integral part of our business strategy. Together with the Board of Directors, we have defined key milestones and policy principles for the coming years to ensure that environmental, social, and governance commitments are fully integrated into our business model.

In 2024, REIG JOFRE initiated its first internal materiality analysis with a two-way focus. This assessment allows us, for the first time, to apply the double materiality approach, which considers two perspectives: on one hand, the company’s impact on its environment and society (impact materiality), and on the other, how external factors and various stakeholders influence the company’s reputation and performance (financial materiality).

In 2025, we will continue advancing in this double materiality analysis to determine the sustainability topics most relevant to REIG JOFRE. Our findings will be presented in the sustainability report in accordance with the new EU Directive 2022/2464 of the European Parliament and Council on Corporate Sustainability Reporting (CSRD) next year. Additionally, this analysis will help us prioritize the actions to be implemented, which will be incorporated into our Sustainability Strategy.

We have defined our sustainability strategy based on three pillars:

- Universalizing essential solutions sustainably: we are committed to providing essential health solutions based on science, technology, and effective formulations as the foundation of our value. We ensure accessibility and sustainability by addressing key aspects such as decarbonization, climate change, circular economy, biodiversity, and water management.
- Commitment to people: we are dedicated to supporting our teams and their well-being, as well as the communities we interact with, our environment, and the regions where our products are distributed. We promote people’s health and inclusion and actively participate in community initiatives.
- Active commitment to our values: we integrate our values—ethics, transparency, social commitment, and environmental responsibility—to ensure sustainability throughout the value chain.

For each of these pillars, we are developing a detailed plan that incorporates specific actions and their alignment with the Sustainable Development Goals (SDGs). This approach allows us not only to identify and prioritize the necessary actions but also to ensure that each one is aligned with global objectives. In this way, we guarantee that our initiatives contribute effectively to sustainable development, fostering a positive and lasting impact on both the environment and society.

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At REIG JOFRE, we act with consistency and a clear focus on our purpose. Our corporate culture is built on four key values that drive us to universalize our essential and innovative solutions.

- **Human side of science:** We are approachable and accessible. We are people communicating with people. Universality allows us to recognize the shared humanity in all of us.
- **Tradition of Innovation:** We are always moving forward, anticipating the needs of patients and the evolution of advanced pharmaceutical technologies. Since our beginnings, our resilience and innovation have enabled us to grow sustainably, remain committed to health and the industry, and overcome every challenge we face.
- **Impact makers:** We are committed to always seeking the greatest health impact for the largest number of people, prioritizing the efficiency of our activities and operations to ensure that our actions and solutions create a positive impact on society. Our commitment also extends to the honest relationships we build within our ecosystem, which enable us to play a key role in accelerating innovation.
- **Action-driven:** We are doers; we make things happen, driving progress and accelerating access to healthcare solutions. Cutting-edge science and technology allow us to transform scientific discovery into action, creating value and making healthcare more widely accessible.

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Our business units serve as the means to deliver our innovation and most essential solutions to people and patients, providing science, technology, and quality while enabling our international expansion. Focused on our key areas of therapeutic and technological specialization, we are organized into three main units: Pharmaceutical Technologies, Specialty Pharmacare, and Consumer Healthcare. These units allow us to dedicate ourselves to innovation, quality, and ensuring access to essential health products.

→ PHARMACEUTICAL TECHNOLOGIES

This business unit specializes in sterile injectable and lyophilized technologies, as well as antibiotics, particularly beta-lactams. Its role is also to ensure hospital access to the most essential medicines. We are recognized for our advanced industrial capacity, high quality standards, and specialized development teams, which enable us to build a portfolio of essential hospital medicines while supporting innovative projects from early-stage research through clinical studies and eventual industrialization.

Our expertise in cutting-edge pharmaceutical technologies for the manufacturing of injectables, lyophilized products, and antibiotics allows us to make a significant contribution to public health through high-value hospital medicines. Additionally, our international commercial reach, which includes both our own markets and partnerships with distributors and licensees, ensures access to these essential medicines.

→ SPECIALTY PHARMACARE

Specialty Pharmacare is primarily focused on the therapeutic areas of osteoarticular health and dermatology. Through this business unit, we make a significant contribution by providing essential products for joint pain, tendinopathies, and other joint-related conditions. In dermatology, we offer innovative solutions for onychomycosis, alopecia, and acne.

We work to internationalize our products by expanding our subsidiaries and establishing distribution and licensing agreements. Our specialized medical sales network includes more than 130 representatives dedicated to our key therapeutic areas.

→ CONSUMER HEALTHCARE

The Consumer Healthcare unit focuses on the OTC ENT (ear, larynx, and disinfection) segment and the development of the FORTÉ PHARMA brand, which includes solutions for sleep, stress, health, energy, and weight management, among others. This unit takes a holistic approach to personal well-being and prevention, addressing a wide range of consumer needs.

We have extensive experience in developing effective ingredient combinations and innovative solutions, creating value and ensuring high-quality products that cater to a broad segment of the population, adapting to all ages and life stages.

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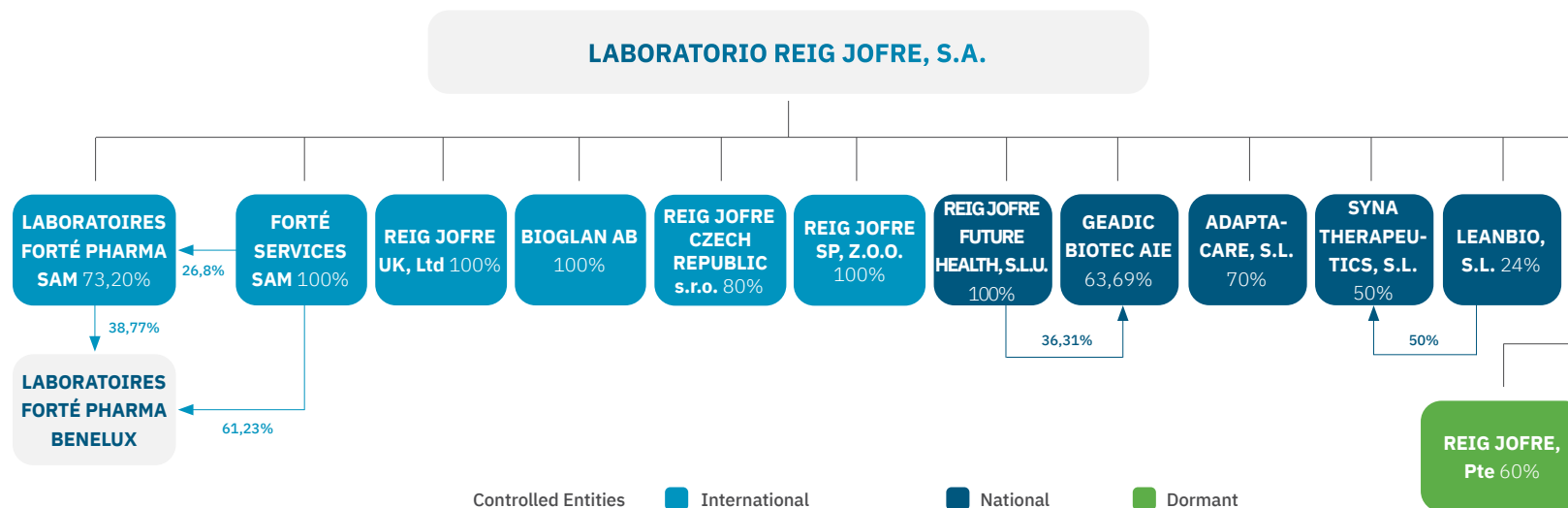
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At REIG JOFRE, our strength lies in having a solid and diverse team that drives our mission to bring the most relevant science to the world. As we say goodbye to 2024, we want to draw attention the subsidiaries that are part of our consolidated group, as they play a fundamental role in our growth and ongoing development as leaders in the pharmaceutical industry.



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BOARD OF DIRECTORS

Thanks to our deeply committed Board of Directors, we are able to achieve the company’s strategic objectives, ensuring that our efforts remain aligned with our purpose. Their dedication to the company’s values and goals is the strongest reflection of our unwavering commitment to transparency, responsibility, and excellence in corporate management.



Isabel Reig López
President



Alejandro García Reig
Vice-president



Ignasi Biosca Reig
Chief Executive Officer



Álvaro Ybarra Zubiria
Proprietary Director



M.ª Luisa Francolí Plaza
Independent Director



Ramón Gomis i de Barbará
Independent Director



Ramiro Martínez-Pardo del Valle
Independent Director



Emilio Moraleda Martínez
Independent Director



Adolf Rousaud Viñas
Board Secretary
*He is not a director

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Audit, Compliance and Conflicts of Interest Committee

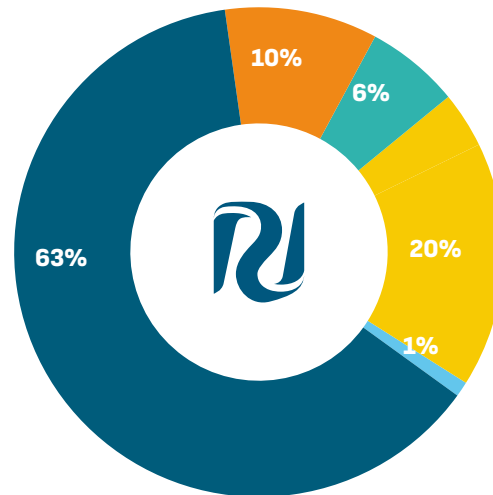
- **President:** Ramiro Martínez-Pardo del Valle
- **Member:** Àlex Garcia Reig
- **Secretary** Ramón Gomis i de Barbará

Nominating, Compensation and Sustainability Committee

- **President:** María Luisa Francolí Plaza
- **Member:** Isabel Reig López
- **Secretary:** Emilio Moraleda Martínez

SHAREHOLDERS

At REIG JOFRE, we greatly value the support and trust of our shareholders, who play a fundamental role in the success and evolution of our company. Below we highlight the company's main shareholders, treasury stock, and free float at year-end 2024.



→ **REIG JOFRE INVESTMENTS SL**

→ **KAIZAHARRA CORPORACIÓN EMPRESARIAL SL**

→ **ONCHENA SL**

→ **FREE FLOAT**

→ **AUTOCARTERA**

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Our mission to simplify and universalize essential healthcare in an increasingly complex world drives our strategic vision for growth. With a deep understanding of people’s fundamental health needs, we continuously innovate and are committed to expanding internationally to bring these essential solutions to more people worldwide. These objectives translate into a focus on innovation, internationalization, and the development of advanced industrial capabilities to ensure that products reach patients and adapt to the medicines of the future.

Our strategic pillars are innovation, industry, the development of health solutions, and internationalization, driven by a diverse, specialized team committed to continuous professional growth. These pillars also serve as the engine guiding the expansion of our portfolio through strategic collaborations that combine our internal expertise with partnerships across all levels of the value chain.

In a world where global changes are becoming increasingly frequent, science and technology are key to addressing global challenges. Preparing and equipping ourselves will provide the resilience that Europe needs to face the health impacts of climate change, as well as the technological challenges of industrializing the most advanced medicines to make them accessible to everyone.

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Risk management is a fundamental process at REIG JOFRE, extending across all areas, subsidiaries, employees, units, and processes within the organization. Our risk management system is based on international standards and best practices, utilizing recognized methodologies such as COSO ERM, ISO 31000, and the DAVOS Global Risks Report to create a Risk Map. This map, supported by the Audit Committee and approved by the Board of Directors, defines impact scales and the probability of occurrence for each identified risk. Additionally, we have developed a specific procedure tailored to our activities and the associated risk profile.

Our risk typology is classified into four main categories:

- Strategic risks
- Operational risks
- Reporting/financial risks
- Compliance risks

Within these categories, we pay special attention to areas where our business model and activities may have the greatest impact:

- Environmental issues
- Social and workforce-related matters
- Respect for human rights
- Anti-corruption and anti-bribery measures
- Society and sustainable development

This comprehensive approach to risk management reflects our strong commitment to transparency, responsibility, and excellence across all areas and processes.

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At REIG JOFRE, our strong ethical foundation guides our operations, demonstrating our commitment to transparency, integrity, and responsibility in all our actions.

In 2020, we approved the Internal Control Model for the Prevention of Criminal Risks, overseen by an Ethics Committee, to address risks at the corporate level.

This model is based on the Criminal Risk Prevention Policy, the Corporate Defense manual, the Criminal Risk Inventory, and the risk and control matrix. Additionally, we have established a Code of Ethics, an Anti-Bribery Policy, and an Ethics Channel. In 2024, we also approved the new Supplier Code of Conduct.

Our ethical commitments and partnerships

As part of our ethical commitment, we are members of pharmaceutical institutions such as ANEFP, AUTOCONTROL, AESEG, and FARMAINDUSTRIA, as well as associations dedicated to fostering the healthcare entrepreneurship ecosystem, including Catalonia. health and ASEBIO. We comply with ethical codes and are committed to ethical and transparent practices, as demonstrated by our adherence to the Spanish Code adopted by FARMAINDUSTRIA since 1991.

How we prevent corruption

We are particularly vigilant in prohibiting incentives or preferential treatment that could compromise objectivity. Our Commercial Compliance Officer oversees adherence to these regulations, and we annually disclose all payments under the report titled “Transfers of Value.”

Our Internal Code of Conduct was updated in 2021, and we have renewed our EcoVadis assessment in 2024. Although we are not subject to Law 10/2010, we have an internal system that monitors cash flow and ensures the authenticity of transactions. Additionally, we comply with the SII System of the Spanish Tax Agency and report transactions with tax havens through Model 232.

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RESPONSIBLE ECONOMY

At REIG JOFRE, we believe that a responsible economy is built on a commitment to human rights, business ethics, and environmental sustainability, alongside financial success. Through this commitment, we strive to improve quality of life and foster a fair and equitable work environment, promoting a positive impact across all our operations.

