

SUSTAINABILITY REPORT

2021



OUR WAY OF APPROACHING THE WORLD



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FERRER FOR GOOD

€645M
Net revenue.

128
Countries in which it operates (*).



13
Workplaces around the world.

61.4% of the Group's profits have been donated to social and environmental causes.

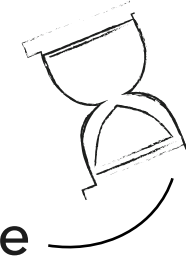
100% of new employees have been trained on Ferrer's Code of Ethics

100.6 B Corp certification score

We are among the top **25%** of the highest scoring B Corp companies

GREAT PEOPLE

126,969
Training hours for the entire Ferrer team.



68 Training hours per person.

+51% of the management positions are held by women.

5 COUNTRIES have been certified as Great Places to Work

GLOBAL TRUST INDEX OF 71 POINTS.

75% of the people at Ferrer consider it an excellent place to work.

+9,500 Hours devoted to training and actions to promote people's well-being.

LIVEABLE PLANET

100% of the electricity we use comes from renewable energy sources, thus avoiding the emission of greenhouse gases each year.

84.6% Recovery of all our waste at a global level.

10.2% Reduction of our global carbon footprint in line with our goal to reduce it by **25%** by 2030.

8.9% of direct emissions reductions in line with our target of a **50%** reduction by 2030.

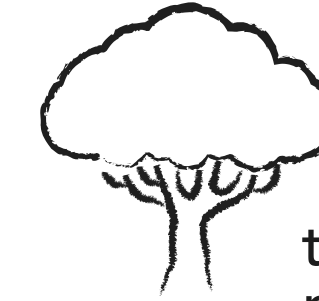
LEADERS in the CDP Supplier engagement rating

More than **70%** of suppliers assessed on their GHG emissions

Elimination of deforestation in more than **67%** of our packaging

SOCIAL JUSTICE

Our Volunteering Programme has mobilised **925** volunteers

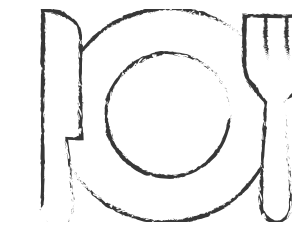


who have devoted more than **6,437** hours to social and environmental projects.

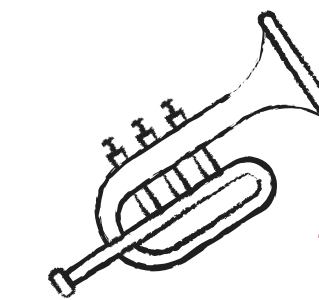
218 vulnerable young people supported through employability projects.

1138 People impacted by Collective Action projects.

706,667 Daily meals delivered to **52** social entities that work with vulnerable groups.



300 Grants awarded to young people through the Fundació de Música Ferrer-Salat.



€11M in contributions to foundations and associations.

OUR ACTIVITY

€41.2M investment in R&D

More than **75%** of the projects are in clinical research.

€631M Net sales.

€58M Investment in industrial assets

(*) Approximate data.

THE FERRER WE WANT TO BE

CONVERSATION WITH THE CEO-PRESIDENT.
MARIO ROVIROSA AND SERGI FERRER-SALAT

WE WANT TO BE A COMPANY THAT LOOKS TO
THE FUTURE WITH THE PEACE OF MIND THAT
ITS ACTIVITY IS SUSTAINABLE SO THAT WE CAN
CONTINUE TO HELP CHANGE LIVES AND INSPIRE
OTHER COMPANIES TO FOLLOW SUIT.

MARIO ROVIROSA: At Ferrer we understand that there is another way of doing business. Companies have to strive to achieve long-term financial sustainability, but the people who work at Ferrer understand that sustainability goes much further and that it extends to people, the environment, and society as a whole.

SERGI FERRER-SALAT: Indeed, without neglecting profitability, as you say, **all our business operations must always be subordinated to social justice**, which, unfortunately, is a principle that is often not sufficiently inculcated in the corporate setting. It is important to pursue this goal out of the deepest, inner conviction and consistently. At Ferrer, and speaking in all humility, **we just do this based on our conviction.**

MARIO: But, you know, Sergi, it's unusual to find a company like Ferrer that dedicates 50%, and in some years even **60%, of its profits to social and environmental projects.** We can talk a great deal about ESG and corporate social responsibility, about our mission, but, in the end, it is the facts that show whether this is really happening or not. And this is only possible because you want it to happen.

SERGI: It obviously has to be quantified, and in percentage terms, because the amounts, depending on the size of each company, may be totally distorted. What is essential is that this creation of wealth through the business activity itself comes as the result of an exemplary ethical practice towards society. This is the philosopher's stone.

MARIO: Absolutely. When I talk about Ferrer, I like to explain that the company incorporates this understanding of purpose into its daily processes. And, again, it's important to give some examples.

In Purchasing, we're implementing a very important project to involve all the suppliers that work with us, of which there are hundreds, so that they will adopt our same philosophy and understand that we have to function as an ecosystem in which we give and receive feedback. At Ferrer we will only work with companies that operate this way. **In 2022, we obtained the EcoVadis gold certification**, because we understand that we must be the first to set an example.

At the other end of the value chain, we're implementing the same project with all of our *partners*, trying to involve every last person, from the CEO to personnel promoting our products in more than 120 countries.

Our mission permeates the entire company structure. In other words, Ferrer isn't there to generate some resources and then send them to a foundation, but rather the company understands it that way. Now I'd like you to tell us about those profits that go to our foundations. What are we doing with them and what has happened during 2022?

AT FERRER, OUR MISSION PERMEATES THE ENTIRE COMPANY. WE INTEGRATE IT INTO OUR DAILY PROCESSES.

SERGI: We've always created foundations by seeking synergies with existing structures and institutions. For example, the Fundació de la Música Ferrer-Salat, the development of which has historically gone hand in hand with the Conservatori del Liceu. What need does this address? It has been proven that music, like no other area of human knowledge, can improve cognitive, social and emotional potential. Through **music education, we create opportunities** and ensure that people with talent or in disadvantaged socio-economic environments are guaranteed this level of comprehensive musical training, which then has multiple repercussions on their day-to-day lives, and on how they perform and interact in the personal and professional spheres.



SERGI FERRER-SALAT
PRESIDENT OF FERRER



MARIO ROVIROSA
CEO OF FERRER

It is estimated that, by 2040-2050, 80% of the world's population will live in large cities. With Fundació Ferrer Sustainability, our work involves three strategic pillars that must be guaranteed in these mega-cities of the future: the ecological issue of cities, that they serve as climate refuges, fostering love and respect for nature, which we call biophilia, and that they promote the well-being of people by guaranteeing food self-sufficiency and social integration. The goal is, ultimately, to **empower people** through this connection to regenerative agriculture, which will be a key element for the sustainability of cities of the future.

And within the Fundació Ferrer Sustainability, we have also achieved the goal of guaranteeing 1 million meals per year, 4,000 meals per day, for very vulnerable groups, with healthy, balanced and locally grown food, and also by fighting against food wastage.

And other foundations that already exist and that we will continue to develop gradually over time. But I'd like to emphasise that the ultimate goal is to **create opportunities and empower people and, above all, to strive for greater equity and social justice.**

MARIO: It's clear that they correspond to visions for the future and to current emergencies. And a very nice thing is that, thanks to all that the people of Ferrer are doing every day, these wonderful things are happening that are empowering and changing the lives of many people.

SERGI: And for me, there's nothing that could make me feel more honoured and excited than to see the genuine commitment of all the people at Ferrer, who make all of this possible. When the commitment is inherent to very dynamics of the company and when this activism extends to multiple initiatives, not only professional, but also personal. And this is the dream, isn't it? That, in a perfectly symbiotic way, everyone at Ferrer is completely convinced of the multiple beneficial impacts on social justice that this activism generates.

MARIO: I'd like to talk about another aspect that's also important. We may be doing many things with a social and environmental impact, but our first obligation is to our people. That's why another of our strategic pillars is Great People. **We really want them to think that they're in an excellent place to work, that they'll be able to advance here,** that they'll be listened to, that they'll be able to participate, that they'll be able to make mistakes and nobody will point fingers at them, that they will have the possibility to work on cross-disciplinary projects, that they will be part of this purpose.... We try to be an attractive company so that the most talented candidates will end up deciding that Ferrer can be a good place to work. And so logically, as with everything we do, this aspect needs to be measured too, doesn't it?

One example is the **Great Place to Work certification, which we obtained for the third time in 2022.** In 2022, we also added two countries: Costa Rica and Chile, which join those already

certified: Mexico, Portugal and Spain. For us, this isn't just a matter of prestige, it's about listening to our people in order to continue working to improve Ferrer.

SERGI: In this way you also generate a virtuous circle. In other words, this social commitment at the level of the company's own activity, and then returning it to society, makes it possible **to attract people with commitment, and with talent, which ultimately has a positive impact on the company's profitability.**

IT'S GREAT TO SEE A
GENUINE COMMITMENT
FROM ALL THE PEOPLE
AT FERRER WHO MAKE
ALL THIS POSSIBLE.

MARIO: That's right! And to add more things that have happened in 2022, one thing that seems to me to sum up everything we've been talking about, about three years ago we decided that a good way to measure everything we're doing could be the B Corp certification. We've worked very hard and it's been a pleasant surprise to achieve this. And, incidentally, we had a very high score, considering that it was the first time we participated. We've moved into the top 25% of companies in the world. But, apart from that, I was delighted to see experts in the field say that we are what we thought we were. But we're still learning. B Corp classifies its certification into community, people, environment, governance and customers, and we've made many improvements in these areas. And our idea is to keep improving to be, even more, this company with a mission that we mentioned at the start, along the entire value chain.

SERGI: And it's nice to see how, from a place of authenticity, of integrity, and in a perfectly natural way, our work is becoming better-known. It's important to know how to communicate this in a respectful, humble and reasonable way, but it's also **good to disseminate this throughout society and to serve as an inspiration for other companies.**

MARIO: When I think of long-term aspects, I think of the long-term incentive that we put in place in 2022 for all the people at Ferrer, with the aim of all

pulling together in the same direction. It's an incentive whose only financial aspects are related to the long-term economic sustainability of the company, and more than half are related to our purpose. If we achieve all these objectives, we'll be the company we want to be: a company that can look to the future with a certain peace of mind since the future will be sustainable, and therefore we will be able to continue making our mission, in which we believe so fervently, into a reality.

SERGI: Exactly, helping to change lives and trying to inspire many other companies to get involved and follow the same path.

DO YOU WANT TO SEE THE FULL INTERVIEW ON VIDEO?



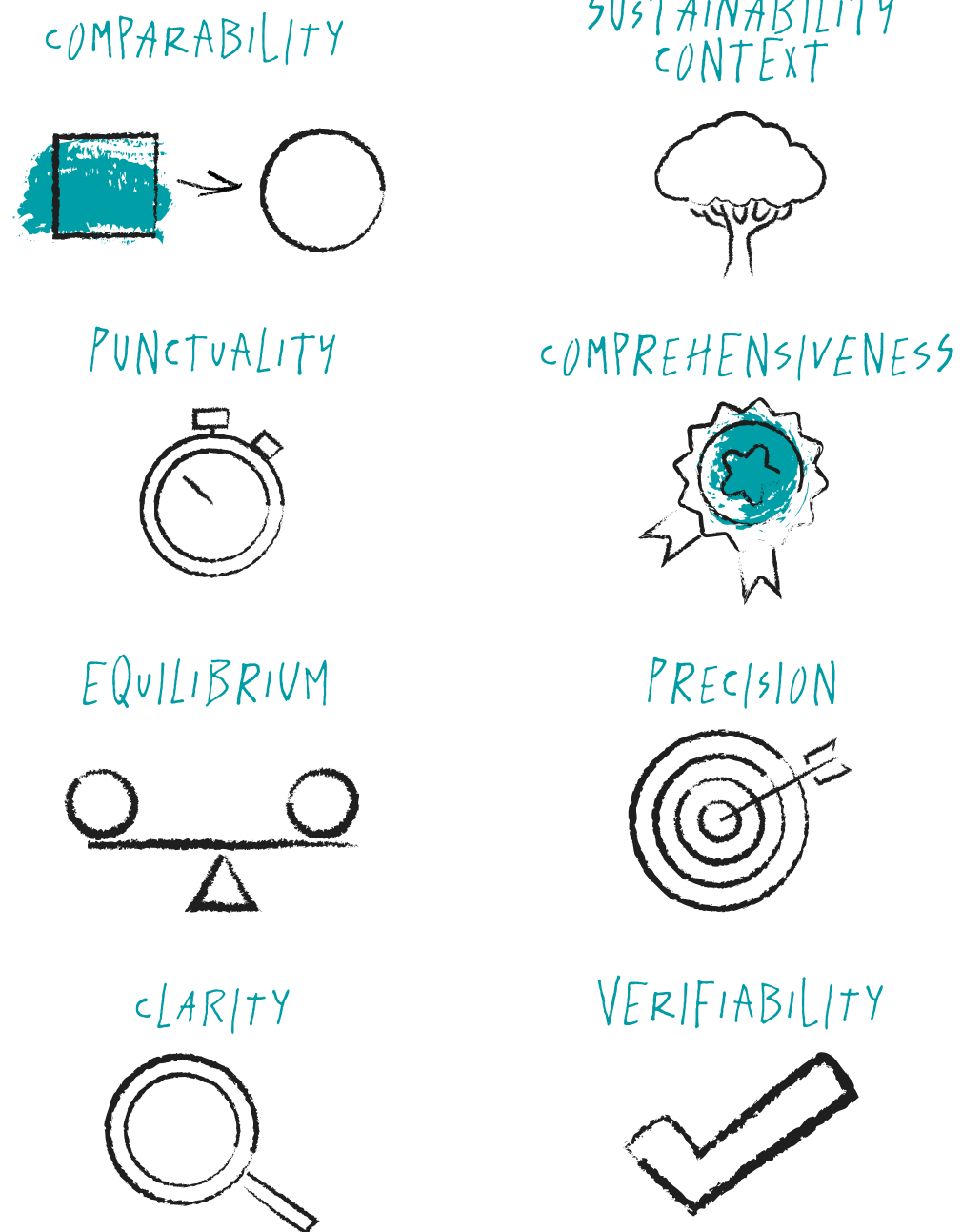
ABOUT THIS REPORT

(2-2) (2-3) This Non-Financial Information Statement includes the non-financial information of Grupo Ferrer Internacional, SA and its subsidiaries, as listed in the Group's consolidated annual accounts, referring to the financial year 2022 (from 1 January to 31 December 2022). By means of this document, the organisation responds to the Non-Financial Information and Diversity requirements set out in Law 11/2018 of 29 December.

The information included in this Non-Financial Information Statement compiles all the aspects identified as relevant and aligned with the requirements of the Non-Financial Information and Diversity Act. The report has also been prepared with reference to the Global Reporting Initiative (GRI) Standards and includes a corresponding table of contents, as well as information on details required by Ecovadis and the Carbon Disclosure Project (CDP).

Principles of preparation

Pursuant to GRI Standard 1 of 2021, the report has been prepared in accordance with the following principles:



If you have any queries regarding the content of the report, please contact Ferrer's Communications Department: comunicacion@ferrer.com.

Stakeholders

(4) (5-1) The integration of stakeholders into our organisation's lines of action is one of the most important tools for implementing socially responsible management. At Ferrer, we strive to build **solid relationships of trust with our stakeholders** and create shared value by entering into and maintaining a fluid and participative dialogue with them. Our corporate principles are based on honesty, **transparency, ethics, a responsible management model and the disclosure of relevant and reliable information.**

In terms of institutional relations, and given that one of our main objectives as a company is to become a relevant player in the field of low-prevalence diseases, firstly in Europe and later in other regions (Latin America, etc.), it is essential to participate in the main discussion forums at

the European level, where both the regulatory aspects and the access of patients to treatments are discussed.

That is why, at the European level, we are part of EUCOPE, the leading European association of small and medium-sized pharmaceutical companies. In recent months, we have been working in this forum on the review of the proposed new European regulation governing the development and marketing of orphan drugs, among others.

At the Spanish regional level, we participate in business associations such as Farmaindustria and Aelmhu, whilst joining in the call by the Fundación Luzon and ConELA to unblock the draft Law for the benefit of people living with Amyotrophic Lateral Sclerosis (ALS) in Spain, which has been blocked for more than 300 days in the Spanish Parliament.



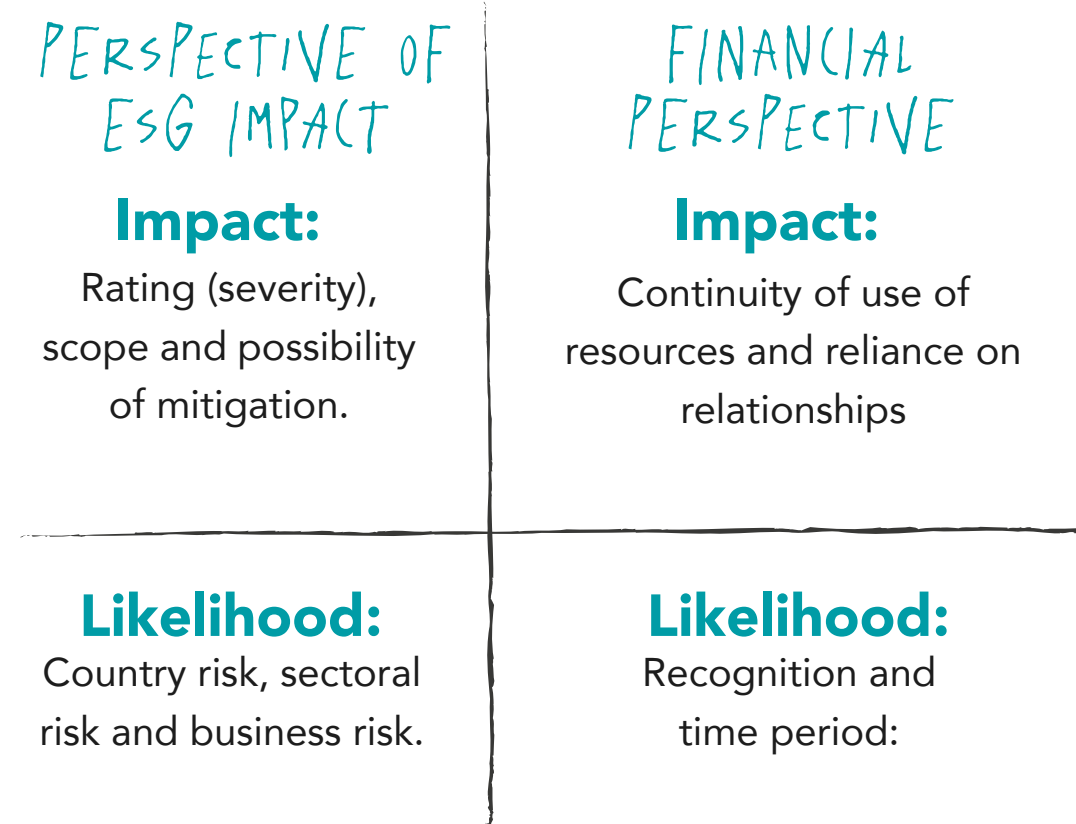
Double materiality analysis 2022

(3-1) (3-2) (3-3) In awareness of the importance of orienting our efforts towards those objectives with the greatest impact derived from our business activity, not only at an environmental level but also with regard to our key stakeholders, in 2022 we developed a new materiality matrix.

The double materiality analysis is a concept, which, having evolved from the traditional materiality analysis, integrates two perspectives to determine which issues are material for Ferrer: firstly, those that have a **greater social, environmental and governance (ESG) impact**, with attention to their scale (severity), scope and remediability; and, secondly, those that have a **financial impact on the company**. Methodologically, this approach is based on conducting an initial analysis from these two perspectives and then contrasting the results with internal and external stakeholders.

When conducting the analysis, different reference points were taken into account, including those derived from the previous materiality analysis, our 2021-2025 Strategic Plan, the B-Corp standard, sustainability indices (DJSI, CDP, Ecovadis, SABS Standards) or current regulations.

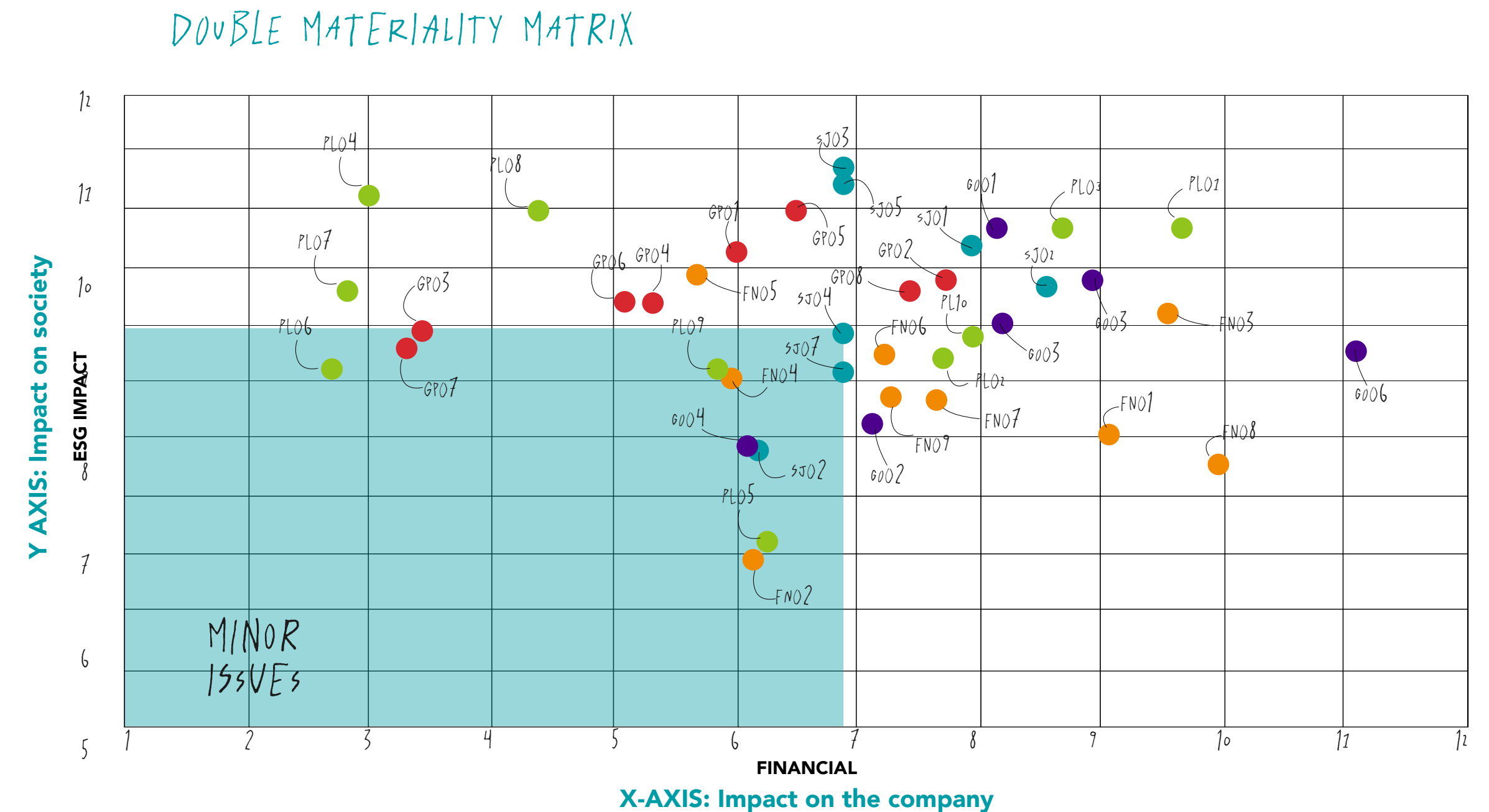
For the identification of material issues, negative and positive ESG impacts, as well as potential risks and opportunities, have been identified over a 10-year timeframe, based on the following criteria:



(2-29) The key stakeholders involved in the process of analysis and consulted via an online survey include our Ferrer employees, prescribers and customers, partners, suppliers and licensors, the public authorities, collaborators, patients' associations and foundations, among others.

The materiality matrix below shows the most impactful or material issues from the point of view of their impact on society (vertical axis) and their impact on the value of the company (horizontal axis):

As a result, **at Ferrer we are able to identify those issues on which we must work as a priority** in relation to our business model and strategic plan, based on the development of our activity, excellence in governance processes, and the three pillars of our corporate purpose: **Great People, Liveable Planet and Social Justice.**



LIST OF THEMES

MAJOR THEMES

NON-MATERIAL ISSUES

BUSINESS FOCUS

9 THEMES

GOVERNANCE

6 THEMES

GREAT PEOPLE

8 THEMES

LIVEABLE PLANET

10 THEMES

SOCIAL JUSTICE

7 THEMES

FN01 - Prices and access to markets	GO01 - Economic and fiscal development	GP01 - Job creation	PL01 - Mitigation of and adaptation to climate change	SJ01 - Contribution to the local community
FN03 - Innovation in medicinal products and healthcare products	GO02 - Ethics and Compliance	GP02 - Talent and professional development	PL02 - Energy use, self-sufficiency and energy efficiency	SJ02 - Access to healthcare
FN05 - Health Impact and Pharmacovigilance	GO03 - Transparency	GP04 - Diversity, inclusion and freedom from discrimination	PL03 - Sustainable mobility and logistics	SJ03 - Access to education
FN06 - Quality and safety of the medicinal product or healthcare product	GO05 - Partnerships and collaboration	GP05 - Remuneration and benefits	PL04 - Waste management	SJ04 - Promoting employability among vulnerable groups
FN07 - Ethical relationship with healthcare professionals	GO06 - Responsible management of the supply chain	GP06 - Working days	PL07 - Management of chemicals and solvents	SJ05 - Food for vulnerable groups
FN08 - Relationship with the patient		GP08 - Work climate and job stability	PL08 - Water management	SJ07 - Collective action
FN09 - Relationship with partners, commercial distributors and customers			PL10 - Environmental management of facilities	
FN02 - Responsibility for intellectual property	GO04 - Corporate Governance	GP03 - Occupational health, safety and welfare	PL05 - Circular Economy and Eco-design	SJ06 - Respect for human rights
FN04 - Ethical and transparent clinical and non-clinical trials		GP07 - Prevention of harassment at work	PL06 - Pharmacontamination	
			PL09 - Impact on biodiversity and natural capital	

FERRETER FOR GOOD





WE WANT TO PROMOTE A NEW WAY OF DOING BUSINESS AND APPROACHING THE WORLD

4.1. Ferrer for good. Our raison d'être

At Ferrer, we make a positive impact in society. And we do this through three pillars that define everything we do: **Great People**, promoting a people-centred culture based on trust and accountability, in which talent thrives; **Liveable Planet**, through which we promote environmental protection for our own sake and for the sake of future generations; and **Social Justice**, through which we support people in vulnerable situations to contribute to a fairer and more equitable society and ensure equal opportunities.

We have operations in 128 countries, including 29 international subsidiaries and 13 workplaces, with a team of more than 1,800 people working daily to make our purpose a reality.

Founded in Barcelona in 1959, as a global pharmaceutical company, we work to deliver transformative therapeutic solutions, with an increasing focus on pulmonary vascular and interstitial lung diseases and neurological disorders.

4.1.1. Our positive impact

OUR WAY OF APPROACHING
THE WORLD PERMEATES
ALL OUR DAILY ACTIONS
AND DECISIONS, AS
WELL AS THE COMPANY'S
PROCESSES AND CULTURE.

And we want our actions to transcend Ferrer's borders to **continue generating value while moving on the path towards a better society**; our motto "for good" reflects our aim to have a positive impact, an unmistakable expression of our mission statement and our actions.

We are B Corp

We are not alone in our ambition to promote a new way of approaching the world and of doing business. As of 2022, we are an **active member of the B Corp community**, part of a movement that now includes more than 6,000 companies around the world, with a mission to use the power of business as a driver of social and environmental change.

Being a B Corp obliges us to meet the highest standards for social and environmental performance, transparency and corporate responsibility in all regions where we have operations on the ground. So much so that our certification process took two years, during which different companies of the Ferrer Group, with a presence in 15 countries, were evaluated, and more than 50 cross-disciplinary projects were implemented, transforming the company at a global level.

By joining B Corp in early 2022, we became the **first Spanish pharmaceutical company** to form a part of this community, scoring 100.6 points in the certification process, a result we're proud of, considering that, at that time, only a quarter of B Corp companies worldwide had scored more than 100 points.

And, as well as becoming a B Corp, Ferrer participated in drawing up the community standards for the pharmaceutical industry.

4.2. Another way of doing business.

Since we are aware that we still have a long way to go, at Ferrer we want to promote a new way of doing business that contributes to a better society. And we do so out of an authentic conviction.

In this sense, at Ferrer we believe that the pharmaceutical business is not an end in itself, but a **means to generate substantial social change**.

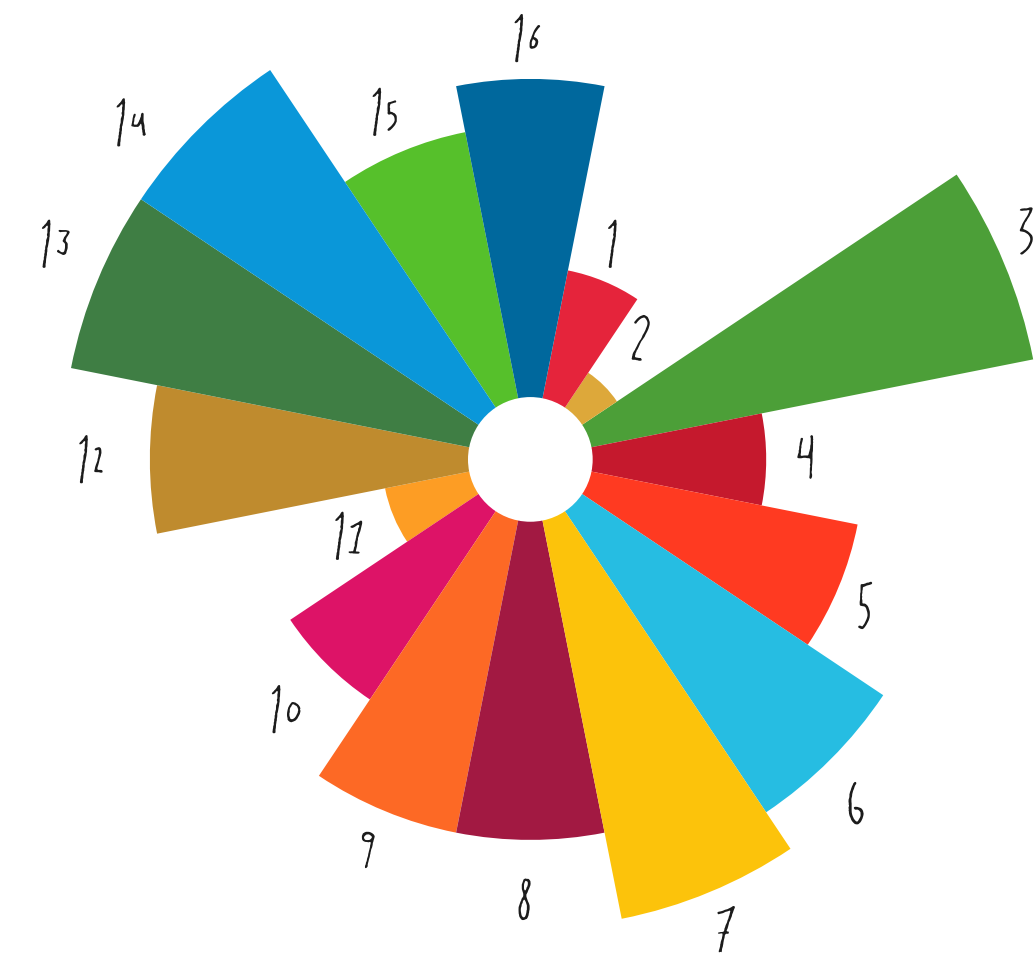
We work to achieve a minimum level of economic profitability that guarantees the company's sustainability so that we can reinvest a significant part of our profits in initiatives with an impact on society and the environment, and on our people.

In fact, the profit margin we have set for Ferrer is less than half that of other companies in the sector. We decided to do this in **order to reinvest our profits in social and environmental impact initiatives**, in a measurable and progressive way, ultimately serving to create a fairer and more equitable society.

Thus, 2021 was the first year in which we allocated more than half of Ferrer's net profit to positive impact, and in 2022 we maintained this trend by reinvesting the company's net profit in different projects aimed at promoting equal

opportunities for people in vulnerable situations, as well as initiatives aimed at protecting the planet, as stated in this Sustainability Report.

Furthermore, as part of our commitments as a B Corp company, Ferrer's bylaws were also amended in 2021 to ensure that social and environmental impact is taken into account in decision-making.



We join BARCELONA +B

In 2022, we joined Barcelona City Council, EADA Business School and B Lab Spain as strategic partners in the Barcelona+B alliance, a public-private collaboration project aimed at **social and business transformation to promote a more prosperous, sustainable and inclusive city**. Faced with the need to act in response to the climate emergency and social inequalities, Barcelona+B was born as a pioneering initiative in Spain that seeks to improve the social and environmental impact of companies and citizens, converting them into the main agents of change and positive transformation.

The aim is for companies, universities, foundations, public institutions, entrepreneurs and citizens to work together to make Barcelona a better city, publicising it as a new global benchmark in business transformation and in contributing towards the United Nations Sustainable Development Goals (SDGs) from the local level. Thus, in 2022, some 850 people were involved in 21 events, representing more than 60 companies or organisations.

Barcelona+B was an initiative integrated into the global Cities+B network, forming part of a global movement to mobilise hundreds of thousands of citizens and organisations to contribute to the SDGs and drive a cultural change that redefines the way each actor assumes their responsibility and impact on cities.



We promote the Partners Activism programme

Companies and the productive ecosystem have a direct impact on the economic, social and environmental development of the communities of which we are a part. Aware of this responsibility, and motivated by our ambition to promote a new way of doing business, **at Ferrer we have launched the Partners Activism initiative** with the aim of making our activism and our mission of making a positive impact transcend our limits as a company.