→ HUMAN RIGHTS

In our continuous effort to improve quality of life, REIG JOFRE is committed to upholding high standards in social rights, workplace equality, business ethics, and environmental responsibility throughout our value chain. As proof of this commitment, we comply with national human rights laws in all our locations and have never received sanctions in this area. Additionally, we plan to incorporate specific clauses into new contracts to reinforce this commitment, supported by an appropriate monitoring methodology.

→ COMPLAINT MECHANISMS

Our system for reporting human rights impacts is transparent and confidential. Complaints are received through a dedicated channel for employees and stakeholders, suggestion boxes, and direct communication with managers and the Human Resources department. We continuously update the implementation of agreements and address concerns in relevant forums or governing bodies to reach resolutions. In 2024, one complaint was received through the Ethics Channel and was investigated by the Ethics Committee. In 2023, a complaint was also received and processed accordingly.

→ CHILD LABOUR

The national laws in the countries where REIG JOFRE operates prohibit child and forced labor. To ensure compliance, we conduct site visits and GMP audits of key suppliers. The company's commitment to good labor practices was reaffirmed in 2021 with the creation of the Good Labor Practices Guide.

LEGAL COMPLIANCE

REIG JOFRE has not received any fines during the current or previous financial year for non-compliance with regulations related to product information and labeling, product safety codes, or social laws and regulations.

However, in 2023, the company received a fine for non-compliance with environmental regulations related to groundwater extraction. The fine was for an immaterial amount and was paid within the established deadlines. We are already working on resolving this issue to ensure full compliance with regulations.

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REIG JOFRE is firmly committed to the environment, and therefore makes its business and scientific activity more sustainable every day through proper environmental management and a Policy of Respect and Awareness for the Environment. This policy focuses on ensuring the responsible use of resources, the adaptation of products, packaging, and processes to reduce and properly manage waste, and investment in our facilities to minimize environmental impact.

Acting responsibly and reducing the environmental impact derived from the development, manufacture, and distribution of pharmaceutical products is compatible with the growth of the activity, and, in fact, favors it. At REIG JOFRE, we have a global corporate policy on occupational health and the environment, which is based on prevention to reduce or eliminate, if possible, risks in these areas. This policy impacts not only the research, development, and manufacturing stages of its products but also impacts their use and the final stages of their life cycle.

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Compliance with these environmental and safety practices is extended to all the group's internal and external collaborators. To this end, REIG JOFRE is committed to:

- Contributing to the fight against climate change and the regeneration of ecosystems. We do so by promoting the minimum and efficient use of water, energy and raw materials, as well as the use of renewable energies.
- Promoting the gradual substitution of those raw materials considered conflictive. We change these materials for others that are less polluting and hazardous.
- Minimizing as far as possible waste generation We establish management mechanisms in accordance with current legislation.
- Innovating for sustainability. We do this via research and collaboration, as well as the inclusion of circular economy strategies and new technologies.
- Establishing national and international alliances. In this way we can develop our portfolio.
- Applying the best available techniques.
- Providing adequate training and information on this policy to all personnel. Applicable to those working for us and other stakeholders, in order to promote its application and the implementation of our own environmental initiatives.
- Establishing a management system and programs for the continuous improvement of environmental performance. In line with this we define objectives based on the potential impacts and opportunities we generate regarding the environment, and monitor them through specific indicators.
- We ensure the availability of the necessary resources for the implementation of our policy
- We provide sufficient information on the implementation, development, and results of the policy to stakeholders. Our goal is to enhance corporate transparency, building credibility and trust.
- We strictly comply with regulations, legal requirements, and any other commitments we undertake related to environmental matters

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We carry out this work through an **Integrated Management System for Safety, Occupational Health, and the Environment**.

By setting objectives and targets, planning preventive activities, and implementing sound management practices, we are able to achieve continuous improvement in all our actions.

At REIG JOFRE, we have two departments responsible for ensuring compliance with legal obligations and developing initiatives for the more efficient use of materials in daily operations. One department is exclusively dedicated to environmental management, while the other is responsible for workplace health and safety across the entire group.

In addition, in 2022, a cross-functional working group focused on environmental aspects was established. This group is composed of representatives from corresponding areas across our plants in Barcelona, Toledo, and Malmö: environmental management, supply chain, development, innovation, and engineering. Its objective is to build a common strategy and align projects and goals.

The following sections highlight the most important environmental impact data from REIG JOFRE's four production plants in Spain (one in Sant Joan Despí and two in Toledo) and Sweden (one in Malmö). For 2024, we are also incorporating data from our subsidiaries in Belgium, Monaco, Poland, and our offices in Madrid and Portugal.



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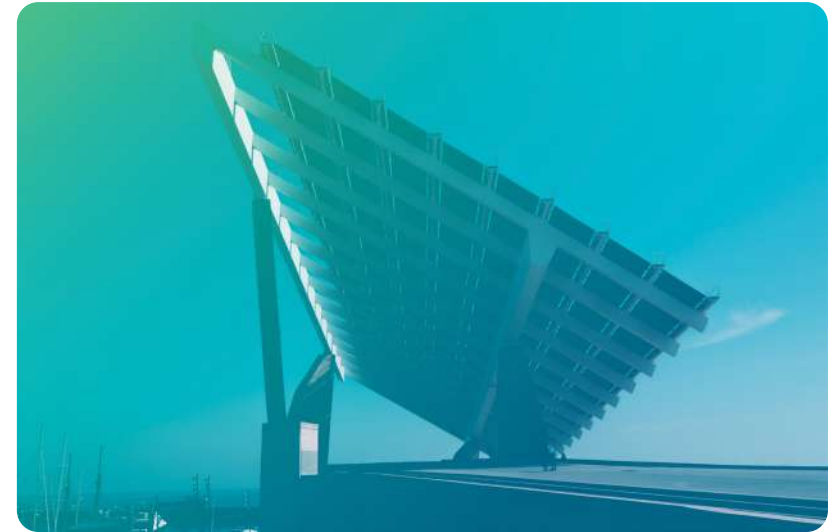
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As part of our commitment to the environment, at REIG JOFRE we have set the goal of implementing projects focused on reducing energy consumption. Our current CO₂ emissions result from the use of fossil fuels (gasoline and diesel) in our vehicle fleet, as well as indirectly from electricity and gas consumption.

To reduce our carbon footprint, we include environmental commitment as a key criterion when selecting transportation companies. An example of this is our primary transport agency, which provides an auditable carbon footprint report for each shipment. Additionally, our main distribution partners measure the CO₂ footprint of our shipments, allowing us to quantify and reduce the overall emissions of our operations.

We also collaborate with logistics partners to minimize the environmental impact of diesel-powered trucks and commercial vehicles. As part of this strategy, we are promoting the integration of hybrid technology into our commercial fleet.

Furthermore, to promote sustainable mobility, employees who choose to use electric vehicles or bicycles have access to parking facilities and a charging station within our premises.



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In 2023, the Human Resources department conducted employee mobility surveys. As a result, in 2024, we launched a Pilot Program on Sustainable Mobility and introduced a mobile application for employees in Barcelona to arrange carpooling for their daily commutes. Additionally, as an incentive, the employee who made the most use of the application was granted a dedicated parking space at our facilities. As a pilot project, we will assess its continuity, always with the goal of reducing the company's CO₂ footprint.

Additionally, all vehicles in our commercial network in Spain that operate in urban areas, representing 12% of our global fleet, are hybrid vehicles. The fuel consumption of our commercial fleet in Spain during 2024 amounted to 372,288.37 liters, of which 345,877.37 liters correspond to diesel fuel and 26,411 liters to gasoline. The equivalent CO₂ emissions resulting from this diesel consumption were 844 tons, while gasoline consumption accounted for 56.28 tons of CO₂ emissions. These figures are based on the 2024 emission factors provided by the Ministry for the Ecological Transition and the Demographic Challenge: 2.441 kg CO₂ eq./unit for B10 diesel and 2.131 kg CO₂ eq./unit for E10 gasoline.

In Malmö, the diesel fuel consumption of its vehicle fleet for 2024 was 1,310 liters, generating an emission of 3.2 tons of CO₂ equivalent.

The Belgian subsidiary has a fleet of nine vehicles for the commercial network. Total fuel consumption in 2024 amounted to 24,500 liters, of which 19,600 liters correspond to diesel fuel and 4,900 liters to gasoline. The equivalent CO₂ emissions from diesel consumption were 48 tons, while emissions from gasoline consumption totaled 10 tons.

The Monaco subsidiary has a fleet of 46 commercial vehicles. In 2024, a total of 1,628,163 kilometers were traveled, resulting in emissions of 256 tons of CO₂ equivalent.

In the Poland subsidiary, fuel consumption for the commercial vehicle fleet totaled 95.15 liters of diesel and 119,247.74 liters of gasoline. The resulting emissions were 0.23 tons of CO₂ equivalent from diesel consumption and 254 tons of CO₂ equivalent from gasoline consumption.

At the Portugal office, the commercial fleet consumed 3,105.44 liters of diesel in 2024, resulting in emissions of 7.6 tons of CO₂ equivalent.

The Malmö production plant holds ISO 14001 environmental management system certification. In the Sant Joan Despí and Toledo plants, the implementation of the ISO 14001 management system is underway during 2024-2025, with the goal of achieving certification in 2025.

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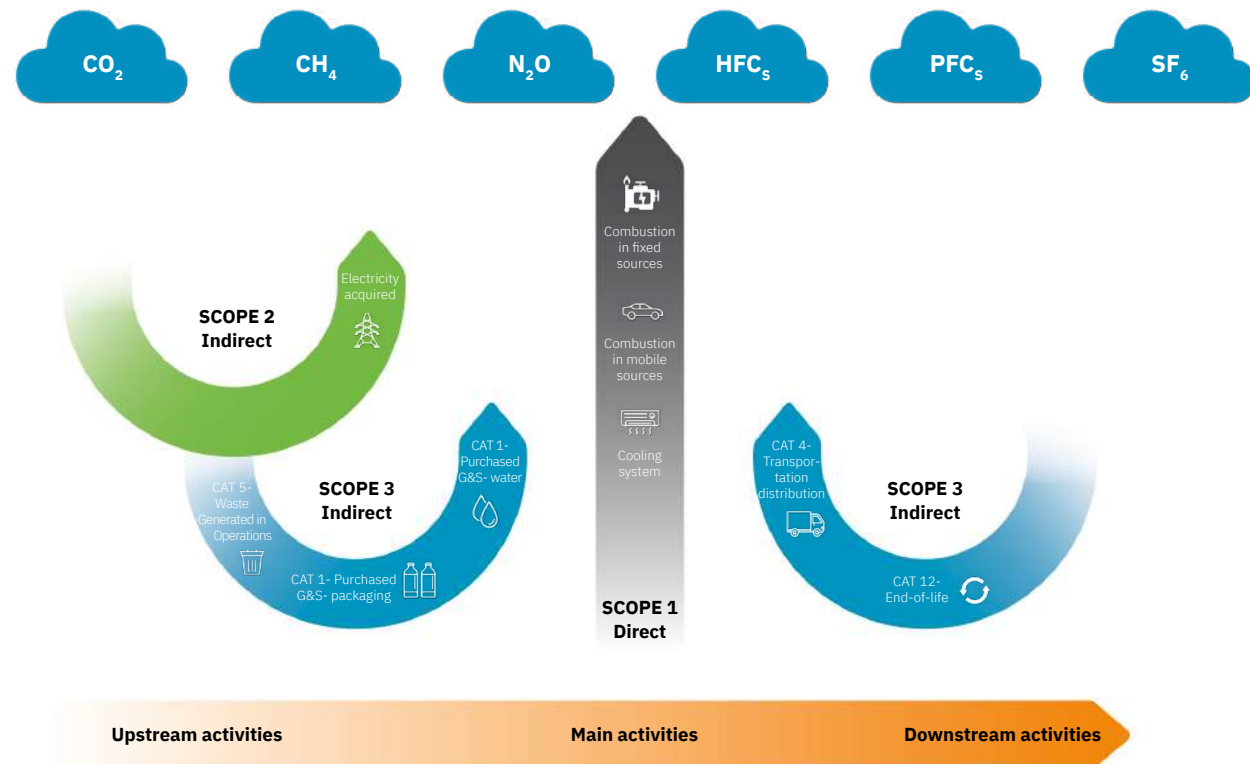
In November 2024, the calculation of REIG JOFRE's Carbon Footprint was completed, following the GHG Protocol (Greenhouse Gas Protocol) methodology for the years 2022 and 2023. This calculation includes the production plants in Sant Joan Despí and Toledo (plant and GRECO warehouse) and covers the following scopes:

→ 1. Direct greenhouse gas (GHG) emissions from vehicle fleets, production plants, and offices.

→ 2. Indirect GHG emissions from purchased electricity and heat production, as well as part of the scope.

→ 3. GHG emissions from external activities, including: water consumption (Category 1), procurement of packaging materials (Category 1), product distribution transport (Category 4), waste treatment (Category 5), and end-of-life treatment of sold products (Category 12).

During 2025, we aim to achieve the objective of calculating the full Carbon Footprint, including all of Scope 3.



Operational limits and emissions included in the calculation

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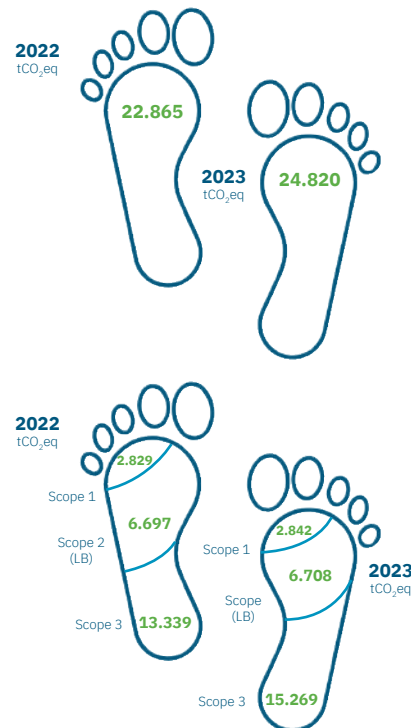
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The emissions results, following the Greenhouse Gas Protocol (GHG) methodology for the indicated scopes and production plants, were as follows for the years 2022 and 2023. The GHG Protocol emissions results are expressed according to the calculation method used: location-based or market-based. The location-based method reflects the average emissions intensity of the grids where energy consumption occurs, primarily using average grid emission factor data. The market-based method reflects the emissions from

electricity that companies have deliberately chosen and takes into account the use of renewable energy in the plants.

	2022	2023
Location-based method (tCO ₂ eq.)	22.865	24.820
Market-based method (tCO ₂ eq.)	20.782	18.113

Total emissions by scope (Location-based method):



Total emissions by scope (Market-based method):



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If we analyze total emissions by scope, the largest contributor is Scope 3 emissions (indirect emissions), which account for 60% of total emissions, with 15,269 tCO₂e in 2023. This scope will increase when all relevant categories are included, particularly with the addition of inbound transportation of promotional materials and raw materials.

Purchased goods and services (Category 1) represent the largest share of Scope 3 emissions, as they include all packaging and water consumption. End-of-life treatment of sold products is the second-largest emitting category, due to the processing of pharmaceuticals.

Regarding Scope 2, a 13% reduction in emissions was achieved using the market-based method, thanks to the purchase of certified green energy.

If we analyze Scope 1 emissions (direct Greenhouse Gas (GHG) emissions from vehicle fleets, production plants, and offices), stationary combustion (natural gas use) emerges as a key area to address. Regarding the commercial vehicle fleet, 27% of the company's fleet consists of hybrid vehicles.

The emissions analysis by production plant indicates that the Toledo facility is the largest emitter due to its production level. The main sources of emissions include stationary combustion, packaging materials, and electricity use. According to the location-based method, emissions have increased across all facilities. However, under the market-based method, emissions have been reduced to nearly zero due to the consumption of renewable electricity.

The full Carbon Footprint calculation planned for 2024 will establish the baseline year, mitigation and reduction targets, and the Decarbonization Plan.

At the Malmö production plant, several environmental improvements were implemented in 2024, including replacing most lights with LED. At the end of 2024, the main diesel vehicle was replaced with an electric one, and segregated waste sorting for food, plastic, metal, and cardboard was introduced.

In 2020, as a demonstration of our environmental commitment and fight against climate change, REIG JOFRE signed an agreement to ensure that 100% of the electricity used in all its plants in Spain comes from renewable sources. To achieve this, the company obtains Guarantees of Origin (GDOs) each year, in line with the UN's 2030 Agenda.

The Spanish plants hold GDOs for electricity, and at the Malmö plant, an agreement was signed with Vattenfall to ensure that from 2024 to 2026, 100% of the electricity supply comes from hydropower. As a result, the CO₂-equivalent emissions from electricity consumption at these facilities are considered zero.

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The following table presents the total equivalent emissions from electricity and natural gas consumption at the production plants for 2024.

	2023	2024	Var
ELECTRICITY (tCO ₂ eq)	349	0	(100 %)
GAS (tCO ₂ eq)	2.235	2105	(5,8 %)
TOTAL	2.584	2.105	(18,5 %)

• Emission factor for natural gas: 0.1816 tCO₂eq for the year 2024, as reported by the Catalan Office for Climate Change.

In 2024, CO₂-equivalent emissions from electricity consumption were considered zero due to the previously mentioned GDO contracts at the production plants in Spain and the agreement ensuring that 100% of the electricity at the Malmö plant (Sweden) comes from renewable hydropower. Meanwhile, CO₂-equivalent emissions from natural gas consumption decreased globally by 5.8%. In Sant Joan Despí, natural gas consumption fell by 7%, while in Toledo and GRECO, it declined by 5%. Natural gas is not used in Malmö. Total CO₂-equivalent emissions amounted to 2,105 tonnes.

The following sections break down the global consumption figures used to calculate CO₂-equivalent emissions.

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As part of our commitment to reducing environmental impact, we invest in improving energy efficiency and processes, lowering costs and waste production. To build a more sustainable energy model, we have implemented initiatives such as installing photovoltaic panels at the Toledo distribution center (GRECO) since 2020 and expanding this practice to other sites in 2023. Additionally, we have conducted studies to balance energy consumption, prioritizing renewable sources. New photovoltaic roofs were installed at the Sant Joan Despí and Toledo plants, with projected reductions in grid electricity consumption of 3% in Toledo and 4% in Barcelona.

In 2024, we achieved an energy savings of 176.3 MWh at the Toledo plant (data available until August 2024). The photovoltaic panels installed at the Sant Joan Despí plant began operating in the fourth quarter of 2024, generating 57,871.42 kWh of renewable energy during the year. This production resulted in a cost savings of €7,181.

These investments in renewable energy systems have significantly contributed to our corporate sustainability goals.

The following table details electricity and natural gas consumption across all our production plants in 2024. Electricity consumption increased slightly by 0.1%, while natural gas consumption decreased by 5.5%. This reduction is particularly positive given the increase in production at our facilities.

	2023	2024	var.
ELECTRICITY (kWh)	27.079.210	27.109.545	0,1%
GAS (kWh)	12.266.530	11.590.916	(5,5)%

Considering the energy consumption of REIG JOFRE's offices and subsidiaries, the Madrid office consumed 8,202 kWh of electricity in 2024, resulting in 3.363 tCO₂eq emissions. In the Poland subsidiary, electricity consumption in 2024 was 3,627 kWh, with 939 tCO₂eq emissions. Natural gas consumption reached 15,000 kWh, generating 2.724 tCO₂eq emissions. Finally, in the Portugal office, electricity consumption for 2024 was 439 kWh, with associated emissions of 114 tCO₂eq.



GRECO Warehouse Installation (Toledo)



Toledo Plant Installation



Photovoltaic panels on the facade and rooftop in Sant Joan Despí

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At REIG JOFRE, we recognize the importance of reducing and efficiently managing the waste generated by our operations. For this reason, we implement various initiatives and practices across all our plants and workplaces to ensure efficient waste treatment throughout our production cycle. The following actions reflect our commitment to environmental protection and the promotion of a culture of environmental responsibility among our employees.

- In all plants, waste is separated by operators and sent to accredited external managers for treatment.
 - At the end of 2023, a new compactor was installed at the Sant Joan Despí plant to recycle folder-type plastic. As a result, 18,720 kg of this plastic waste was recovered in 2024.
 - Multiple segregation points are available at our facilities for waste such as paper, plastic, glass, bulbs, fluorescent tubes, batteries, toner, and metal, ensuring proper management and recycling. Additionally, individual waste bins at the Sant Joan Despí plant and corporate building have been replaced with communal recycling containers.
 - Since 2022, 1,000-liter open-top IBC containers (Intermediate Bulk Containers) have been reused at the Sant Joan Despí plant for tipping certain waste materials. 220-liter drums are also cleaned and reused, reducing consumption and transport costs.
 - In 2022, a project was launched to improve liquid container management by transferring contents into larger IBCs using a pneumatic pump, reducing trips and improving ergonomics.
 - We use 100% recycled and recyclable paper in picking boxes (SPK paper with How2Recycle wrapping labels). Since 2019, all documentation at the Sant Joan Despí and Toledo plants and the GRECO warehouse has been printed on recycled paper.
 - Waste collection and disposal are handled by specialized and authorized companies, including hazardous substances and materials removed from the supply chain.
 - At the corporate level, projects have been implemented to reduce paper consumption, such as electronic payroll and digital file management.
- We also promote environmental awareness among our employees, such as this year's initiative where workers' children and nieces and nephews created a nativity scene using recycled materials.

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The results achieved in 2024, compared to the previous year, in reducing plastic consumption from drums and IBC containers, as well as the metal saved by reusing IBCs instead of purchasing new ones, are as follows:

	2023	2024
DRUMS REUSED (u.)	1.449	1.420
IBC REUSED (u.)	277	334
TOTAL PLASTIC SAVED (kg)	24.036	25.056
TOTAL METAL SAVED (kg)	10.249	15.022

As shown in the attached table, this initiative has led to a significant annual reduction in the use of drums and IBC containers, substantially decreasing plastic and metal consumption, including the metal cages of IBCs. In 2024, 1,420 drums were recovered, with only 46 new ones purchased. Regarding IBC containers, 334 were recovered, of which 72 were used for transferring liquids from 10- and 20-liter jugs, while the remaining units were used for waste tipping and management.



The breakdown of waste volume produced is as follows:

	2023	2024	var.
NON-DANGEROUS (kg)	1.159.693	833.250	(28,5)%
DANGEROUS (kg)	361.046	526.436	45,81%
TOTAL	1.520.739	1.359.686	(10,59)%

The generation of non-hazardous waste decreased by 28.5%, while hazardous waste increased by 45.81%. This rise in hazardous waste was primarily due to increased production at the Sant Joan Despí and Toledo plants. However, total waste generation (hazardous and non-hazardous) decreased by 10.59%.

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To illustrate the impact of increased production, the following table presents the ratio of waste generated to units produced for 2023 and 2024.

	2023	2024	var.
UNITS PRODUCED	69.910.552	74.000.297	5,85%
RATIO (non-dangerous)	0,016	0,011	(32,12%)
RATIO (dangerous kg/u.)	0,005	0,007	(37,75%)
RATIO (total kg)	0,021	0,018	(15,53%)

There was an increase in hazardous waste generation, mainly due to a 5.85% rise in production in 2024 compared to the previous year. However, ongoing waste management efforts have resulted in a lower ratio of non-hazardous waste to units produced compared to the previous year, while the ratio of hazardous waste to production has increased due to higher output.

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Water consumption is closely linked to our production process, as it serves as a raw material in the manufacturing of many of our medicines and is essential for cleaning equipment such as reactors and tanks. Usage varies by product type and is proportional to production levels across our four factories.

In 2024, overall water consumption at our production plants decreased by 12.4%. Despite an increase in production compared to the previous year, water use became more efficient. Additionally, due to drought-related alerts and restrictions in Sant Joan Despí during several months of 2024, a voluntary Water Savings Plan was submitted to the City Council in April, aligning with the Special Drought Plan (PES) and guidelines set by the Catalan Water Agency (ACA).

To minimize environmental impact, REIG JOFRE sources water from the public network at its factories.

Industrial water consumption decreased globally by 12.4% in 2024 compared to the previous year. The details are as follows:

	2023	2024	var.
WATER CONSUMPTION	87.087	76.262	(12,4)%

Analyzing water consumption per unit produced, there was a **17.27% decrease** in the ratio of water volume used per unit of product.

	2023	2024	var.
UNITS PRODUCED	69.910.552	74.000.297	5,85%
RATIO (m3/units)	0,0012	0,0010	(17,27%)

Considering the water consumption of REIG JOFRE’s offices and subsidiaries, the Madrid office used 19 m³ of water in 2024. The Poland subsidiary consumed 43 m³, while the Portugal office recorded a consumption of 12 m³.

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Due to the significant impact of raw material costs on the final price of our products and the company's social and environmental commitment, REIG JOFRE carries out meticulous purchase planning. This approach enhances process efficiency, optimizes costs, and minimizes waste and expiration of unused materials.

Below are some of the key raw materials used in our plants:

- **Sant Joan Despí:** Lycasin, Vancomicina, Aciclovir, Remifentanilo.
- **Malmö:** Parafina, Urea, Aceite de canola, Triglicéridos
- **Toledo:** Piperacilina; Amoxicilina, Ceftriaxona, Cefotaxima

There was an increase in raw material consumption compared to the previous year, mainly due to the significant rise in units produced at the Malmö plant, as well as the overall growth in batch production.



	2023	2024	var.
RAW MATERIAL (kg)	1.899.089	2.891.282	52%
BATCH (u.)	3.570	3.815	6,9%
KPI (kg/batch)	532	758	42%

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To achieve carbon neutrality by 2050 and ensure the EU's contribution to sustainable development, the European Commission has developed a comprehensive Sustainable Finance policy agenda, which includes the **Sustainable Finance Action Plan**.

At the core of this plan is the EU Taxonomy Regulation, a classification tool for sustainable activities based on their potential contribution to one of the six environmental objectives defined in Regulation 2020/852, which are as follows:

- 1. Climate change mitigation
- 2. Climate change adaptation
- 3. Sustainable use and protection of water and marine resources
- 4. Transition to a circular economy
- 5. Pollution prevention and control
- 6. Protection and restoration of biodiversity and ecosystems

Among the key objectives of this regulation, the EU aims to redirect capital flows toward environmentally sustainable activities and protect private investors from greenwashing.

In addition to Regulation (EU) 2020/852 on Taxonomy, several Delegated Regulations specify its implementation requirements, these being: Regulations (EU) 2021/2139 and 2023/2485, which define and expand the criteria for activities related to climate objectives (Objectives 1 and 2); Regulation (EU) 2023/2486, which establishes the criteria for activities related to environmental objectives (Objectives 3 to 6); Regulation (EU) 2021/2178, which sets the taxonomy disclosure methodology for reporting relevant information.

In this context, REIG JOFRE has integrated the EU Taxonomy as a tool to enhance transparency, communication, and sustainability reporting in the coming years. This framework will also support the company's transition towards reducing environmental impact within the pharmaceutical sector.

In 2024, REIG JOFRE conducted an assessment of the company's current status against the criteria set by the regulations and developed a roadmap to begin aligning eligible activities with the EU Green Taxonomy.

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For an economic activity to be considered sustainable, several key concepts must be taken into account. First, eligible activities are those listed in the various Delegated Taxonomy Regulations (RD 2021/2139, RD 2022/1214, RD 2023/2485, and RD 2023/2486), as they are deemed to contribute significantly to one of the six environmental objectives. Second, aligned activities are those that, while being classified as eligible, also meet the alignment criteria established in these Delegated Regulations for the given year.

- **Criteria for substantial contribution** to the environmental objective for which the activity has been deemed eligible.
- **Criteria to ensure no significant harm (DNSH)** to any of the other environmental objectives.
- **Criteria for minimum social safeguards**, covering aspects such as human rights, taxation, corruption, and fair competition.