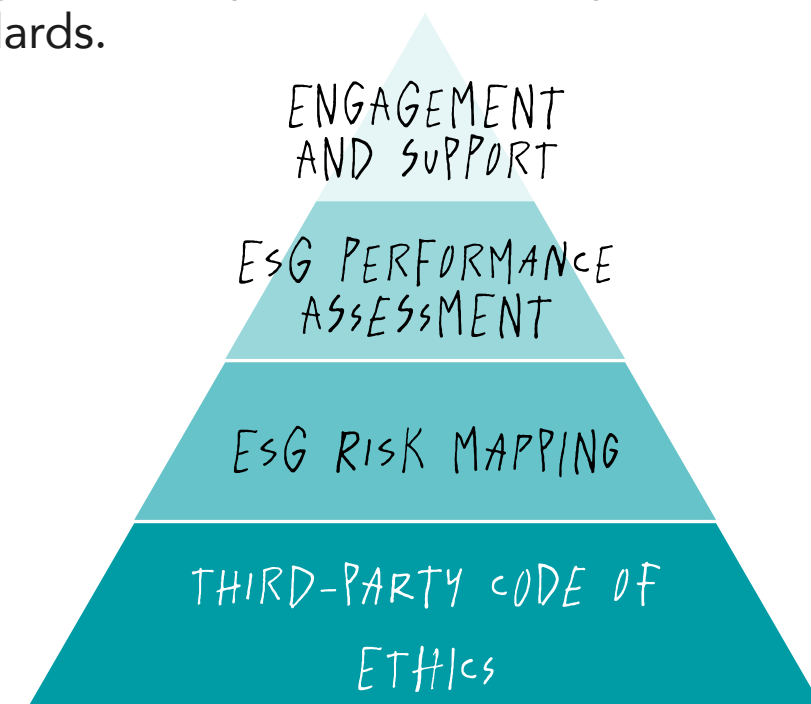
To this end, on 19 May 2022 we met with 15 of Ferrer’s strategic business partners to explain our mission and mobilise them for a positive impact. The project consists of **assessing and promoting environmental, social and corporate governance** performance among the selected partners, and defining actions to accompany and involve them in making a positive impact in society. All the companies committed to our mission through the involvement senior management.

Suppliers for Good: our commitment to the value chain

At Ferrer, the relationship with our suppliers is vital when it comes to improving our sustainable procurement strategy. Thus, in 2021 we launched initiatives such as the **Third Party Code of Conduct**.

In 2022, we launched the **Suppliers for Good** programme, a cross-cutting initiative that seeks to multiply Ferrer’s positive impact in society by involving our suppliers to improve our best practices for ESG (Environmental, Social and Governance).

The scope of the programme, which for the moment affects both the direct and indirect purchases of the Ferrer’s 4 main companies (Grupo Ferrer Internacional SA, Ferrer Internacional SA, Interquim SA and Ferrer Farma SA), has a focus in which Ferrer is fully involved with its suppliers and seeks to help and guide them in the process of change and adaptation to the expected sustainable standards.



- Objective: to focus engagement and support on any suppliers who have been selected for ESG assessment and who need such support.
- Purpose: Suppliers prioritised according to annual expense and ESG risk (corresponding to more than 90% of in-scope expense).
- Objective: all of our suppliers mapped.
- Objective: adherence of all our suppliers.

Progress of the Suppliers for Good programme in 2022

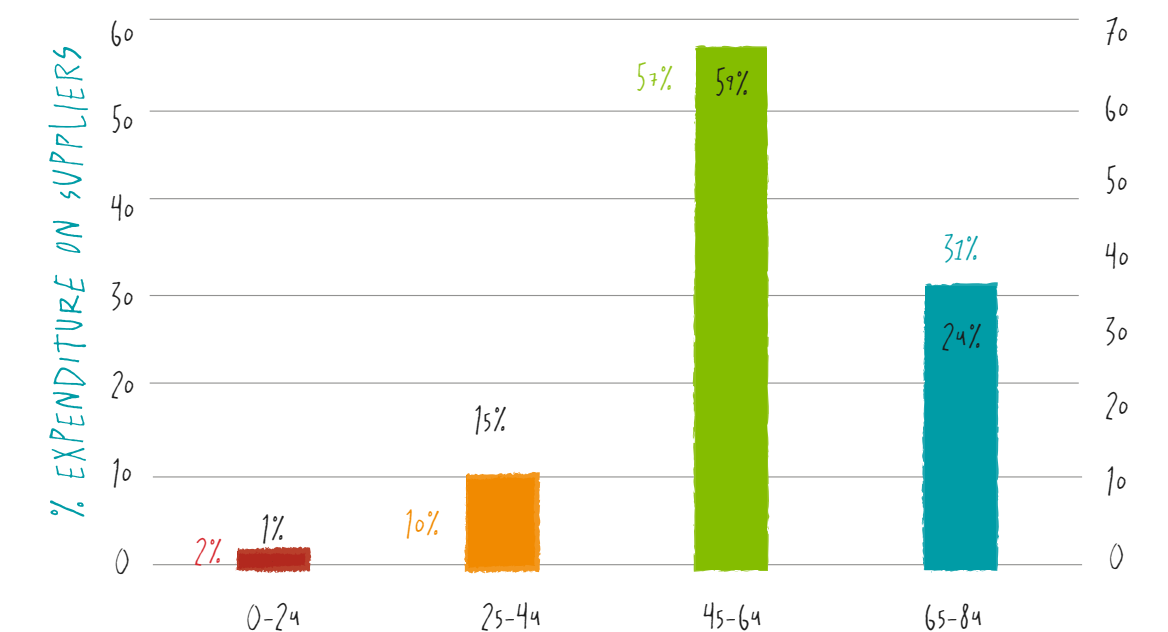
- Third-party code of conduct: We started the implementation of the SAP Ariba procurement platform, in which we ask our suppliers to register and accept the Third-Party Code of Ethics. By the end of 2022, 247 suppliers had already accepted our Third-Party Code of Ethics (15.9% of the scope of the Suppliers For Good programme).
- Supplier risk mapping: By the end of 2022, 81% of suppliers in Suppliers For Good were mapped according to their ESG risk (corresponding to 98% of in-scope spend).

The distribution of its ESG risk is as follows: (according to EcoVadis IQ methodology)

HIGH 5% **MEDIUM 59%** **LOW 36%**

- When asking our suppliers to share their ESG performance, priority will be given to those with higher vs. lower risk. Annual expenditure will also be taken into account (prioritising higher vs. lower expenditure). During 2022:
- Criteria have been defined for prioritising suppliers to undergo ESG assessment, based on annual expenditure and ESG risk.
- ESG assessment: According to the defined prioritisation criteria, we have identified 286 suppliers that should be assessed in ESG,

of which 135 have already shared their ESG assessment through EcoVadis. In total, by the end of 2022, we had 320 suppliers assessed in EcoVadis, corresponding to 43% of the in-scope spend.



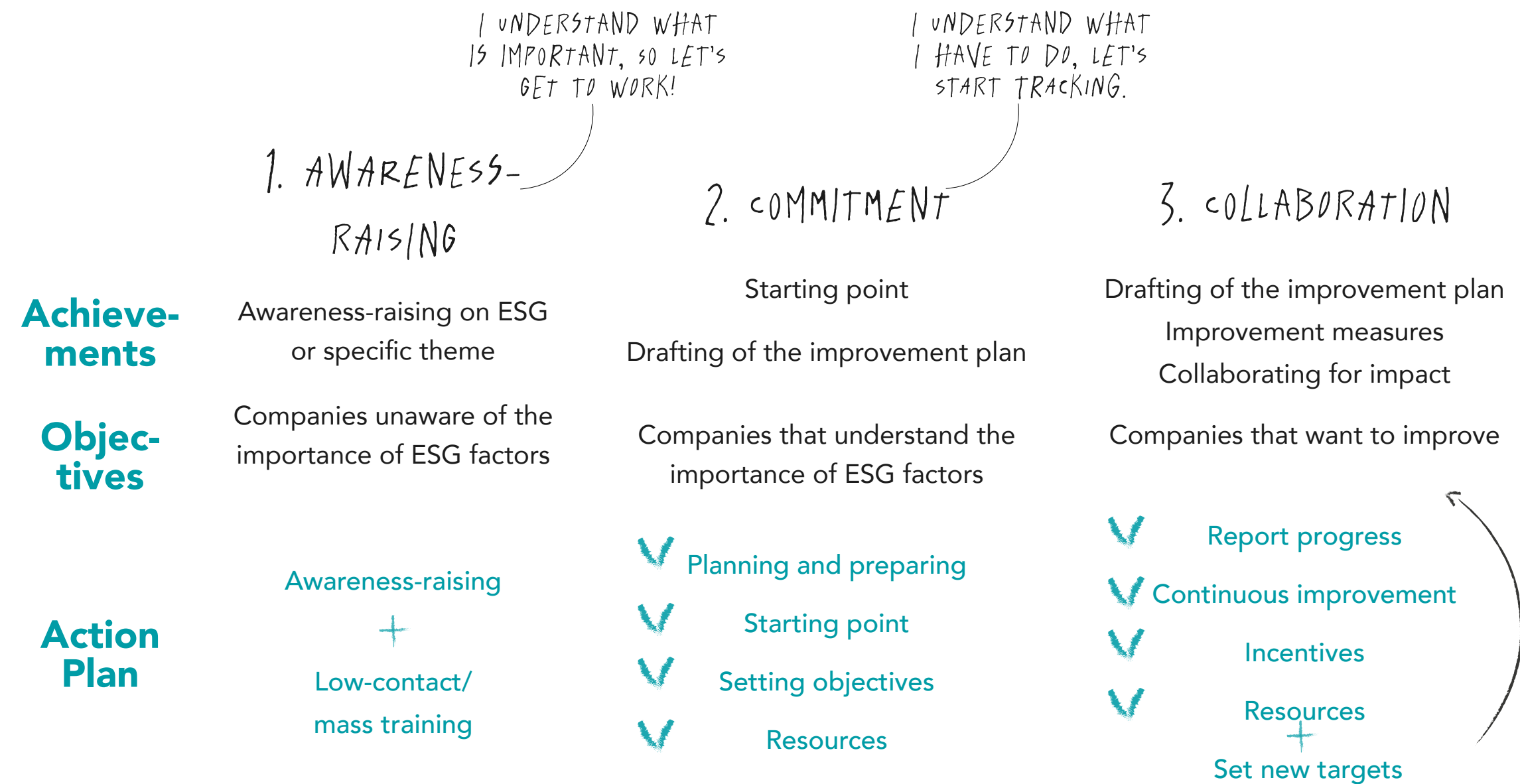
- Engagement and Support: In 2022, we defined the engagement model and started to implement some measures, mainly individual meetings with key suppliers.

- Furthermore, during 2022, the inclusion of ESG criteria in the process for sourcing and onboarding suppliers was reviewed, focussed on including the request for ESG assessment or carbon footprint assessment according to the defined criteria.

What do we expect in 2023?

Our main objective is to reach 50% of assessed ESG spending.
To this end, we will continue to implement the engagement model for significant suppliers that do not yet share their ESG performance.

We will move forward with the implementation of the new process for sourcing and onboarding new suppliers and we will continue with the implementation of SAP Ariba, which will allow us to increase the amount of expenditure related to the Third Party Code of Conduct.



4.2.1 Awards and recognitions obtained in 2022:

Over the course of 2022, we have been recognised by different associations for different aspects of our activity and of the way we do things. Some of the most important awards of the year have been:

- In the **ABC Salud awards, the cardiovascular polypill was recognized as Medicine of the Year**, at a gala event held at the newspaper's premises in Madrid. The twelfth annual award ceremony, which recognises the work of institutions, professionals and companies in the world of healthcare, focused on advances in the diagnosis and treatment of cancer, human reproduction and cardiovascular diseases. Thus, the cardiovascular polypill has been distinguished as the Medicinal Product of the Year, considering that "it is not only a more convenient option, but also more effective because it reduces mortality after a heart attack by 33%".
- The Spanish Association of Customer Relationship Experts (AEERC), iFAES and IZO held a new edition of the **Customer Relationship Excellence Awards** in Kinépolis Ciudad de la Imagen, Madrid, an event in which the CX Project of the Ferrer Transformation Office was distinguished as the Best Customer Experience Project.

The award recognised the cultural transformation we are carrying out to make the Customer Experience strategy one of the central pillars of the company.

- Ferrer Mexico has been awarded the **ASPID Award 2022** in the category of "Social Commitment and Sustainability Campaign" for its various actions with a positive impact carried out during the Liveable Planet Month and the Days For Good.
- Fundació Factor Humà presented us with the **13th Mercè Sala Award**, in recognition of our transformation towards a positive impact business model and, specifically, for fostering a culture focused on people and the development of their talent, promoting corporate activism, equal opportunities, ethical and responsible leadership, diversity, inclusion and wellbeing, among other things; protecting the environment -with initiatives to mitigate climate change and protect natural resources; and striving for a fairer and more equitable society, **reinvesting more than 50% of our net profit in different social and environmental projects.**

- **This year's DUX Award¹** went to Mario Rovirosa for promoting new leadership within companies through actions, habits and behaviours aimed at developing people's potential, from a holistic approach, to successfully address the challenges of the new economy.



¹ The Canal CEO Awards are inspired by the concept of DUX, a Latin term that encompasses concepts such as management, guidance, consideration, facilitation, transformation or service, whose greatest exponent was the Florentine polymath, Leonardo Da Vinci, and are today the seed of new leadership styles.

4.2.2. Ethical Culture

(3-3) (2-25) At Ferrer we play fair and we make every effort to assure an ethical conduct in all our activities. And we do so by paying attention not only to what we do, but also, and most especially, to how we do it, since we are fully aware that integrity must govern all of our decision-making.

We are not only committed to complying with current regulations: we go one step further, with the conviction that we can only achieve our objectives by **conducting ourselves with integrity and honesty in all our activities.**

AT FERRER, WHAT WE DO IS AS IMPORTANT AS THE WAY WE DO IT.

How do we do it? Thanks to a comprehensive ethics and compliance system that cuts across the organisation.

Our social and environmental commitment: a key line of action for Ferrer.

At Ferrer, we integrate sustainability into the very purpose of the company, structuring our activity around it at all levels. Our strategic plan, approved by the Management Committee, incorporates numerous objectives and strategies linked to sustainability around the three pillars of the corporate strategy: **Great People, Liveable Planet and Social Justice.** Therefore, the Management Committee itself is the highest governing body responsible for the approval and development of actions, initiatives or strategies linked to sustainability, which are inherent in the strategies of the business itself. The Management Committee has a People & Sustainability Chief Officer position responsible for supporting the company in the integration and implementation of all sustainability measures. All proposals linked to sustainability and aligned with the corporate strategy are presented to and approved by the Management Committee on a regular basis.

Also, as part of our commitment as a B Corp company, our articles of association specifically state that, in order to carry out our corporate purpose, **the companies that make up the Ferrer group will ensure that we make a positive impact in society, the people linked to the company, and the environment.**

Furthermore, in the performance of their duties, the members of the company's Board of Directors must take into account the effects that

(GRI 2-9) (GRI 2-12) (GRI 2-13) their decisions or actions may have on the interests of the shareholders, the people who work in Ferrer and its subsidiaries, customers, suppliers and other communities related to the company. Similarly, they must oversee the protection of the local and global environment.

Ferrer's governance structure consists of a Board of Directors and a Management Committee.

Board of Directors:

Ferrer's Board of Directors is responsible for approving the company's general strategy, establishing the process for developing said strategy, and supervising its implementation.

In turn, one of its tasks is to ensure optimal risk management to ensure compliance in the performance of its activity, guaranteeing the long-term sustainability of the business.

Among the main responsibilities of the Board of Directors is the management of social, environmental and governance impacts, a responsibility that has been delegated to the company's Management Committee. The Board of Directors is kept informed through its Chairman, who is responsible for bringing matters before the Board.

In 2022, Ferrer's Board of Directors was composed of 4 people: the Chairman, the company's CEO and two board members.

Composition of the Board of Directors.

Sergio Ferrer-Salat — Chairman
Mario Roviroza Escosura — Secretary
Josep Vilarasau Salat — Board Member
Joan Fanés Trillo — Board Member

In order to reinforce the company's governance model, Ferrer has an **Ethics, Compliance and Audit Advisory Board.** This body is composed of the Chairman of the Board of Directors, as well as two independent experts, with speciality in ethics and *compliance* and in auditing, respectively. The Secretary of the Advisory Board is the Chief Legal Officer. Her purpose is to advise the Board of Directors on these matters. The Advisory Board is crucial in ensuring that ethics and compliance issues are promoted at the highest levels in the organisation.

The Board of Directors is supported by the Advisory Board on matters related with audit, risk management, ethics and compliance. Environmental and social aspects are reported directly to the Chairman.

The Advisory Board is competent to provide advice on matters related to: (a) Ethics and *compliance*; (b) the materialisation of the risks for the Company that were detected in the assessments conducted and (c) the performance of Ferrer's Internal Audit activity, as well as any other issue that the Board of Directors deems appropriate in accordance with the applicable

legislative framework, with Ferrer's guidelines, its articles of association, applicable legal regulations or internal rules. The Board of Directors reviews its effectiveness at the quarterly Advisory Board meetings.

The role of the Advisory Board is to support the Board of Directors in its supervisory and control functions by rendering it more operational and efficient in the exercise of its functions and providing it with the necessary support. To this end, it offers advice on the development and reinforcement of the ethics, *compliance* and audit model through various audit, follow-up and monitoring actions carried out by the *Ethics & Compliance* and Internal Audit teams. Depending on the issues to be addressed, different decision-makers within the organisation, as well as third parties, may be invited.

Meetings of the Advisory Board take place on a quarterly basis, unless an ad hoc meeting must be held. Other people from the organisation may be invited to such meetings when needed, depending on the matters to be discussed. Four meetings were held in 2022, in March, July, September and December. The topics discussed included: risk management, compliance culture, audits and the whistleblower management system.

The **Advisory Board of the Board of Directors** is made up of 4 persons:

Sergi Ferrer-Salat Chairman of the Advisory Board

Rafael Abella Martín Audit Advisor

José Ignacio Gonzalez Freixa Ethics and Compliance Advisor

Meritxell Casas Algarra Secretary of the Advisory Board



Management Committee

(GRI 2-17) Ferrer's Management Committee, which is in charge of holding deliberations on topics related with the organisation's daily business operations, is made up of 11 people - 6 women and 5 men - each representing a different area of the group.

Below is a list of the functions and professional profile of each of its members:



Beatriz Vila
Chief People & Sustainability Officer

Degree in Psychology from the University of Barcelona with an MBA from ESADE. Joined Ferrer in 2018. Prior to joining the company, she held People Management positions in a number of multinational companies. Since joining, she has been responsible for the People and Sustainability area.



Cecilia Von Ahn
Chief Transformation Officer

Degree in Business and International Management from Hochschule Bremen (Germany). She joined Ferrer in 2003 as an intern in the International Area and, after a year in the logistics sector, she returned to Ferrer in 2005 to join the international team. Over the years, she has held various positions, always at the international level. She is now the corporate director of the transformation office, which promotes the company's strategic and cross-cutting projects.



David Ferrer
Chief Financial & Corporate Services Officer

Graduate in Business Administration and Management from the Autonomous University of Barcelona with an LDP from ESADE. After several years in the field of professional services as a financial auditor and later as a strategy and operations consultant, he joined Ferrer in 2007 as the financial and systems director of one of Ferrer's subsidiaries. He is currently responsible for Ferrer's Finance, Treasury, Management Control, Purchasing, Systems, Customer Service and Internal Audit departments.



Mario Roviroso
CEO

Degree in Business Administration with an MBA from ESADE. He joined Ferrer in 2016 as general manager of the pharmaceutical area, and two years later he took over as CEO. Before joining Ferrer, he worked for more than 22 years in the pharmaceutical industry in other family-run companies around the world, such as Almirall and Chiesi in Spain and Italy.



Marta Vela
Chief Operations Officer

Graduate in Technical Industrial Chemical Engineering from the EUETIB (Barcelona College of Industrial Engineering). She joined the company in 2017, after holding the position of production manager at Novartis for 5 years. She had previously held positions in industrial operations in other international (Alcon-B. Braun) and national (Esteve) pharmaceutical companies. She is currently responsible for Ferrer's Operations area, which includes the pharmaceutical plants, the chemical plant and the logistics and distribution centre.



Meritxell Casas
Chief Legal Officer

Degree in Law from the University of Barcelona with an SEP/AMP from ESADE. She is the Chief Legal Officer of the Ferrer Group companies. She joined the company in 2015, after holding legal and human resources management positions in various pharmaceutical companies, both in Spain (Salvat) and internationally (Madaus, Rottapharm). She is currently responsible for Ferrer's Legal, Industrial Property and Ethics and Compliance departments.



Rodrigo Palma Dos Reis
Chief Medical Officer

Graduate in Medicine from the Universidade Nova de Lisboa with a postgraduate degree in Business Management. He has extensive experience in positions within the medical sphere at national and international level in different multinational companies in the pharmaceutical sector. He joined Ferrer in February 2021.



Óscar Pérez
Chief Marketing, Market Access and Business Development Officer

Degree in Pharmacy from the University of Barcelona with an EMBA from ESADE and an AMP from IESE. He teaches and mentors entrepreneurship at ESADE, UPF and CESIF. After 18 years in various international and regional sales executive positions at the biopharmaceutical companies Amgen and Celgene, he joined Ferrer in 2018 to lead the creation of a global strategy department. He is currently responsible for the corporate Marketing, Pricing and Market Access, Business Analysis, Multichannel Strategy and Business Development departments.



Ricardo Castrillo
Chief Commercial Officer

Degree in Pharmacy from the University of Barcelona with an MBA from ESADE and executive training at SDA Bocconi. He has extensive experience in the pharmaceutical sector at a national and international level and is a regular collaborator with various business schools. He held various positions in marketing, sales, innovation and transformation before joining Ferrer in 2018. He is currently responsible for Ferrer's commercial area.



Silvia Martín
Chief Quality, Regulatory & PV Officer

Graduate in Pharmacy from the University of Barcelona with a postgraduate degree in R&D and Registration Processes in the Pharmaceutical Industry from the University of Barcelona. She joined Ferrer as a recent graduate in 1999 in the Regulatory Affairs department. She is currently in charge of Ferrer's Quality, Regulatory Affairs and Pharmacovigilance departments.



Tatjana Naranda
Chief R&D Officer

Graduate in Chemistry, with a Master's Degree in Biochemistry, both from Zagreb University, as well as a doctorate in Molecular Biology from the Autonomous University of Madrid (Severo Ochoa Centre) and an EMBA from the Golden Gate University in San Francisco. She has many years of experience in pharmaceutical R&D, especially as chief scientific officer at several companies in the San Francisco area. She joined Alexza in 2005 in the position of business and alliance manager. She is currently in charge of Ferrer's R&D.

Ethics and Compliance Management at Ferrer: Comprehensive and international Ethics & Compliance System

(2015-1) At Ferrer, we go one step further than regulatory compliance, as we are aware that we can only achieve our objectives through honest and upright conduct. We make every effort necessary to ensure ethical conduct in our business, with attention to results and to how we achieve them, in full awareness that integrity must govern all our decision-making.

Thus, **at Ferrer, we have evolved from a Criminal Risk Prevention System to an Ethics System**, including compliance risk prevention, in line with the most recognised national and international standards.

Our system is based on 3 main pillars:



GOVERNANCE



CULTURE



RISK MANAGEMENT

Ethics and compliance systems for our partners: this is a system that incorporates the compliance risk management of third parties with whom we have a relationship and includes: 1) Prior due diligence on *Compliance*; 2) *Compliance* clauses in contracts; 3) monitoring by our business units on *Compliance* issues at meetings with the partner; 4) mandatory *E&C* training; and 5) regular reporting. Furthermore, over the last few years, we have supported 12 partners in the Middle East and 5 in North Africa in the development of their systems (development of codes, policies and procedures).

Codes of Ethics and Sectoral Associations

(2-23) We comply with the legislation and regulations applicable to our activity, including the standards set out in the codes of good practice of the *European Federation of Pharmaceutical Industries and Associations (EFPIA)* and the *International Federation of Pharmaceutical Manufacturers and Associations (IFPMA)*, and we are members of various sectoral associations in the different countries where we operate.

In Spain, in 2022, we are members of and comply with the codes of *Farmaindustria*, *ANEFP* (Spanish Association for Self-Care of Health), *ANDI* (Spanish Association of Manufacturers of Children’s Dietetics) and with the *Self-Regulation Code*. Internationally, Ferrer is also a member of the associations: *Associação Portuguesa da*

indústria farmacéutica (APIFARMA) and *Associação Portuguesa dos empresas de Dispositivos Médicos (APORMED)* in Portugal, the *Freiwillige Selbstkontrolle für die Arzneimittelindustrie (FSA)* in Germany, the *Consejo de Ética y Transparencia de la Industria Farmacéutica (CETIFARMA)* in Mexico, the *Cámara de la Innovación Farmacéutica de Chile (CIF)* and the *Federación Centroamericana de Laboratorios Farmacéuticos (FEDEFARMA)* in Central America.

At Ferrer we have a Code of Ethics and a Third Party Code of Ethics.

Following the publication of Ferrer’s Third-Party Code of Ethics, specific clauses on compliance and the use of the Ethical Channel have been included in contracts and orders in order to document the express commitment of the third parties with which Ferrer does business to comply with its content and operate in accordance with our ethical values in the market.

Policies and procedures

To reinforce the commitments set out in the Code of Ethics, at Ferrer we have in place various policies and procedures, for which training is provided on a regular basis:



Corporate Anti-Corruption and Anti-Bribery Policy - which sets out principles of action and guidelines on conduct to combat corrupt practices.



Corporate Policy on Interactions with Healthcare Professionals, Healthcare Organisations, Patient and Consumer Organisations - which sets out specific guidelines regarding Ferrer’s interactions with Healthcare Professionals, Healthcare Organisations, Patient and Consumer Organisations.



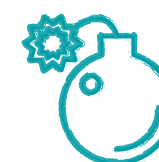
Corporate Policy on Validation of Informative and Promotional Content— which sets out the principles that govern the promotion of Ferrer products.



Corporate Donations Policy— which sets out the standards to be followed by Ferrer people when making a donation of any kind.



Corporate Policy on Representation Expenses—which establishes the framework, procedures and guidelines applicable to expenses incurred on behalf of and in representation of Ferrer with clients and suppliers.



Corporate Conflicts of Interest Policy — which provides for the obligation of all company employees (including senior management) to report any situation that could potentially involve unethical practices.



Business Partner Due Diligence Policy — which aims to identify potential third party integrity risks.

Culture. Commitment, training and sensitisation

(205-2) The commitment of Ferrer's senior management is essential in enabling the organisation to put in place an authentic culture of ethics and compliance. In this regard, **the organisation's leaders are deeply committed to fostering an ethical business culture.** The Ethics, Compliance and Audit Advisory Board and the Ethics and Compliance Committee actively contribute to the promotion of a culture of ethics and compliance within the organisation.

One major milestone in 2022 was the signing of an annual Declaration of Ethical and Regulatory Compliance by the Corporate Management Committee, the Management Committee of Ferrer Spain, Directors and Country Managers of national and international subsidiaries and *local Compliance Officers* (more than 100 signatures).

Also in 2022, various ethics and compliance training and awareness-raising sessions were held:

Ferrer's Onboarding Process: which includes mandatory online courses that the company's new hires. These include courses on the Code of Ethics and the Corporate Anti-Corruption and Anti-Bribery Policy. 205 people working at Ferrer have received training on the new Code of Ethics and 167 have received training on the Corporate Anti-Corruption and Anti-Bribery Policy. These training sessions are complemented by mandatory face-to-face training on Healthcare Compliance, which is tailored to the employee's job description.

Zero tolerance for corruption: To coincide with World Anti-Corruption Day on 9 December 2022, we have updated our Corporate Anti-Bribery and Anti-Corruption Policy. This Policy applies to all Ferrer people, especially in our relations with third parties, both in the public sector (public administration personnel, politicians, etc.) and in the private sector (people from other companies, associations, foundations, etc.). Furthermore, it is global in scope and, therefore, all Ferrer employees must apply it without exception, regardless of their functions or the country in which they operate. In addition, to show our unequivocal commitment, we ran an anti-corruption campaign with posters, vinyl stickers and audiovisual resources in all our centres. **As far as raising awareness,** in addition to training

and awareness-raising sessions, a video of the Corporate E&C Director concerning the guarantees and operation of the Ethical Channel has been posted on the corporate intranet (TAG).

Culture of Trust and of Speaking Up: Ensuring an ethical and respectful working environment is everyone's responsibility. That is why at Ferrer we encourage people to speak up if they are experiencing or witnessing a situation of harassment. **At Ferrer, we want to ensure that everyone has access to the channels necessary to preserve people's rights,** which is why the corporate intranet has been updated to facilitate access to information on ethics and compliance. In this regard, an "Our Ethics" section has been created on the Intranet, with Codes of Ethics and Ethical Channel. A "Speak Up" button has been added, which connects to the Ethical Channel and, for potential cases of harassment, a number of reference persons are made available to the informant (on the intranet and via QR codes in common spaces and also in discreet places at our sites and offices (e.g. bathrooms). In 2022, work also began on the process of obtaining the ISO 37001 Certification on Anti-Bribery Management Systems. It is foreseen that we will obtain this certification for 2023.



Responsibilities within the framework of Ferrer's ethics and compliance culture

(205-2) From the standpoint of governance of the Ethics and Compliance **model**, the following bodies should be given special mention:

Ethics, Compliance and Audit Advisory Board to the Board of Directors: composed of the Chairman of the Board of Directors and two independent experts: specialising in *compliance* and audits, respectively. The Secretary of this body is the *Chief Legal Officer*.

The Advisory Board is competent to provide advice on matters related to: Ethics and *Compliance*, the materialisation of the risks for the Company that were detected in the assessments conducted, and the performance of Ferrer's Internal Audit activity, as well as any other issue that the Board of Directors deems appropriate, in accordance with the applicable legislative framework, with Ferrer's guidelines, its articles of association, applicable legal regulations or internal rules.

Meetings of the Advisory Board are held on a quarterly basis, or on an ad hoc basis if necessary, and include as many people from the organisation as necessary depending on the issues to be discussed.

Corporate Ethics and Compliance Committee: comprising the *Chief Legal Officer*, the *Chief People Officer* and the *Corporate Director of Ethics & Compliance*. This committee meets every two months and deals with the different issues related to Ferrer's ethics and *compliance* model (ethical culture actions; regulatory environment, management of risks, including those specific to the sector during the promotion and marketing of products, and the whistleblower management system, among others).

Ethics and Compliance Committee for Mexico and the Ethics and Compliance Committee for Central America and the Caribbean: made up of the respective local *Compliance Officers*, the *People Manager* in each territory, a member of the *Ethics and Compliance* team and a member of the corporate Legal team. These committees meet on a quarterly basis and deal with the different issues related to Ferrer's ethics and *compliance* model. The *Country Managers* of the subsidiaries in Mexico, Central America and the Caribbean are invited as guest members to further promote ethics and *compliance* issues in the subsidiaries.

Internal organisation: Corporate Ethics & Compliance: led by the Corporate Director of *Ethics & Compliance*, it is made up of multidisciplinary professionals responsible for the correct development and implementation of Ferrer's ethics and *compliance* model, including raising of awareness, training, business support in compliance matters, the definition and updating of the internal regulatory framework and risk management. It aims to reinforce ethics and compliance issues, leverage synergies and align all messages.

Internationally, the *Ethics and Compliance* Department has set up a network of local *compliance officers* who oversee the correct implementation of the Ethics and *Compliance* model in the subsidiaries in which they operate. In addition, the **Ethics & Compliance community** has been created at the international level, and workshops are held, and newsletters and other matters of interest are shared, in order to be at the forefront of ethics and compliance issues at a global level in Ferrer.

Finally, a **network of ambassadors** has been created in the Spanish subsidiary, which has been extended to some corporate departments in order to further promote the culture of ethics and compliance and to continue reinforcing the culture of ethics and integrity within the organisation.



Channels of communication

At Ferrer, we have various internal and external channels for requesting advice on internal policies and on the interpretation of the applicable *Compliance* regulations, as well as for receiving complaints, communications and/or queries.

The Ethics and *Compliance* Department is responsible for receiving queries related to *compliance* through the consultation channel compliance@ferrer.com available to internal and external stakeholders, and for managing alerts or communications through the Ferrer Ethical Channel.

To access Ferrer's Ethical Channel, we have set up a form on our [website](#) for the purpose of finding out about and being able to act in the event of any conduct that is not in line with the company's regulations or ethical values and principles, whether this be through communications made by Ferrer's employees or by interested third parties (suppliers, clients, business partners, patients, consumers, etc.).

In addition to the form, which allows anonymous, external communications to be made, Ferrer employees can report this type of practice through two different channels, both of which safeguard the rights and guarantees of an ethical channel, as well as the corresponding process of investigation, as set out in the internal regulations of the **Ferrer Whistleblower Management System**:

- In person or by telephone to the *Compliance* Management Office, to its *People Business Partners* or to members of the Corporate Ethics and *Compliance* Committee. All Ferrer personnel can contact the *Corporate Compliance Officer*, their immediate supervisor or the People Department directly to report any conduct or breach of external or internal regulations that may entail risks.
- By means of a written communication (by ordinary mail or email to the Ethical Channel set up by Ferrer) describing any breaches or concerns about unethical or illegal conduct by anyone at Ferrer, whether it be executives, suppliers or business partners.

At Ferrer, we promote the use of these channels through announcements, as well as awareness-raising and training measures, all aimed at **continuously improving the Ethics and Compliance model and at conducting ourselves appropriately**. In addition, those involved in the investigation processes receive specific training to ensure that they are fully aware of and apply the specific safeguards applicable to this type of communication. In 2022, 62 Ferrer employees eligible to serve as members of Investigation Units have undergone mandatory training on the Whistleblower Management System.

The channel is managed by the Whistleblower Office of the Corporate *Ethics & Compliance* Department. Complaints are reviewed and assessed by the Office, which, if necessary, assigns them for investigation, thus guaranteeing rights including the confidentiality of their content and of the identity of the parties involved, as well as the freedom from retaliation against complainants made in good faith. The processing of these reports complies with the requirements and guarantees set out in the applicable regulations, as established in the internal procedure of the Whistleblower Management System, available on the Ferrer Intranet (TAG). The various governing bodies, in turn, discuss matters related to the Whistleblower Management System, as appropriate, in order to find out about the application and evolution of the use of the Ethical Channel by Ferrer employees and external parties and to obtain their inputs on the need for actions to continue promoting the speak up culture or improving aspects of the process, when relevant.

During 2022, 9 reports were received through the ethical channel. 5 of them have been substantiated and, following the investigation and resolution process, the relevant corrective and/or disciplinary measures have been applied, as appropriate. 3 of them were closed or dismissed as they were not plausible, or the reported infringement could not be duly proven; and 1 of them has been referred to the relevant team or channel.

Integrity Surveys

In December 2022, an integrity survey was conducted among a sample of Ferrer employees in order to obtain their perception of different elements related to integrity in business dealings and, among the questions asked, a block of questions was included specifically related to the ethical channel (its use, knowledge and perception of how Ferrer and its leaders acted in response to the reported breaches, among other aspects). Since **people are at the heart of our decisions and that it is essential to us to listen to them**, in 2022 we anonymously collected a representative sample (+300 pax) through the "Integrity Survey", which made it possible to find out how perception of certain issues had evolved compared to the 2020 survey, which included 1,800 pax from the organisation, based on the ECI principles and the Ethisphere Institute's guidelines.



4.2.3 Risk Management

Every strategy must be accompanied by adequate risk management. In recent years, we have been strengthening our risk management system and, since October 2022, Ferrer has had a **Risk Management Policy** that defines the general framework for action and establishes roles and responsibilities. In this regard, a corporate video promoting the risk management culture was launched under the slogan "ALL IN".

At Ferrer, we have our own **Corporate Risk Map**, which is monitored on a regular basis.

In addition, in order to adequately monitor compliance risks (including criminal and anti-corruption risks) at Ferrer, we have implemented improvements and recommendations derived from the review of the Compliance Risk Map in 2022 (both at corporate level and in the international subsidiaries).

We have a risk management system and a specific IT tool for managing the company's risks and controls at a cross-departmental level that allows the active participation of different Ferrer teams: from the business units, which are closest to the risks and are responsible for applying the relevant controls to mitigate them, to the teams that act as a second line, advising and monitoring the application of these controls by running questionnaires and providing support for the management of incidents and the creation of action plans; and Internal Audit, which, as a third line, is responsible for reviewing the correct application of the processes.

Both at a local level (in subsidiaries) and at a corporate level, reports are made to governing bodies and senior management, enabling the necessary plans for continuous improvement to be implemented.

In addition, audits are conducted on an ongoing basis to work toward the continuous improvement of the system.

We apply the international standard of the **three lines of defence** to our risk management model. The business areas are in charge of risk and, therefore, of its management. Technical areas such as *Ethics and Compliance* monitor and support the business areas in risk management; and the Internal Audit department ensures compliance with processes, detects deviations and identifies the corrective measures to be applied.

In 2020, we developed a compliance risk analysis in the form of a heat map with a corresponding assessment of impact, likelihood and level of control. In 2021, a gap analysis was conducted, and a series of recommendations were issued to be implemented by each of the corporate areas. In addition, we took specific measures to strengthen risk management in the area of prevention of corruption and of bribery. These analyses are reviewed on a regular basis.



Data Protection

(3-3) (418-1) In compliance with the applicable regulations on data protection, we have in place a Privacy Policy, the purpose of which is to inform all users to whom it applies of the possible processing of their personal data. The right to privacy is indisputable, and we do our utmost to respect and enforce it.

With the aim of establishing a procedure for **protecting the company's information assets**, starting in November 2022 we have had in place a new **Corporate Information Security Policy** with the following strategic goals:



Ensure **compliance with the current legislation, regulations and agreements with third parties** regarding the processing of information.



Ensure the **confidentiality** of data that are obtained and managed, the **availability** of systems and the **integrity** of the information, thus preventing it from being altered.



Ensure the **continuity** of the company's business operations to enable the normal functioning of critical services, even when one of its functions has been impaired by an internal or external incident.



Promote **skills**, raise **awareness** and hold **training** on the topic of information security.



Establish the responsibility of FERRER's people in relation to reporting **security incidents** and preserving the confidentiality, integrity and availability of information assets in **compliance** with this policy and with all other policies, regulations, procedures and technical instructions included in the **Information Security Management System**.

In 2022, 4 security breaches were detected in relation to personal data protection.

Information security risks

(308-1) (414-1) At Ferrer, we have in place training protocols on the information security policy and associated regulations. The main guidelines on this subject are contained in the Corporate Information Security Policy and the Regulations for the use of corporate information systems.

The Regulations on the use of corporate information systems set out the procedure for reporting information security incidents (via Helpi, IT Support email or telephone).

Moreover, the launch of a project for due diligence on third-party information security is scheduled for 2023. By the same token, a project is planned for defining the Information Security Incident Management and Response Procedure.

Risks related to subcontracting and suppliers

Since Ferrer operates in a highly regulated sector, suppliers are closely monitored and regulated by healthcare organisations and authorities, whilst each Ferrer company, in its capacity as a customer, is subject to the applicable local regulations.

In 2021, the Sustainable Procurement Programme was rolled out with the aim of extending ethical and sustainability principles along the entire supply chain. This means working with suppliers to improve

their sustainability management and performance, as well as adapting purchasing decisions to improve sustainability management. Among other initiatives, Ferrer **trains suppliers on its Code of Ethics** in order to extend its social commitment along its entire supply chain.

In 2022, 28.70% of suppliers have been assessed using environmental and social criteria, which constitutes an increase of 38.65% compared to 2021. This means that, out of the total 463 million euros of expenditure on suppliers, 132.8 million euros has been assessed on the basis of these criteria according to the Ecovadis tool.

(3-3) (414-1) (414-2) As part of its sustainability strategy and of the B Corp project, **Ferrer has drawn up an ESG risk map of its entire value chain** in order to identify the social, environmental and governance risks arising along the entire value chain and then to take the necessary measures to mitigate them. In 2021, as a result of the first phase of the project, the most relevant ESG risks for each area of the value chain were identified using theoretical methods.

- At a theoretical level, it has been determined, among potential risks, that Ferrer purchases (low exposure by volume) in the following countries with a moderate or high environmental risk, according to the Environmental Performance Index (EPI) index: India, China, United Arab Emirates, Peru, Chile, Hungary, Mexico and Poland.

(407-1)

- At a theoretical level, it has been determined, among potential risks, that Ferrer purchases (low exposure by volume) in the following countries with a moderate or high labour risk – according to ITU Global Rights Index -: Algeria, China, Ukraine, United Arab Emirates, Brazil, Greece, Guatemala, Honduras, Hong Kong, Egypt, India, Iran, Kuwait, Thailand and Yemen.

(409-1)

- At a theoretical level, it has been determined, among potential risks, that Ferrer purchases (low exposure by volume) in the following countries with a moderate or high labour risk – according to the Global Slavery Index -: Algeria, Jordan, Russia, Ukraine, Croatia, Dominican Republic, Brazil, El Salvador, Guatemala, Honduras, Egypt, Lebanon, India, Iran, Moldova, Kuwait, Nicaragua, Panama, Morocco, Romania, Paraguay, Thailand, Tunisia, Serbia, China, Peru, Greece, India, Mexico and Yemen.

Consumer-related risks

(3-3) (416-1) (417-1)

In relation to consumers, the following risks have been identified:

- Risk of a **consumer** misusing a product due to misleading advertising resulting in a health problem or unwanted side effect.

- Risk that collaborations with **healthcare organisations or professionals** may be misinterpreted by the patient and that this may affect Ferrer's image and reputation.
- Risk of the **health data** of individuals becoming known to the company.
- Risk of **mismanagement and data breaches** involving healthcare professionals' personal data.

In relation to healthcare professionals, the following risks have been identified:

- Risk of a **prescriber** misprescribing Ferrer's product due to lack of information or incorrect information.
- Risk of **reputational damages** to the doctor, healthcare professional or healthcare organisation, due to a relationship with Ferrer that is improper according to regulations.
- Risk of a pharmacist **incorrectly recommending** one of our products.

At Ferrer we have in place a series of policies and procedures that establish the guidelines of action in our relations with healthcare professionals, healthcare organisations, patients' associations and consumers. In 2022 we reviewed and updated the Corporate Policy on Interaction with healthcare professionals, healthcare organisations, patients' associations and consumers, as well as the Corporate Policy

on Validation of Informational and Promotional Content. 702 people in the organisation were trained on the Corporate Policy on Interaction with healthcare professionals, healthcare organisations, patients' associations and consumers, and 301 people, on the Corporate Policy on Validation of Informational and Promotional Content. In addition, a specific Procedure for Interrelation with Patient Organisations will be published in 2023, focusing on the principle of **patient-centricity**.



Key impacts, risks and opportunities

GRI 102-15 Each medicinal product is different and has its own identified risks for the patient. Accordingly, an individualised risk management plan is in place for most of our medicinal products. Remember that, by keeping the Summary of Product Characteristics and the package leaflet up-to-date, many of the risks associated with the medicinal product are minimised. In addition, in certain cases, additional risk minimisation measure may be adopted, such as the distribution of informational materials for healthcare professionals and/or patients in post-authorisation clinical safety studies.

The obligation of a Pharmacovigilance department is to ensure that the medicinal products that the company markets are safe for patients. Poor management of safety information could have an impact on public health. Furthermore, there could be negative consequences for the company, in the form of fines, revocation/suspension of the marketing authorisation and impact on the company's reputation.

Main corruption risks and measures to prevent corruption and bribery

(3-3) The risks arising from corruption that have been identified are mainly:

- **Reputational risk.** In recent years, cases of corruption detected in companies in the same sector have been made public, and the reputational damage caused has been significant. At Ferrer, we are aware of the reputational impact that could arise if attitudes or conduct in breach of the current regulations to combat corruption and bribery were to emerge at the company or among our main business partners.
- **Criminal risk** due to the possible attribution of liability to the company's executives and managers and to the company itself.
- **Economic and operational risk.** Corruption cases usually have a negative economic impact on the company and expose possible deficiencies in the design or execution of the internal processes and controls put in place to prevent them.

- **Risk of third party control.** Given Ferrer's commercial activity in many countries, part of the international marketing of its products is carried out by commercial partners (distributors, etc.) located in these countries or regions, which makes it necessary to verify the proper conduct of these third parties on the market.

We have put in place various measures aimed at preventing the materialisation of these risks and mitigating their consequences.

In terms of control procedures to prevent corruption and bribery, in 2022 we initiated a three-yearly rotation plan for our model for Compliance Audits. This includes assurances regarding the monitoring mechanisms in place to address the risk of corruption and bribery.

During 2022, the following audits were conducted regarding our Compliance model: Audit of the Business Partner Due Diligence process, audit of the legal risk map of the Mexico subsidiary and the Central America and Caribbean subsidiary (CAC), and an audit of the compliance model of 2 Ferrer partners".



Measures for prevention of money laundering

In 2021, Ferrer updated its Corporate Policy on the Prevention of Money Laundering and Financing of Terrorism to ensure compliance with the rules and regulations in force on this matter. As part of this update, mandatory training was held for all eligible staff members, which was designed to help Ferrer people understand the risks associated with money laundering and financing of terrorism and how to prevent them.

The training has a global scope and is aimed at all Ferrer employees, with the exception of production plant operators. It has been specifically designed to be accessible and understandable for all profiles, regardless of their role or level of experience in the company.

By 31 December 2022, around 85% of Ferrer's people had completed the training (excluding operators, external staff and trainees). This includes people from all areas of the company, from administration and finance to research and development. The response to the training has been very positive, and participants have emphasised its value and relevance for their work.

In 2023, we will continue the training with a view to ensuring that all eligible persons complete it. At Ferrer, we believe that this training is essential to ensure that the highest standards of ethics and compliance are met in all areas of the company.

Relationship with the competition

Ferrer is firmly committed to respecting the Anti-trust Regulations in all the countries in which it operates. In 2022, Ferrer drafted and published the Competition Policy, which establishes the general principles of action when we enter into relationships with our competitors, customers, suppliers and other third parties, in accordance with the applicable legislation.

...For the company and its people this is a crucial topic. In this regard, in 2021 and 2022, awareness-raising and training initiatives on the Code of Ethics were held for new employees as part of the company's *onboarding* plan. New training on anti-competitive practices and surprise inspections is scheduled for 2023.



GREAT PEOPLE



A PEOPLE-CENTRED CULTURE

WE PROMOTE A PEOPLE-CENTRED CULTURE, BASED ON TRUST AND RESPONSIBILITY, IN WHICH TALENT THRIVES.

⁽³⁻³⁾ People are a fundamental pillar of Ferrer. We firmly believe that, thanks to our team, we will be able to achieve our purpose. For this reason, we foster a culture based on responsibility and trust, and on the continuous development of our people and our values. It is not for nothing that people are one of the three fundamental pillars of Ferrer's Strategic Plan: namely, our "Great People" pillar, which emphasises the link between the Management Committee and the management of the people who form part of the organisation. And on this path, evolution is a constant. We continue to evolve to adapt to the environment in which we live and to changing needs in order to become the company that we want Ferrer to be.

5.1. A great place to work, thanks to our people

⁽²⁻²³⁾ At Ferrer, we have our own way of approaching the world. [\(click here to see our manifesto\)](#).

We are empathetic, humble, curious and optimistic people; non-conformist in our opinions; transparent and open-minded, and we take a hands-on, proactive approach.

We foster a culture of commitment to the talent, development and employability of our people. We strive to be agile, flexible and interdisciplinary. We promote the holistic well-being of our employees, as well as a respectful, ethical and inclusive work environment, where our professionals can grow



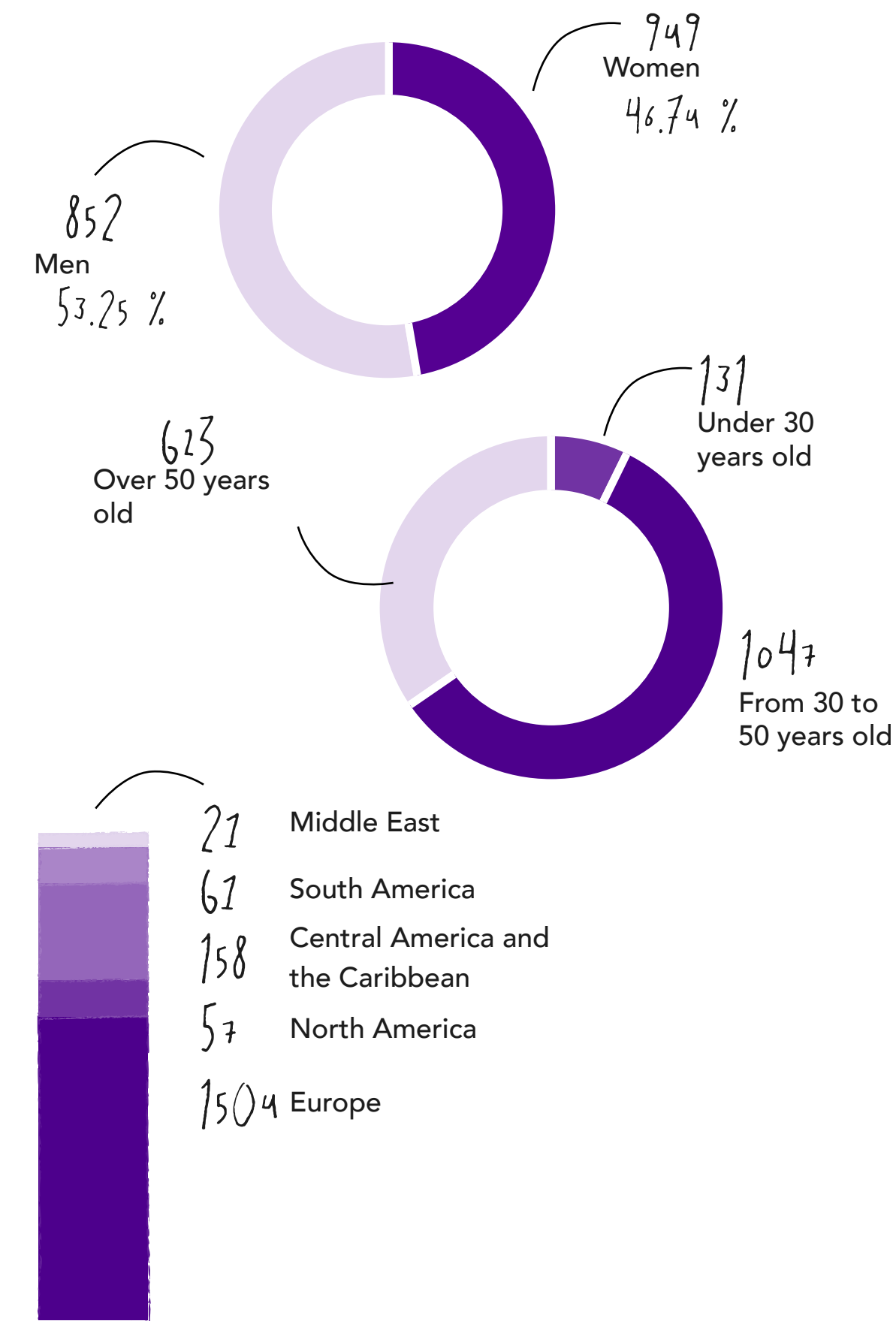
and develop personally and professionally in a fair and equitable way. Our commitment is that each and every one of the people who work at Ferrer, choose every day to remain with us and to continue to collaborate in and commit to our project and our mission, while growing both personally and professionally, and also increasing their social conscience, making a positive impact not only on Ferrer's ecosystem, but also on that of our communities.



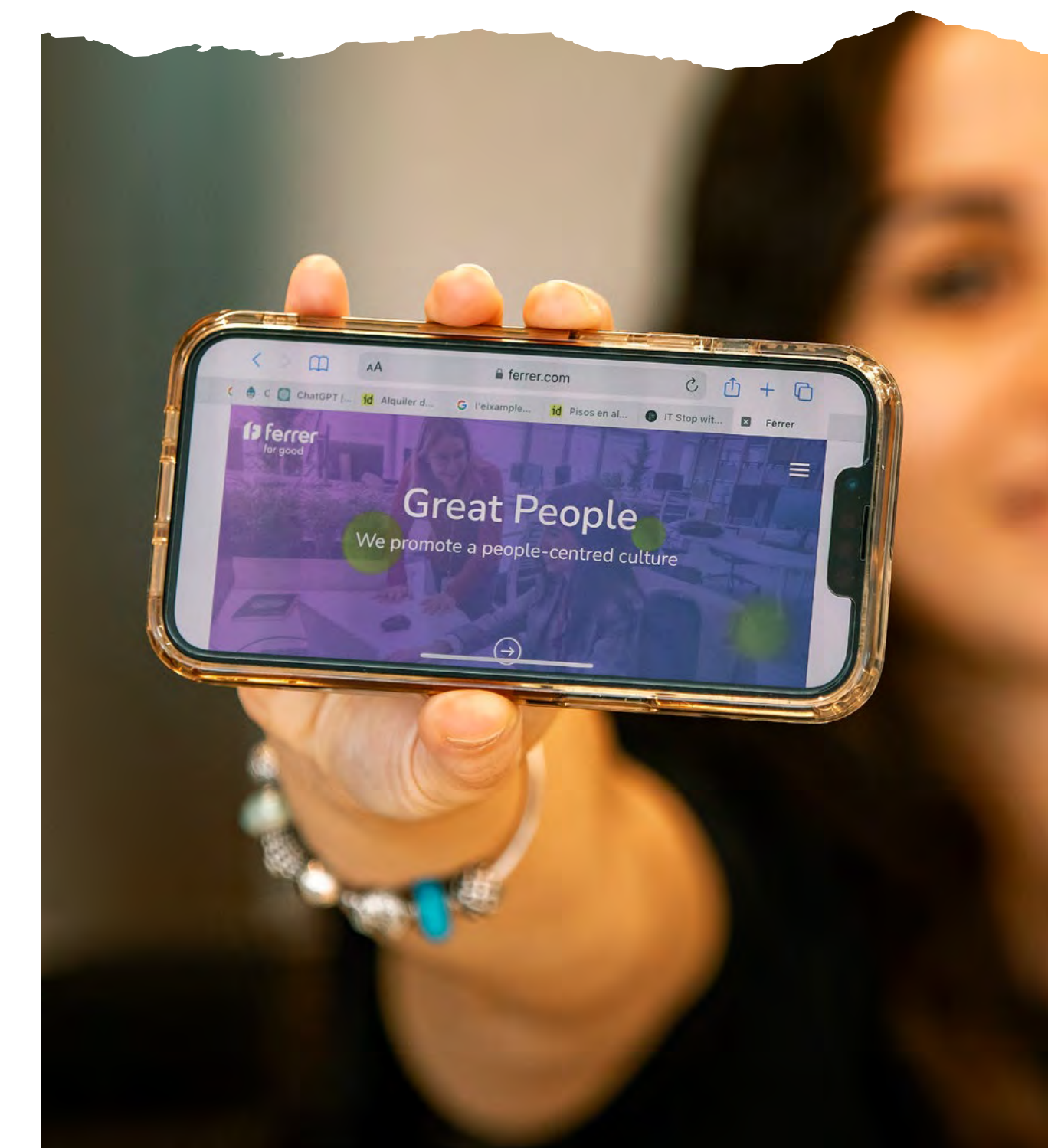
Our values. This is who we are.

<p>HUMILITY</p>	<p>We know that our actions are not going to change the world, but we want to do our bit and all that we can.</p>
<p>OPTIMISM</p>	<p>We think positively, because we are convinced that it is easier to achieve something when you firmly believe in it.</p>
<p>EMPATHY</p>	<p>We're considerate. We can understand what people's real needs are because we know how to listen and put ourselves in the other person's shoes, especially when things are not going well.</p>
<p>CURIOSITY</p>	<p>We seek to grow and improve constantly, always paying attention to our surroundings.</p>

The figures behind successful teamwork.



Ferrer employs more than 98% of its workforce on a full-time, permanent basis; Spain is the country with the highest number of employees in this group. In 2022, the average number of permanent contracts in Spain increased to 98.88% (from 94.85% in 2021). The professional categories with the highest representation in the company are Technician and Middle Management, at approximately 60%.

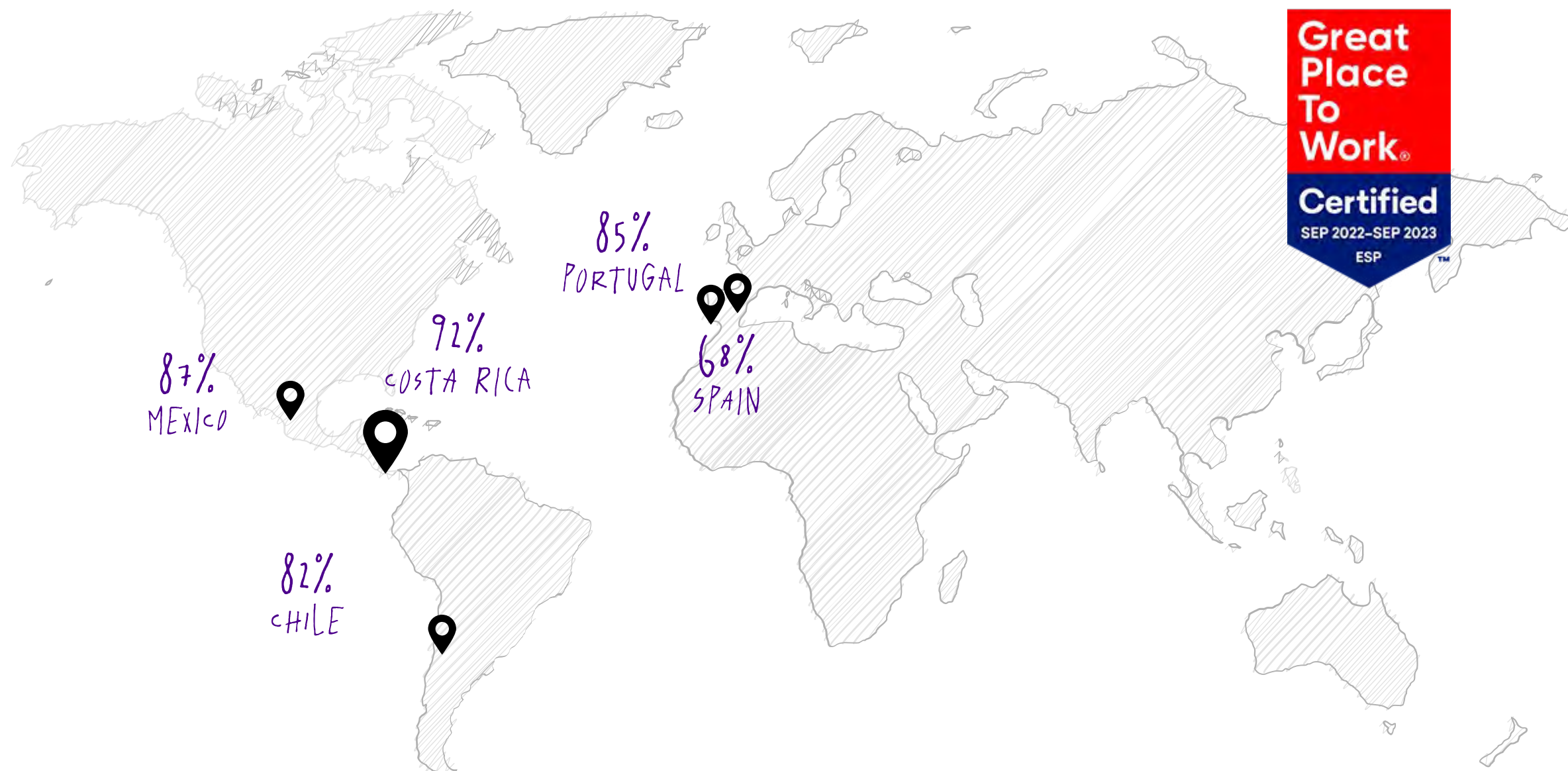


We're a Great Place to Work

For the third time, we ran the Great Place to Work (GPTW) survey to continue to listen to people and understand how our purpose is being put into practice in the company.

All regions in which the survey was conducted have been recognised as a **Great Place to Work®**. Moreover, in 2022, **our subsidiaries in Costa Rica and Chile were certified for the first time**. Spain, Mexico and Portugal achieved the same scores as in previous years.

In 2022 we achieved record participation in the Great Place to Work survey. **Last year we achieved an overall participation of 91%, but in 2022 we achieved an average of 96%**. We have matched or exceeded last year's result in every country: Costa Rica 95%, Chile 95%, Spain 89%, Mexico 100% and Portugal 100%.

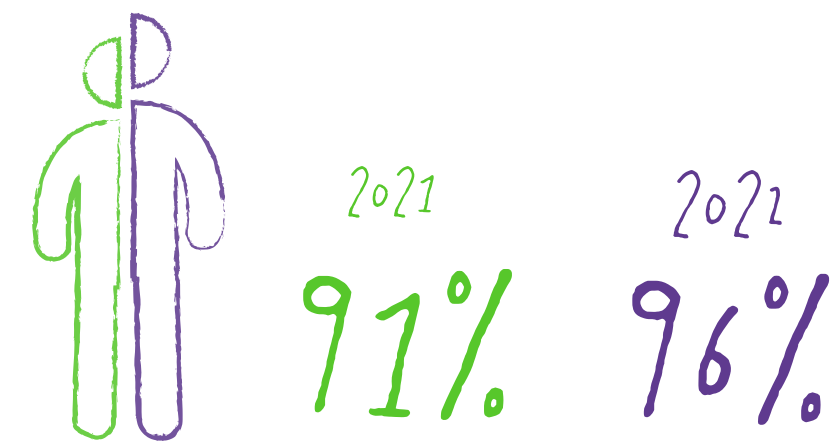


On this occasion, we obtained an overall Trust Index of 71 points. This means that we achieved certification in all the countries in which we participated. **The breakdown of the Trust Index is as follows:**



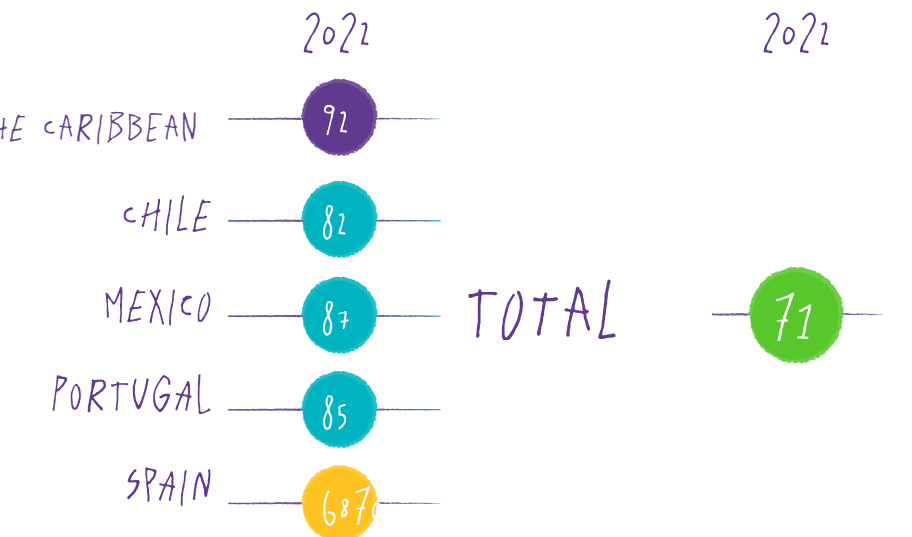
PARTICIPATION

RECORD-BREAKING



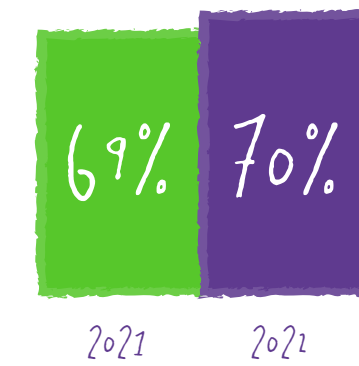
TRUST INDEX

Key employee experience index. Companies are certified starting from a score of 65.

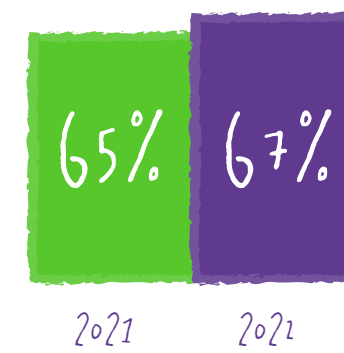


DIMENSIONS

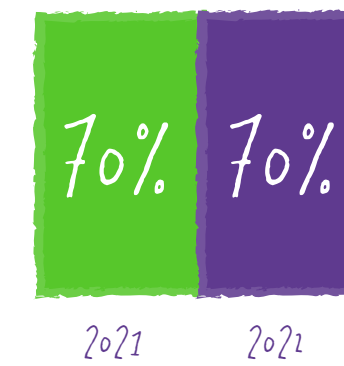
TRUSTWORTHINESS



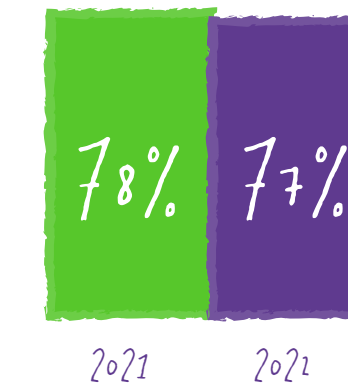
RESPECT



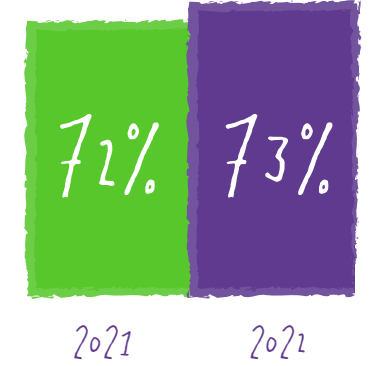
IMPARTIALITY



PRIDE

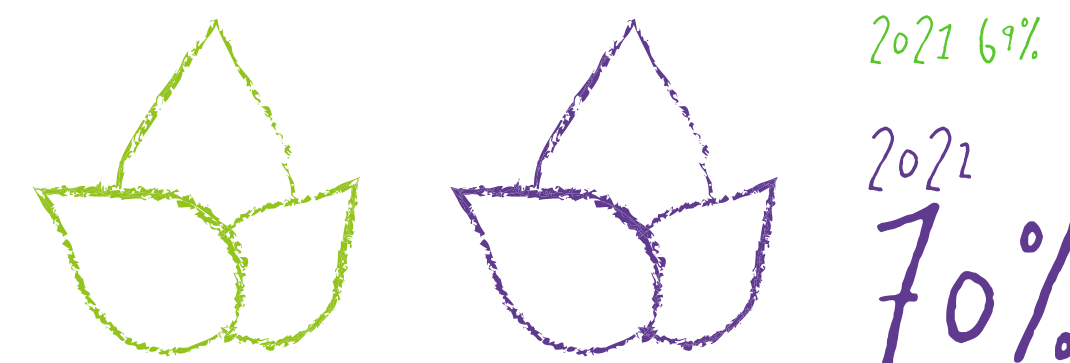


CAMARADERIE



WE IMPROVE OUR WELL-BEING INDEX

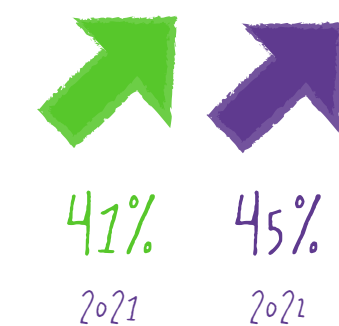
This reflects our commitment to well-being



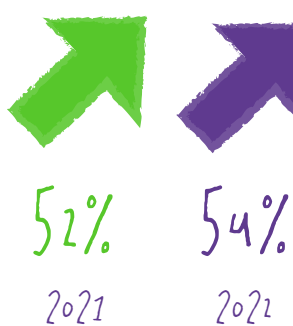
AREAS FOR FURTHER IMPROVEMENT

Despite some improvements, special benefits and recognition are areas we need to do more work on.

SPECIAL BENEFITS



RECOGNITION



CONTRIBUTING TO OUR MISSION

At Ferrer we are clear about our mission: to make a positive impact in society.



- 88% "I feel good about the way we contribute to society".
- 85% "When I see what we have achieved, I feel proud".
- 80% "In my day-to-day life, I feel that I contribute to Ferrer's mission".

(2-24) In general, this year we would like to highlight our Pride axis, which reflects the **pride that Ferrer's people have in our teams**, in belonging to the organisation, and in the special nature of the work we do.

The results of the GPTW survey allow us to continue to take the pulse of the organisation and help us to further improve and work together on the five GPTW dimensions: Credibility, Respect, Fairness, Pride and Camaraderie.

Based on these results, we have launched a number of initiatives to move forward to make Ferrer an excellent place to work. Once again this year, we have shared the results with everyone in the organisation and worked with them on the action plans that we are going to implement. On this occasion, each manager led a working session with their teams to share results and agree on the actions they wanted to implement in order to continue to evolve, both as a team and as an organisation. In this way, we ensure that the actions implemented respond to the real needs of each group.

In addition, at a global level and with the aim of continuing to listen to Ferrer's people in ever greater depth and to better understand the needs

of each of the groups, we have begun to design our **People Experience programme**. This project aims to ensure the best possible experience for Ferrer's people at all the key moments during their time with the company. Listening closely to our people enables us to better understand the experiences and expectations of the different groups and will undoubtedly help us put in place solutions better tailored to the needs of the different segments. This listening process is fundamental to obtaining a proper diagnosis of any given situation, but the process of co-designing solutions will be even more vital given that significant changes can only be achieved if we design the solutions hand in hand with our people.