In 2024, reporting must cover both eligibility and alignment for activities related to climate objectives (Objectives 1 and 2), as was done in 2023, as well as for activities related to environmental objectives (Objectives 3 to 6), for which only eligibility was reported in the previous disclosure.

Additionally, Delegated Regulation (EU) 2021/2178 defines the methodology for disclosing economic information related to the taxonomy and specifies the required content for reporting eligibility and alignment. The information to be disclosed includes:

- Percentage of eligibility and alignment of revenue.
- Percentage of eligibility and alignment of investments in fixed assets (CapEx).
- Percentage of eligibility and alignment of operating expenses (OpEx).
- Information on the methodology and justification for calculating key performance indicators.

At REIG JOFRE, we assess the proportion of revenue, CapEx, and OpEx categorized as eligible and aligned, eligible but not aligned, and non-eligible, relative to the total revenue, CapEx, and OpEx of the group for the 2024 financial year, in accordance with the taxonomy. The proportion of revenue referred to in Article 8(2)(a) of Regulation (EU) 2020/852 has been calculated as the share of net revenue derived from products or services, including intangible assets, linked to taxonomy-aligned economic activities (numerator), divided by net revenue (denominator) as defined in Article 2(5) of Directive 2013/34/EU.

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Additionally, revenue includes income recognized under International Accounting Standard (IAS) 1, paragraph 82(a), as adopted by Commission Regulation (EC) No 1126/2008. This refers to the total income generated from the sale of products or the provision of services by the company during the financial year.

In the calculation of this indicator for REIG JOFRE, net revenue is reported in Note 4 of the Consolidated Annual Accounts. Regarding CapEx, the proportion referred to in Article 8(2)(b) of Regulation (EU) 2020/852 includes additions to tangible and intangible assets during the financial year, before depreciation, amortization, and any revaluations, including those resulting from impairments or reappraisals, but excluding fair value adjustments. This calculation also includes additions to tangible and intangible assets resulting from business combinations. In other words, the indicator reflects the total investments made by REIG JOFRE during the financial year in activities covered by the taxonomy.

For REIG JOFRE, these additions are reported in Note 6 (Property, Plant, and Equipment), Note 7 (Leases), and Note 5 (Other Intangible Assets) of the Consolidated Annual Accounts.

The proportion of OpEx, as defined in Article 8(2)(b) of Regulation (EU) 2020/852, is calculated based on non-capitalized direct costs related to research and development, building renovation measures, short-term leases, maintenance, and repairs, as well as other direct expenses associated with the daily upkeep of fixed assets, whether carried out by the company or subcontracted to third parties. These costs are essential for ensuring the continued and efficient operation of assets. These indicators are presented in the reporting tables established under Delegated Regulation (EU) 2021/2178 on disclosure and Delegated Regulation (EU) 2023/2486, which amends it.

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For the 2024 financial year, we first reviewed the activities reported in the previous disclosure and then conducted a detailed analysis of potentially sustainable activities—those fully aligned with the criteria for each of the six environmental objectives defined in the EU Taxonomy Regulation. The scope of this analysis aligns with the activities of the consolidated entities within REIG JOFRE, as detailed in Annex I of the 2024 Consolidated Annual Accounts.

In this context, REIG JOFRE has assessed the activities carried out within this scope, including both core business activities that generate revenue and those that do not directly contribute to revenue but take place within company facilities. This process has resulted in the classification of eligible and non-eligible activities, as outlined below.

For the Climate Change Mitigation objective, the following applicable activities have been identified:

- 6.5. Transport by motorcycles, passenger cars, and light commercial vehicles, referring to REIG JOFRE's leased and owned vehicle fleet used for pharmaceutical sales activities.
- 7.6. Installation, maintenance, and repair of renewable energy systems, related to the installation and maintenance of photovoltaic solar panels at the Sant Joan Despí and Toledo facilities.

For the Pollution Prevention and Control objective, the following applicable activities have been identified:

- 1.2. Manufacture of pharmaceutical products, referring to REIG JOFRE's pharmaceutical manufacturing activities in its facilities in Spain and Sweden.
- 2.2. Treatment of hazardous waste, related to the wastewater treatment plant located at the Sant Joan Despí facility.

For each activity identified as eligible, we conducted a review and validation of compliance with the technical screening criteria (including substantial contribution and DNSH criteria) and minimum social safeguards to determine whether these activities could be classified as eligible or aligned under the taxonomy.

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Regarding the technical screening criteria, we assessed the requirements for each eligible activity to determine potential alignment. However, during the review process for the 2024 financial year, we were unable to fully confirm compliance with all the requirements set by the EU Taxonomy Regulation.

In the review of Do No Significant Harm (DNSH) criteria for the other environmental objectives, it became evident that a physical risk assessment related to climate change is required for the Climate Change Adaptation objective. Additionally, we were unable to fully confirm compliance with all the requirements necessary to ensure that activities do not cause significant harm to other environmental objectives.

On the social aspects, at the time of drafting this report, REIG JOFRE is in the process of collecting documentation to comply with the minimum social safeguards requirements, including human rights, taxation, anti-corruption, and fair competition.

Given these considerations, for the 2024 financial year, REIG JOFRE's taxonomy-eligible activities cannot yet be classified as aligned. Therefore, they are reported as eligible but not aligned in the tables included in the Annex of this report.

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After assessing REIG JOFRE's current status regarding the EU Taxonomy requirements and defining a roadmap to implement the necessary measures to be taken regards firstly with minimum social safeguards, secondly with Do No Significant Harm (DNSH) criteria, and finally with the specific technical criteria for each eligible activity, we are now working internally on a strategic roadmap focused on responding to the necessary requirements, centered on implementing actions, measures, and management mechanisms that will increase the proportion of aligned economic activities in the coming years.

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH
AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

EMPLOYEE COMMITMENT

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TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

At REIG JOFRE, we believe that people are our greatest asset. That is why we are committed to fostering a positive work environment, ensuring a well-trained and passionate team, while also reinforcing our image as a socially responsible company. Internal communication plays a strategic role in strengthening employees' sense of belonging. In 2023, the I Internal Communication Strategic Plan 2023-2025 was approved, with its main initiatives implemented in 2024. A key milestone in this strategy is the launch of the new RJ With You intranet in March 2025, designed to enhance two-way communication across the company's different locations. As of year-end, REIG JOFRE has a team of 1,429 employees (compared to 1,323 the previous year), with a balanced gender distribution and a female majority (58%). The predominant age group across both men and women is between 40 and 50 years old.

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HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

Classification by gender and country

		2023			2024		
		Male	Female	Total	Male	Female	Total
Spain	Management	20	11	31	21	12	33
	Professionals, technicians and similar	85	237	322	111	248	359
	Administrative personnel	19	44	63	19	52	71
	Sales	54	74	129	56	75	130
	Other personnel	260	237	496	264	241	505
	Total Spain	438	603	1.041	471	627	1.098
Sweden	Management	3	4	7	1	9	10
	Professionals, technicians and similar	26	34	60	34	44	78
	Administrative personnel	4	15	19	4	17	21
	Sales	0	0	0	0	0	0
	Other personnel	4	8	12	6	15	21
Total Sweden	37	61	98	45	85	130	
France	Management	6	4	10	9	10	19
	Professionals, technicians and similar	10	7	17	15	10	25
	Administrative personnel	28	35	63	17	42	59
	Sales	11	30	41	18	36	54
	Other personnel	0	0	0	0	0	0
Total France	55	76	131	59	98	157	
Benelux	Management	1	0	1	1	0	1
	Professionals, technicians and similar	0	0	0	0	0	0
	Administrative personnel	0	1	1	0	1	1
	Sales	4	4	8	3	3	6
	Other personnel	1	0	1	1	0	1
Total Benelux	6	5	11	5	4	9	
Portugal	Management	0	1	1	0	1	1
	Professionals, technicians and similar	0	1	1	0	1	1
	Administrative personnel	0	1	1	0	1	1
	Sales	3	1	4	4	1	5
	Other personnel	0	0	0	0	0	0
Total Portugal	3	4	7	4	4	8	
Poland	Management	2	2	4	2	2	4
	Professionals, technicians and similar	3	8	11	3	8	11
	Administrative personnel	1	0	1	1	1	2
	Sales	3	16	19	3	6	9
	Other personnel	0	0	0	0	0	0
Total Poland	9	26	35	9	17	26	
Czech Republic	Management	0	0	0	1	0	1
	Professionals, technicians and similar	0	0	0	0	0	0
	Administrative personnel	0	0	0	0	0	0
	Sales	0	0	0	0	0	0
	Other personnel	0	0	0	0	0	0
Total Czech Republic	0	0	0	1	0	1	
TOTAL	548	775	1.323	594	835	1.429	

Distribution by age group and country

		2023			2024		
		Male	Female	Total	Male	Female	Total
Spain	Under 30	63	95	158	65	94	159
	30 to 40	111	132	244	136	140	276
	40 to 50	131	221	352	127	216	343
	50 to 60	112	129	241	123	152	275
	Over 60	21	27	48	20	25	45
	Total Spain	438	603	1.041	471	627	1.098
Sweden	Under 30	4	10	14	6	15	21
	30 to 40	17	17	34	19	27	46
	40 to 50	8	12	20	12	18	30
	50 to 60	6	19	25	6	19	25
	Over 60	2	3	5	2	6	8
	Total Sweden	37	61	98	45	85	130
France	Under 30	7	18	25	9	26	35
	30 to 40	16	16	32	20	26	46
	40 to 50	16	23	39	14	27	41
	50 to 60	13	16	29	15	14	29
	Over 60	3	3	6	1	5	6
	Total France	55	76	131	59	98	157
Benelux	Under 30	1	0	1	1	0	1
	30 to 40	1	0	1	1	0	1
	40 to 50	1	5	6	1	2	3
	50 to 60	2	0	2	1	2	3
	Over 60	1	0	1	1	0	1
	Total Benelux	6	5	11	5	4	9
Portugal	Under 30	0	0	0	0	1	1
	30 to 40	0	2	2	1	1	2
	40 to 50	3	2	5	0	1	1
	50 to 60	0	0	0	3	1	4
	Over 60	0	0	0	0	0	0
	Total Portugal	3	4	7	4	4	8
Poland	Under 30	0	0	0	0	1	1
	30 to 40	0	16	16	2	2	4
	40 to 50	9	8	17	6	12	18
	50 to 60	0	2	2	1	2	3
	Over 60	0	0	0	0	0	0
	Total Poland	9	26	35	9	17	26
Czech Republic	Under 30	0	0	0	1	0	1
	30 to 40	0	0	0	0	0	0
	40 to 50	0	0	0	0	0	0
	50 to 60	0	0	0	0	0	0
	Over 60	0	0	0	0	0	0
	Total Czech Republic	0	0	0	1	0	1
TOTAL	548	775	1.323	594	835	1.429	

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

We foster long-term relationships with all our employees. A clear reflection of this commitment is the stability of our employment contracts: at the end of the financial year, 95% of our contracts are permanent, while only 5% are fixed-term.

Classification by contract type and country

		2023			2024		
		Male	Female	Total	Male	Female	Total
Spain	Permanent	393	548	940	438	591	1.029
	Temporary	46	55	101	33	36	69
Sweden	Permanent	35	58	93	45	84	129
	Temporary	2	3	5	0	1	1
France	Permanent	55	76	131	59	98	157
	Temporary	0	0	0	0	0	0
Benelux	Permanent	6	5	11	5	4	9
	Temporary	0	0	0	0	0	0
Portugal	Permanent	3	4	7	4	4	8
	Temporary	0	0	0	0	0	0
Poland	Permanent	5	11	16	6	14	20
	Temporary	4	15	19	3	3	6
Czech Republic	Permanent	0	0	0	1	0	1
	Temporary	0	0	0	0	0	0
TOTAL	Permanent	497	702	1.198	558	795	1.353
	Temporary	52	73	125	36	40	76

Annual average contract types in Spain by gender and age:

	Male	Female	Total
Permanent	414	564	978
Temporary	47	51	98
Part-time	7	12	19
Total	468	627	1.095

	Permanent	Temporary	Part-time	Total
Under 30	100	52	6	158
30 to 40	236	25	7	268
40 to 50	334	9	3	346
50 to 60	268	0	2	270
Over 60	39	13	1	53
Total	977	99	19	1.095

Annual average contract types in Spain by category:

	Permanent	Temporary	Part-time	Total
Management	33	0	0	33
Professionals, technicians and similar	317	37	3	357
Administrative personnel	68	2	1	71
Sales	129	3	0	132
Other personnel	431	56	15	502
Total	978	98	19	1.095

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

REIG JOFRE's growth in recent years has led to the creation of numerous jobs. As part of our commitment to the social and industrial ecosystem, we have obtained European regulatory approval for our new production plant, enabling the creation of approximately 100 skilled jobs.



Inauguration of the Toledo plant expansion.

During the financial year, a total of 13 employment contracts were terminated in Spain (compared to 20 in the previous year), affecting 7 men (three technicians and four other staff members) and 6 women (one administrative employee, three sales representatives, and two other staff members).



REIG JOFRE facilities in Sant Joan Despí

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

The safety and well-being of our employees are our top priorities. Beyond complying with current legislation, we actively implement initiatives across our sites to continuously enhance all aspects of employee welfare.

At REIG JOFRE, our principles of quality, safety, and environmental responsibility are embedded in our Safety, Hygiene, and Environmental Policy. We are committed to excellence in these areas across all our processes, with our team as the foundation of this approach. Occupational Health and Safety management is carried out through our in-house Prevention Service (SPP), supported by the external Prevention Service (SPA) QUIRÓN Prevención at all our locations. Together, we conduct a range of activities to ensure a safe and healthy work environment, including:

- Participation in Occupational Health and Safety Committees (at least four times a year).
- Risk assessments and reassessments:
 - General work areas
 - Safety Reports.
 - Industrial hygiene assessments
 - Scheduled noise measurements,
 - Periodic antibiotic dust monitoring,
 - Chemical contaminants
 - Temperature and humidity conditions
 - Lighting
 - Ergonomic reports
 - Psychosocial assessments.
- Annual internal audits on occupational risk prevention management.
- Investigation of all workplace accidents.
- Legal advisory support and coordination with public authorities.
- External regulatory audits every four years

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

To enhance employee protection and mobility, we have provided lightweight, comfortable personal protective equipment (PPE) adapted to specific job requirements.