These two projects are an example of our commitment to people as a key driver of our purpose.

We celebrated our first Family & Friends Day!

In June 2022, we celebrated our first Family & Friends Day at our Barcelona headquarters and at our Sant Cugat centres. For an entire morning, we brought together nearly 1,000 Ferrer colleagues, family and friends to celebrate our culture, our mission and our activism. Attendees were able to experience our purpose "for good" by participating in numerous activities inspired by our strategic pillars and business focus.

The aim of this initiative is to make our teams more cohesive, to show our pride in our purpose "for good" and to generate inspiration beyond Ferrer's borders with our activism. We hope to be able to repeat **Family & Friends Day** in other centres because, ultimately, **it is the people who make Ferrer the best place to work.**



WE WANT TO MAKE FERRER A GREAT PLACE TO WORK, A PLACE WHERE OUR PEOPLE ARE MOTIVATED AND EMPOWERED TO ENSURE THAT WE CONTINUE TO MAKE A POSITIVE IMPACT IN SOCIETY.

5.1.1. We are committed to transparent, two-way communication

At Ferrer we are committed to transparent, frank, two-way communication. That’s why we strengthened our internal and external communication channels in 2022:

- Tag, our intranet and communication hub. A **space for communication, collaboration and participation that creates a bond with the brand and a sense of pride in belonging to the company**, which helps to promote Ferrer’s cultural transformation and improves the experience of our people. Every day, news, interviews and podcasts based on our strategic pillars are published on this hub. You can also find out about new recruits, consult current job offers and the agendas of face-to-face and online events. And, of course, you can participate through Yammer: a social network that allows everyone to interact through polls, sharing photos, creating communities based on special interests, etc. Tag is available as a desktop version and also in a native mobile application so that you can reach all Ferrer people, anytime, anywhere. **In 2022, a total of 357 contributions were published on Tag; 1,557 unique visitors utilised the desktop version, and 1,203, the mobile application.**

- Ferrer channels: our channels are supported by dynamic, digital tools such as *Outlook*, phone calls, chats and meetings via *Teams*, *Yammer*, face-to-face meetings, *OneDrive*, *SharePoint*, *WhatsApp*, etc. In addition, our monthly newsletters, sent via email, are an effective way of keeping Ferrer staff updated on the most important information and developments. These visually appealing newsletters mainly consist of links to TAG content.
- Ferrer updates: Events for the entire company or for specific areas and groups, depending on needs detected, in which we provide an overview of the company, analysing what has happened to date and presenting figures, together with relevant projects or initiatives that have already been or are going to be implemented in the future. In addition, depending on each specific case, we organise round tables, interviews, external presentations, etc. At the end of these events, a question and answer session is held so that everyone can freely ask questions about any issues they consider relevant. In 2022, we held a total of 15 such events, 9 more than the previous year, mostly aimed at the company’s 1,800 employees.

- Loyalty Awards: an annual event held before Christmas to recognise the commitment of people who have been with the company for 25 and 40 years. This event also provides a useful overview of our activity by analysing what has happened during the year and presenting relevant projects or initiatives that have been or are going to be implemented.



Total training hours by professional category	2021	2021	2020	2019	2018
Direct labour	23,368	22,800	9,852.91	3,394.25	3,273.75
Technicians and middle management	101,494	76,281	88,128.69	40,590.79	43,049.75
Executives and Management Committee	2,107	4,058	3,025.53	3,780.08	581
TOTAL	126,969	103,139	101,007	47,765	46,904.50
Average training hours per employee	67.8	57.27	54.28	25.97	25.83

5.2. Talent development

For Ferrer, talent development is a priority that encompasses all activities that contribute to the professional development of our people, their employability and their social conscience. Our **aim is to provide the tools and resources they need to expand their knowledge and enhance their skills, thereby improving their professional development and personal growth.** In addition, it is our intention that Ferrer should continue to offer opportunities to raise awareness of different social and environmental issues and to provide spaces for action in which we can make a positive impact in society.

In 2022, the total hours of training for Ferrer employees amounted to 126,969, an increase of 23% compared to 2021. This increase is due to the fact that we have expanded the range of training courses on offer, increased the number of courses offered and improved the resources and methods for data recording.

In 2022, we invested more than 1 million euros in training and achieved an average *Net Promoter Score* (NPS) of 54.

Only 5% of the total hours correspond to compulsory training, while 68.5% correspond to skills training and upskilling. Finally, 26.5% were technical training courses.

5.2.1. Programmes

Ferrer's People Area offers a wide variety of **programmes** focused on **improving the professional development and employability of our teams and supporting and accompanying them at key moments in their development in the company.** In 2022, we provided professional training and skills development training to more than 90% of our team.

5.2.2. We believe in continuing learning

The professional and personal development of our people is one of the objectives of our Great People strategic pillar. Over the course of their career, we offer all Ferrer people opportunities to go further and awaken their ability to make an impact. As a space for continuing learning, the *Learning Lab* offers all Ferrer people, from all subsidiaries, multiple training opportunities for further development.

From the outset:

Welcome on board

Over the course of a 6-month itinerary, we accompany new recruits in their process of integration into the company, helping them understand our culture and creating a community environment.

- Online itinerary to get to know the different areas of the company and become an integral part of the Ferrer culture.
- Gamified experience to put our values into practice
- Informal meetings with a buddy, i.e., a person who has been with Ferrer for a long time who helps the new recruit integrate into the company culture.
- Community-building event for new recruits

In addition, we provide new recruits with opportunities to have their say over the course of their itinerary via feedback surveys.

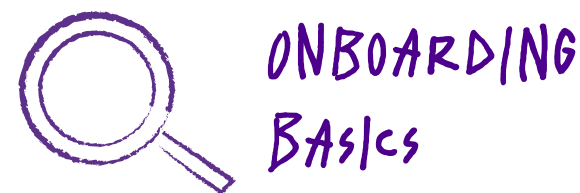


Find Your Spark: a programme for trainees

For the second consecutive year, we launched the *Find Your Spark* programme, which aims to help form a pool of talented young professionals, facilitate and enhance their growth and career development and build strong relationships with the education sector.



Welcome from People and Area



Presentation of the Company and the Trainee Programme



Presentation of the areas given by the trainees, together with the role they play in these areas. Presentation of various projects and experiences

The programme includes several stages: from the welcome to Ferrer to the creation of a Ferrer Alumni community.

A key moment in the programme is the *Spark Challenge*. Trainees form groups to reflect and brainstorm on a strategic topic for our Great People pillar. In 2022, they worked on proposals to improve diversity and inclusion.



Form a team to work out and present a solution to a corporate challenge.



Annual Event for Ferrer's Ex-Trainee Community

At key moments in people's development

In line with our culture of trust and responsibility, **we foster a flexible continuing learning environment, adapted to the needs of each profile.** We have a Learning Plan in place that is based on the 70-20-10 model and is designed to improve the skills of our professionals. We provide them with different learning experiences, from

online or classroom training courses, upskilling programmes, development experiences in which people learn from each other, such as coaching or mentoring, as well as inspirational sessions with external or in-house experts. In 2022, the plan presents the programmes and training courses to be deployed during the year, based on the training needs we have identified.



Specific needs:

In 2022, we promoted training for key groups according to each group's needs. Upskilling programmes have been conducted to foster development and learning by means of programmes customised to each group's specific situation:

- **Sales Lab:** a learning environment has been developed for the sales force in which sales reps develop new skills, grow and prepare themselves to be more employable. Three training pathways were deployed in response to the upskilling of the sales profile.
- **Medical Lab:** upskilling led by the medical area, which offers complete training sessions on Ferrer products to those profiles that require it.
- **Operations Lab:** throughout 2022, training was provided at our pharmaceutical plant to obtain the Certificate of Professionalism in Processing of Pharmaceutical and Related Products, a qualification recognised at the European level. This certification is part of our ongoing support for the upskilling and professional development of our people.
- **Leaders:** in 2022, different development actions have been implemented that have enabled us to provide upskilling opportunities for our company's leaders. The different actions implemented include training programmes, coaching, mentoring, etc., which are described in the section on self-leadership and team management.

Other development initiatives:






Each year at Ferrer, we identify key business and strategic challenges that are vital to our transformative journey and become part of the Transformation Office. In 2022, 25 such projects were launched, and leaders and inter-departmental teams worked together to implement them. In total, 360 people were involved, either as project leaders or as part of the immediate or the extended team.

Leading or being part of one of these projects is, in essence, another tool for developing key skills, for example, skills in leadership, influencing, communication or divergent thinking, among many others. Moreover, this gives Ferrer employees the opportunity to be part of a different project and learn about new business areas or functions in the company.



5.3. Self-leadership and team management

At Ferrer we are committed to a leadership model based on trust and responsibility, where leaders are the main drivers of our cultural transformation. We have defined our leadership model based on five dimensions:

-  **EXPLORE:** he or she has business acumen, handles complexity and has a global perspective.
-  **INSPIRE:** they collaborate, develop talent and build effective teams.
-  **DRIVE:** they plan, align and ensure accountability.
-  **LEARN:** they show courage, build confidence and believe in learning by doing.
-  **CONNECT:** they communicate effectively.

During 2022, we have worked on these five dimensions through an itinerary that contains different proposals adapted to the current situation and to the different groups' development needs.

We are committed to the continuous development of our leaders through different programmes:

Be Bold

Voluntary programme to reinforce and acquire new skills necessary to grow in the leadership role.

It combines theoretical training and practicing different abilities or skills to accompany people in their development.

Each year, we select key topics to complement the leadership programme. In 2022, we focused on:

- *Bring out the communicator in you*, or how to have more impact in the way you communicate.
- *You lead the change!*, or how to acquire change management skills and become a better professional.
- *Leading oneself and others through emotion*, or how to improve self-knowledge and emotion management to be a better leader.
- *Hybrid Leadership: From connection to results*, or how to improve resilience and create connections in a hybrid work environment.
- *Team Experience*, or how to create the best experience for the team.

All Ferrer leaders had the opportunity to enrol, (online/face-to-face, Spanish/English) and around 150 leaders participated.

360 + individual accompaniment

At Ferrer we are increasingly committed to encouraging continuous feedback, and we are developing coaching and self-knowledge tools.

In 2022, we conducted a 360 degree feedback programme with a pilot group of leaders. In addition to the 360 survey itself, we included a one-to-one session with a consultancy we brought in to help us interpret the results and implement an action plan.

Coach leader

A programme conducted with Fundació Exit ("Success Foundation", in Catalan), who are experts in employability and social insertion for vulnerable groups. This charitable initiative is a clear example of how our people can make a positive impact in society and put our mission into practice. Every year, Ferrer volunteers participate in this programme to benefit from a unique experience. In 2022, 20 coach-coachee pairs took part. [+ info](#)

Mentoring

For the second consecutive year, we launched our Mentoring programme to promote cross-departmental approaches and foster an internal learning ecosystem where people who are experts in certain aspects can transfer knowledge, skills and experiences to other people in the organisation. 20 mentor-mentee pairs (including people from the Management

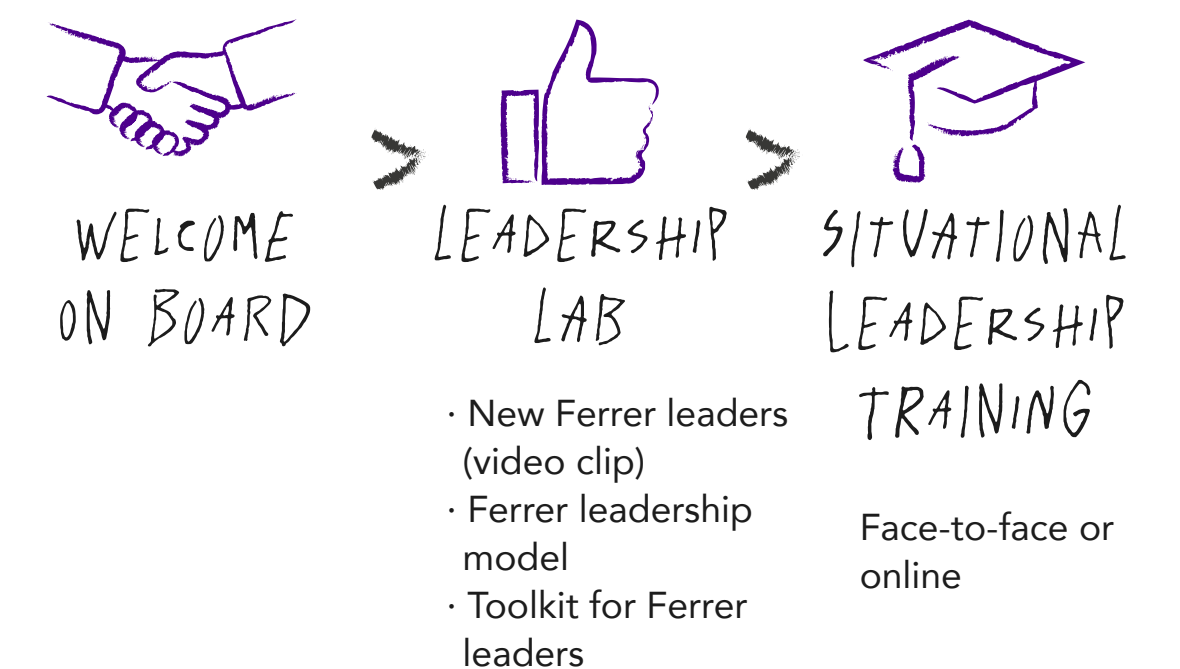
Committee) participated in this nine-month programme and were able to acquire new skills.

During the programme, people benefit from the support of different tools and webinars, and new relationships are built up between areas.

New leaders itinerary

A training itinerary to provide support and accompaniment to the group of leaders from the outset, both for new recruits and for people who become team leaders. This training aims to equip these leaders with the necessary tools to lead in accordance with our leadership model.

In this itinerary, the work focuses on different issues, such as emotional intelligence, situational leadership and the importance of developing a good rapport within the team. In addition, we promote self-knowledge days for people in management positions.



Training sessions on holding 1-to-1 conversations Manager - Team

In Performance 2022 (available to all Ferrer employees, with the exception of operators and analysts; 1,130 people participated this year), our key initiative was to provide voluntary training for the people involved, both for teams and people managers.

These training sessions help to equip people to prepare for relevant conversations in their development process, such as difficult conversations, giving and receiving feedback, development conversations and annual performance closure conversations.

This year, in addition to the self-training materials available on our Learning Lab platform (toolkits, guides, templates for preparing for a conversation...) and the group sessions with an external coach, we have also offered a new format: one-on-one sessions with a coach intended to provide those interested with advice on how to prepare for whatever difficult conversation they choose.

In total, more than 230 people have participated in these Performance training sessions.

Coaching

At Ferrer we believe that coaching is an **essential tool that allows people to work on their personal and professional development, encouraging them to achieve their goals and maximise their potential.** For this reason, over the course of 2022, we have accompanied different leaders in their development by providing them with coaching, offering them the opportunity to work on their development plans with an Executive Coach.



5.4. Continuous feedback

At Ferrer we want to support and accompany people in their development, and we believe that providing continuous feedback and identifying talent are essential aspects of this.

We have key tools, processes and conversations that drive this culture of continuous feedback:

Check-in:

We have been using the Check-in tool since 2021. It allows us to request development feedback from anyone in the organisation, at any time and on any subject, in an agile and simple way. It also enables a proactive response by according recognition to others, something we are reinforcing even more this year through targeted communication campaigns. This tool is available on the same platform as the Performance Process, which contributes to a unified, user-friendly employee experience. Since its launch, more than 2,000 check-ins have been shared and 670 people have used the tool, a clear example that the culture of continuous feedback that we promote at Ferrer has become consolidated over the course of time.

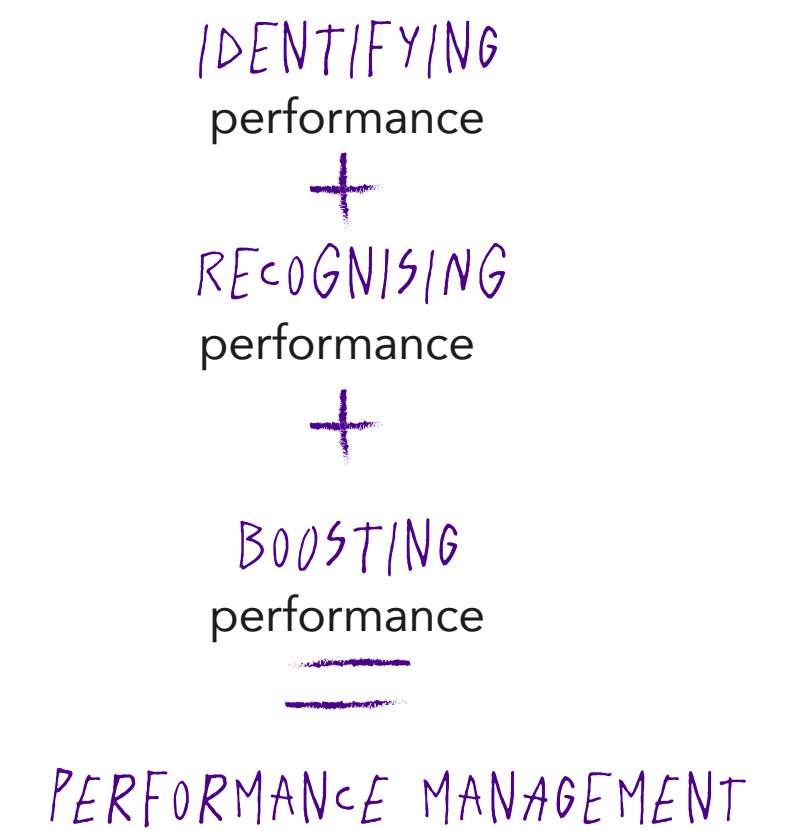
Performance Management:

Within our performance process, what we actually achieve (our objectives) is of equal importance to how we achieve it, the 'how' (values and leadership dimensions).




What contribution do Ferrer's people make to the achievement of the strategic objectives?

How do people achieve objectives?


What impact do individual plans have on the development of Ferrer's people?



These are some of the key questions guiding our performance process; they help us to:

-  • Generate reliable information so that teams and leaders can understand their performance.
-  • Achieve better performance in day-to-day work through regular conversations.
-  • Use performance insights to make consistent decisions about people in the company.

This annual process is divided into several key moments:

-  • Goal-setting, where we increasingly focus our efforts on achieving cross-cutting objectives that bring us closer to achieving the Ferrer that we want to be. Accordingly, every year we set strategic objectives at company, area and department level, and managers support and accompany people in defining their individual objectives. These objectives serve to keep our focus steadily fixed on the achievement of key projects for the year.



- Development conversations, which are encouraged at two key moments of the year (June and November) so that managers and teams, on a voluntary basis, can allot quality time to talking exclusively about how people are developing. These conversations, which are new in 2022, are aligned with our culture of continuous feedback.



- *Mid Year Review*. This is a compulsory individual conversation between the manager and everyone in his or her team. It is held in September each year. The aim is to share progress on objectives, to give and receive feedback and to make any necessary adjustments to objectives that may be required due to changes in the context.



- Annual evaluation, which takes place between January and February of the following year. This evaluation is divided into three steps:
 - **Self-assessment**, where each person reflects on the objectives that they have achieved and their performance in relation to Ferrer's values and the Leadership Dimensions (if applicable).
 - **Manager evaluation**, based on the manager's own observations, as well as those collected from other

managers, either informally or through the tool. In addition, the Check-in tool allows managers to consult whatever feedback the person has received during the year and has decided to share with their manager. The "what" and the "how" is then evaluated, culminating in a rating of from 1 to 5 stars, as well as qualitative comments focused on the individual's development.

Calibration. Finally, the People Business Partners support and accompany the different areas in the calibration sessions, where we ensure that the results are uniform and their distribution normal. In other words, we ensure that all the managers understand the assessment criteria in a similar way and are employing the same standards when evaluating their teams.



- Year-end conversation 1.1. In this conversation, the perception of the individual in the team is shared, and their manager shares his or her calibrated assessment with them. It serves as a key moment for wrapping up the previous year, sharing feedback and strengthening bonds of trust for the new year.

Of the total workforce, 60% participated in the 2022 Performance process, taking part in feedback and development discussions with their manager and receiving a performance assessment at the end of the year.

At the beginning of each year, in addition to setting business objectives, we encourage people to define their own individual development plan. A section is available on the same platform that allows them to establish development actions and carry out agile and regular monitoring. In 2022, of the 1,200 people who participated in the Performance process, more than 66% used this specific Development Plan section.



In addition, **in 2022 we have evolved Performance Management** with the aim of designing a new process that allows us to respond to a challenging business context and to have an additional opportunity to **foster the trust and responsibility** on which all People processes are based.

The participation of Ferrer's people, either by sharing their feedback on the Performance process through annual surveys or by taking part in the co-creation and iteration workshops, has been essential for this evolutionary process. Moreover, besides internal opinions, we have also taken trends and best practices into account in this type of process.

With these factors in mind, we designed the Contribution Model, which is based on the following pillars:

- **Simplification:** the new process is easy and straightforward, with a clear focus on improving people's experience. So much so in fact, that we have migrated the process to a new, much more intuitive and flexible technological platform that allows us to track and adjust our objectives and our development at any time of the year.
- **Inter-departmental:** with this model we encourage collaboration and generosity between areas with increasingly comprehensive, shared objectives.

- **Development** continues to be the central focus, with individual plans that each person builds annually. We also empower managers in their role as team coaches and developers by encouraging regular development conversations throughout the year.
- **Beta Mindset:** this process has evolved by listening to users and their experiences, and we intend to continue to do just that. For this reason, we launched the **Contribution Model** 'in beta phase' with the intention of continuing to iterate this model to adapt it to the needs of the business and the expectations of Ferrer's people.
- **Differentiation & recognition:** the new model allows us to **differentiate between different levels of contribution and to support and accompany or recognise people on a case-by-case basis.**

Another relevant point in this evolution process has been the fact that we have customised the model for the different key groups. Thus, although there is a single model that applies to all Ferrer employees, this same model is deployed in different ways for office staff, the sales network and direct labour. We will roll this new process out over the course of 2023, accompanying Ferrer's people as they adopt this process and providing them with a specific support plan for each group (office staff, sales network, direct labour).



5.5. New ways of working

The trust and responsibility that we promote at Ferrer means making different work options and tools available to all staff so that each person can find their own formula for their work.

Great Work

At Ferrer it is clear to us that work is not the place you go to, but rather the task you perform. And we believe that the best place to work is where you work best. And, above all, it is very clear to us that we want everyone to feel good, no matter where they work.

For this reason, in 2021 we took another step forward in our commitment to people and to their responsibility as individuals. Based on a standpoint of trust and on the activity each one of us carries out, we introduced a flexible work model. That's what we call GreatWork!

During our first year with this new way of working, which is based on whatever needs may arise at any given moment depending on the activity we are carrying out, with the aim of supporting and accompanying people in the best application of the model, we have implemented different initiatives:

- Through the Be Bold programme (with Hybrid Leadership: *From connection to results and Team Experience*), **we support and accompany the leadership collective so that all teams can work better with Great Work!**
- We launched a listening programme (survey and *workshop*) to understand how people were experiencing the model and to examine in more depth all the aspects we wanted to improve. **Through an internal communication campaign we shared best practices with different testimonials in order to further redefine our Great Work! and continue to grow together.**
- **To celebrate our first year of Great Work!**, we held a round table with a total of 7 people with different roles in Ferrer.

In the case of people whose jobs make them ineligible for this flexibility, we offer incentives for shift work, punctuality and attendance to compensate for this limitation.

Constant Evolution: Iterating with our teams.

At Ferrer we are clear that we want to continue to evolve in order to adapt to the business challenges and the context in which we live. For this reason, we believe it is essential to foster a dynamic and agile culture based on flexibility so that we can advance at a good pace, while being prepared to act in complex and unfamiliar environments.

This will give us the confidence to move forward without controlling every detail, assuming moderate risks and normalising error as a lever for learning. We promote a '*beta mindset*' way of working, which is a way of facing reality based on trust, flexibility and open-mindedness that enables us to evolve and adapt to new business challenges through iteration and interdepartmental cooperation.



Benefits at Ferrer

(3-3) At Ferrer, people's well-being is our priority, and we want to help them feel good. To this end, just for being part of Ferrer, we offer different benefits and advantages that maximise their retribution.

BECAUSE IF IT'S IMPORTANT TO OUR PEOPLE, IT'S IMPORTANT TO FERRER TOO.

In addition, it should be noted that the "F Factor" (included for the first time in 2021) has been maintained in 2022. This is a company objective that has been linked to each person's individual performance at Ferrer, which has enabled us to establish sustainability objectives for performance assessment.




TRAVEL ASSISTANCE INSURANCE POLICY

FOR EVERYONE



Assistance insurance policy that covers possible incidents on business trips.

OUR ENTIRE SPANISH AND PORTUGUESE WORKFORCE




BH WELLNESS

Employee support programme to provide care for well-being and health through psychological, financial, legal and other assistance.

LIFE INSURANCE AND ACCIDENT INSURANCE (GENERALI)


WHAT IS IT? Life insurance (covers death and disability)



Our entire Spanish workforce

TICKET RESTAURANT

WHAT IS IT? 10 euros per working day for full-time employees




Approximately 550 employees



FOR SPAIN

FLEXIBLE REMUNERATION


WHAT IS IT? Possibility of enjoying a tax benefit when contracting different products or services (childcare, health, training, food, transport).



Our entire Spanish workforce

HEALTH INSURANCE


WHAT IS IT? Health insurance policy for the employee and their first-degree family members, paid by the company



Chiefs

HEALTH INSURANCE


WHAT IS IT? Company-funded health insurance policy for the employee



Board Members

VEHICLE


WHAT IS IT? Availability of the company car for personal use



Chiefs; Directors; Salesforce (approx. 330)

CLUB FERRER (VIP COLLECTIVES)


WHAT IS IT? A portal offering discounts on different products and activities (hotels, household appliances, airlines, car rentals, groceries, beauticians).



Our entire Spanish workforce

ANDJOY


WHAT IS IT? A grant to fund a corporate wellness platform that offers access to the best fitness centres and apps with flexible plans.



Our entire Spanish workforce

COOLTRA


WHAT IS IT? Discount on monthly subscription for sustainable mobility (bicycles and electric motorbikes)



Our entire Spanish workforce

FINANCIAL (BBVA; CAIXA BANK; CAJA MAR)


WHAT IS IT? Access to benefits from banks for being part of the Ferrer group.



Our entire Spanish workforce

AID FOR DISABLED CHILD

WHAT IS IT? Financial aid for people who have a child with a recognised disability of 33% or more



Our entire Spanish workforce

Long-Term Incentive: fast-tracking our positive impact

In 2022, we introduced something truly extraordinary: a **long-term incentive for everyone at Ferrer**.

But, why did we do this? Essentially, because **we want to make a positive impact in society**. Our Strategic Plan has been drawn up with the objective of making this mission a reality by guiding all the decisions that we make on a daily basis.

In line with this strategy, we have selected priority objectives on which the company must focus in order to achieve our purpose as soon as possible.

If we succeed, we will recognise the effort, contribution, and dedication of everyone at Ferrer with a long-term incentive. Such a variable remuneration is highly uncommon in the corporate world: 100% of the company will receive it and it is clearly linked to the company's strategic objectives.



Early retirement

A situation in which an employee chooses to take voluntary early retirement, even though they have not reached the normal retirement age. The workers' right to this option has been recognised. In the case of people who work shifts in production centres in Spain, we habitually grant partial retirement between the ages of 61 and 62, as regulated in Royal Legislative Decree 08/2015.

If the worker meets the legal requirement to be eligible for partial retirement, after an agreement is concluded between both parties, at Ferrer we facilitate this option by guaranteeing a partial retirement contract until the worker reaches normal retirement age, thereby avoiding the penalties to retirement benefits that apply when one opts for early retirement. In those cases where, depending on the basic annual salary, the person makes the maximum monthly contribution to their retirement, we are willing to consider the payment of a monthly gross supplement to reduce the economic impact of voluntarily opting for partial retirement.

Other forms of withdrawing from the workforce that we implement in order to forestall or reduce redundancies and related negative impacts include:

- **Ordinary retirement:** if the employee does not wish to take the partial retirement option beforehand.

- **Mutual agreement between the parties.**

This is the case of the incentive scheme for early retirement adopted in Spain - people over 58 years of age are eligible. Based on the need to eliminate jobs and after prior validation by the company, it is expected that the employment relationship between the two parties will be terminated by mutual agreement together with a supplementary severance payment at a preliminary retirement age, depending on seniority and age requirements at the time of termination.

- **Voluntary departures.**

In addition, we took a number of measures to reduce departures:

- **Internal mobility programmes:** At Ferrer we want to promote internal mobility from a much more interdepartmental perspective, so that each profile can have the opportunity to assimilate a more comprehensive vision of the business and the company. At the same time, **we are increasingly committed to flexibility and we encourage people to participate in interdepartmental processes** and to be involved in several projects at the same time, and we are even able to facilitate temporary relocation of individuals, always with a focus on the development of people and on the organisation's performance.

In our strategic plan for 2020-2026, we set a target of 10% internal mobility per year.

In 2022, we achieved a total of 8%. We also officially established Talent Committees at the company. In these Committees, members of the People team and of the Management Committee meet regularly (three times a year) to discuss talent at Ferrer and focus on internal mobility between areas and geographic regions, among other issues.

- **Upskilling programmes :** These programmes aim to enable the individual to broaden their skills so that they can face new challenges, whether in the same department or in a different one, and also, should it become necessary to eliminate their job, so that we can avoid their departure by relocating them within the company.
- **Support and accompaniment when leaving: Outplacement.** Occasionally, if the department deems it appropriate in view of the employee's performance and when his or her departure is not due to a disciplinary dismissal proceeding (more geared towards departures due to the need for amortisation), after the relevant conciliation process has been completed, the *People & Sustainability* department may offer an *Outplacement* service.

Disconnection from work

At Ferrer we have an official policy on digital disconnection measures. In addition, work at Ferrer is based on trust and responsibility, which means that everyone at the company can adapt their breaks and holidays according to their priorities.

Offices that inspire us



Our office space is designed to encourage flexibility, cooperation, interdepartmental collaboration, innovation and creativity.



Moreover, it is also designed with people's comfort and well-being in mind, complying with WELL certification criteria and fostering a biophilic environment.



In addition, we have spaces that follow environmental sustainability criteria according to LEED certification in all phases of the project.



In accordance with our hybrid and flexible working model, we have equipped the spaces where people interact and collaborate with each other with a multitude of alternatives for different moments in the workflow.

5.6. WellLiving: safety, health and well-being

5.6.1. WellLiving: well-being is about living.

(403-6) At Ferrer, we have a holistic understanding of health. We foster a culture of holistic well-being, including physical, mental and emotional aspects.

We have a comprehensive workplace well-being policy based on five dimensions, because we believe that people's well-being results from a combination of actions in each of these dimensions.

The main objective of our *WellLiving* programme, under the motto "well-being is about living", is to take actions that empower people to change their lifestyle. The organisation plays a facilitating role, but it is up to the individual to make a commitment to nurture and put in practice their own well-being.



People Support Programme

At Ferrer we know that well-being is not complete if we fail to take care of our emotional health. Therefore, to help find the right emotional balance, during 2022 we will continue to develop our **People Support Programme through BH Bienestar**, extending it to other subsidiaries of the group and holding a webinar on the platform for all Ferrer people.

With a guarantee of complete confidentiality, Ferrer people can access services that include:

- Unlimited and absolutely confidential psychological assistance
- Individual personal development coaching sessions
- A personal assistant to provide guidance for decision-making
- Legal and financial counselling, both for the individual and for their family
- Resources and information on well-being
- A mobile app so that each individual has all these services at their fingertips.

Mental health is also health

Although mental health is essential, it receives scant attention and visibility. Mental health is also health and must be treated as such. At Ferrer we want to change this situation.

We want everyone to feel supported at all times and, above all, to feel good.

To this end, in 2022, as part of World Mental Health Day, and in line with our commitment to people and their well-being, we took it upon ourselves to start a conversation about mental health. **Because we want to listen, understand, increase the visibility of these issues and do away with any stigma.** We published a video with three people from Ferrer talking about their experiences with psychotherapy, and a podcast featuring Nacho Galeano, a psychologist and specialist in healthy companies, in order to better understand what we can do as an organisation and as individuals to bolster and normalise mental health. We also set up seven corners in our production and logistics centres to inform people about all the tools they have at their disposal in Ferrer to take care of their mental health.



5.6.2. Safety is non-negotiable

A culture of prevention

At Ferrer, people's safety is and will continue to be our priority. In 2022, we continued with our Culture of Prevention project that we launched in 2020. The main objective of this project is **to increase the leadership of each of Ferrer's people on matters of safety, to increase their commitment and involvement and thus promote the integration of preventive activities and evolve towards a positive safety culture.**

On World Day for Safety and Health at Work, we launched a Safety Decalogue, a compendium of ten attitudes that we believe are essential if we are to promote a positive safety culture, ten ways of behaving in our daily lives that bring us closer to our goal of zero accidents.

The main objectives we are pursuing by launching this Decalogue are:

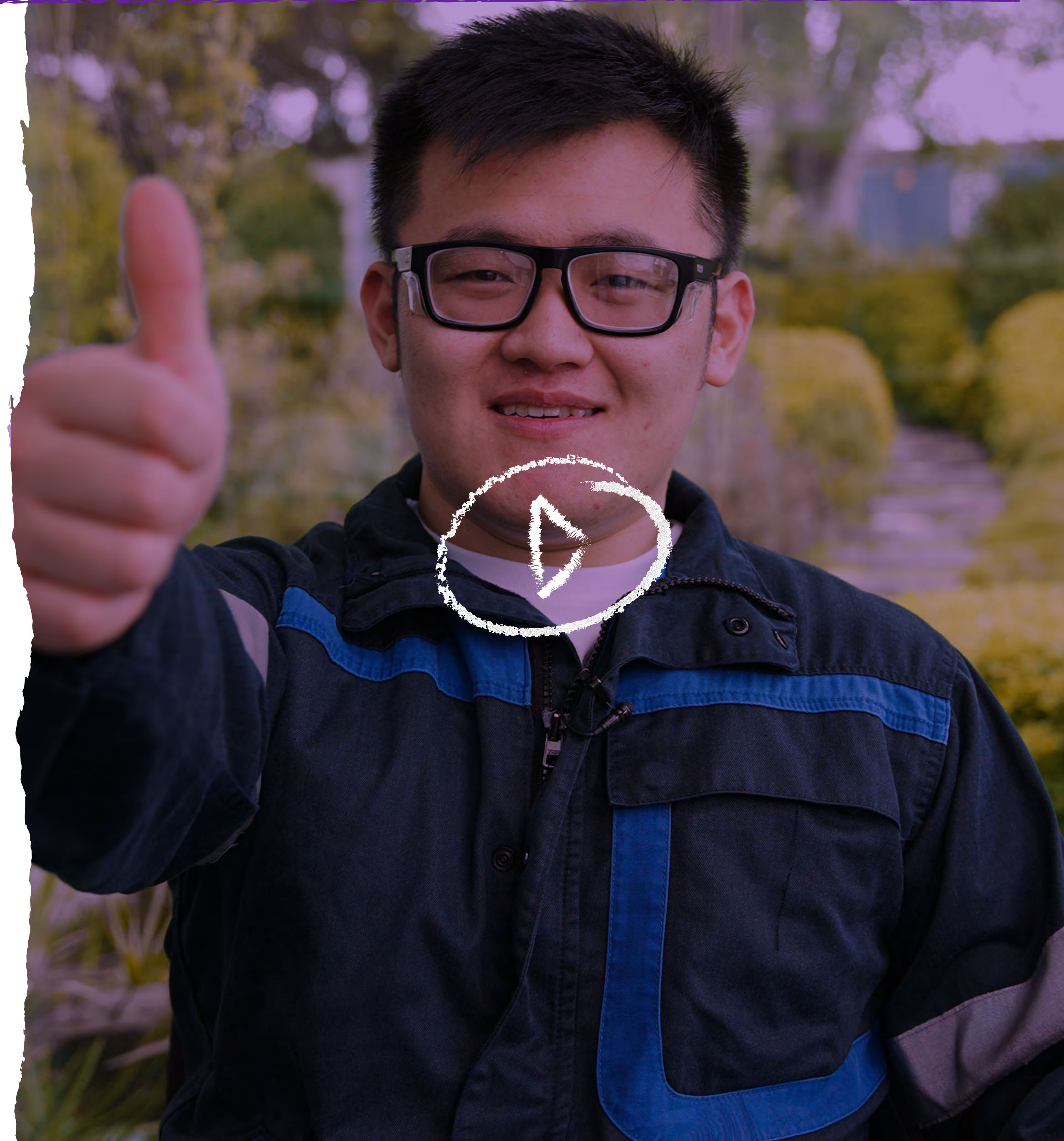
- To encourage people in our organisation to consciously take a step forward in terms of health and safety.
- To ensure that everyone at Ferrer is clear about the company's expectations regarding health and safety.

- To inspire an increasing number of people to take action on safety and health.

#SayYesToYourSafety (#DiSíATuSeguridad)

Every action adds up, because in accident prevention, everyone is essential and responsible. Therefore, in order to disseminate the Decalogue, we enlisted the support of people who had been identified by their colleagues as leaders in health and safety during the different workshops on the Culture of Prevention that we had held to create a video that describes in greater detail each of the ten behaviours listed in the Decalogue.

AT FERRER WE
BELIEVE THAT
ORGANISATIONS
THAT TALK ABOUT
SAFETY ARE SAFE
ORGANISATIONS.



In addition to this, at Ferrer we believe it is vitally important to undergo regular training in order to be able to deal with an emergency. Holding drills allows us to practice and identify areas for improvement that we need to work on in order to create a safe environment. Proper training can help protect the lives and health of the people involved, reduce damage in the event of a fire, and help people be better prepared to deal with unexpected and stressful situations.

We conduct regular drills at all our sites to identify weaknesses and areas for improvement in emergency plans and safety procedures.

In addition, second-line responders at our chemical plant regularly undergo practical training with real fire at a fully equipped fire-fighting training ground specially prepared for this purpose. In 2022, a group of people from the Sant Cugat Chemical Plant, who were designated as the Second-Line Responder Team, carried out practical fire training sessions at the Castellolí Security Campus.

Furthermore, in 2022, as a new measure, we conducted drills during all the different shifts (morning, afternoon and night) at the Sant Cugat Pharmaceutical Plant. During the night shift, a medical emergency drill was carried out for the first time, involving a cardiorespiratory arrest.

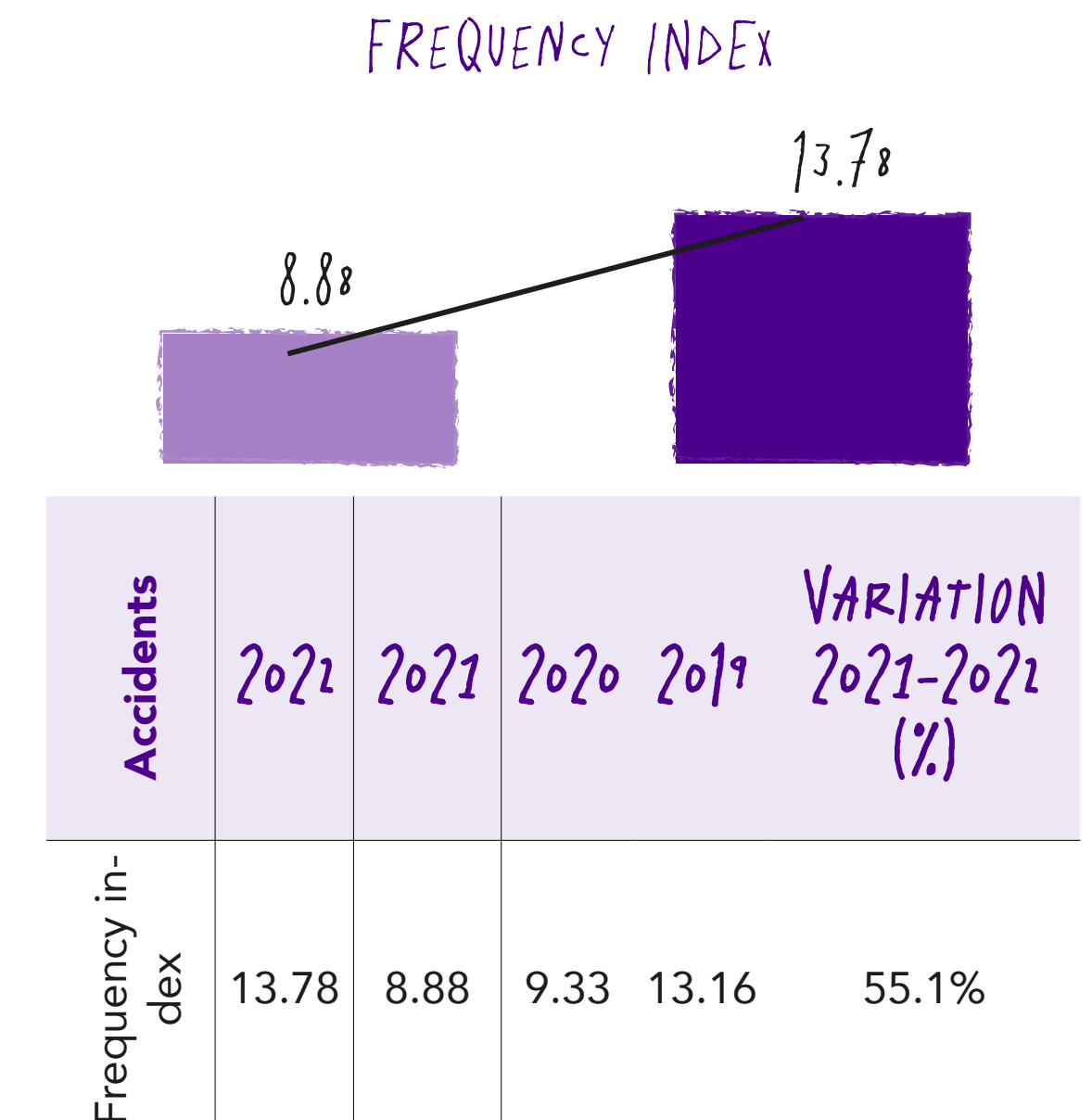


Commitment to safety

Safety is non-negotiable at Ferrer, which is why **we work every day to make workplaces safe and healthy**, through regulatory training, plant safety inspections, monitoring of construction sites, assessments of new work equipment, hygienic measurements (noise, lighting, environmental conditions), ergonomic and psychosocial assessments (whose main objective is to obtain detailed and objective information on the emotional and social state of an individual or group in order to help improve their psychological and social well-being), reviews and updates of the different Self-Protection Plans, and emergency and evacuation drills.

(2-25) (3-3) Ferrer's *Health and Safety* (H&S) department is the corporate unit that defines the area's policy and strategic plan, as well as the global objectives and corporate procedures that each subsidiary must then implement in accordance with the country's local regulations. In Spain, we manage Health and Safety through a Joint Prevention Service, which takes charge of the specialised fields of Safety at Work, Industrial Hygiene and Ergonomics and Psychosociology. We have also arranged for Health Surveillance through an External Prevention Service. External personnel providing services at Ferrer must be properly trained and informed and have all the

necessary equipment to carry out their tasks safely. In Spain we have an IT platform for the Coordination of Business Activities to ensure that this is the case.



In 2022, as part of Ferrer's safety plan, we launched *safety walks* in our operational centres to help us give visibility to our leaders' commitment to safety and health.

5.7. Diverse people, inclusive people

A matter of respect

(3-3) At Ferrer we believe that everyone is free to feel and live as they wish. That is why we **work to create a diverse and inclusive environment that fosters respect for all people**, regardless of their race, gender, sexual orientation or gender identity, religion, age, background, abilities...

We encourage listening, respect and trust, and we absolutely and forcefully reject any conduct that jeopardises a diverse and inclusive environment.

Moreover, we understand diversity as part of our activism because, in the end, we all promote it with every little thing we do in our daily lives. We are all responsible for building a more equitable and

respectful world that benefits everyone, regardless of differences. This is activism.

We want everyone at Ferrer to feel safe, understood, included, respected and supported. That is why, given our unequivocal commitment to diversity and, therefore, our absolute rejection of any behaviour that puts diversity at risk, in 2022 at Ferrer we established certain lines that we must never cross. These are the lines that we use to illustrate the borders of the unacceptable. When these lines are crossed, people feel intimidated, demeaned or belittled.

In 2022, we achieved significant milestones in meeting our targets for Diversity and Inclusion, and we consolidated our activist culture by integrating the values of fairness and respect for all people.

Major Milestones in 2022

New Comprehensive Diversity and Inclusion Plan

This report has provided us with an analysis of the reality of the company in terms of diversity and in relation to the management of processes and procedures aimed at people, by examining the possible imbalances or unequal situations and the participation of the different groups that make up and are present in the company. It also provides us with information on the aspects that facilitate or hinder the integration of diversity, equal treatment or inclusion in the organisational culture.

In order to develop this new Comprehensive Plan, a consultancy firm specialising in Diversity and Inclusion issues was brought in to support its implementation. During the project, an in-depth analysis of the measures already in place at Ferrer was carried out, a questionnaire was launched and different focus groups met .

Perception of Diversity and Inclusion in Ferrer

Ferrer sent a questionnaire on the perception of diversity to its entire workforce in order to obtain information about the degree of promotion of Diversity, Equality and Inclusion within the company. The questionnaire was voluntary, confidential and anonymous.

Number of completed questionnaires received: 757 completed questionnaires, 42% of the workforce (728 in Spanish, 10 in English and 19 in Portuguese).

At the same time, a series of four consultation sessions were held in **focus groups**, in order to gain a better understanding of the staff's perceptions and expectations, gathering ideas and interesting information to improve decision-making on a specific issue, optimising the time invested compared to a more individualised process, and analysing and examining in greater depth the results of the questionnaire.

A total of 39 people participated: 27 women and 12 men. Participants reflected a balance of different departments and nationalities.

All the conclusions obtained were used to draw up Ferrer's new Comprehensive Diversity and Inclusion Plan.



Commitment of the Management Committee

Over the course of 2022, within the framework of the Diversity and Inclusion project, the entire Management Committee, and the organisation's leadership team in general, made a commitment to provide the necessary support so that all these actions could become a reality.

In April, the Management Committee circulated within the company a video and a document illustrating its commitments on Diversity and Inclusion.

COMMITMENT #01

I will act in an irreproachable way to guarantee a diverse and inclusive Ferrer, always on the basis of tolerance and respect.

COMMITMENT #02

I will always defend the right to equal opportunities and freedom from discrimination for all people.

COMMITMENT #03

I will carry out my work on a basis of empathy: the best ally for understanding that differences make us grow.

COMMITMENT #04

I will nurture an egalitarian and fair work culture, as opposed to intimidating or degrading environments.

COMMITMENT #05

I will support and defend those who have experienced harassment in a resolute, courageous and tenacious manner.

COMMITMENT #06

I will denounce any form of harassment no matter who is the perpetrator, inside and outside Ferrer.

Awareness-raising campaign

With the motto #NoCrucesLaLínea ("Don't Cross the Line"), we launched our global internal communications campaign with an unequivocal message: **The lines are clear: don't cross them.** To launch the campaign, we held a live event for the entire company that included a round table discussion on gender-based violence led by the president of Ferrer, Sergi Ferrer-Salat, with guests Carla Vall i Duran, a criminal lawyer specialising in the defence of victims of misogynist violence, sexual violence and vicarious violence, and Aina Troncoso, a psychologist specialising in cases of misogynist violence.

This live event was the green light for a campaign that was deployed gradually over the course of the year with multiple actions and through all our channels.

The campaign has focused on two main blocks:

1. DIVERSITY, EQUITY AND INCLUSION
2. PREVENTION OF HARASSMENT

Prevention of harassment

Harassment has no place in Ferrer. In no way and under no circumstances. Our commitment to diversity, equality and inclusion is unequivocal. We reject any conduct that puts these principles at risk. Crossing the line is simply unacceptable.

In 2022, as part of this campaign, we will carry out various actions to show that at Ferrer we absolutely and firmly reject harassment of any kind:

- Publication of the **revised Harassment Protocol**, which goes beyond what is stipulated in the Collective Bargaining Agreement to cover other types of possible harassment.
- **Visibility of the reference team that investigates incidents** in all our centres.
- Creation of **new ways to access the complaint channel**, to improve accessibility and speed.
- Implementation of **QR codes in all the Company's centres** to facilitate access to the Campaign's infographics, complaints channel, protocol and regulations, as well as to contact the reference team that investigates incidents.
- **Video** to explain the complaint process in order to convey transparency and trust.
- Creation of a company-wide **#DoNotCrossTheLine wristband** as a symbol of rejection of harassment.
- Launch of a **series of web-based training videos: #DoNotCrossTheLine.**



Training

In 2022, we launched the first series of mandatory training actions on the prevention of harassment for all Ferrer staff. The ten instalments of this series offered the opportunity to discover ten real-life situations that unfortunately still occur in the workplace today: for reasons of gender, sexual orientation or identity, race, origin, religion, social status, functional and generational diversity. The situations depicted in the training are clearly unjust, unacceptable, intolerable and reportable. The aim is to raise awareness of situations that, sadly, are often considered mainstream and even internalised by people in society. The message is clear: **"if you experience or witness any of the behaviours illustrated in this training series, do not hesitate to speak up: for you and for everyone at Ferrer"**.

In 2022 we also launched two training sessions to help us move towards a diverse, egalitarian and inclusive workplace at Ferrer. On the one hand, the course combats prejudices to help us become aware of how prejudice affects us all, albeit often unconsciously, both personally and professionally. On the other hand, in order to raise awareness about the importance of communicating using inclusive language and having the necessary tools to adapt our language, we offer training on inclusive language.

By 2022, 26.65% of the workforce had received Diversity and Inclusion training.

Photography competition

We held a photography competition under the name "Focus on Diversity" in which we invited people from Ferrer to take pictures during the summer that reflected what Diversity and Inclusion means to them.

Pride Day Celebration

As a company, we have a great responsibility to build a fairer and more equitable society, and the day-to-day actions of everyone who works at Ferrer are essential.

In the framework of the International LGBTIQ+ Pride Day, we wanted to help make this collective visible through the stories of two people from Ferrer who show their pride.

Admittedly, the challenges towards a truly diverse, equitable and inclusive society are considerable, and the road is long, but our commitment is unequivocal and, for this reason, **in 2023 our aim is to continue working and consolidating our position with specific programmes**. We will not take a single step backwards.



ive months old. Leah is two and a half and th
Chapi.

5.7.1. Equality

(3-3) (406-1) At Ferrer we reject inequalities and we fight for the right to equal opportunities for all people. We have implemented an Equality Plan to

WE ARE EQUAL



Management Committee

OBJECTIVES:

- Equal treatment and opportunities
- Gender mainstreaming
- Awareness-raising

EQUALITY COMMITTEE:

Made up of representatives of the people of Ferrer and representatives of the company, who meet on a quarterly basis to monitor the plan and the measures contained therein or any others that may be approved.

guarantee equal treatment, conditions and opportunities for women and men in the company, as well as to integrate the gender perspective into the organisation's culture across departments and divisions.

Our company also follows strict selection and recruitment policies based on the principle of non-discrimination. These policies apply to all our work centres.

At Ferrer, we are currently negotiating the Equality Plan with the Committee, together with its corresponding action plan, remuneration audit and salary report. These three measures reveal, among other things, that in Ferrer there is no gender-based pay gap in any of the three companies to which this plan applies (Grupo Ferrer Internacional S.A, Ferrer Internacional S.A; Interquim).

As a next step, we expect that the Equality Plan will be registered in REGCON (Registers of Collective Agreements and Collective Bargaining Agreements).

Selection and Recruitment

During 2022, we will update the different phases that make up our selection process in order to continue to improve by incorporating and promoting the most talented workers for Ferrer, thereby ensuring an ethical, rigorous and respectful process.



Equal opportunities

Diversity and inclusion are part of our Great People pillar and of our culture. Therefore, we ensure a selection process free of prejudice that guarantees equal opportunities for all people regardless of gender, sexual orientation, race or religion.



We are committed to internal talent

Our vacancies are first advertised internally so that Ferrer people can assess whether the position represents a development opportunity and, if so, apply. Whenever possible, we are committed to promoting internal talent, so that talented individuals can continue to develop within Ferrer.



Objectivity

We are committed to the continuous improvement of our selection processes to ensure an objective selection and recruitment process based on the principles of merit and ability, always seeking the most suitable person for each position.

5.7.2. People with disabilities

(405-1) In 2022, Ferrer's workforce included 11 people with disabilities, specifically, in the professional groups of direct labour and in the category of technicians and middle management.

Number of employed persons with disabilities by occupational classification	2022	2021	2020
Direct labour	2	4	4
Women	1	3	3
Men	1	1	1
Technicians and middle management	9	6	7
Women	5	2	2
Men	4	4	5

Our facilities are accessible for people with disabilities, depending on the workplace.

Those centres designed more recently, such as our offices in the L'Illa centre, are already 100% accessible for people with functional disabilities.

The centres that will be refurbished or rehabilitated in the coming years will incorporate accommodation for impaired mobility into their infrastructure.

Furthermore, in our commitment to Diversity and Inclusion in the development of a fairer and more equitable society, over the course of this past year we also implemented **measures involving our suppliers**, such as the preparation of our batches by young people from Prodis, a non-profit organisation dedicated to the comprehensive assistance and promotion of people with intellectual disabilities, mental disorders or cerebral palsy.



5.8. Social relations

(2-30) (3-3) In Spain, our sites are governed entirely by the **20th General Collective Bargaining Agreement for the Chemical Industry**, and, at many of the sites, quarterly meetings are held with the different works councils to discuss matters of interest. In subsidiaries, employees are governed by the respective collective bargaining agreement, except in cases where local law provides for the application of general labour law.

With regard to the freedom to form a trade union, the Ferrer Group is a signatory to the **General Collective Bargaining Agreement for the Chemical Industry**, which guarantees compliance with the freedom to form trade unions. In this respect, Ferrer maintains regular, fluid communication with workers' representatives and works councils.

Percentage of employees covered by collective bargaining agreement, by country	2022	2021	2020
Europe			
Spain	100%	100%	100%
Germany	100%	100%	100%

In the different countries where the company operates, labour relations are regulated according to the labour legislation in force in each country, for example: Federal Labour Law in Mexico and national labour codes in Portugal, Germany, Central America and the Caribbean and Peru. In Chile, the criteria for administration and labour relations are regulated in Ferrer's own protocol established for this purpose.

(2-29) (403-1) (403-4) Our Health and Safety committees actively collaborate and hold quarterly meetings with the occupational risk prevention team. The percentage of staff represented on health and safety committees is determined by the provisions of the collective agreement (Chapter IX, "Occupational Safety and Health", Art. 70).

At Ferrer, we currently have various Health and Safety committees or delegates at our different centres:

- L'Illa Corporate Services (Works Council).
- Sant Cugat Pharmaceutical Plant (Works Council).
- Sant Cugat Chemical Plant (Works Council).
- Madrid sales office (Works Council).
- Barcelona Sales Office.
- Valencia Sales Office.
- Manlleu Plant.
- Logistics Centre at Sant Feliu de Buixalleu
- Esplugues de Llobregat Dermo-cosmetic Plant.

Each year, the works councils agree on actions aimed at improving the health and safety of the people who work at Ferrer, such as conducting psychosocial studies, implementing health monitoring measures or updating emergency plans, among others. To ensure the implementation of the measures taken, each initiative is monitored.

In addition, at Ferrer we promote spaces for dialogue by providing a channel on the corporate Intranet for queries and complaints, as well as a mailbox for queries in paper format at the production centres for team members who do not have access to a computer.



LIVEABLE PLANET



WE FIGHT FOR A LIVEABLE PLANET

WE PROMOTE THE PROTECTION OF THE ENVIRONMENT FOR OUR OWN SAKE AND FOR THE SAKE OF FUTURE GENERATIONS.

(2-23) (3-3) In the face of the climate emergency, inaction is no longer an option, and at Ferrer we believe that **our activity as a pharmaceutical company must create more environmental value than it consumes.** That is why we promote actions to mitigate climate change through the circular economy and energy decarbonisation. As we are well aware that there is a lot of work to be done and that we'll need lots of people to join us on this journey, we have made the protection of the planet a priority in our strategic plan through the *Liveable Planet* pillar. We have the opportunity to regenerate the planet, but, if we let this opportunity pass, things will take their course without us.



6.1 Liveable Planet Goals

AT FERRER WE WANT TO GUARANTEE
A LIVEABLE PLANET FOR EVERYONE

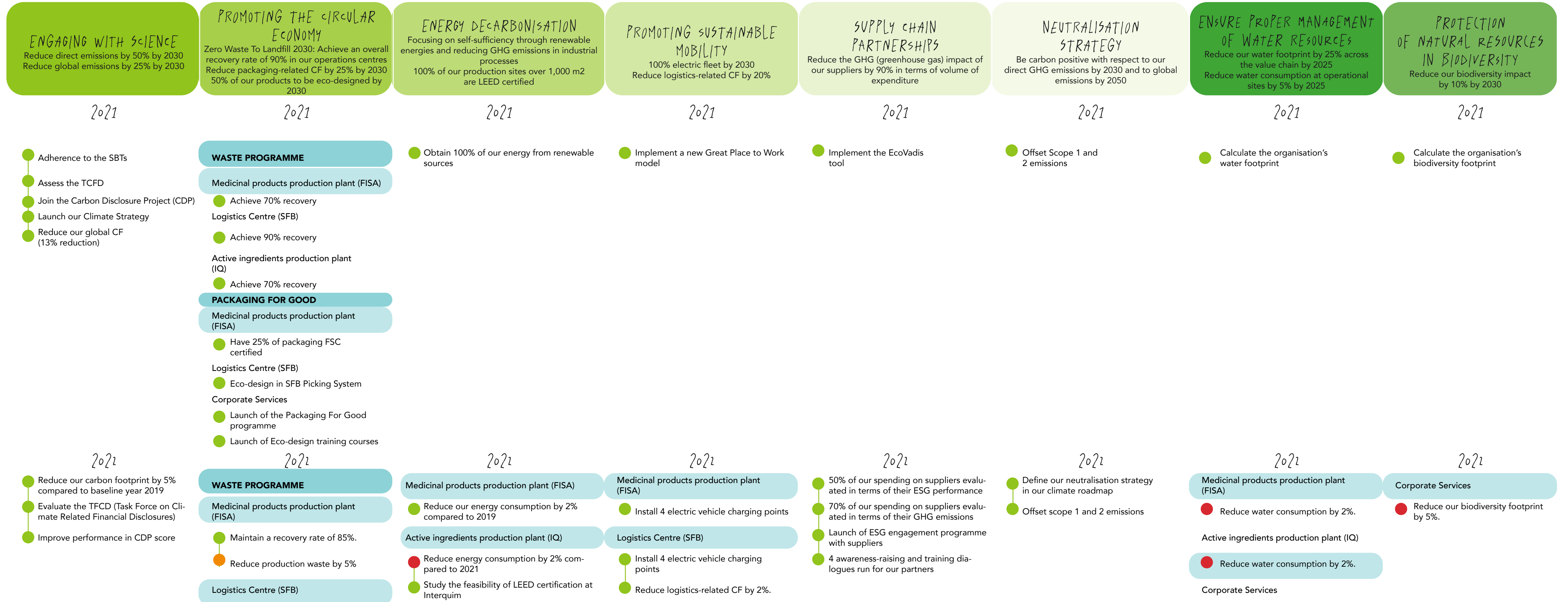
LIVEABLE PLANET STRATEGY

MITIGATING CLIMATE CHANGE AND PROMOTING THE CIRCULAR ECONOMY

PROTECTING NATURAL RESOURCES

(2-24)

- Achieved
- In-process
- Not achieved
- Not started



LIVEABLE PLANET STRATEGY

- Achieved
- In-process
- Not achieved
- Not started

MITIGATING CLIMATE CHANGE AND PROMOTING THE CIRCULAR ECONOMY

PROTECTING NATURAL RESOURCES

ENGAGING WITH SCIENCE
 Reduce direct emissions by 50% by 2030
 Reduce global emissions by 25% by 2030

PROMOTING THE CIRCULAR ECONOMY
 Zero Waste To Landfill 2030: Achieve an overall recovery rate of 90% in our operations centres
 Reduce packaging-related CF by 25% by 2030
 50% of our products to be eco-designed by 2030

ENERGY DECARBONISATION
 Focusing on self-sufficiency through renewable energies and reducing GHG emissions in industrial processes
 100% of our production sites over 1,000 m2 are LEED certified

PROMOTING SUSTAINABLE MOBILITY
 100% electric fleet by 2030
 Reduce logistics-related CF by 20%

SUPPLY CHAIN PARTNERSHIPS
 Reduce the GHG impact of our suppliers by 90% in terms of volume of expenditure

NEUTRALISATION STRATEGY
 Be carbon positive with respect to our direct GHG emissions by 2030 and to global emissions by 2050

ENSURE PROPER MANAGEMENT OF WATER RESOURCES
 Reduce our water footprint by 25% across the value chain by 2025
 Reduce water consumption at operational sites by 5% by 2025

PROTECTION OF NATURAL RESOURCES IN BIODIVERSITY
 Reduce our biodiversity impact by 10% by 2030

- Maintain a 90% recovery rate
- Active ingredients production plant (IQ)**
- Achieve a 75% recovery rate
- Develop a programme to improve the WWTP and reduce the sludge waste generated.
- PACKAGING FOR GOOD**
- Medicinal products production plant (FISA)**
- Eco-design 2 products
- Define and implement an eco-design process
- Definition of the eco-design product portfolio
- Optimise 30% of tertiary packaging
- Have 75% of packaging FSC certified
- Active ingredients production plant (IQ)**
- Implementation of a strategy for the reuse of Kraft drums
- Corporate Services**
- 80% of the eco-design training plan implemented

- Corporate Services**
- Obtain LEED certification at Illa
- Mexico subsidiary**
- Obtain LEED certification in the Mexico subsidiary

- Active ingredients production plant (IQ)**
- Installation of 2 electric vehicle charging points
- Corporate Services**
- Installation of 55 electric vehicle charging points in offices and in the sales force residence.
- 100% implementation of telemetry in Spain
- Have a 30% electric fleet in Spain
- Subsidiaries**
- Implementation of an electric and/or hybrid electric fleet in Costa Rica and Portugal

- Reduce our water footprint by 10% compared to baseline year

LIVEABLE PLANET STRATEGY

- Achieved
- In-process
- Not achieved
- Not started

MITIGATING CLIMATE CHANGE AND PROMOTING THE CIRCULAR ECONOMY

PROTECTING NATURAL RESOURCES

ENGAGING WITH SCIENCE

Reduce direct emissions by 50% by 2030
Reduce global emissions by 25% by 2030

PROMOTING THE CIRCULAR ECONOMY

Zero Waste To Landfill 2030: Achieve an overall recovery rate of 90% in our operations centres
Reduce packaging-related CF by 25% by 2030
50% of our products to be eco-designed by 2030

ENERGY DECARBONISATION

Focusing on self-sufficiency through renewable energies and reducing GHG emissions in industrial processes
100% of our production sites over 1,000 m2 are LEED certified

PROMOTING SUSTAINABLE MOBILITY

100% electric fleet by 2030
Reduce logistics-related CF by 20%

SUPPLY CHAIN PARTNERSHIPS

Reduce the GHG impact of our suppliers by 90% in terms of volume of expenditure

NEUTRALISATION STRATEGY

Be carbon positive with respect to our direct GHG emissions by 2030 and to global emissions by 2050

ENSURE PROPER MANAGEMENT OF WATER RESOURCES

Reduce our water footprint by 25% across the value chain by 2025
Reduce water consumption at operational sites by 5% by 2025

PROTECTION OF NATURAL RESOURCES IN BIODIVERSITY

Reduce our biodiversity impact by 10% by 2030

2023

2023

2023

2023

2023

2023

2023

2023

- Implement our plan to engage with suppliers on climate issues.
- Develop a Carbon Transition Plan
- Achieve a CDP rating of A/A-
- Climate change training and awareness-raising for company leaders
- Implement an Internal Carbon Pricing mechanism
- Identify collaborative initiatives
- Climate change training and awareness-raising in the operations area
- Reduce our carbon footprint by 10% compared to baseline year 2019

WASTE PROGRAMME

Medicinal products production plant (FISA)

- Reduce production waste by 5%
- Achieve a 90% recovery rate

Logistics Centre (SFB)

- Maintain a 90% recovery rate
- Develop a programme to donate medicines

Active ingredients production plant (IQ)

- Achieve a 75% recovery rate
- Reduce production waste by 5%
- WWTP: Implement the surfactant treatment line.

PACKAGING FOR GOOD

Medicinal products production plant (FISA)

- Have 80% of packaging FSC certified
- Optimise 50% of tertiary packaging
- Implement eco-design in a blister pack product
- Extrapolate the sustainable packaging model to outsourced products

Medicinal products production plant (FISA)

- Reduce energy consumption by 2.5% compared to 2019
- Installation of new steam boilers

Active ingredients production plant (IQ)

- Reduce energy consumption by 3.5% compared to 2021
- Obtain LEED certification at Interquim

Corporate Services

- Obtain LEED certification at Illa

Alexza

- Achieve LEED certification in Alexza

Esplugues

- Obtain LEED certification in Esplugues
- Installation of photovoltaic panels in Esplugues

Medicinal products production plant (FISA)

- Install a solar canopy to self-supply electric vehicle charging

Logistics Centre (SFB)

- Reduce logistics-related CF by 5%

Active ingredients production plant (IQ)

- Interquim

Corporate Services

- Have a 30% electric fleet in Spain
- 100% implementation of telemetry in Spain
- Have 100% of the training on efficient and safe driving for sales representatives completed.

- More than 50% of our spending on suppliers evaluated in terms of their ESG performance
- Define an ESG audit model for our suppliers
- 100% of our spending on suppliers evaluated in terms of their GHG emissions
- Undertake a minimum of 2 engagement initiatives in our decarbonisation strategy with suppliers

- Align Ferrer's GHG emissions neutralisation strategy with the roadmap defined in our Climate Transition Plan.

Corporate Services

- Reduce our water footprint by 15% compared to baseline year

Medicinal products production plant (FISA)

- Reduce water consumption by 2% compared to 2022

Active ingredients production plant (IQ)

- Reduce water consumption by 2% compared to 2022

Corporate Services

- Reduce our biodiversity footprint by 7%

Progress towards these goals is rooted in the **8 environmental policies** that are the basis of our *Liveable Planet* strategic pillar and formalise our commitments to making the world a better place to live in.



ENVIRONMENTAL POLICY

Commitment to prevention, environmental protection and the integration of the environment in our decisions

CLIMATE POLICY

This policy provides a reference framework that consolidates the seven pillars of action against climate change and the instruments used to address them.

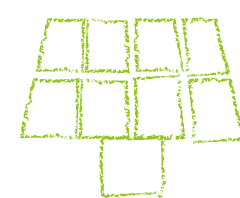


SUSTAINABLE PACKAGING POLICY OUR LOW-IMPACT, CIRCULAR SUSTAINABLE

packaging model, which ensures the safety and proper preservation of our products and multiplies their positive impact throughout their life cycles.

WASTE POLICY

This coordinates and disseminates a waste programme to optimise final waste management and achieve a high recovery rate.

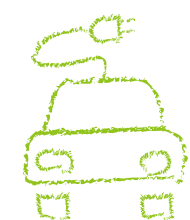


ENERGY POLICY

This policy reinforces our commitment to energy self-sufficiency and decarbonisation, with high sustainability criteria, and continuous evaluation and monitoring.

SUSTAINABLE MOBILITY POLICY

This reinforces our commitment to energy self-sufficiency and decarbonisation, with high sustainability criteria, and continuous evaluation and monitoring.



WATER POLICY

Commitments for the proper management of water resources, monitoring and formulation of an integrated water management programme.

BIODIVERSITY POLICY

Tools to address Ferrer's commitment to fighting for the protection of biodiversity and to raising awareness.