3M Versaflo Equipment

We ensure initial and ongoing training in occupational health and safety as a key tool for maintaining a safe, high-quality work environment. The Prevention Team also ensures compliance with protocols for employees with special health considerations, including maternity or medical restrictions, promptly adapting their workstations to prioritize their well-being.

In terms of work medical conditions, beyond regular annual and voluntary medical check-ups, we have on-site medical personnel available at our facilities.

At our Toledo plant, which specializes in antibiotic production, employees are at risk of sensitization and allergic reactions. To mitigate this, all staff members are covered by a collective accident and life insurance policy, which includes coverage for incapacity due to sensitization. Additionally, allergy testing is conducted before hiring new employees.

At our Sant Joan Despí facility, we have two geolocated automated external defibrillators (AEDs) at the factory entrance and on the first floor of Building 23. A large number of employees, including first-aid personnel, have been trained in their use.

The most common workplace accidents at REIG JOFRE involve bruises, minor cuts, and burns.

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

Breakdown of work accidents for 2024:

	2023			2024		
	Male	Female	Total	Male	Female	Total
Accidents with sick leave	16	19	35	6	9	15
Accidents without sick leave	12	12	24	16	45	61
Commuting accidents	0	5	5	2	4	6
Fatal accidents	0	0	0	0	0	0
Occupational diseases	1	0	1	0	0	0
Incidents	0	0	0	0	0	0

Data 2023-2024 includes the global data for the entire RJF group.

Principales KPIs sobre los accidentes laborales en 2024:

	2023			2024		
	Male	Female	Total	Male	Female	Total
Workforce	42	631	1.073	487	660	1.147
Hours	775.120	1.104.058	1.879.178	96	922	1.018
FI (Frequency Index)	15,48	13,59	13,59	7,04	6,91	6,97
II (Incidence Index)	2,7	2,4	2,5	1,23	1,21	1,22
GI (Gravity Index)	0,29	1,18	0,81	0,11	0,80	0,51

Data 2023-2024 includes the global data for the entire RJF group.



Padel Tournament in Sant Joan Despi



Magic Line of Sant Joan de Déu

A key highlight in 2024 has been the expansion of our workforce, with over 100 new employees compared to 2023. Additionally, we have significantly reduced workplace accidents resulting in sick leave, achieving an almost 50% decrease in frequency, incidence, and severity levels compared to the previous year.

Beyond workplace safety, we have actively fostered teamwork, mutual respect, and healthy living by organizing activities such as paddle tennis tournaments in Sant Joan Despi and Toledo, as well as the Corre o Marcha race in Toledo. We have also participated in charity runs, including the Magic Line of Sant Joan de Déu in Barcelona.

As part of our commitment to social responsibility, we celebrated International Women’s Day in collaboration with the Workers’ Committee, promoting awareness and respect. Additionally, we worked alongside the committee to organize a food and supply drive for those affected by the Dana storm in Valencia. We have continued our Reig Inspira Expert Sessions, designed to bring new perspectives, industry trends, and innovative ideas to our team.

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

In 2024, we organized two sessions, the first session focused on Breast Cancer Awareness and Prevention, presented by the Mòn Clinic Foundation for REIG JOFRE. Speakers included Cristina Guardiola, the initiative’s driving force, and Dr. Aleix Prat, director of the Cancer Institute at Hospital Clínic, who shared insights on the disease, its diagnosis, and advancements in new therapeutic strategies. The second session centered on sleep health awareness, led by Dr. Antoni Esteve, founder and director of AdSalutem Sleep Institute, and Dr. Marta Portero, neuroscientist and researcher.

In line with our cultural engagement efforts, we established a collaboration agreement with the Fundació Orfeó Català – Palau de la Música Catalana in Barcelona, offering our employees access

to classical music experiences. This included ticket giveaways to specific concerts, guided tour opportunities, special discounts for selected concerts throughout the year, and even hosting a Board of Directors meeting in one of the venue’s iconic halls.

Additionally, we transformed part of REIG JOFRE’s Barcelona offices into an exhibition space, showcasing the work of artist Joan Bueno Casadesús with his collection “Reig Jofre Seen by Joan Bueno”. His paintings will remain on display throughout the year, and the artist personally presented the collection at the inauguration. To further promote team integration, we organized a Fiesta Campera in Toledo, a Christmas Party for employees’ children (Toledo), and a company-wide Christmas Dinner.



*Reig Inspira Session:
Breast Cancer Prevention and Awareness*



*Reig Jofré Board of Directors
at the Palau de la Música*



Exhibition REIG JOFRE SEEN BY JOAN BUENO

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

We consider training and development a priority to support the growth of our employees, not only professionally but also personally.

We believe in a flexible training model tailored to each job position, incorporating both in-person and online learning. The corporate training department designs the Annual Training Plan based on needs assessments conducted through meetings in November and December. Additionally, the Human Resources Department, in collaboration with area managers, evaluates the continuous training needs of each department and employee.

Our annual training plan includes key tools for employee development, such as:

- Quality: training on GMP standards and the proper implementation of the Global Quality System, conducted across all locations for both internal and external employees.
- Skills: development programs designed to enhance soft skills and strengthen professional competencies.
- Technical training: focused on department-specific technical areas.

Amount of training hours by staff category:

	2023			2024		
	Male	Female	Total	Male	Female	Total
Management	815	745	1.560	309	465	773
Professionals, technicians and similar	6.210	11.101	17.311	5.357	10.175	15.532
Administrative personnel	1.028	2.355	3.384	496	1.107	1.603
Sales	1.620	2.694	4.313	157	391	547
Other Personnel	7.070	8.210	15.279	9.985	7.818	17.802

Employee training at REIG JOFRE is a priority and a valuable asset, reflected in an average of 25.37 training hours per employee (compared to 31.63 in the previous year).

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

The people at REIG JOFRE are our greatest asset. That is why, beyond complying with labor regulations in every country where we operate, we are committed to fostering a positive environment that supports both the professional and personal development of our employees. We aim to cultivate a team that is passionate about their work and dedicated to corporate social responsibility, reinforcing our reputation as a socially responsible company.

As part of our commitment to both our employees and society, we have established an **Equality Plan**. This plan ensures equal treatment and opportunities for men and women in areas such as employment access, training, career advancement, and working conditions, while also promoting work-life balance. We take pride in maintaining a zero-tolerance policy against any form of discrimination.

In 2024, we signed the Equality Plan for Laboratorios REIG JOFRE, S.A. The equality committee, composed of equality delegates and company representatives, has held several meetings to define and schedule the positive actions included in the new plan.

Defining and implementing policies that reduce inequality and prevent discrimination while promoting work-life balance, ensuring occupational health and safety, and fostering personal growth and training remain key priorities for the company.

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- **Gender equality**
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

Throughout 2024, members of the Equality Committee have continued to receive specialized training to design and implement initiatives that promote gender equality within the company. These efforts focus on preventing workplace discrimination based on gender and facilitating work-life balance for all employees. Additionally, an internal Equality Officer has been appointed and trained, and a new Equality Plan has been signed, registered, and supported by a dedicated monitoring committee.

Since its founding, REIG JOFRE has been committed to creating safe workplaces and fostering professional relationships based on freedom and mutual respect, free from sexual harassment and gender discrimination. We maintain a zero-tolerance policy toward harassment and any form of offensive, discriminatory, or abusive behavior. To reinforce this commitment, we have established a

Protocol for the Prevention of Sexual Harassment and Gender-Based Harassment, approved by the Permanent Equality Committee. This protocol covers both prevention and response measures to address any reported incidents.

The pharmaceutical sector is recognized for having one of the highest rates of women in leadership roles and one of the lowest gender pay gaps compared to the broader Spanish economy. REIG JOFRE contributes positively to this reality.

Gender equality, in terms of the proportion of men and women, is reflected across all departments, including professional and technical roles. This is particularly evident in key areas such as Research, Development, and Innovation (R&D&I). We ensure that base salaries are equal for all employees based on their professional category and that everyone has equal access to training and career development opportunities.

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

→ Gender equality

→ Functional diversity

→ Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

Breakdown of average salaries by category:

	2023				2024			
	Male	Female	Average	% Gender pay gap	Male	Female	Average	% Gender pay gap
Management	135.180	91.087	117.216	32,62	125.883	95.958	111.137	23,77
Professionals, technicians and similar	37.367	40.055	39.241	(7,19)	42.957	45.851	44.856	(6,74)
Administrative personnel	42.126	37.901	39.382	10,03	47.185	43.110	44.182	8,63
Sales	66.544	63.566	64.683	4,48	51.731	50.684	51.114	2,02

Salary differences among employees are based solely on experience and job responsibilities. We implement fair hiring policies to ensure that no discrimination occurs based on gender, age, race, or any personal circumstances.

At the executive level, 40% of the Strategy Committee is composed of women, while women represent 25% of the Board of Directors. REIG JOFRE is committed to achieving the 40% female representation target recommended by the Good Governance Code for Listed Companies, issued by the Spanish National Securities Market Commission (CNMV).

Regarding total Board of Directors compensation, regardless of gender, the fixed amount for the current year was €404,672, compared to €408,235 in the previous year. This includes remuneration for board and committee membership, as well as a variable compensation of €40,000 in 2024 and €41,500 in 2023 for attendance at board meetings. No per diem allowances or severance payments were granted to board members. REIG JOFRE has not made any contributions to long-term savings plans or similar benefits for either employees or board members. Compensation paid by REIG JOFRE this year has consisted exclusively of salary payments.

Beyond ensuring gender equality in the workplace, REIG JOFRE also upholds non-discriminatory advertising practices. The company has not received any complaints related to its advertising, as confirmed by AUTOCONTROL, an organization of which REIG JOFRE is a full member and with which it complies with the Advertising Code of Conduct.

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- **Functional diversity**
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

As part of our commitment to society, REIG JOFRE works to promote workplace inclusion for individuals with functional diversity. At the end of the financial year, our workforce included 18 employees with functional diversity, representing 1.26% of our total staff.

Breakdown of staff with functional diversity by ages:

	2023			2024		
	Hombre	Mujer	Total	Hombre	Mujer	Total
Under 30	0	2	2	0	0	0
31 to 40	2	1	3	2	1	3
41 to 50	5	2	7	2	4	6
51 to 60	3	4	7	4	3	7
Over 61	0	2	2	0	2	2
TOTAL	10	11	21	8	10	18

Data 2023-2024 includes the global data for the entire RJF group.

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

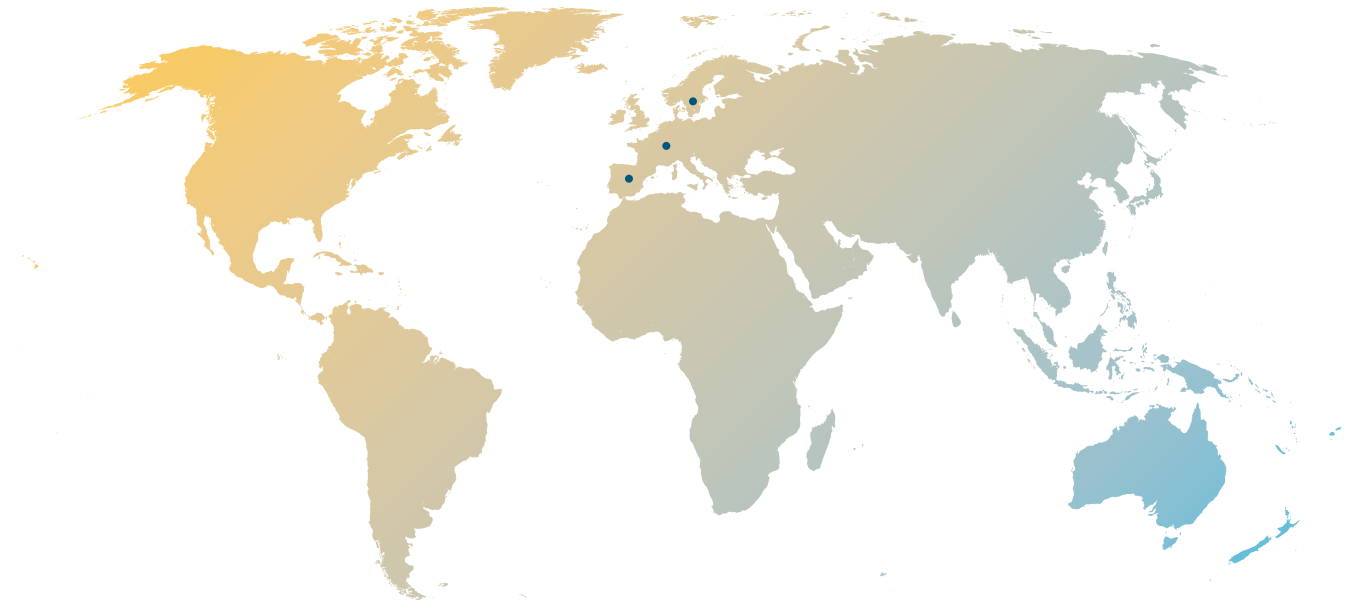
PROMOTION

- Gender equality
- Functional diversity
- **Cultural diversity**

WORK ORGANIZATION

SOCIAL RELATIONS

As regards cultural diversity, REIG JOFRE is a multinational company with employees from 24 different nationalities, with Spanish, French, and Swedish being the most represented.



EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

Efficient work organization is essential for achieving our professional goals. Since 2020, flexible work schedules have become a standard practice for many positions that do not require a physical presence in production environments. This flexibility is reflected in the variety of working hours available across our different locations.