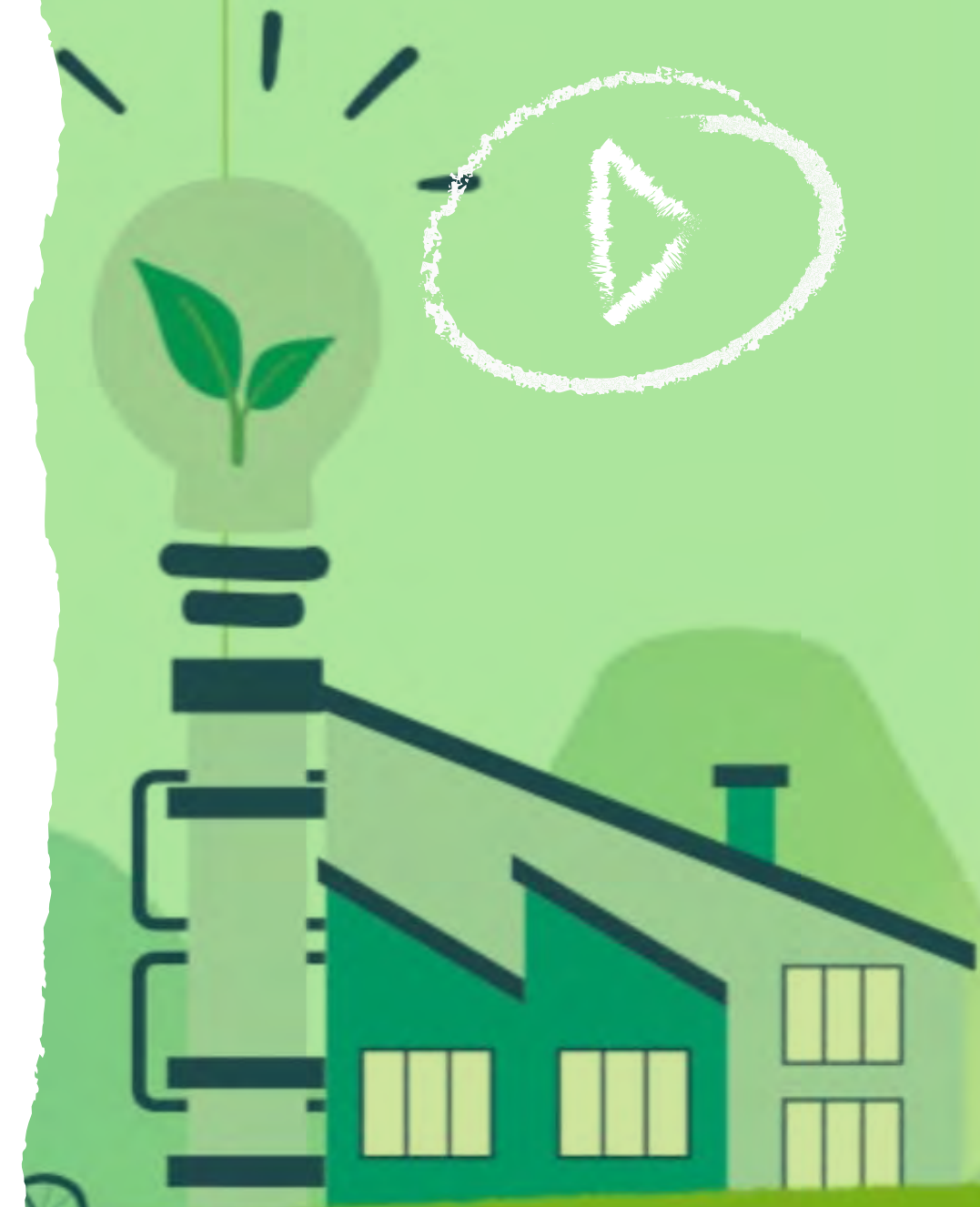
6.2 Mitigating climate change and promoting the circular economy

We live in a world on the brink of collapse. The climate crisis cannot be considered a secondary priority, and at Ferrer we are well aware of this. We are therefore committed to being a carbon positive company with respect to our emissions. We have also publicly announced our decarbonisation targets through the Science Based Targets initiative, committing to a 50% reduction in our direct emissions and a 25% **reduction in our indirect emissions** (which account for 85% of overall emissions).

In addition, the "Carbon-positive Ferrer: One Step Beyond Zero Emissions" strategy is structured around **6 main commitments**:

1. Establish (direct and indirect) science-based GHG emission reduction targets
2. Promote the circular economy
3. Achieve energy decarbonisation
4. Promote sustainable mobility
5. Establish supply chain partnerships
6. Promote "carbon positive" solutions

1 objetivos de reducción basados en la ciencia



6.2.1 Commitment 1: Our commitment to science

In 2022, as part of our firm commitment to reducing our greenhouse gas emissions, validated and approved by *Science Based Targets*, we have made progress as a company on several key aspects related to our climate strategy. Some of our most noteworthy initiatives are:

- For the second consecutive year, we attended the **United Nations Climate Change Conference (COP27)** in Egypt and participated in many of the summit's sessions, where experiences from the scientific community and best practices from other companies were shared, which provided us with an opportunity to validate and align our climate strategy.
- We have worked on defining our **climate change governance model** in order to improve our climate strategy and involve the necessary people from each department in the implementation of our Climate Transition Plan.

The **Climate Change Committee** is the body responsible for implementing our climate strategy from an operational point of view. Its aim is to involve all relevant departments and report on the progress of the **Climate Transition Plan** to the Management Committee. Its tasks include:

(2-12)



Promoting the implementation of the projects defined in the climate strategy and making sure that the responsible teams carry them out.



Supervising the implementation of the climate strategy on an ongoing basis



Develop and set annual objectives and determine the climate change indicators that form part of Ferrer's scorecard and need to be monitored. Report to the Management Committee on the progress of the climate strategy on a quarterly basis.

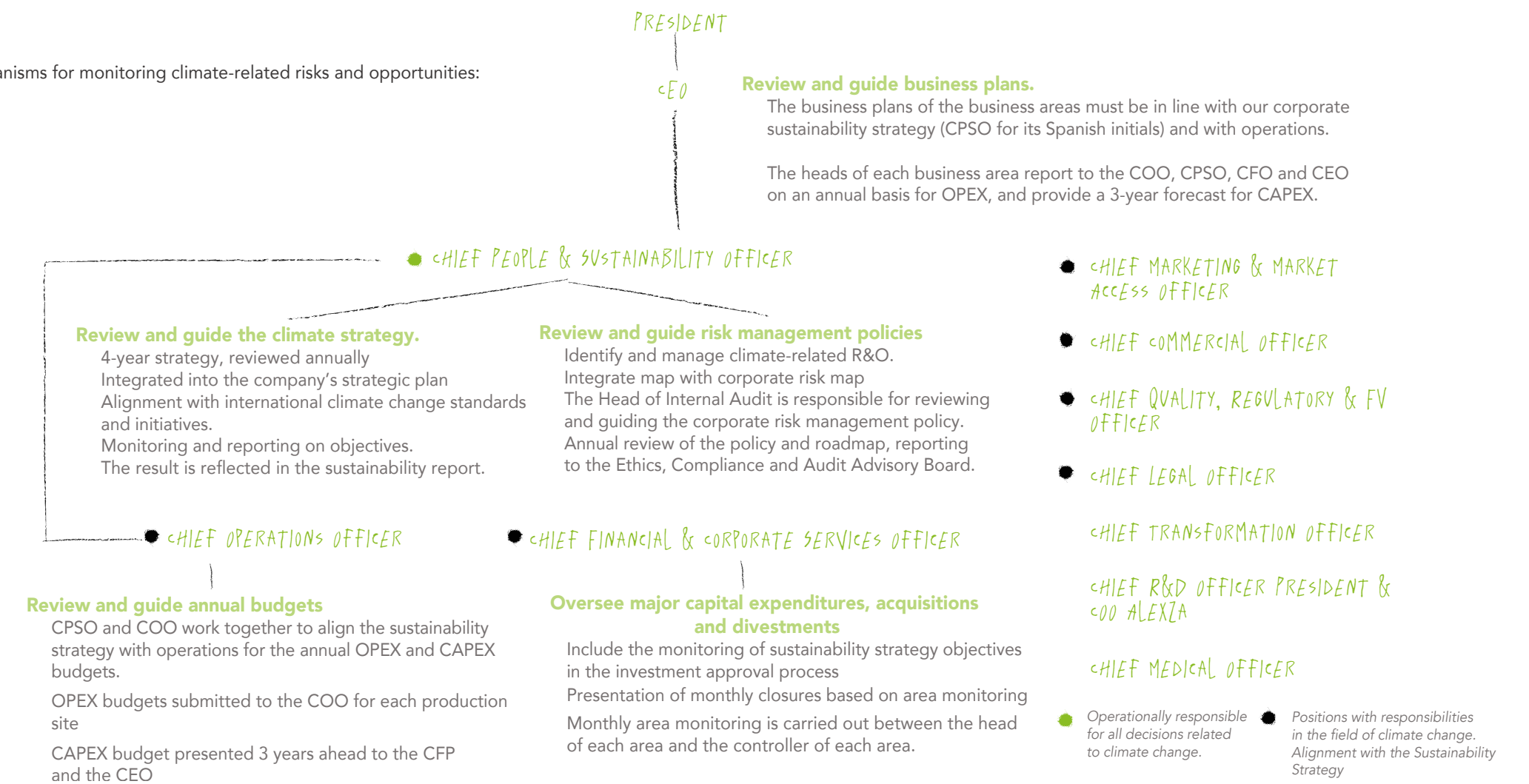


Ensure internal transparency by presenting progress once or twice a year to all staff.

(2-12)

OVERSIGHT OF THE MANAGEMENT COMMITTEE

Mechanisms for monitoring climate-related risks and opportunities:

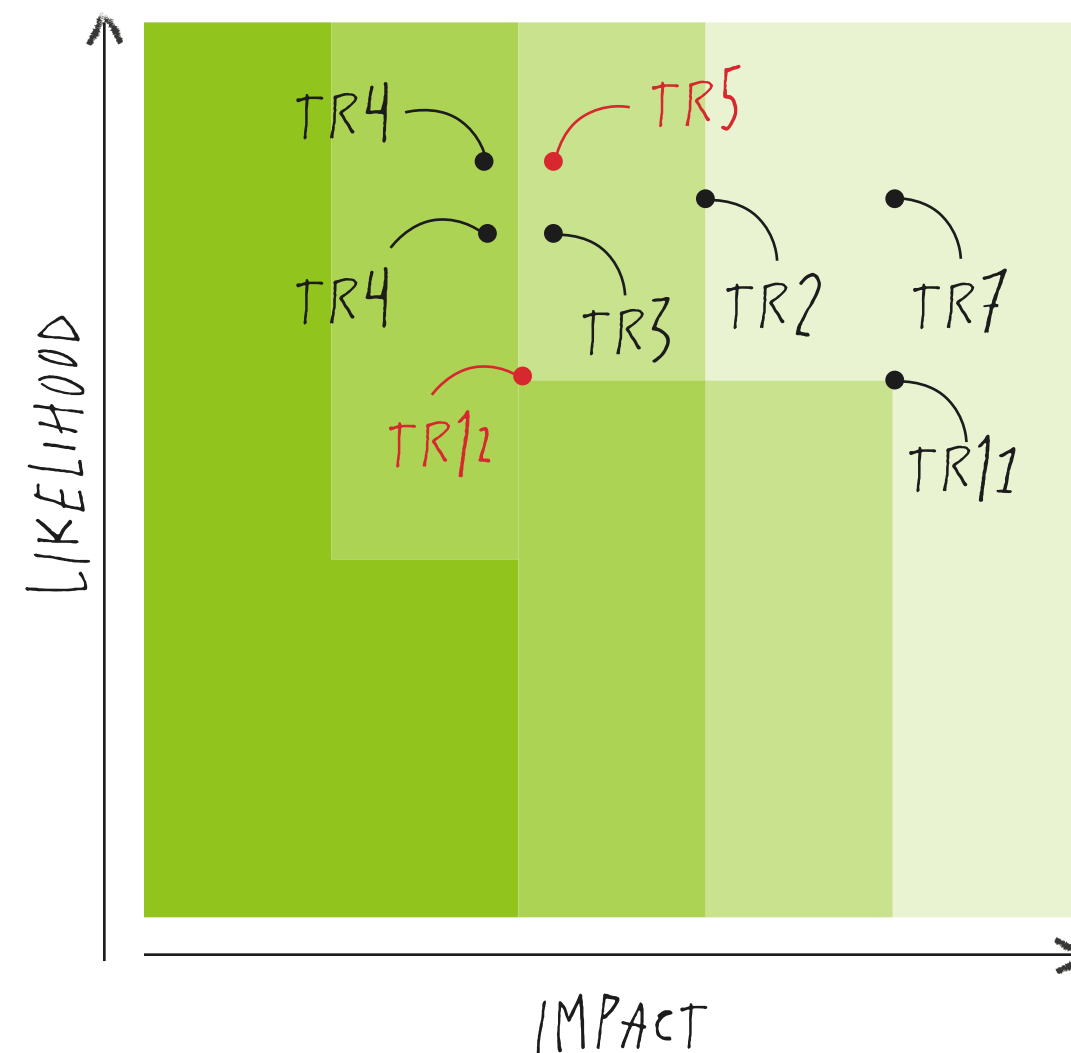


To ensure that Committee members have climate change skills, in 2023 we will run a **training course for the entire leadership team**, which will address how to effectively implement a decarbonisation strategy in the company from an operational and financial perspective.

- This year, we have also updated our analysis of climate risk impacts and opportunities in line with the recommendations set out by the Task Force on Climate-related Financial Disclosures (TCFD). The identification and assessment of climate-related risks has taken into account both transitional and physical climate scenarios. We have used the results of this analysis to identify those risks that have the greatest impact and highest probability of occurrence in the short and medium term. They have been included as “climate risks” in Ferrer’s corporate risk map. In this way we have been able to monitor the evolution of these risks, as well as the degree of implementation of the control mechanisms put in place to mitigate or reduce their impact.

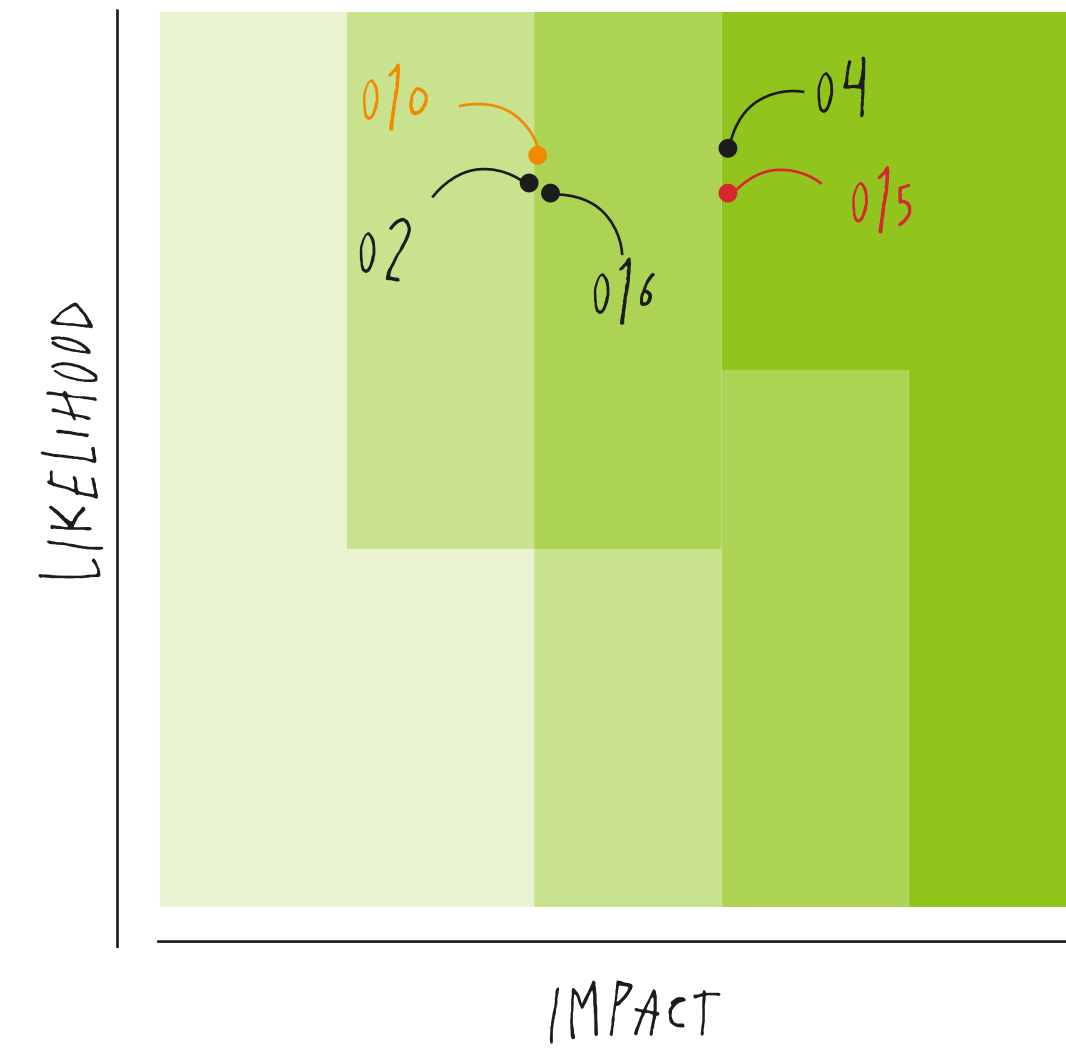
Main climate risks and opportunities analysed:

TRANSITIONAL RISKS (TR) AND PHYSICAL RISKS (PR)



- TR12 LONG TERM 10-30 YEARS
Increased investment costs due to the use of more energy efficient technology and energy efficiency measures.
- TR5 LONG TERM 10-30 YEARS
Increase in the cost of emission offsets (2050)
- TR1 MEDIUM TERM 5-10 YEARS
Increase in operating costs due to the implementation of new emission regulations (in particular Scope 1 and 2).
- TR2 MEDIUM TERM 5-10 YEARS
Increased logistics- and transport-related costs due to the application of new regulations on polluting transport.
- TR3 MEDIUM TERM 5-10 YEARS
Water scarcity. Reduction of sales associated with reduced production; increased water costs
- TR4 MEDIUM TERM 5-10 YEARS
Increase in the cost of emission offsets (2030)
- TR7 MEDIUM TERM 5-10 YEARS
Increase of costs to mitigate extreme temperatures in line with production and product quality requirements (plant cooling)
- TR11 MEDIUM TERM 5-10 YEARS
Increase in investment costs due to change of commercial fleet to electric power

OPPORTUNITIES



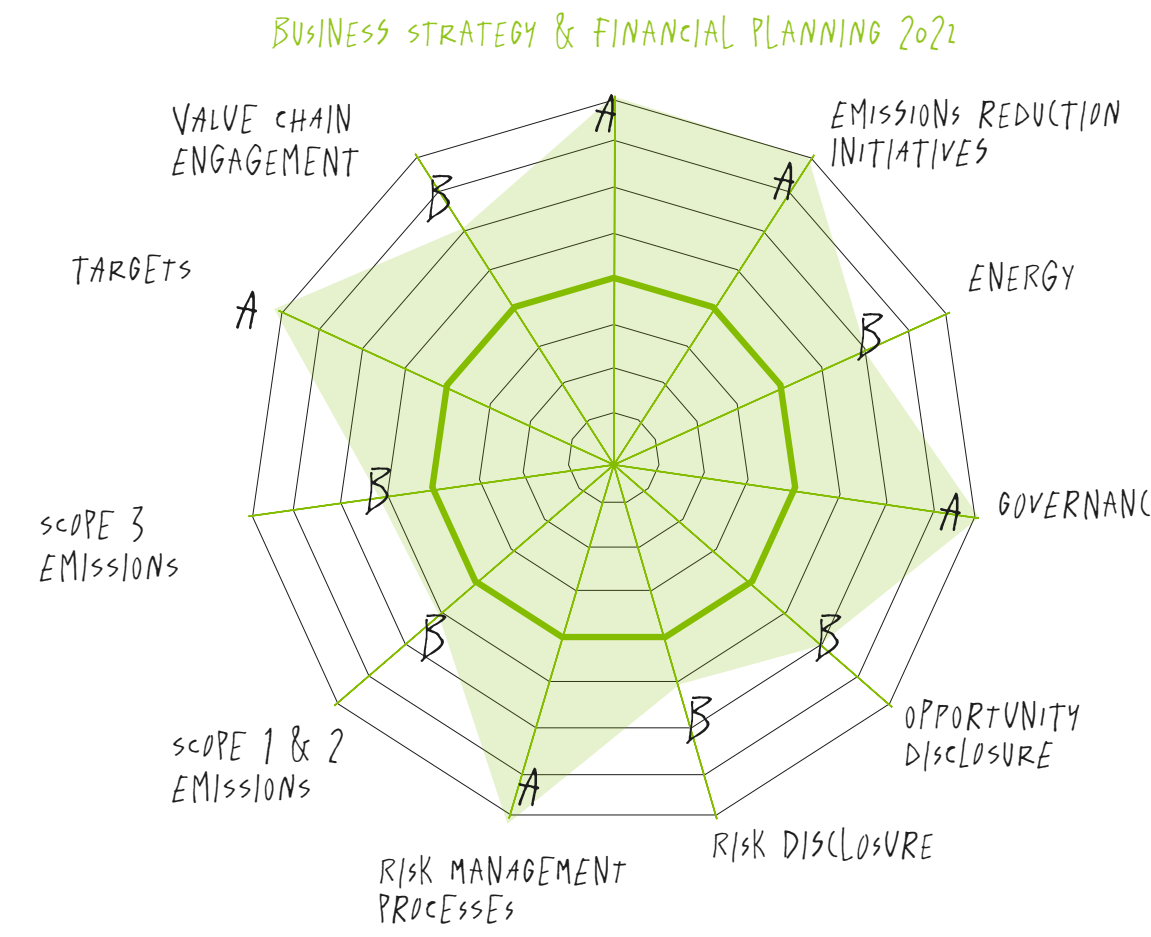
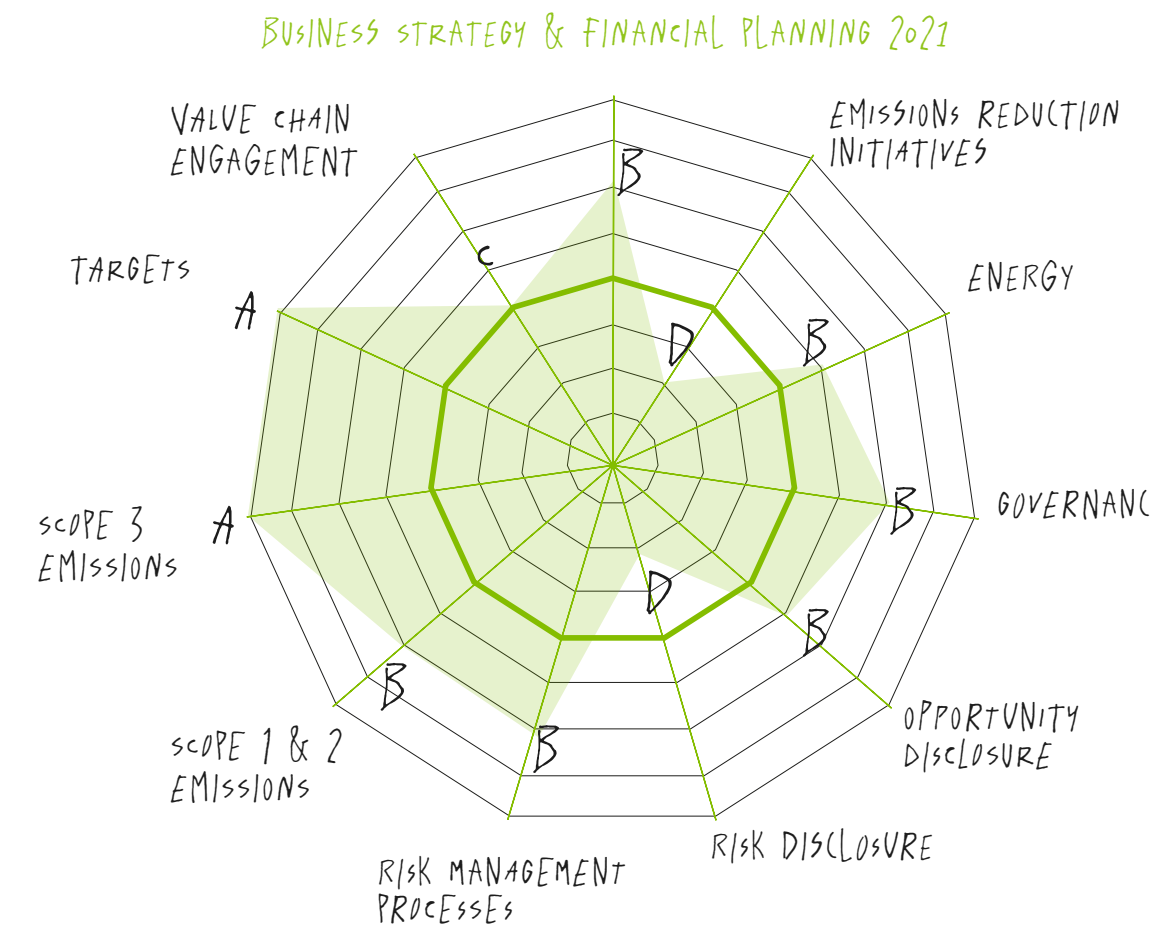
- O15 SHORT TERM 2-5 YEARS
Increased sales due to increased demand for low-carbon products or services
- O2 MEDIUM TERM 5-10 YEARS
Savings in the cost associated with the use of transport by improving the energy efficiency of the fleet (electrification).
- O16 MEDIUM TERM 5-10 YEARS
Reduction of electricity costs due to self-supply and energy-saving measures
- O4 MEDIUM TERM 5-10 YEARS
Reduction of raw material purchase costs through the implementation of material recycling and circular economy practices (more sustainable and dematerialised product packaging).
- O10 LONG TERM 10-30 YEARS
Increased profits linked to higher product demand and access to new markets

- We have also continued to work to raise people's awareness and understanding of the various issues associated with climate change and how they affect human beings. A good example of this type of activity was the **Agora Talk which was held in July in collaboration with Oxfam Intermón to discuss the concept of Climate (IN)justice**, a term used to draw attention to the ethical and political conflict derived from the negative effects of climate change on people, which goes beyond being an environmental or physical challenge in nature.

As a result of all the initiatives we carried out in 2022, we have been able to greatly increase our performance in several of the categories analysed by the *Carbon Disclosure Project (CDP)* index, a global benchmark for the processing of data on climate change management that ranks companies according to their commitment to reducing their CO² emissions and measuring the environmental impact of their actions.

We have achieved a "B" or "Management" category in the CDP Climate Index, reflecting our internal efforts to review, plan and take coordinated action on managing the climate impact of our business.

For more information on our assessment you can see details of [our 2022 result here](#).



In line with the above, Ferrer believes that it is vitally important to **reduce our Scope 3 emissions, which in fact accounted for more than 80% of our total GHG emissions in 2022**. That is why we are working and will continue to work with our entire value chain to help create a zero net emissions future.

In fact, in 2022, as a result of all the efforts dedicated to the climate management of indirect emissions generated by our suppliers, we obtained the category of **"Leaders in the CDP Supplier Engagement Rating"**, which focuses on how companies are addressing climate change issues with their suppliers. For more information on our assessment, you can see details of [our 2022 result here](#):

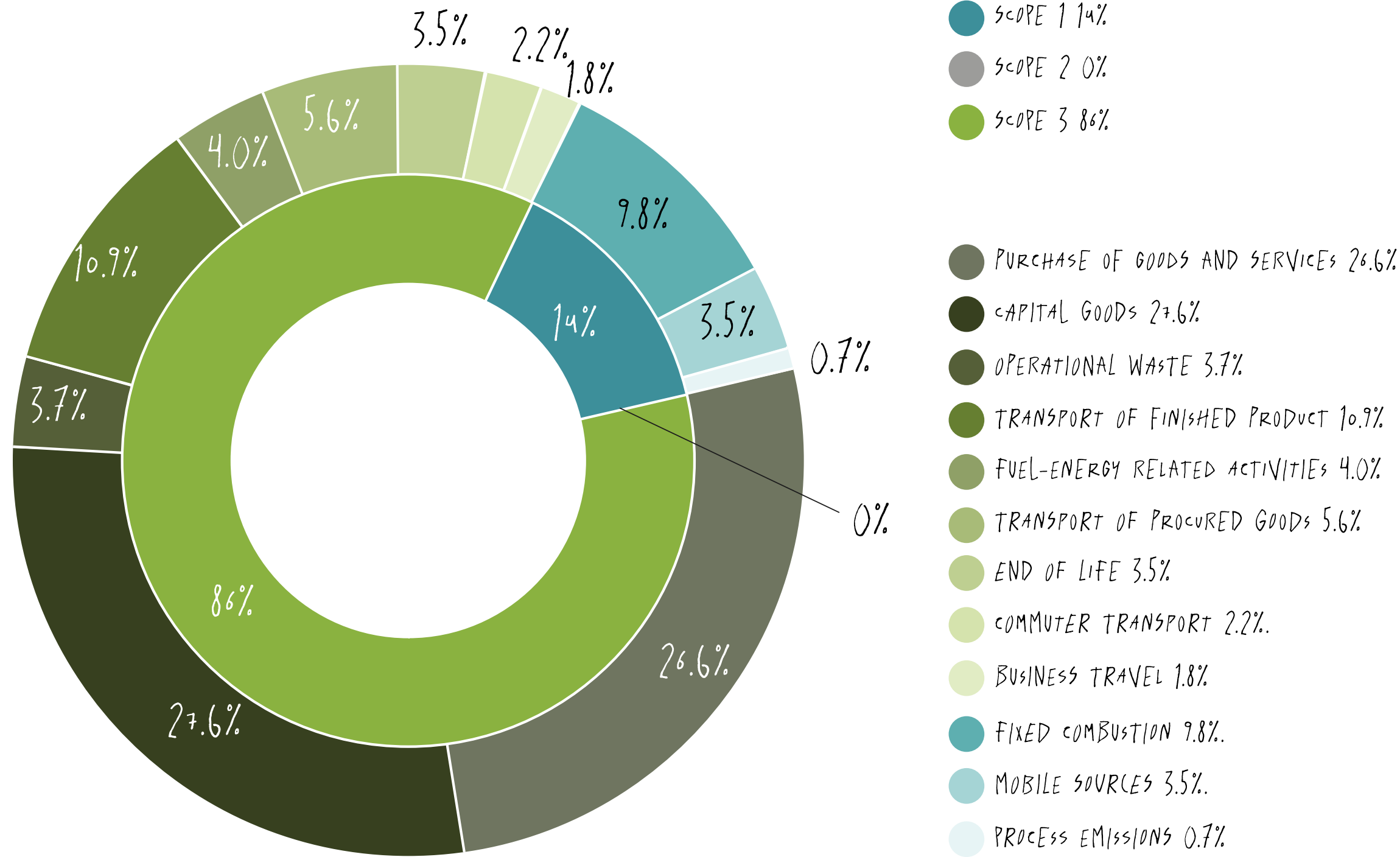
In the coming year, we will continue to work to improve our climate performance in order to become a leader and achieve an "A" score in the global CDP Climate Index. To this end, we will take the following actions:

- o **Detailed economic study** to prioritise the actions needed to achieve the objectives set out in the SBTi.
- o Implementation of an **Internal Carbon Pricing system** to decarbonise the investments to be made in the coming years.
- o We will continue to promote new initiatives in the **programme we have designed to help suppliers to decarbonise** their business activities, thus reducing Ferrer's Scope 3 emissions.



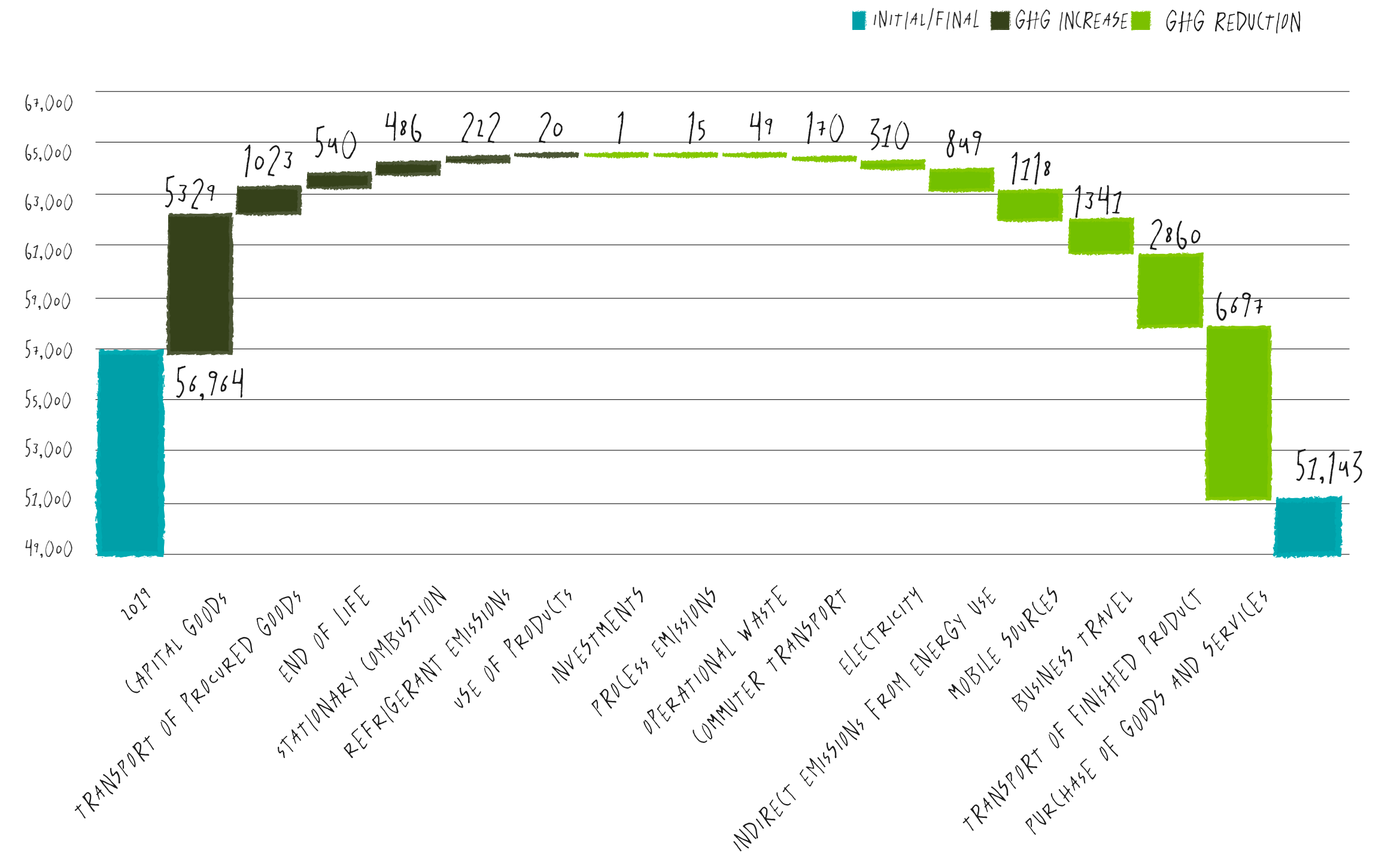
Evolution of GHG emissions in Ferrer

(305-1) (305-2) (305-3)



In 2022, we increased our carbon footprint by 14% compared to the previous year, thereby reducing the level of achievement of the SBTi target. This increase is mainly due to the investments made for the construction of two new production sites during 2022, and all the materials and machinery necessary for doing business in these two new locations. It

is worth noting, however, that, with respect to the baseline year 2019, **we have reduced Ferrer's overall carbon footprint by 10%**, in line with our SBTi reduction targets, reaching 20% compliance with the target for direct emissions and 38% compliance with the target for Ferrer's indirect emissions.