At REIG JOFRE, we believe that flexibility and remote work options—where possible—help employees balance their personal and professional lives, allowing them to enjoy both their work and personal time. To support this, we foster collaborative work environments, using technology to keep teams connected regardless of location.

For roles in production, we implement intensive work schedules divided into different shifts, making it easier for employees to balance work with their personal and family lives. Additionally, we offer flexible working hours for employees with dependent family members, providing individualized agreements that allow them to adjust their work schedules to specific needs.

Our project-based management approach enables us to work with multidisciplinary teams across different areas, both at the portfolio and strategic levels. This methodology creates a flatter organizational structure, delegates responsibility to functional teams, and provides greater visibility and understanding of ongoing activities. As a result, it improves project execution, commitment, motivation, and cross-functional learning.

Regarding absenteeism, a total of 15,866 days were recorded in the last financial year, compared to 12,982 days in the previous year. While absenteeism has increased, it is important to note that the number of employees also grew, from 1,041 in 2023 to 1,098 at the end of 2024.

EMPLOYEE COMMITMENT

HUMAN RESOURCES

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PROMOTION

- Gender equality
- Functional diversity
- Cultural diversity

WORK ORGANIZATION

SOCIAL RELATIONS

All REIG JOFRE employees are governed by the labor legislation in the country where we are located. In Spain, specifically, it is the General Agreement of the Chemical Industry.

Social dialogue is carried out through the works councils located at the Group's different sites through regular meetings based on a climate of collaboration and respect. At these meetings, any relevant issue, improvement proposal or request from the workers' representatives is addressed, existing agreements are renewed or modified, or new ones are proposed.

In addition, specific commissions are organized, where representatives of the social side and the company deal with specific issues:

- Equality Commission
- Training Commission
- Safety, Health and Environment Committee

In 2024, union elections were held at the Sant Joan Despí work center, resulting in the election of a new works council.

In those countries where we have more than one work center, there is an Intercenter Committee that deals with matters of common interest

→ **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

The right to form unions and to collective bargaining is guaranteed by the labor laws of each of the company's locations. In addition, we provide the environment and resources necessary for it to be exercised properly.

COMMITMENT TO SOCIETY

QUALITY AND SAFETY
OF OUR PRODUCTS

SUPPLY CHAIN
MANAGEMENT

CONTRIBUTION TO
LOCAL DEVELOPMENT
AND TERRITORY

- Local population
and territory
- Contribution to
economic development
- Contributions to
foundations

COMMITMENT TO SOCIETY

QUALITY AND SAFETY OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO LOCAL DEVELOPMENT AND TERRITORY

- Local population and territory
- Contribution to economic development
- Contributions to foundations

As we demonstrate in our purpose ‘Universalizing science that matters’, at REIG JOFRE we exist to universalize health, bringing the most basic to the most innovative solutions to people around the world. We are the key step between research and cure.

At REIG JOFRE we act as a partner to bring the most essential solutions to more than 70 countries, through our subsidiaries and licensing or distribution agreements. We play a key role in improving access to medicines, with agreements with pharmaceutical companies to accelerate the registration and commercialization of products that would otherwise not be available. We also support local suppliers in training their medical teams

We want to universalize the health that matters, achieving the greatest impact on people’s lives, helping to improve their quality of life.

COMMITMENT TO SOCIETY

QUALITY AND SAFETY OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO LOCAL DEVELOPMENT AND TERRITORY

- Local population and territory
- Contribution to economic development
- Contributions to foundations

Excellence and quality are fundamental to our commitment. We provide top quality solutions, complying with the Good Manufacturing Practices (GMP) for pharmaceutical products by the health authorities. We are audited both by suppliers and by the different health authorities of the countries where our products are distributed.

In addition, in 2018 we implemented the European Directive EU 2011/62 to prevent counterfeit medicines, which involved a significant investment in machinery and staff training.

At REIG JOFRE, we have a Pharmacovigilance department to identify and prevent potential risks arising from the use of our products and thus keep the safety profile up to date. Consumers, patients, and healthcare professionals can contact us to report suspected adverse reactions, quality complaints, and medical queries

All information received is handled in line with current legislation and our internal procedures. Suspected cases of adverse reactions are reported to the health authorities as required by law. In the event that a potential risk is detected in a product, all available information is reviewed and, in coordination with the Medical and Registration Department, appropriate action is taken.

During this fiscal year, the Pharmacovigilance Department handled cases of suspected adverse reactions related to active ingredients of REIG JOFRE products, which can be consulted on the website:

<http://www.adrreports.eu/es/index.html>

In the event of quality complaints associated with the products, the Quality Assurance department initiates an investigation to determine the origin of the defect and the result is communicated to the notifier of the incident. Medical queries are handled by the Medical Information Area.

In addition, we interact with external stakeholders, such as healthcare professionals and consumers, through various digital portals, to facilitate the updating of knowledge in key therapeutic areas and contribute to continuing education. Some of these channels are:

- REIG JOFRE Training Room
- ENT, Health and Wellness
- I choose to take care of myself



COMMITMENT TO SOCIETY

QUALITY AND SAFETY
OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO
LOCAL DEVELOPMENT
AND TERRITORY

- Local population and territory
- Contribution to economic development
- Contributions to foundations

At REIG JOFRE we carry out an annual plan of supplier audits to ensure supply chain quality. We are evaluating the possibility of entering an alliance of pharmaceutical companies to include in the audits more aspects covering social and environmental responsibility.

We are willing to consider, in our business relationships with third parties, the policies they implement in relation to compliance with the requirements of personnel with functional diversity, as well as other measures that may improve in this area.

During the 2024 financial year, 58% of the group's purchases of materials and products were made from local suppliers (65% in the previous financial year). Following the COVID-19 pandemic, numerous public initiatives have arisen that highlight the importance of having an industrial base and a system of local suppliers that guarantee the supply of essential medicines, a model in which REIG JOFRE firmly believes and for which it will continue to be committed.

To ensure the health and safety of consumers, we conduct audits of our customers (distributors, pharmacies, commercial partners...). We are also regularly audited by our customers to assess the quality of our products and services:

COMMITMENT TO SOCIETY

QUALITY AND SAFETY OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO LOCAL DEVELOPMENT AND TERRITORY

- Local population and territory
- Contribution to economic development
- Contributions to foundations

TYPE	ACTIVE SUPPLIERS (DIC24)	MMPP (DIC24)	CURRENT AUDIT	AUDIT EXPIRED	NO AUDIT	% AUDITS
API (PAF)	96	120	79	13	4	82,29%
Excipients	116	232	45	3	68	38,79%
Contidioning material (Primary + Secondary)	78	100	60	9	9	76,92%
Consumables (Product contact)	17	21	10	3	4	58,82%
Consumables	31	44	No aplica	-	-	NA
Services: sterile linen, cleaning areas, pest control	4	4	1	1	0	25,00%
Analytical Services + Sterilizers	38	38	27	1	10	71,05%
CMO	5	5	5	0	0	100,00%
GXP Services: Qualifications/Calibrations/ Maintenance (Plant + QC) IT SYSTEMS	71	71	No aplica	-	-	NA
Distributors	45	45	14	2	29	31,11%

COMMITMENT TO SOCIETY

QUALITY AND SAFETY OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO LOCAL DEVELOPMENT AND TERRITORY

→ **Local population and territory**

- Contribution to economic development
- Contributions to foundations

Our commitment to health goes beyond the production and development of products. At REIG JOFRE we open our doors to the community through the involvement of our team, establishing collaborations with entities such as hospitals, educational centers, NGOs, cultural and training centers, prioritizing those of a local nature. Thus, we seek to create synergies that favor the development and quality of life of the people around us, from patients, students and professionals, as well as volunteers. Furthermore, we are committed to collaborating with interest groups within the social and institutional ambit around us.

These collaborations are aligned with the Sustainable Development Goals (SDGs) of Health, Innovation, Economic Growth, Responsible Production and Consumption, Gender Equality and Partnerships. Moreover, all of them require the involvement of employees given that social sustainability at REIG JOFRE is not just a corporate issue but concerns all those who work in it, regardless of their headquarters, their department or their position in the company.

→ **Collaborations with associations and entities in 2024:**

- We collaborate with the Finestrelles Foundation, which is dedicated to improving the well-being of individuals with intellectual disabilities (IDDs), through a donation and participation in its annual charity dinner.
- We collaborate with the San Juan de Dios Private Foundation for Research and Teaching, which is dedicated to expanding scientific knowledge and improving healthcare for individuals facing health challenges via fundraising through 'Solidarity Breakfasts' and participation in the Magic Line SJD Barcelona Walk, an annual event organized by the foundation.
- We collaborate with the Món Clínic Foundation of Hospital Clínic de Barcelona to support breast cancer research and have developed a breast cancer prevention and awareness program for the REIG JOFRE team.
- We collaborate with the Villavechia Foundation for Pediatric Oncology and Somresilients, which provides comprehensive care for children and young people with cancer and other serious long-term illnesses. As part of our support, we purchase handmade roses from the foundation and gift them to our team on Sant Jordi's Day, along with a book in Barcelona.
- We collaborate with the Ared Foundation, which supports women in vulnerable situations, by purchasing handmade purses crafted by the organization. These are gifted to our team in Barcelona on International Women's Day.

COMMITMENT TO SOCIETY

QUALITY AND SAFETY OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO LOCAL DEVELOPMENT AND TERRITORY

- **Local population and territory**
- Contribution to economic development
- Contributions to foundations

- We collaborate with the Amics Hospital del Mar Foundation of Hospital del Mar, which promotes the participation of the general public, professionals, neighbors, and organizations within society in initiatives supporting healthcare, research, innovation, solidarity, and improvement of the hospital itself. As part of this partnership, we support the implementation of a music therapy program for mental health.
- We collaborate with the SalutSenseSostre Association, which provides social and healthcare support to vulnerable individuals, through a donation of various amoxicillin products, ensuring access to medication for those in need.
- We collaborate with the Feettogether Foundation, which provides humanitarian podiatric care to underserved communities, through the Madagascar Project, aimed at treating children and adults with orthopedic conditions, and where we donate various amoxicillin products, ensuring access to essential medication for vulnerable individuals.
- We collaborate with the Pere Virgili Study Center in Vilallonga del Camp, Tarragona, supporting the organization of a cultural event.
- We collaborate with the NGO Farmamundi, which focuses on cooperation, development, humanitarian aid, and emergency

response to promote comprehensive health and pharmaceutical assistance in underserved countries and communities. Our support includes an employee-led monetary donation, helping to provide access to essential medicines for communities affected by the DANA storm in Valencia.

- We collaborate with the Peña de Dominó de Cornellà in Barcelona by donating supplies, food, and clothing to support those affected by the DANA storm in Valencia.
- We collaborate with UNICEF through toy donations.
- We support the NoSomosInvisibles Foundation, which promotes personal development and social participation for individuals with cerebral palsy and other severe physical disabilities, by participating in a charity opera concert organized by the foundation.
- We work with La SagreraEsMou Association, which fights poverty and social exclusion in its local community, through a donation providing access to pharmaceutical and essential supplies for vulnerable families.
- We collaborate with the Fundació Orfeó Català – Palau de la Música Catalana in Barcelona through a donation agreement as a Collaborative Patron.



COMMITMENT TO SOCIETY

QUALITY AND SAFETY OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO LOCAL DEVELOPMENT AND TERRITORY

- **Local population and territory**
- Contribution to economic development
- Contributions to foundations

Collaborations in the training ambit in 2024:

- University of Barcelona
- Autonomous University of Barcelona
- Pompeu Fabra University
- International University of Catalonia and the Instituto de Empresa

Students participate in internships at our facilities, applying their theoretical knowledge in a real business environment. We highlight collaborations with the Faculty of Pharmacy and Food Sciences at the UB and the Biomedical Sciences Degree at the UIC. We also continue with our Summer Graduate program, increased to 5 students who carry 4-week internships to get a deep understanding of all the company's departments and its value chain, ranging from the R&D departments to the Quality Guarantee and Production department, among others.



Summer Graduate Program 2024



Visit of Pharmacy Degree Students from UB

COMMITMENT TO SOCIETY

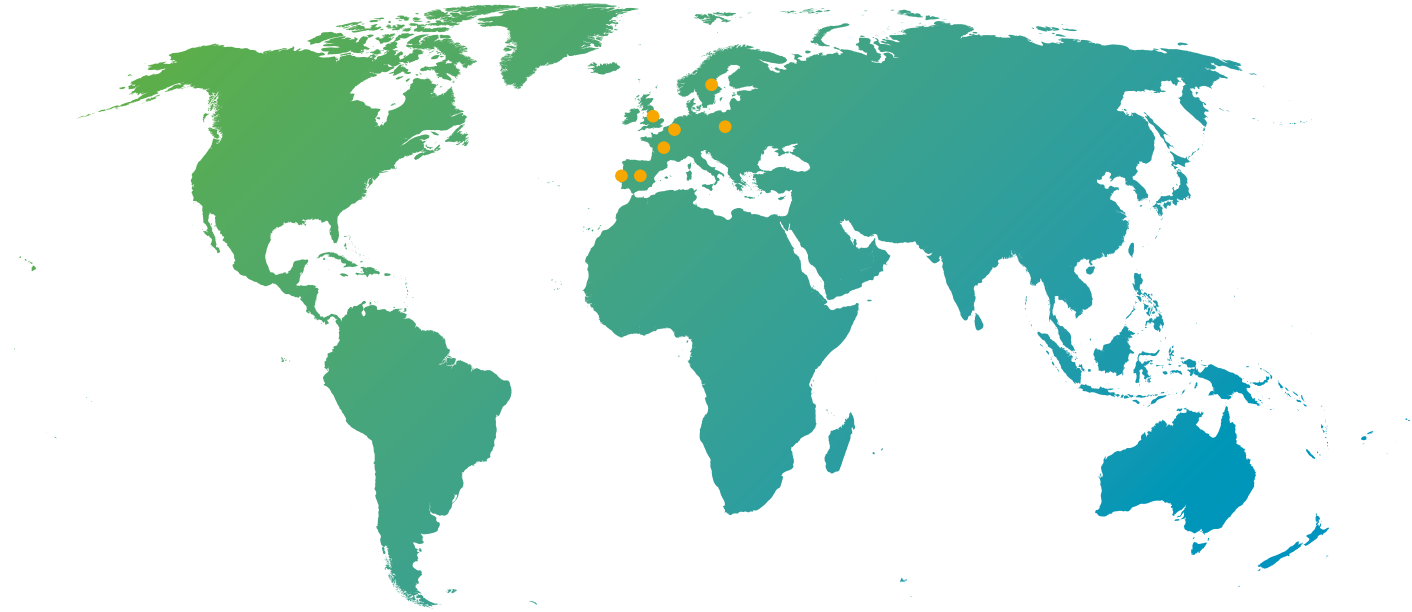
QUALITY AND SAFETY OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO LOCAL DEVELOPMENT AND TERRITORY

- Local population and territory
- **Contribution to economic development**
- Contributions to foundations

At REIG JOFRE we are committed to having a positive impact on the communities with which we interact, and our entire team participates in this. The company encourages that all personnel, including highly qualified technicians and managers, belong to the communities where the companies are located, both nationally and in the rest of the countries where we operate.