At a general level, we can observe a tendency towards a stabilisation of the categories related to post-pandemic mobility. Thus, categories such as fleet mobility, people mobility and business travel have stabilised at a new normal level and are expected to remain constant in the coming years. Likewise, the continuous increase in production at our chemical plant implies an increase in emissions derived from the consumption of Natural Gas, thus increasing our dependence on this fuel and the criticality of finding a more sustainable alternative in the medium term. For more indicators on the evolution of our GHG emissions, please refer to the following tables:

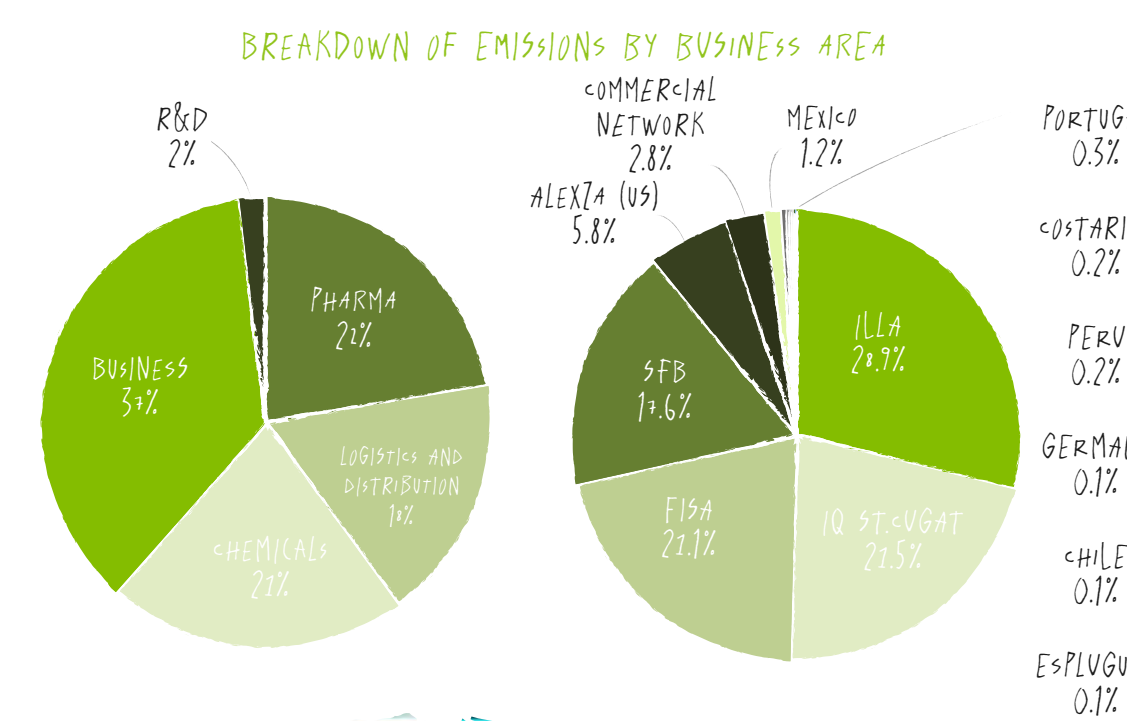
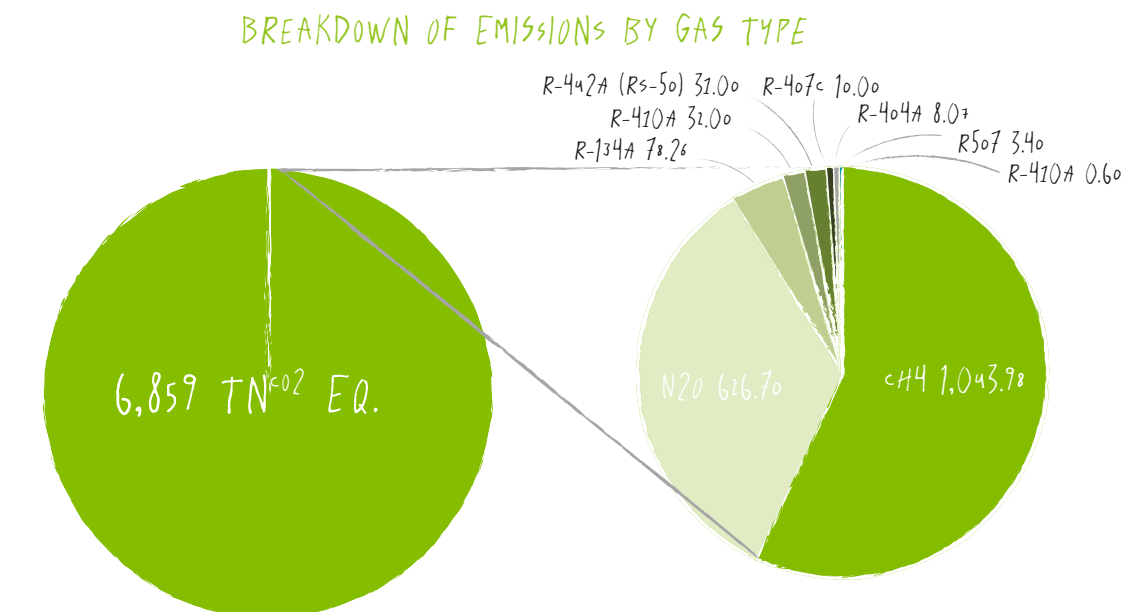
GHG EMISSIONS (T _{CO2EQ})	2022	2021	2020	VARIATION 2021-2022 (%)
SCOPE 1	7,205	7,274	6,087	-0.9%
SCOPE 2	0	0	277	
SCOPE 3	43,939	37,656	40,170	16.7%
TOTAL	51,144	44,930	46,534	13.8%

(305-4)

GHG EMISSIONS RATIO (T _{CO2EQ}) THOUSANDS OF EUROS	2022	2021	2020
GHG emissions / turnover	0.081	0.079	0.078

(305-5)

CHANGE IN GHG EMISSIONS (%)	2022	2021	2020
SCOPE 1	-0.95%	19.50%	-20.23%
SCOPE 2	-	-100.00%	-10.40%
SCOPE 3	16.68%	-6.26%	-18.01%



OBJECTIVES FOR GOOD

2023

REDUCE BY 10% CARBON FOOTPRINT



6.2.2 Commitment 2: Promoting the circular economy

In line with our commitment to the environment and to future generations, at Ferrer we are currently transitioning to a production model based on the **circular economy**.

Our Packaging for Good programme
 Since 2019, we have promoted various initiatives to encourage efficient consumption of the packaging materials we use in our products, in line with our Sustainable Packaging Model. Our purpose with this initiative is to **promote the circular economy of our packaging and thus minimise its environmental footprint, in line with our Climate Change Policy**, which aims to make us a Carbon Positive company.

OBJECTIVES FOR THE YEAR

2030

Reduce the carbon footprint of our packaging by **25%**.





THROUGH THE **Eco-DESIGN** of the **50%** products we manufacture

The model was first implemented in 2020 and we would like to highlight the following initiatives, which we consider most relevant for us right now:

DEVELOPMENT OF THE PROJECT

PHASE I (2020)





Development of the Packaging Model

-  > PACKAGING MODEL DATABASE
-  > FERRER PACKAGING ENVIRONMENTAL IMPACT RESULTS
-  > FERRER SUSTAINABLE PACKAGING MODEL POLICY
-  > CATALOGUE OF FERRER Eco-DESIGN STRATEGIES

• In 2022 we set out to further implement **eco-design** initiatives in order to mature our sustainable packaging model. To this end, initiatives such as the training courses developed by the sustainability team have been implemented so that people at Ferrer who work in contact with the product can integrate the packaging model into their daily work and into all the processes they are involved in. In these training sessions, as well as being able to learn about the project in depth, participants were able to make proposals for improvement and initiatives to apply these sustainable packaging criteria to other products in the future.

PHASE II (2021)


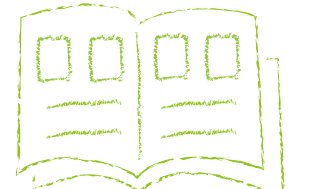
Implementation process

-  > PACKAGING MODEL REPORTING
-  > INTERNAL COMMUNICATION OF MODEL AND TRAINING
-  > DEFINITION OF ROLES AND RESPONSIBILITIES AND PROCESS CREATION
-  > LAUNCH OF THE "PACKAGING FOR GOOD" PROGRAMME

• Another of the aspects we worked on this year that is also key to the success of the project has been the **co-creation** of a process for the implementation of eco-design projects with all the areas involved in this process. In this way, the roles and responsibilities of each area are defined when a product is being eco-designed, thereby integrating these tasks into the organisation's existing processes.

PHASE III (2022)

Project implementation

-  > PACKAGING SUPPLIERS Eco-DESIGN STRATEGY ANALYSIS
-  > DEVELOPMENT OF Eco-DESIGNED PRODUCT PORTFOLIOS

• In addition, to give continuity to the model, we have analysed the feasibility of implementing **3 new eco-design projects** in several of our products, carrying out a life cycle analysis of the product packaging in order to assess their environmental impact and its possible reduction by applying eco-design improvements. Main strategies analysed for these products:



GELOCATIL 1 G 10 TABLETS

DESCRIPTION:

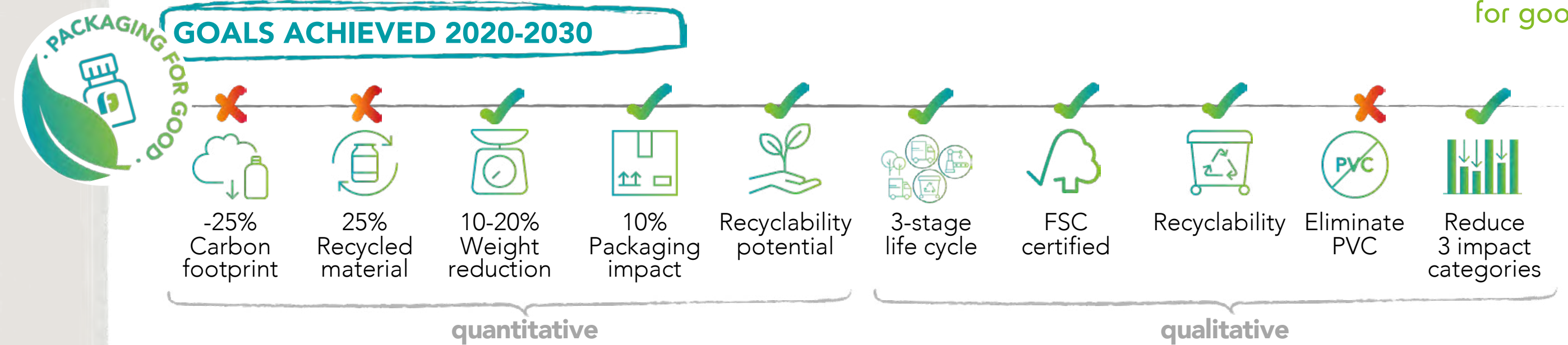
Until now, a pack of 10 1 g Gelocatil tablets consisted of 2 strips, a package leaflet and a box.

We are proposing that the strip and the box be redesigned in line with the eco-design strategies we are implementing, and that we move from 2 strips with a total weight of 3.84 g per package to 5 strips with a total weight of 3.53 g. The volume of the box decreases from 3,172.5 to 1,980 cm², and its weight from 11.34 to 8.68 g. Where each tertiary packaging box previously held 90 Gelocatil packs, with this new design that amount will increase to 160 retail units.

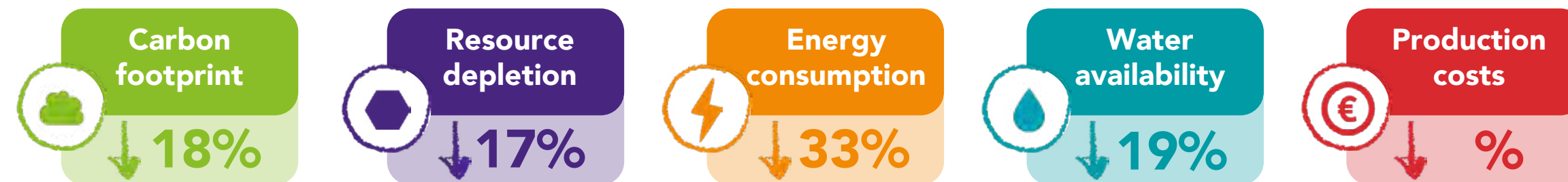
MAIN PACKAGING



ECODESIGN PACKAGING

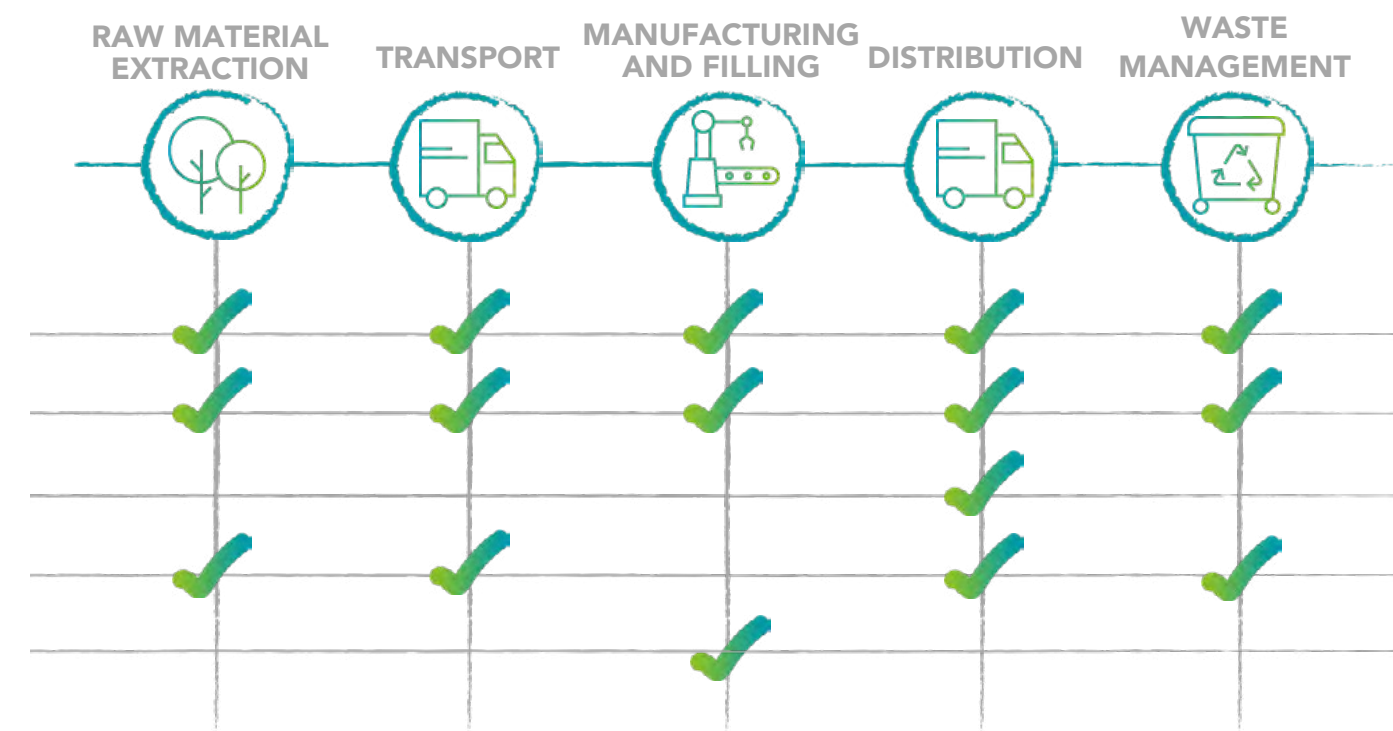


REDUCTION OF ENVIRONMENTAL IMPACTS Eco-designed packaging compared to original packaging



APPLIED ECO-DESIGN STRATEGIES

- Reduction of weight of strips per package.....
- Reduction of box weight.....
- Reduction of box volume.....
- Increase in sales units per tertiary packaging....
- Reduction of strip wastage during production...





HEMOVAS 400 MG 60 COATED TABLETS

HDPE/RHDPE

DESCRIPTION:

Until now, a pack of 60 400 mg Hemovas tablets consisted of a bottle, a package leaflet and a box.

We are proposing that the bottle be redesigned in line with the eco-design strategies we are implementing, and that we move from an 11.5 g bottle of 100% virgin HDPE to a bottle of the same weight that combines 60% virgin HDPE with 40% post-industrial recycled HDPE.

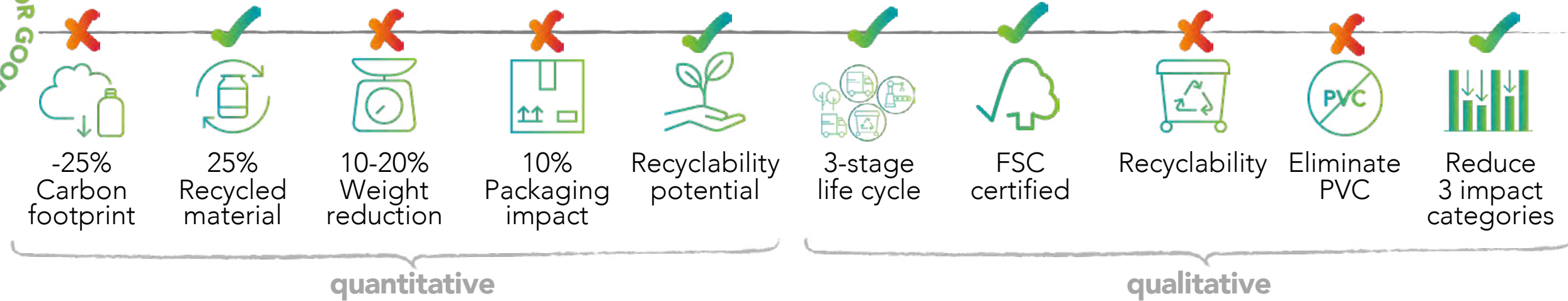
MAIN PACKAGING



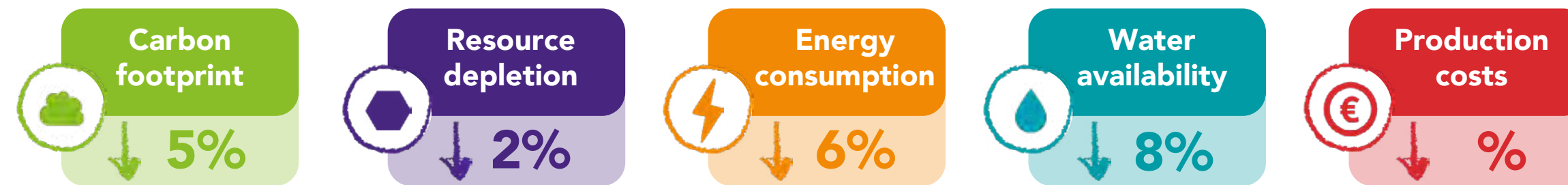
ECODESIGN PACKAGING



GOALS ACHIEVED 2020-2030

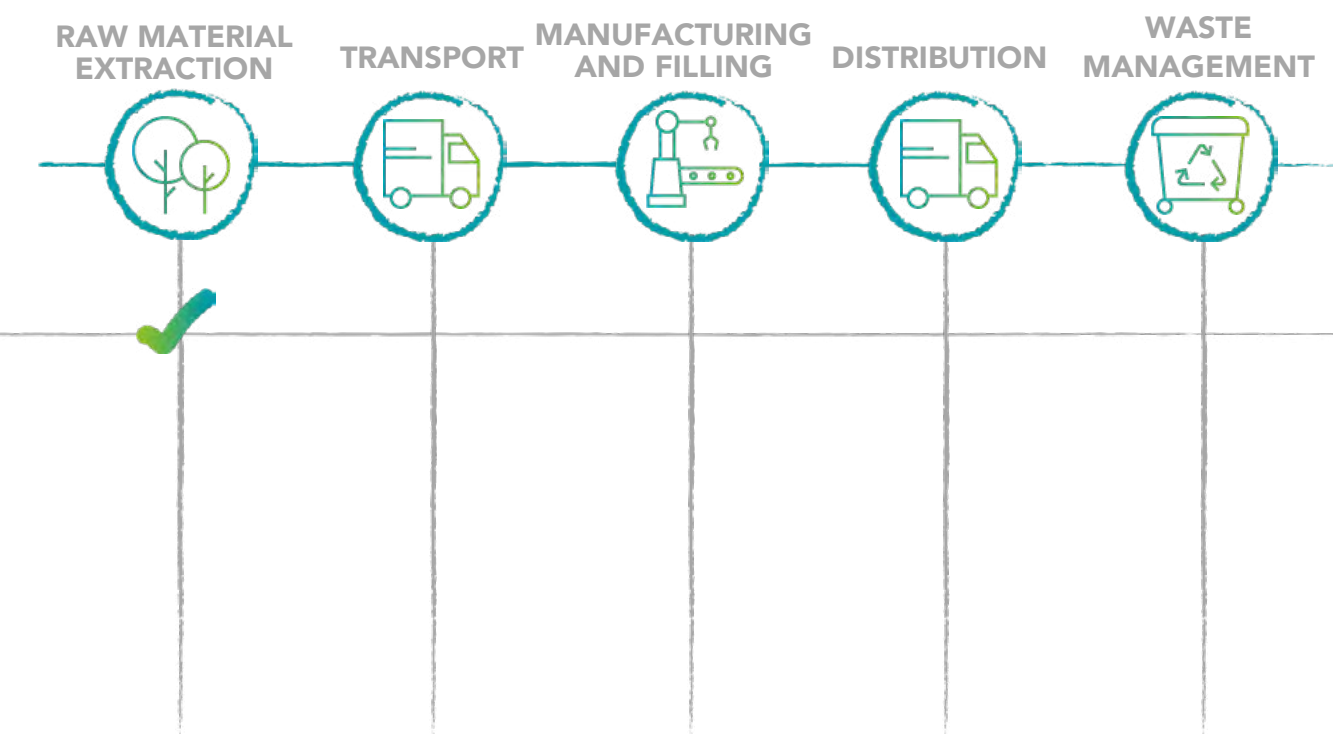


REDUCTION OF ENVIRONMENTAL IMPACTS Eco-designed packaging compared to original packaging



APPLIED ECO-DESIGN STRATEGIES

Increase of recycled material in the bottle.....





ALUMINIUM TUBE 15 MG

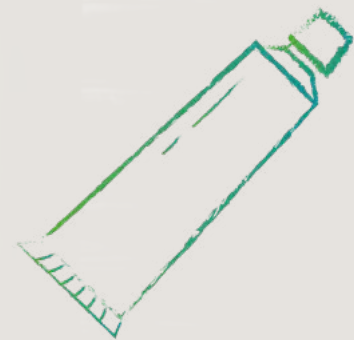
DESCRIPTION:

Until now, a 15mg aluminium tube pack consisted of an aluminium tube, a leaflet and a box.

We are proposing that the aluminium tube and the system by which Ferrer receives the tubes from the supplier be redesigned in line with the eco-design strategies we are implementing, and that we move from a tube with 65% virgin aluminium and 35% post-industrial recycled aluminium to a tube of the same weight with 95% post-consumer recycled (PCR) aluminium and 5% virgin aluminium. The boxes in which the tubes are supplied have been changed from single-use to returnable and reusable for 4 cycles.

95% PCR

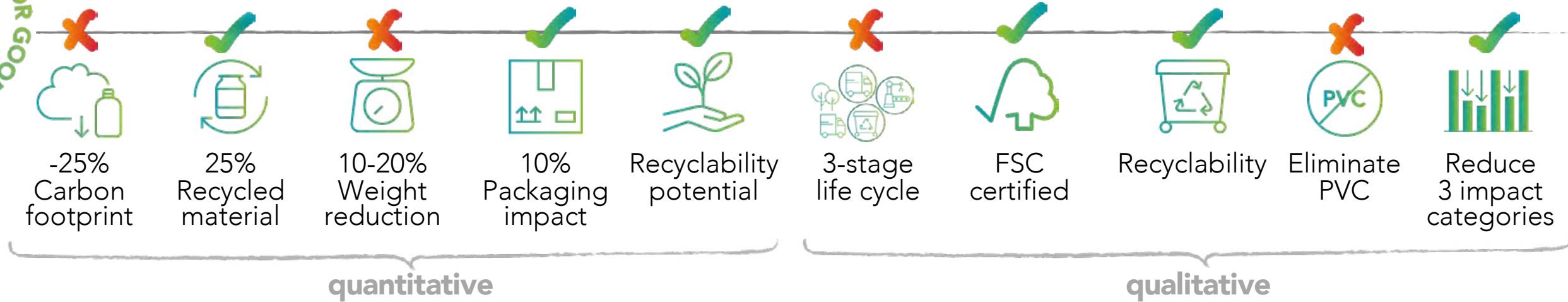
MAIN PACKAGING



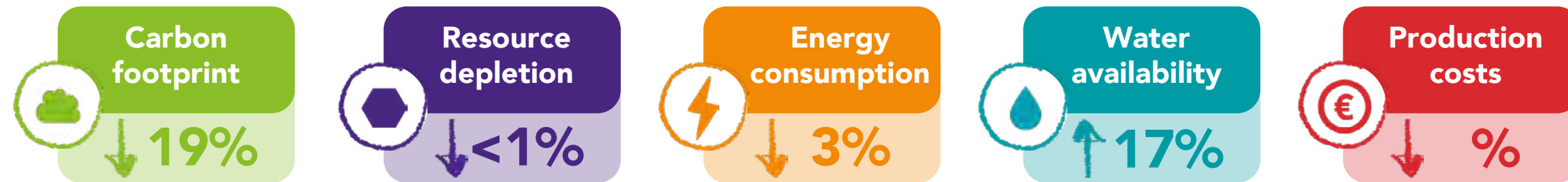
ECODESIGN PACKAGING



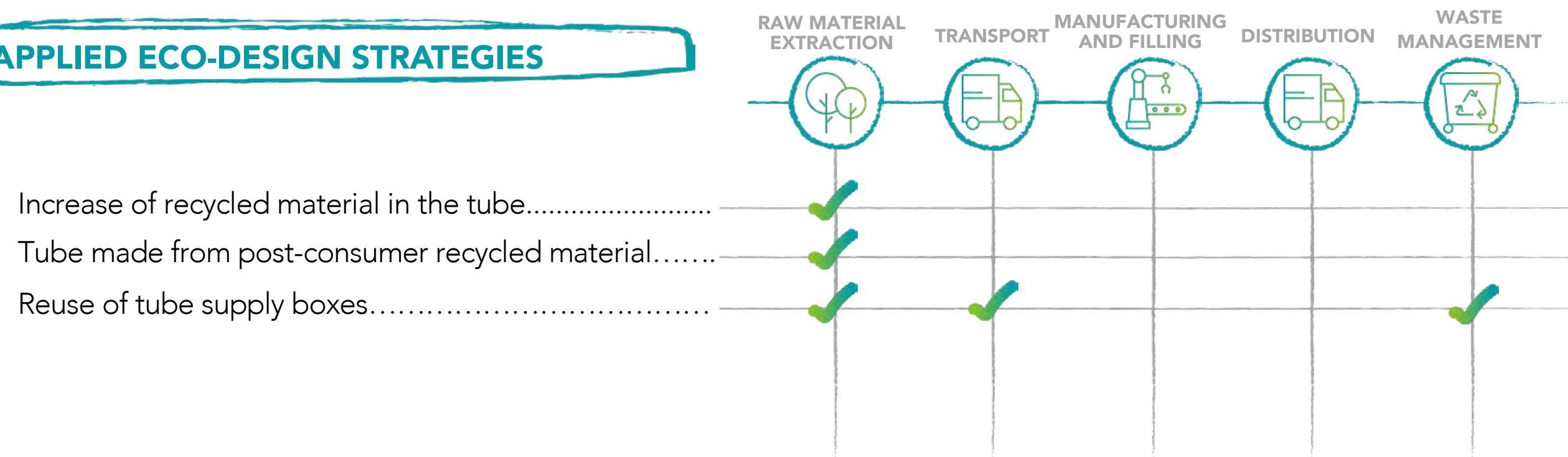
GOALS ACHIEVED 2020-2030



REDUCTION OF ENVIRONMENTAL IMPACTS Eco-designed packaging compared to original packaging



APPLIED ECO-DESIGN STRATEGIES





- Another objective of our *packaging* model for 2030 is to eliminate deforestation from the production of our packaging by using, along the entire value chain, **Forest Stewardship Council (FSC) certified** materials, which guarantees the *sustainable management of the forests* from which the raw materials for the manufacture of these materials are obtained. Currently, **the degree of use of FSC materials in relation to purchasing units in 2022 is 67%, and we expect to be able to increase this to 75% by the end of 2023.**

- Another of the initiatives implemented in 2022 was to carry out a market study to explore existing sustainable *packaging* alternatives. The purchasing area conducted a survey of the group's main packaging suppliers and came up with more than 13 viable initiatives for the transition to sustainable packaging. Using this information as a starting point, a report on eco-design proposals was drawn up, which will form the roadmap for the project in the coming years.

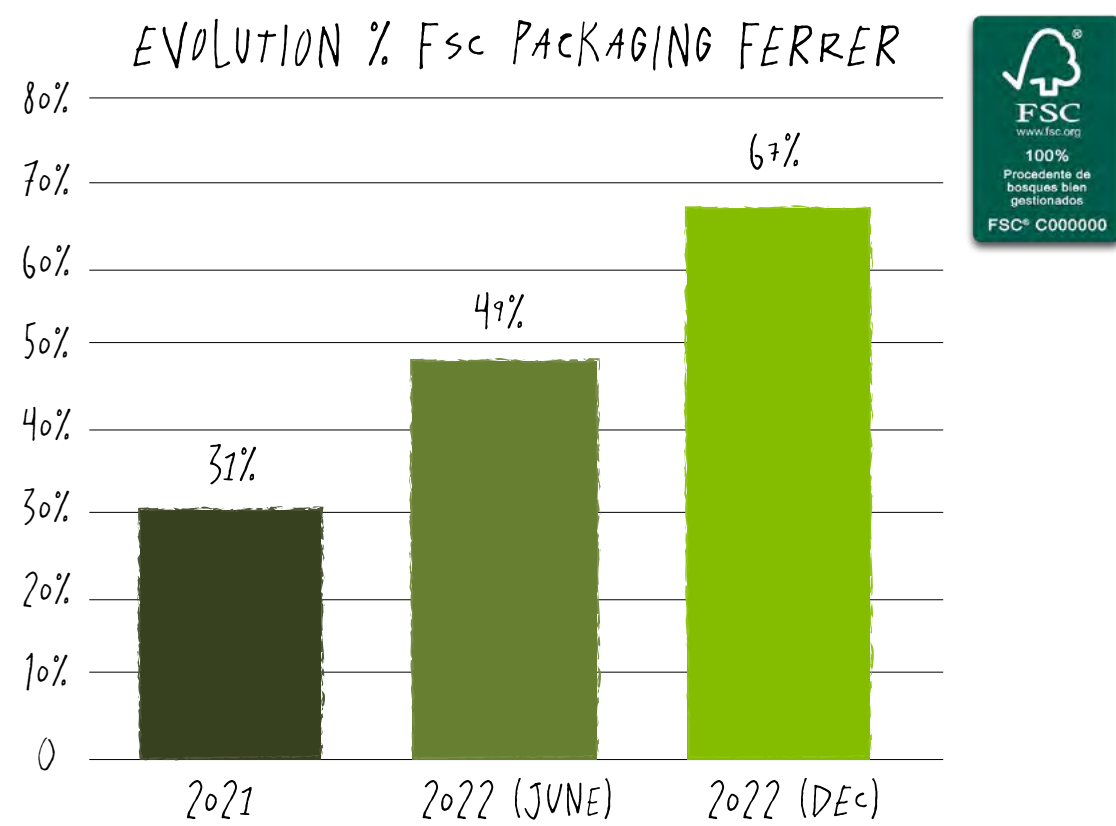
carried out. During 2022 we also participated in the Hispack congress in Barcelona, where we had the opportunity to discuss the transformation of *packaging* in companies that are determined to have a positive impact on the planet, such as Danone, The Body Shop and Quadpack.

- The aim of the **Packaging for Good** programme is to continue working on the development of new projects and to extend these sustainable *packaging* criteria to as many products as possible in Ferrer's current and future portfolio. Therefore, in 2023 we will analyse for the first time the feasibility of implementing an eco-design strategy for the primary packaging of one of our products in blister format.

Furthermore, in an effort to share our *packaging* model with other companies, we have participated in and attended several industry congresses and forums related to the transition towards more sustainable *packaging*. It is worth highlighting our participation in the *Pharmaceutical Manufacturing & Packaging Congress* in Berlin, where we presented our *packaging* model as well as examples and case studies of eco-design projects that we have

PACKAGING CONSUMPTION DATA 2021

		2019	2020	2021	2022	% ANNUAL
PRIMARY PACKAGING	kg	915,421	1,084,198	613,104	830,582	35.5%
SECONDARY PACKAGING	kg	920,700	961,360	660,422	829,334	25.6%
TERTIARY PACKAGING	kg	615,264	597,058	524,082	590,703	12.7%
PACKAGING FOR CHEMICAL PRODUCTS	kg	52,920	43,550	50,892	43,119	-15.3%



In the Annex to the Global Reporting Initiative (GRI) content index, you can see the details of raw materials and packaging consumption and its evolution over recent years.



Our Waste Management Programme

Continuous improvement in our production processes is paramount when we work on reducing the waste derived from our activity. **We strive every day to implement measures that will transform us into a Zero Waste To Landfill (ZWTL) organisation by 2030.** To achieve this, we have developed a waste management plan that seeks efficiency in waste treatment, avoiding landfill as the final destination. Here are the key considerations underlying these initiatives:



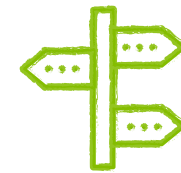
Strengthen the training of key actors in order to establish specific responsibilities in the different centres and carry out specific training on the actions to be implemented.



Dissemination and communication programme.



Adapt all spaces intended for waste management.



Ensure the correct sorting of waste.



Generate alliances with waste managers and other entities related to the promotion of the circular economy and the final management of waste.



Optimise the final management of waste, through monitoring focused on continuous improvement.



Always with reduction in mind, the success in achieving the Zero Waste to Landfill target is based on minimising waste generation.

Below are some of the main actions we performed during 2022 within the framework of our efficient waste management plan:



Much of the waste we generate in our operations derives from the production of the active ingredients and medicines we put on the market.

SANT CUGAT PHARMACEUTICAL PLANT



Use of leftover packaging material in production batches.