COMMITMENT TO SOCIETY

QUALITY AND SAFETY OF OUR PRODUCTS

SUPPLY CHAIN MANAGEMENT

CONTRIBUTION TO LOCAL DEVELOPMENT AND TERRITORY

- Local population and territory
- Contribution to economic development
- **Contributions to foundations**

REIG JOFRE's total contributions to foundations and non-profit organizations during the current fiscal year amounted to **47.354,16** euros (**75.424** euros in the previous fiscal year 2023).



Donation of Medicines to Salut Sense Sostre



Donation of Food and Supplies to Valencia by Employees



Charity Dinner Fundació Finestrelles



Madagascar Project – NGO FeetTogether



*Music Therapy Project
Fundació Amics Hospital del Mar*

ABOUT THIS REPORT

CONTEXT AND STUDY
OF MATERIALITIES

MATERIALITY ANALYSIS

ABOUT THIS REPORT

CONTEXT AND STUDY OF MATERIALITIES

MATERIALITY ANALYSIS

For over 90 years, at REIG JOFRE we have focused our efforts on promoting the universality of health in society and providing the essential services needed. We strive to integrate our purpose into the very essence of how we understand health and sustainability, with the goal of building a healthier and fairer future.

This sustainability report reflects our commitment to long-term value creation and the generation of quality employment. We aspire to be a benchmark in Europe, contributing to industrial and health sovereignty both now and in the future. We embark on this sustainability journey in collaboration with our customers, suppliers, and partners.

We share relevant information on the activities and investments made to achieve our purpose and that address the Environmental, Social, and Governance areas aligned with the Sustainable Development Goals (SDGs) established by the United Nations.

The data presented corresponds to the year 2024 and to the group of companies that make up REIG JOFRE, unless otherwise indicated. In addition, comparative data for 2023 are included, independently verified from the Statement of Non-Financial Information issued for the annual period ending December 31, 2023.

OBJETIVOS DE DESARROLLO SOSTENIBLE



ABOUT THIS REPORT

CONTEXT AND STUDY OF MATERIALITIES

MATERIALITY ANALYSIS

To comply with Directive (EU) 2022/2464 of the European Parliament and Council, dated December 14, 2022, on Corporate Sustainability Reporting (CSRD), the modification in identification of material aspects in the next financial year will be adjusted to reflect the double materiality assessment framework.

Next year's document will be presented as the Sustainability Report, integrated into a dedicated section within the Annual Management Report, with its content fully aligned with the European Sustainability Reporting Standards (ESRS).

As of December 31 of the previous financial year, the Business Sustainability Information Law, which transposes Directive (EU) 2022/2464 of the European Parliament and Council on Corporate Sustainability Reporting (CSRD) into Spanish law, had not yet been published. Following a continuity strategy, REIG JOFRE confirms that for the 2024 financial year, the Non-Financial Information Statement (EINF) will be prepared in accordance with the provisions of Law 11/2018, dated December 28.

This year, we have continued to rely on the contextual materiality study conducted in collaboration with ADN Sostenible, aimed at identifying the expectations of the company's stakeholders and their information needs regarding the most relevant social, environmental, and ethical aspects.

Taking into account both the opinions of our employees and best practices in the pharmaceutical industry, as well as general industry standards, the following points have been identified as material aspects. These topics will be addressed in detail throughout this report, along with the information required under Law 11/2018.

ABOUT THIS REPORT

CONTEXT AND STUDY OF MATERIALITIES

MATERIALITY ANALYSIS

1. Environmental commitment

- Climate change and energy management
 - › Carbon footprint / CO₂ emissions
 - › Energy consumption
 - › Climate change
- Circular economy and waste prevention and management
 - Use of resources
 - › Water consumption
 - › Raw materials consumption
- European green taxonomy
 - › Current regulatory framework
 - › Consideration of sustainable activities
 - › Analysis of REIG JOFRE's sustainable activities
 - › Next steps

2. Commitment with employees

- Human team
- Occupational health and safety
- Training
- Promotion of equality
 - › Gender equality
 - › Functional diversity
 - › Cultural diversity
- Work organization
- Social relations

3. Commitment with society

- Quality and safety of our products
- Supply chain management
- Contribution to local development and territory
 - › Local population and territory
 - › Contribution to economic development
 - › Contributions to foundations

ANNEXES: REPORTED TABLES

- Responsible economy
- Content table for Law 11/2018
- Taxonomy tables:
Key performance indicators

ANNEXES: REPORTED TABLES

→ **Responsible economy**

- Content table for Law 11/2018
- Taxonomy tables: Key performance indicators

The **profits obtained** by each country where REIG JOFRE has offices are as follows:

	2023	2024
Spain	3.524.630	1.455.324
Portugal	(334.280)	(312.101)
UK	(126.361)	22.435
Sweden	1.964.885	2.548.808
Singapore	(15.462)	96.767
France	3.728.517	6.174.006
Belgium	408.431	197.963
Poland	246.577	336.728
Czech Republic	N.A	(53.443)
TOTAL €	9.396.937	10.466.487

Interim taxes on profits paid during the current and previous year in the countries in which REIG JOFRE is headquartered are as follows:

	2023	2024
Spain	1.470.596	448.045
Portugal	3.408	84
UK	0	0
Sweden	486.289	457.470
Singapore	0	0
France	0	568.836
Belgium	114.983	99.306
Poland	19.266	270.790
Czech Republic	0	0
TOTAL €	2.094.541	1.844.532

The detail of **grants awarded** during the year 2024 is as follows:

Entity	Description	Amount €
Gencat	Grants for productive investment projects	500.000
TOTAL		500.000

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Key performance indicators

Contents of Law 11/2018		Related GRI standard	EINF content	Page
BUSINESS MODEL				
Description of the group's business model	Brief description of the group's business model, including its business environment, organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future development.	GRI 2-1 GRI 2-6 GRI 2-22	1.- About REIG JOFRE – Business Model	11
Guidelines and policies	Guidelines and policies applied by REIG JOFRE that include the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, verification and control and the measures that have been adopted.	GRI 3-3	Throughout Report	
	The results of guidelines and policies, including relevant non-financial key performance indicators that allow: - Monitoring and evaluation of progress - Comparability between companies and sectors in accordance with national, European or international frameworks of reference for each subject	GRI 3-3		
Main risks	The main risks associated with the group's activities, including, where relevant, business relationships, products or services that could have an adverse effect on these areas. In addition: - How the group manages these risks - Explanation of the procedures used to detect and assess them in accordance with national, European or international reference frameworks - Information on the impacts that have been detected, providing a breakdown of the same	GRI 2-12 GRI 3-3 GRI 201-2	1.- About REIG JOFRE – Risk management	26

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Contents of Law 11/2018		Related GRI standard	EINF content	Page
INFORMATION ON ENVIRONMENTAL ISSUES				
General	1- Current and foreseeable effects of company activities on the environment, as well as on health and safety	GRI 2-12	2.- Environmental commitment - Climate change and energy management / Use of resources	30/43
	2- Environmental assessment or certification procedures	GRI 3-3	2.- Environmental commitment - Climate change and energy management / Use of resources	30/43
		GRI 2-12		
		GRI 2-12		
	3- Resources dedicated to the prevention of environmental hazards	GRI 2-12	1.- About REIG JOFRE – Risk Management	26
4- Application of the precautionary principle and provisions and safeguards for environmental risks	GRI 307-1	1.- About REIG JOFRE – Risk Management	26	
Contamination	Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment - Activity-specific air pollution including noise and light pollution	GRI 3-3 GRI 302-4 GRI 305-7	2.- Environmental commitment - Climate change and energy management / Circular economy and waste prevention and management	30/40

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Contents of Law 11/2018		Related GRI standard	EINF content	Page
INFORMATION ON ENVIRONMENTAL ISSUES				
Circular economy, waste prevention and management	Circular economy	GRI 3-3	2.- Environmental commitment - Circular economy and energy and waste prevention management	40
	Waste: prevention measures, recycling, reuse, other forms of recovery and disposal of wastes	GRI 3-3 GRI 306-2	2.- Environmental commitment - Circular economy and energy and waste prevention management	40
	Actions to combat food waste	GRI 3-3	N/A because it is not material for the company	N/A
Sustainable use of resources	Water consumption and supply according to local constraints	GRI 303-3	2.- Environmental commitment - Use of resources in Water Consumption	43
	Consumption of raw materials and measures adapted to improve use efficiency	GRI 3-3 GRI 301-1 GRI 301-2	2.- Environmental commitment – Use of resources in Consumption of raw materials	44
	Direct and indirect energy consumption. Measures taken to improve energy efficiency and use of renewable energies.	GRI 2-6 GRI 302-1 GRI 302-3 GRI 302-4	2.- Environmental commitment - Climate change and energy Management in Energy Consumption	30/39

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Contents of Law 11/2018		Related GRI standard	EINF content	Page
INFORMATION ON ENVIRONMENTAL ISSUES				
Climate Change	Significant elements of greenhouse gas emissions generated by the company's activities, including the use of the goods and services it produces	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4	2.- Environmental commitment - Climate change and energy management in Carbon footprint and CO ₂	33
	Measures taken to adapt to the consequences of climate change	GRI 3-3 GRI 305-5	2.- Environmental Commitment - Climate change and energy management	33
	Voluntary reduction targets established in the medium and long term to reduce greenhouse gas emissions and the means implemented to this end	GRI 3-3	2.- Environmental Commitment - Climate change and energy management	33
Biodiversity protection	Actions taken to preserve or restore biodiversity	GRI 3-3	N/A because it is not material for the company	N/A
	Impacts caused by activities or operations in protected areas	GRI 304-1	N/A because it is not material for the company	N/A

ANNEXES: REPORTED TABLES

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Contents of Law 11/2018		Related GRI standard	EINF content	Page
INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Employment	Total number and distribution of employees by gender, age, country and job classification	GRI 2-6 GRI 2-7 GRI 405-1	3.-Employee commitment - Human team	52
	Total number and distribution of employment contract modalities	GRI 2-7	3.-Employee commitment - Human team	52
	Average annual number of permanent, temporary and part-time contracts by gender, age and professional classification	GRI 2-7 GRI 405-1	3.-Employee commitment - Human team	52
	Number of dismissals by gender, age and occupational classification	GRI 401-1	3.-Employee commitment - Human team	52
	Average compensation and its evolution by gender, age and professional classification or equal value (*)	GRI 405-2	3.-Employee commitment - Human team	52
	Wage gap (*) Remuneration for equal or average jobs in society	GRI 405-2 GRI 202-1	3.- Employee commitment - Promotion of equality	61
	Average compensation of directors and executives, including variable compensation, per diems, indemnities, payments to long-term savings plans and any other payments, broken down by gender (*)	GRI 2-19 GRI 2-20	3.- Employee commitment - Promotion of equality	61
	Implementation of work disconnection measures	GRI 3-3	3.- Employee commitment - Work organization	66

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Key performance indicators

Contents of Law 11/2018		Related GRI standard	EINF content	Page
INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Employment	Employees with disabilities	GRI 405-1	4.- Commitment to society - Contribution to local development and territory / 3. Promotion of equality in functional diversity	73/64
	Organization of working time	GRI 2-7 GRI 3-3	3.- Employee commitment - Work organization	66
	Number of hours of absenteeism	GRI 403-2	3.- Employee commitment - Work organization	66
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents	GRI 3-3 GRI 401-3	3.- Employee commitment - Work organization	66
	Occupational health and safety conditions	GRI 403-1 GRI 403-2	3.- Employee commitment - Occupational Health and Safety	56

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Key performance indicators

Contents of Law 11/2018		Related GRI standard	EINF content	Page
INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Employment	Occupational accidents, their frequency and severity, broken down by sex	GRI 403-9 GRI 403-10	3.- Employee commitment - Occupational Health and Safety	56
	Occupational diseases by gender	GRI 403-10	3.- Employee commitment - Occupational Health and Safety	56
	Organization of social dialogue, including procedures for informing, consulting and negotiating with personnel	GRI 2-29 GRI 402-1 GRI 403-4	3.- Employee commitment - Social relations	67
	Percentage of employees covered by collective bargaining agreements by country	GRI 2-30	3.- Employee commitment - Social relations	67

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Key performance indicators

Contents of Law 11/2018		Related GRI standard	EINF content	Page
II INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Employment	Review of collective bargaining agreements, particularly in the field of occupational safety and health	GRI 403-1	3.- Employee commitment - Social relations	67
	Mechanisms and procedures the company has in place to promote employee involvement in the management of the company, in terms of information, consultation and participation.	GRI 3-3	3.- Employee commitment - Social relations	67
	Policies implemented in the field of training	GRI 3-3 GRI 404-2	3.- Employee commitment - Training	60
	Total hours of training by professional category	GRI 404-1	3.- Employee commitment -	60
	Universal accessibility for people with disabilities	GRI 3-3	Training	61
	Measures taken to promote equal treatment and opportunities between women and men	GRI 3-3	3.- Employee commitment - Promotion of equality	61
	Equality plans (Chapter III of Organic Law 3/2007, of March 22, 2007, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities	GRI 103	3.- Employee commitment - Promotion of equality and work organization	61/66
	Anti-discrimination and diversity management policy	GRI 3-3 GRI 406-1	3.- Employee commitment - Promotion of equality	61

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Key performance indicators

Contents of Law 11/2018		Related GRI standard	EINF content	Page
HUMAN RIGHTS INFORMATION				
Human Rights	Implementation of human rights due diligence procedures. Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and remedy possible abuses committed	GRI 3-3 GRI 414-2 GRI 412-1	1.- About REIG JOFRE – Business Ethics	27
	Denuncias por casos de vulneraciones de derechos humanos	GRI 2-26 GRI 3-3 GRI 406-1	1.- About REIG JOFRE - Business Ethics in Responsible Economics	28
	Promotion and enforcement of the provisions of the fundamental conventions of the International Labor Organization related to respect for freedom of association and the right to collective bargaining	GRI 3-3	3.- Employee commitment - Social relations	67
	Elimination of discrimination in respect of employment and occupation	GRI 3-3	3.- Employee commitment - Promotion of equality	61
	Elimination of forced or compulsory labor	GRI 3-3	1.- About REIG JOFRE – Business Ethics	27
	Effective abolition of child labor	GRI 3-3	1.- About REIG JOFRE – Business Ethics	27

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Contents of Law 11/2018		Related GRI standard	EINF content	Page
INFORMATION ON CORRUPTION AND BRIBERY				
Corruption and bribery	Measures taken to prevent corruption and bribery	GRI 3-3 GRI 205-3	1.- About REIG JOFRE – Business Ethics in Code of Ethics and Anticorruption	27
	Measures to combat money laundering	GRI 3-3	1.- About REIG JOFRE – Business Ethics in Code of Ethics and Anticorruption	27
	Contributions to foundations and non-profit organizations	GRI 3-3 GRI 201-1 GRI 203-2 GRI 415-1	4.- Commitment to society - Contribution to local development and territory	73

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Key performance indicators

Contents of Law 11/2018		Related GRI standard	EINF content	Page
COMPANY INFORMATION				
Company commitment to sustainable development	Impact of the activity on employment and local development	GRI 203-1 GRI 203-2 GRI 204-1 GRI 413-1 GRI 413-2	4.- Commitment to society - Contribution to local development and territory	73
	Impact of the activity on local populations and territory	GRI 203-1 GRI 413-1	4.- Commitment to society - Contribution to local development and territory	73
	Relationships maintained with local community stakeholders and changes in the dialogue within these communities	GRI 2-29 GRI 413-1	4.- Commitment to society - Contribution to local development and territory	73
	Partnership or sponsorship actions	GRI 2-28 GRI 201-1	4.- Commitment to society - Contribution to local development and territory	73
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy	GRI 2-6 GRI 3-3 GRI 308-1 GRI 414-1	Inclusion of social, gender equality and environmental issues in the procurement policy	71
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility		4.- Commitment to society – Supply chain management	
	Monitoring and auditing systems and audit results	GRI 3-3	4.- Commitment to society – Supply chain management	71

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Key performance indicators

Contents of Law 11/2018		Related GRI standard	EINF content	Page
COMPANY INFORMATION				
Consumers	Consumer health and safety measures	GRI 416-1 GRI 416-2 GRI 417-1	4. – Commitment to society – Product quality and safety	70
	Complaint systems, complaints received and their resolution	GRI 2-26 GRI 418-1	4. – Commitment to society – Product quality and safety	70
Información fiscal	Benefits obtained by country	GRI 3-3 GRI 201-1	Annexes – Responsible economy	83
	Taxes on profits paid	GRI 201-1	Anexos - Economía responsable	83
	Public subsidies received	GRI 201-4	Anexos - Economía responsable	83

TAXONOMY TABLES:

Key performance indicators Table 1: Proportion of revenue from products or services linked to economic activities aligned with the taxonomy – disclosure for the year 2024.

Financial year 2024		Year		Criteria for Do No Significant Harm ("Does not cause significant harm").						Criteria for Do No Significant Harm ("Does not cause significant harm").									
Economic activities	Codes	Turnover (€)	Proportion of absolute turnover, year 2023	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular economy	Contamination	Biodiversity and ecosystems	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular economy	Contamination	Biodiversity and ecosystems	Minimum	Proportion of sales that conforms to taxonomy (A.1) or eligible according to taxonomy (A.2), year 2022	Facilitating activity category	Transition activity category
		Euros	%	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. ELEGIBLE ACTIVITIES ACCORDING TO TAXONOMY																			
A.1. Environmentally sustainable activities (conforming to the taxonomy)																			
Turnover from environmentally sustainable activities (conforming to the taxonomy) (A.1)		0,00€	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	S	S	S	S	S	S	S	N/A		
Of which: facilitators		0,00€	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	S	S	S	S	S	S	S	N/A	F	
Of which: transitional		0,00€	0,00%							S	S	S	S	S	S	S	N/A		T
A.2. Eligible activities according to the taxonomy, but not environmentally sustainable (activities that do not comply with the taxonomy)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Drug manufacturing	PPC.1.2	189.219.489 €	55,8%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								54,6%		
Hazardous waste treatment	PPC.2.2	- €	0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								N/A		
Transportation by motorcycles, passenger cars and light commercial vehicles	CCM.6.5	- €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
Installation, maintenance and repair of renewable energy technologies	CCM.7.6	- €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
Acquisition and ownership of buildings	CCM.7.7	- €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
Turnover from activities eligible under the taxonomy, but not environmentally sustainable (activities that do not conform to the taxonomy) (A.2)		189.219.489 €	55,8%	0%	0,00%	0,00%	55,8%	54,6%	0,00%								54,6%		
A. Turnover from eligible activities according to the taxonomy (A.1+A.2)		189.219.489 €	55,8%	0%	0,00%	0,00%	55,8%	54,6%	0,00%								N/A		
B. INELEGIBLE ACTIVITIES ACCORDING TO THE TAXONOMY																			
Turnover from activities not eligible according to taxonomy (B)		149.675.978 €	44,2%																
TOTAL		338.895.467 €	100%																

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Table 2: Proportion of revenue/total revenue aligned with the taxonomy by objective and proportion of revenue/total revenue eligible under the taxonomy by objective (Subsection c, Annex II, Delegated Regulation 2023/2486).

	Ratio of net sales/total net sales	
	Conforms to the taxonomy by objective	Eligible according to taxonomy by objective
CCM	0,00%	0%
CCA	0,00%	0%
WTR	0,00%	0%
CE	0,00%	0,0%
PPC	0,00%	55,8%
BIO	0,00%	0%

TAXONOMY TABLES:

Table 3: Proportion of CapEx from products or services associated with economic activities that conform to the taxonomy -disclosure for the year 2023

Financial year 2024		2024		Substantial contribution criteria						Criteria for Do No Significant Harm ("Does not cause significant harm").						Proportion of CapEx conforming to taxonomy (A.1) o eligible according to taxonomy (A.2), year 2022		Facilitating activity category	Transition activity category
Economic activity	Codes	CapEx (€)	CapEx ratio, year 2024	Climate change mitigation	Adaptation to climate change	Recursos hídricos y marinos	Water and marine resources	Contamination	Biodiversity and ecosystems	Climate change mitigation	Adaptation to climate change	Recursos hídricos y marinos	Circular economy	Contamination	Biodiversity and ecosystems	Minimum guarantees			
		Euros	%	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. ELEGIBLE ACTIVITIES ACCORDING TO TAXONOMY																			
A.1. Environmentally sustainable activities (conforming to the taxonomy)																			
CapEx of environmentally sustainable activities (conforming to taxonomy) (A.1)		0	%	%	%	%	%	%	%	S	S	S	S	S	S	S	N/A		
Of which: facilitators		0	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	S	S	S	S	S	S	S	N/A	F	
Of which: transitional		0	0,00%							S	S	S	S	S	S	S	N/A		T
A.2. Eligible activities according to the taxonomy, but not environmentally sustainable (activities that do not conform to the taxonomy)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Drug manufacturing	PPC.1.2	4.607.829€	36,9%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								N/A		
Hazardous waste treatment	PPC.2.2	- €	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								N/A		
Transportation by motorcycles, passenger cars and light commercial vehicles	CCM.6.5	- €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
Installation, maintenance and repair of renewable energy technologies	CCM.7.6	782.948€	6,3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
Acquisition and ownership of buildings	CCM.7.7	- €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
CapEx of eligible activities according to the taxonomy, but not environmentally sustainable (activities that do not comply with the taxonomy) (A.2)		5.390.778€	43,1%	6,3%	0,00%	0,00%	0,00%	36,9%	0,00%								N/A		
A. CapEx eligible activities according to taxonomy (A.1+A.2)		5.390.778€	43,1%	6,3%	0,00%	0,00%	0,00%	36,9%	0,00%								N/A		
B. INELEGIBLE ACTIVITIES ACCORDING TO THE TAXONOMY																			
CapEx of ineligible activities according to the taxonomy		8,051,672 €	41.2%																
TOTAL (A+B)		19.537.802 €	100,00%																

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Table 4: Proportion of total CapEx/CapEx that conforms to taxonomy by objective and proportion of total CapEx/CapEx eligible according to taxonomy by objective (subindex c Template Annex II Delegated Regulation 2023/2486).

	Proporción de las CapEx/CapEx totales	
	Conforming to taxonomy by objective	Eligible according to taxonomy by objective
CCM	0,00%	0,4%
CCA	0,00%	0%
WTR	0,00%	0%
CE	0,00%	0,0%
PPC	0,00%	58,4%
BIO	0,00%	0%

TAXONOMY TABLES:

Table 5: Proportion of OpEx from products or services associated with economic activities that conform to the taxonomy -disclosure for the year 2024.

Financial year 2024		Year			Substantial contribution criteria					Criteria for Do No Significant Harm ("Does not cause significant harm").							Proportion of OPEX conforming to taxonomy (A.1) or eligible according to taxonomy (A.2), year 2022	Facilitating activity category	Transition activity category
Economic activity	Codes	OPEX (€)	OPEX ratio, year 2024	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular economy	Contamination	Biodiversity and ecosystems	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular economy	Contamination	Biodiversity and ecosystems	Minimum guarantees			
		Euros	%	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S; N; N/EL	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. ELEGIBLE ACTIVITIES ACCORDING TO TAXONOMY																			
A.1. Environmentally sustainable activities (conforming to the taxonomy)																			
OPEX of environmentally sustainable activities (conforming to taxonomy) (A.1)		0,00€	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	S	S	S	S	S	S	S	N/A		
Of which: facilitators		0,00€	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	S	S	S	S	S	S	S	N/A	F	
Of which: transitional		0,00€	0,00%							S	S	S	S	S	S	S	N/A		T
A.2 Eligible activities according to the taxonomy, but not environmentally sustainable (activities that do not conform to the taxonomy)																			
				(EL; N/EL)	(EL; N/EL)	(EL; N/EL)	(EL; N/EL)	(EL; N/EL)	(EL; N/EL)										
Drug manufacturing	PPC.1.2	4.288.357 €	71,4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								72,2%		
Hazardous waste treatment	PPC.2.2	15.858 €	0,3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0,4%		
Transportation by motorcycles, passenger cars and light commercial vehicles	CCM.6.5	1.298.260 €	21,6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								8,5%		
Installation, maintenance and repair of renewable energy technologie	CCM.7.6	- €	0,0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
Acquisition and ownership of buildings	CCM.7.7	5.597.586 €	93,3%	21,6%	0%	0%	71,4%	0%	0%								80,6%		
OPEX of eligible activities according to the taxonomy, but not environmentally sustainable (activities that do not comply with the taxonomy) (A.2)		5.602.475€	5.597.586 €	%	%	%	%	%	%								%		
A. OPEX of eligible activities according to taxonomy (A.1+A.2)		5.602.475€	4.288.357 €	71,4%	N/EL	N/EL	N/EL	N/EL	EL								N/A		
B. INELEGIBLE ACTIVITIES ACCORDING TO THE TAXONOMY																			
OPEX of ineligible activities according to the taxonomy		401.929 €	6,7%																
TOTAL (A+B)		6.004.404 €	100%																

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Table 6: Proportion of total OpEx/OpEx that conforms to taxonomy by objective and proportion of total OpEx/OpEx eligible according to taxonomy by objective (subindex c Template Annex II Delegated Regulation 2023/2486).

	Ratio of total OpEx/OpEx	
	Conforming to taxonomy by objective	Eligible according to taxonomy by objective
CCM	0,00%	21,6%
CCA	0,00%	0%
WTR	0,00%	0%
CE	0,00%	0,0%
PPC	0,00%	71,4%
BIO	0,00%	0%

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Template 1: Activities related to nuclear energy and fossil gas.

Nuclear energy activities	
The company conducts, finances or has exposures to research, development, demonstration and deployment of innovative power generation facilities that produce energy from nuclear processes with minimal fuel cycle waste.	NO
The company undertakes, finances or has exposures to the construction and safe operation of new nuclear facilities to produce electricity or process heat, including for district heating purposes or industrial processes such as hydrogen production, as well as their safety upgrades, using the best available technologies.	NO
The company conducts, finances or has exposures to the safe operation of existing nuclear facilities that produce electricity or process heat, including for district heating purposes or industrial processes such as the production of hydrogen from nuclear energy, as well as their safety upgrades.	NO
Fossil gas activities	
The company carries out, finances or has exposures to the construction or operation of power generation facilities that produce electricity from gaseous fossil fuels.	NO
The company carries out, finances or has exposures to the construction, renovation and operation of combined heat/cold and power generation facilities using gaseous fossil fuels.	NO
The company carries out, finances or has exposures to the construction, renovation and operation of heat generation facilities that produce heat/cooling from gaseous fossil fuels.	NO



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