Analysis of the possibility of donating obsolete raw materials to universities for research projects.

2022



Optimisation of the material and size of waste bags in the plant.

WE ACHIEVED **89.9%**

RECOVERY OF THE GENERATED WASTE

2023
ACTIONS TO BE ANALYSED OR IMPLEMENTED

#1

Work with our **Factory and Planning** teams to adjust demand and production to make it more efficient.

#2

Analyse and study, together with Planning, the **feasibility of reducing backup stocks** to reduce the number of expired products.

#3

Analyse and study the possibility of creating an **employee's shop** for Ferrer employees.

SANT CUGAT CHEMICAL PLANT



Exhaustive control of the actual percentages according to the final treatments.

2022



Recover the material of several hazardous wastes generated in the manufacturing processes of active ingredients such as contaminated material, alcoholic waste with high ethanol content and isopropyl waste.

WE ACHIEVED **75.4%**

RECOVERY OF THE GENERATED WASTE

2023
ACTIONS TO BE ANALYSED OR IMPLEMENTED

#1

Study the feasibility of **treating** hazardous waste from COCA-2 and DCHU (EU LoW (List of Waste) 070514) in order to change its treatment from disposal to recovery.

#2

Reduce the quantity of sludge from the WWTP (LoW 070512) by reforming it.

#3

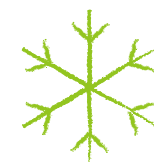
Seek alternative **treatment** methods for the majority of **waste**.

SANT FELIU DE BUIXALLEU LOGISTICS CENTRE



Agreement with the waste manager to segregate and sort the unsorted medicinal products from returns.

2022



Correct segregation of the refrigerated *pallet boxes* used for one of Ferrer's main products.

WE ACHIEVED **100%**

RECOVERY OF THE GENERATED WASTE

2023
ACTIONS TO BE ANALYSED OR IMPLEMENTED

#1

Definition of an **improvement programme for stock** and obsolete **raw material management**.

(306-1)

We are therefore focusing our efforts on **achieving a high recovery rate for this waste** in order to make a significant contribution to the creation of a circular economy. Thanks to these efforts, we achieved an overall recovery rate of 84.6% of all waste generated by the end of 2022. If we analyse these results in more detail, we can see that our logistics centre has already achieved the desired goal of recovering 100% of the waste generated, and that our production plant for pharmaceutical specialities is very close to the desired goal, with an 89.9% recovery rate.



What waste do we generate?

(306-1) (306-2)

VOLUME OF GENERATED WASTE BY TYPE (T)	2022	2020	2019	VARIATION 2020-2021 (%)
Non-hazardous waste	1,438	1,952	1,241	-26.30%
Hazardous waste	4,883	5,087	4,714	-4.00%
TOTAL	6,320	7,039	6,509	-10.20%

When we look at the waste generated from medicines, we can see how it has been reduced in recent years due to **our programme to improve the management of obsolete products**. The aim is to further reduce the generation of this waste by 2023 by introducing new initiatives such as improved planning of the demand for and the quantity of batches to be produced, or the donation of over-the-counter pharmaceuticals to vulnerable groups.

VOLUME OF GENERATED WASTE BY TYPE (T)	UNITS	2020	2021	2022
Expired medicines/ Total products sold	%	4.14%	2.79%	2.63%

Our waste activism

During the month of July 2022, we were able to be activists for our cause once again, with different activities in different territories:

During *Liveable Planet Month*, 61 volunteers from Ferrer **Mexico** took to boats to clean up the Madín Reservoir, collecting no less than 720 kg of rubbish. 8 people braved the mud to clean up the Capulín Reservoir, forming a walking clean-up brigade and collecting 150 kg of rubbish. Another 10 volunteers collected PET plastic bottles and delivered them to an authorised disposal point for recycling. They collected 31 kg of PET. All in all, a great success!

In **Costa Rica**, there was a high level of participation in the Campaign for the Collection of Expired Medicines at Home where, through different means, various groups were invited to hand in waste medicines for their subsequent responsible management by one of the members of the **World Caring Project** ecosystem. In addition, as activists, we performed educational information-sharing activities and helped with the collection of this waste. We included groups such as schools and public institutions to support the campaign and managed to collect 760 kg of waste medicines - 80% more than in previous actions.

Also in **Costa Rica**, in June 2021, we initiated a programme to recover expired or unused medicines from doctors' practices and business allies. Thanks to our alliance with the "Ecoins" initiative

(<http://www.ecoins.eco/>) and with companies such as Puntos Seguro (<http://www.punto-seguro.com/>) and Manejo Profesional de Desechos S.A. (www.desechoshospitalarios.com), and with the endorsement of the Ministry of Health, Ferrer's medical visitors carry out reverse logistics, removing expired products and transferring them to a safe place, so that they can be responsibly managed in accordance with Costa Rican legislation. Over the 18 months of the initiative, 1,686 kg of medicines and their packaging were recovered.

In **Portugal** we challenged the people of Ferrer to stop using single-use items in our offices, such as plastic water bottles and cardboard cups, in line with **our commitment to becoming a Zero Waste To Landfill company**.

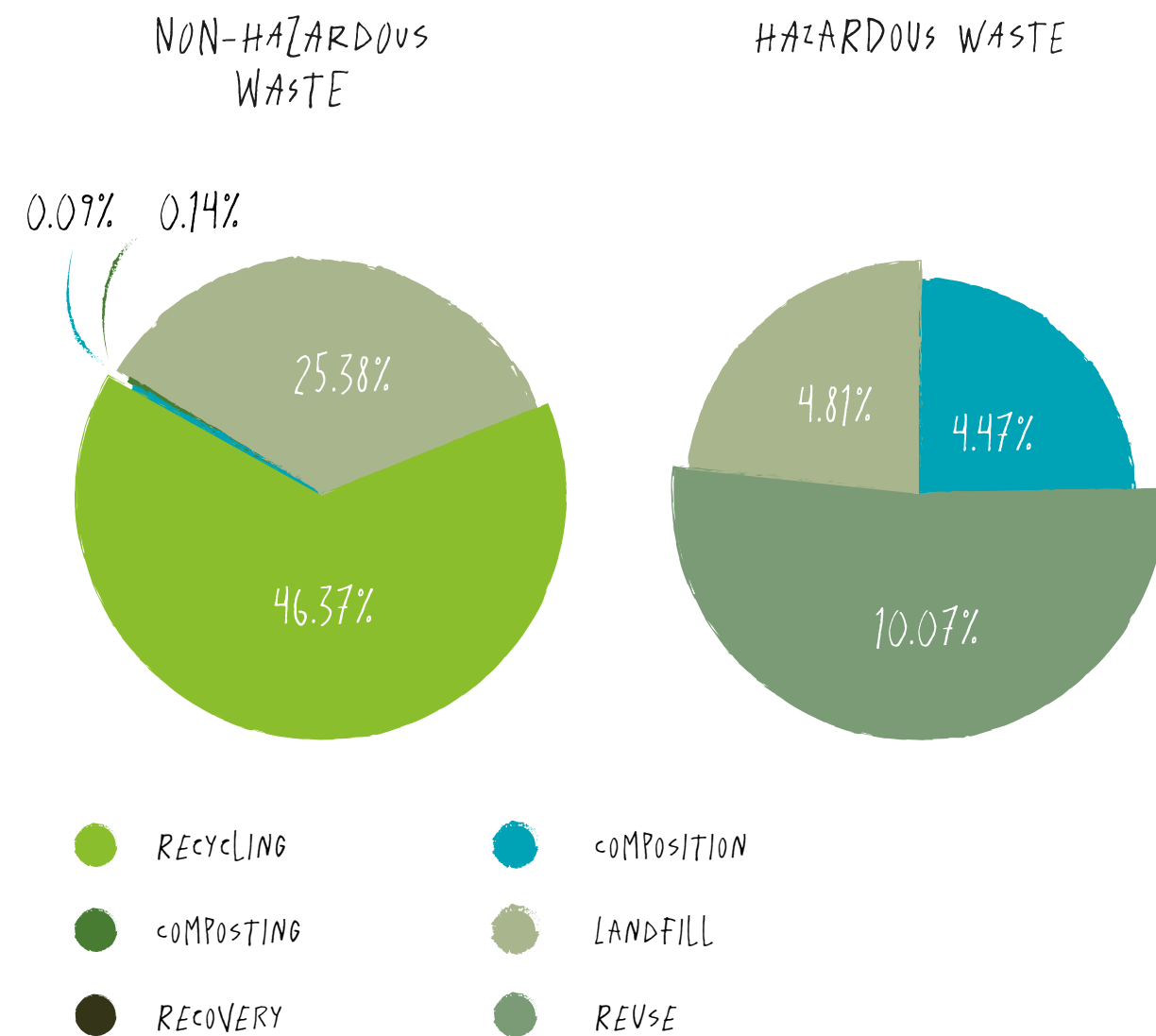
(306-2)

VOLUME OF GENERATED WASTE BY TYPE (T)	2022	2021	2020	VARIATION 2021-2022 (%)
Non-hazardous waste	3,366	3,239	1,920	3.9%
Hazardous waste	4,822	4,816	5,088	0.1%
TOTAL	8,188	8,054	7,008	1.7%

OBJECTIVES FOR GOOD

2023

ELIMINATION METHOD (%)



WASTE PROGRAMME:

SANT CUGAT DRUG PRODUCTION PLANT (FISA)

- > Reduce production waste by 5%.
- > Achieve 90% recovery rate

SANT FELIU DE BUIXALLEU LOGISTICS CENTRE

- > Maintain 90% recovery rate
- > Develop a programme to donate medicines

SANT CUGAT ACTIVE INGREDIENT PRODUCTION PLANT (INTERQUIM)

- > Achieve 75% recovery rate
- > Reduce production waste by 5%.
- > Implement the surfactant treatment line at the WWTP.

PACKAGING FOR GOOD:

SANT CUGAT DRUG PRODUCTION PLANT (FISA)

- > Implement eco-design in a blister product
- > Have 80% of packaging FSC certified
- > Optimise 50% of tertiary packaging
- > Extrapolate the sustainable packaging model to outsourced products



6.2.3 Commitment 3: Energy decarbonisation

(305-5)

Our energy efficiency programme is the backbone of the energy decarbonisation of our production and operations centres, since it helps us to turn our commitments into actions that reduce the greenhouse gas emissions linked to our activity. **We cannot avoid consuming energy, but we can act to make it as efficient and environmentally friendly as possible.**

During 2022, in Ferrer we have implemented several projects that have contributed to reducing energy consumption in the different centres, as well as the emissions derived from this consumption:

- **100% renewable electricity with the purchase of Renewable Energy Certificates (RECs), in line with the goal of achieving a 100% renewable energy supply by 2025.**

All the electricity used by Grupo Ferrer Internacional, including its subsidiaries, is renewable, and the consumption of non-renewable energy in countries where a renewable supply does not exist is offset by the purchase of *Renewable Energy Certificates* (RECs). This has saved more than 7,500 tonnes of CO₂ equivalent per year.

- **Energy efficiency programme in line with our commitment to reduce energy consumption by 10% (electricity, steam and diesel) by 2025.**

At the **Sant Cugat Pharmaceutical Production Centre**, we have implemented the following **strategies and initiatives**:

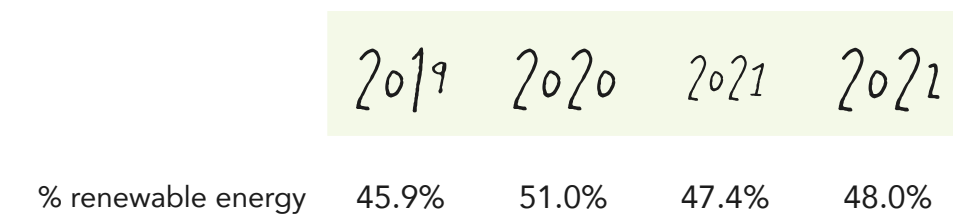
- **Modification and adaptation of 2 existing Industrial Cold Water circuits** for the air-conditioning of production areas. We have moved from circuits with open, high-capacity water tanks to closed circuits. Pumps with variable frequency drives and an automated control system have also been installed.
- **Replacement of a refrigeration unit** with a low-GWP (Global Warming Potential), high-efficiency refrigerant.
- **Optimisation of air conditioning, compressed air and electricity services** during non-productive hours.

The following measures have been carried out at the **Sant Cugat Chemical Plant**:

- **Modification of ethylene glycol distribution** by adapting the primary and secondary tanks and improving control of the network.

- **Own production of nitrogen**, achieving self-sufficiency and reducing environmental impact.
- **Monitoring of consumption** using the *SQL Services reporting tool*.

The intensity of the renewable energy we consumed in 2022 is shown below, accounting for 48% of our total energy consumption. We expect that in the coming years we will be able to increase this consumption by implementing new initiatives such as, for example, reducing the consumption of Natural Gas due to the improved efficiency of our production processes, increasing the consumption of renewable electricity by our electric fleet to the detriment of diesel consumption, and improving our energy consumption efficiency in our operations centres.



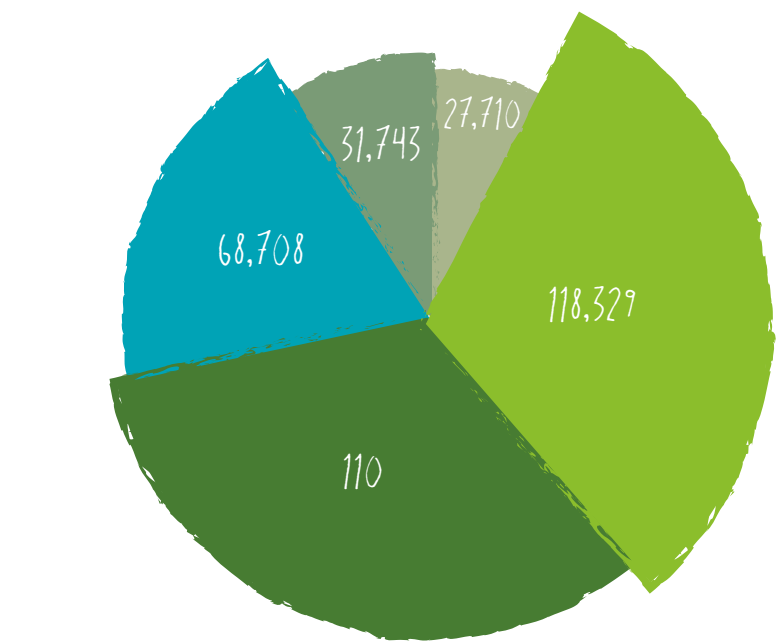
- **LEED Gold Certification Plan for the different facilities with a surface area greater than 1000m²**: To achieve this objective, several of our centres included in the scope are currently in the process of obtaining the certificate. This includes our headquarters in Barcelona, our new

pharmaceutical production centre in Esplugues de Llobregat, and our R&D centre in California. One of the centres that obtained the certification in 2022 was Ferrer Mexico, where the services of our subsidiary in this country are located. Now that Mexico has joined the total number of certified centres, 65% of the total surface area of our sites has obtained this certification, which is a guarantor of an environmentally-friendly building model aligned with Ferrer's values. Similarly, in 2022, we carried out a feasibility study to implement LEED V4.1 certification at our Chemical Plant in Sant Cugat. (*Existing Buildings Operations & Maintenance*). All non-industrial buildings with a total surface area of 4,188m² were included. Now that the study has been carried out, the next steps are yet to be defined in order to achieve certification of the centre in the coming years.

- **Solar panel projects in the different centres**: In order to increase the % of renewable electricity produced at our centres, in 2022, we carried out several studies to analyse the feasibility of installing solar panels at our main operational centres. We expect that these panels will be installed in all our centres in the coming years.

(302-1) Total energy consumption increased by 1.8% compared to the previous year due to increased production at our Chemical and Pharmaceutical plants. The following table shows the organisation's energy consumption by source:

ENERGY CONSUMPTION BY SOURCE (GJ)



- ELECTRICITY
- NATURAL GAS
- PROPANE GAS
- STEAM
- LPG GAS
- DIESEL

(302-3)

ENERGY INTENSITY RATIO	2021			2020	VARIATION
	2021	2021	2021	2020	2021-2021 (%)
Energy consumption (GJ) / turnover (thousands of euros)	0.389	0.428	0.385		2.63%

(302-4)

OBJECTIVES FOR GOOD

2023

SANT CUGAT DRUG PRODUCTION PLANT (FISA)

- > 2.5% REDUCTION IN ENERGY CONSUMPTION
- > INSTALLATION OF NEW STEAM BOILERS

SANT CUGAT ACTIVE INGREDIENT PRODUCTION PLANT (INTERQUIM)

- > REDUCE ENERGY CONSUMPTION BY 3.5% COMPARED TO 2021
- > OBTAIN LEED CERTIFICATION AT INTERQUIM

ESPLUGUES LIQUID MEDICINE PRODUCTION PLANT

- > OBTAIN LEED CERTIFICATION
- > INSTALLATION OF PHOTOVOLTAIC PANELS FOR SELF-CONSUMPTION

CORPORATE SERVICES

- > OBTAIN LEED CERTIFICATION

FERRER USA SUBSIDIARY

- > OBTAIN LEED CERTIFICATION

6.2.4 Commitment 4: Promoting sustainable mobility

Sustainable mobility is crucial in helping to reduce our carbon footprint and preserve the environment. It also significantly improves people's quality of life and reduces traffic in cities, making them more sustainable and accessible for future generations.

In 2022, we implemented the following sustainable mobility initiatives:

- In line with our goal of achieving 100% electric vehicles by 2030, we have already converted 20% of our fleet to electric power and, in 2023, we will also focus on reducing the fuel consumption of these vehicles through a programme to raise awareness and support efficient driving in the commercial network.
- With regard to the emissions generated by our commercial network (320 vehicles), we have gone from 146 grams CO₂/100 km for the current vehicle model to 125 grams/100 km for the new model, selected through a tender, thus reducing the emissions of all vehicles in the commercial fleet by 15%.

- We have installed a total of **55 electric chargers** in all of Ferrer's centres in order to facilitate the charging of the electric fleet.
- We have implemented a 100% flexible work model that corresponds to the needs of the company's different profiles, which has allowed us to **reduce by 20%** the impact of the travel by people who work at Ferrer, in line with the Sustainable Mobility Plans in force in the different centres and countries where we operate.

In 2023, we will continue to implement initiatives to promote the sustainable mobility of Ferrer's employees, as well as new initiatives to work on other relevant categories of impact, such as the logistics and distribution of our products in all the regions where we operate. We want to bolster our logistics emissions reduction programme as a continuation of the project carried out in 2021. Moreover, we intend to adopt recognised standards in sustainability and efficiency in logistics operations such as, for example, **Lean & Green certification**, and we will also analyse the feasibility of implementing the use of sustainable fuels in our operations.

Ferrer Costa Rica: Committed to the sustainability of its fleet

Ferrer Costa Rica is the first in the country's pharmaceutical sector to own a fleet of electric vehicles. As part of our commitment to reducing our carbon footprint, this centre has joined the initiative initiated by Ferrer Portugal in 2021. 7 electric vehicles have been allocated to medical visitors in the country. Until now, this group has been the biggest generator of greenhouse gases in Ferrer Costa Rica.

This decision has been welcomed by the team because, in addition to reducing our subsidiary's carbon footprint and benefiting the planet, it is an initiative that positions Ferrer as a ground-breaking company in the use of ecological alternatives.



OBJECTIVES FOR GOOD 2023

SANT CUGAT PHARMACEUTICAL PRODUCTION PLANT (FISA)

- > INSTALL A SOLAR CANOPY TO SELF-SUPPLY ELECTRIC VEHICLE CHARGING

SANT FELIU DE BUIXALLEU LOGISTICS CENTRE

- > REDUCE LOGISTICS-RELATED CF BY **5%**

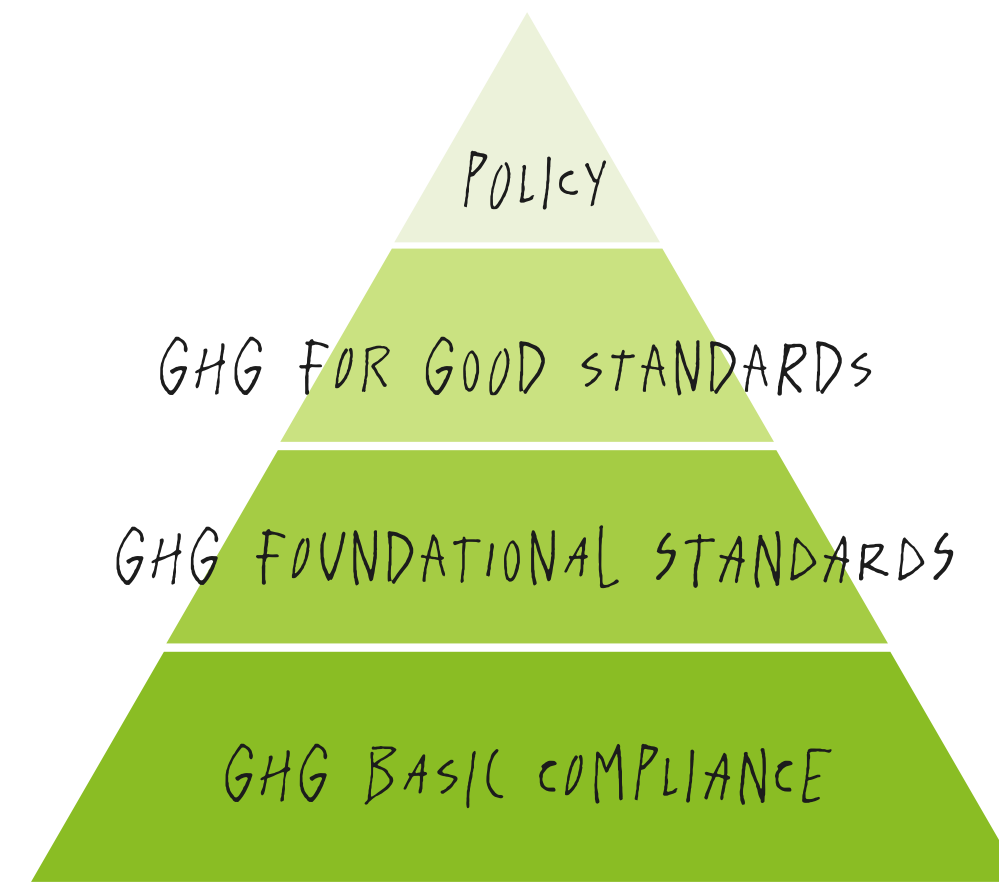
CORPORATE SERVICES

- > ACHIEVE A **30%** ELECTRIC FLEET IN SPAIN
- > INSTALL **100%** TELEMETRY IN THE SPANISH FLEET
- > HAVE **100%** OF THE TRAINING ON EFFICIENT AND SAFE DRIVING FOR SALES REPRESENTATIVES COMPLETED.

6.2.5 Commitment 5: Supply chain partnerships

On average, supply chain emissions are 5.5 times higher than the companies' operational emissions. We are fully aware that we will need the commitment and collaboration of key actors in our supply chain in order to achieve our 2030 emission reduction targets based on our SBTi goals. In this way, **supplier engagement** will be a key element in achieving our Scope 3 emission reduction targets, regardless of whether we have a supplier engagement target.

Aware of this situation, at Ferrer we have drawn up a Supplier's Decarbonisation programme, created as a result of the Supplier's for Good project, a global framework for ESG management that we work on with our suppliers. In 2022, we developed the standards on which we intend to build our Supplier's Decarbonisation programme. It is based on the following aspects:



We also understand that simply asking suppliers to reduce emissions or make environmental sustainability commitments will not lead to the rapid transformation and change required to achieve our targets, so we have also defined the mechanisms that we will use to accompany our suppliers. This takes the form of a programme that supports the real decarbonisation of their activities.

If we analyse the **main indicators used to monitor the environmental performance of our suppliers**, we can conclude that:

- Approximately 23% of our expenditure goes to suppliers that are **ISO 14001 certified**, which guarantees that they have an adequate Environmental Management System in place.

- 30% of our procurement expenditure goes to companies that have implemented energy efficiency and GHG emission reduction measures.
- When we focus on climate change issues, we can see that approximately 20% of expenditure is associated with suppliers that report their emissions and publish them transparently in the CDP. In contrast, only 11% report Scope 3 and only 12% are aligned with *Science Based targets*.

As a result of this analysis, we can conclude that, although in the last year and thanks to the *Suppliers for Good* programme we have seen a significant improvement in our suppliers' performance in terms of climate matters, we still have a long way to go and we will have to continue to support them in the process of defining and implementing their decarbonisation strategies. Therefore, in 2023, we will continue to work on our programme to help suppliers to improve their performance and initiate a roadmap towards the decarbonisation of their activities.

Within this programme, we prioritise the way in which we want to work with our suppliers, distinguishing 4 possible types of accompaniment:

1. AWARENESS-RAISING: a massive support programme for those suppliers that are less significant in terms of our Scope 3 emissions and over which we cannot exert all that much influence.

We seek to raise awareness among these suppliers through dissemination and awareness-raising initiatives so that they bring their activities into line with our Race to Zero strategy and with a world aligned with the SBTi.

2. ACTIVATION: a programme to support and define real and effective decarbonisation strategies for those suppliers that have a medium or high level of significance in terms of our Scope 3 emissions and over which we can exert a certain amount of influence so that they take action. We want to help these suppliers to calculate their emissions (if they do not already do so) and to define their action plans to reduce them in the coming years.



3. MAKE AN IMPACT: a support programme for those suppliers that are highly significant in terms of our Scope 3 emissions and over which we exercise a high amount of leverage to make them address their climate action plan. We want to work hand in hand with them to identify very concrete potential actions that will greatly incentivise the decarbonisation of the products or services they supply to us.

4. COLLABORATION: a support programme aimed at suppliers who are already well established in the climate management of their activity and who can also be a rich source of inspiration for the rest of the suppliers included in the programme. The aim is to give recognition and benefits to these suppliers, who are key players today and contribute greatly to reducing our Scope 3 emissions.

During 2023, we will continue to work to implement this initiative while providing our internal teams with the necessary **training** and knowledge to implement the programme effectively, and we will always implement these reduction plans from the perspective of collaborating with and supporting our suppliers in making improvements.

OBJECTIVES FOR GOOD

2023

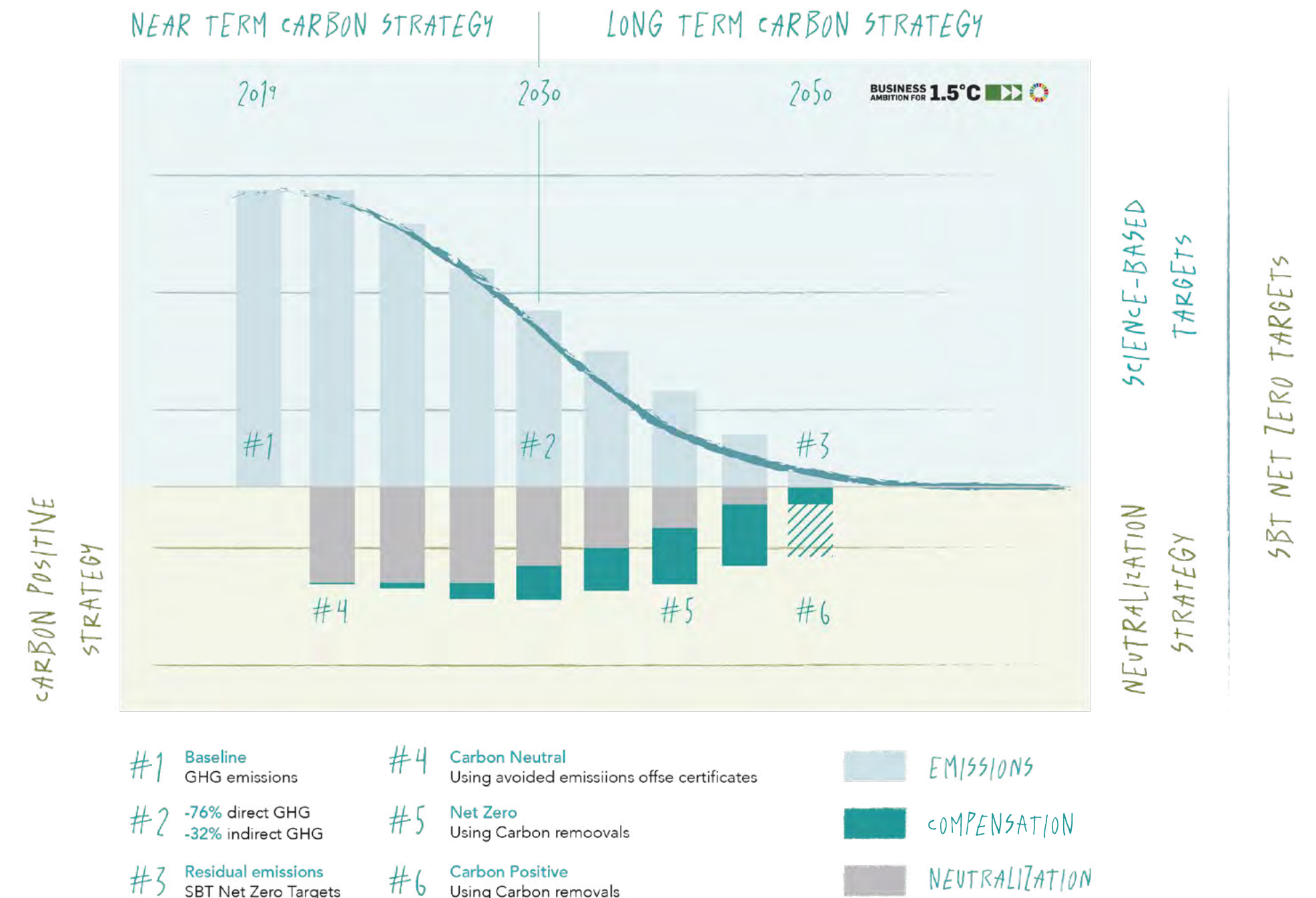
CORPORATE SERVICES

- > MORE THAN **50%** OF OUR SPENDING ON SUPPLIERS EVALUATED IN TERMS OF THEIR ESG PERFORMANCE
- > DEFINE AN ESG AUDIT MODEL FOR OUR SUPPLIERS
- > **100%** OF OUR SPENDING ON SUPPLIERS EVALUATED IN TERMS OF THEIR GHG EMISSIONS
- > UNDERTAKE A MINIMUM OF **2** ENGAGEMENT **INITIATIVES** IN OUR DECARBONISATION STRATEGY WITH SUPPLIERS

6.2.6. Commitment 6: neutralisation of emissions

Our climate strategy focuses on actions to decarbonise our business, both by reducing not only our direct emissions but also all the emissions we generate throughout our entire value chain. Nevertheless, we are also well aware that any

economic activity will always imply a certain impact on the planet. We therefore want to focus not only on reducing the emissions we generate, but also on helping to develop carbon capture projects, which will help us achieve our goal of being a **carbon-positive company** in the future.



In 2022, we defined our emissions neutralisation strategy, which includes the following fundamental elements:

- Our short-term strategy is based on continuing to decarbonise our business in line with the *Net Zero* concept developed under the *Science Based Targets Initiative* (SBTi). This decarbonisation will involve short- and medium-term changes to many of our processes and to the way we operate. In order to contribute rapidly to the challenge of keeping the increase in global temperature below 15°C, we will offset our direct emissions (which represent 15% of the total) by 2030 through projects that prevent carbon emissions into the atmosphere or through nature-based solutions, such as reforestation, or carbon capture by employing new agricultural techniques.
- Once we have reduced our direct and indirect emissions through the implementation of our **Climate Transition Plan**, from 2030 on, we will continue on our path to further reduce, to a large extent, our Scope 3 or indirect emissions. By then we will have reached our carbon positive target for our direct emissions and we must continue to reduce our

emissions in the following years to achieve a drastic reduction of 95% of the total emissions from our business compared to the baseline year (2019).

- Once we have reduced our emissions by at least 95%, the residual emissions, i.e. the 5% that we have not been able to eliminate, must be offset by carbon capture/neutralisation projects that are implemented in the same year in which they are emitted. Thus, our strategy has been designed to ensure the following fundamental requirements:
 - It focuses on reducing our emissions as much as possible, and drastically, in line with our Climate Transition Plan.
 - It is *offset* by reduction/mitigation elsewhere in the world, while emissions are reduced in the short-term and while we invest in decarbonising our business.
 - Residual emissions in the target year 2050 will have to be offset through emission absorption/neutralisation projects that enable us to become carbon positive.

In line with this strategy, by 2022 we had offset 7,500 tonnes of direct carbon emissions by means of two projects:

Piedra Larga Wind Farm: This project aims to generate renewable electricity in Mexico through the construction and operation of a 90 MW wind farm in the municipality of Unión Hidalgo, in the State of Oaxaca. This project results in an increase in the percentage of renewable energy in the Mexican grid, thereby promoting the growth of renewable capacity and diversifying the Mexican power generation mix, all of which contributes significantly to the sustainable development of the region.

Evio Kuiñaje Ese Eja Cuana: Located in the Madre de Dios region of the Peruvian Amazonia, the country's most biodiverse region, this project aims to conserve community forests and prevent their licensing for use in the face of rapidly increasing deforestation. The project proposes to reduce the pressure to change land use in the project area by promoting sustainable economic activities, forest governance, and the establishment of conservation agreements in previously identified critical areas.

In 2023, we will continue to develop our forward-looking neutralisation strategy and analyse existing voluntary carbon markets to become a sponsor or investor in such projects. In this way, we will be able to determine the possibility of obtaining the

neutralisation credits necessary for the development of our strategy and analyse their viability according to our needs and requirements, ensuring they are of sufficient quality and veracity to support our objective of becoming a carbon positive company.

OBJECTIVES FOR GOOD

2023

ALIGN FERRER'S GHG EMISSIONS NEUTRALISATION STRATEGY WITH THE ROADMAP DEFINED IN OUR CLIMATE TRANSITION PLAN.



6.3 We actively protect nature

Real changes are needed to mitigate the deterioration of our natural environment. At Ferrer we know that the only way we will be able to drive change is if we have everyone's help.

6.3.1 Ensure proper management of water resources

Water is an essential resource for all Ferrer's production plants. To take proper care of it, we apply prevention, reuse and recovery measures wherever possible and regularly monitor both the water consumed and the wastewater generated.

We will also encourage methods for the conservation, recovery and reuse of water:



We will collect and put some of the wastewater from our production systems to other uses.



We will reuse rainwater to irrigate landscaped areas and green roofs.



We have carried out water efficiency studies at our main production plants.

In 2022, we implemented various measures at our production centres to establish mechanisms to monitor, reduce and reuse our water resources:

PHARMACEUTICAL PLANT

2 circuits with open, high-capacity industrial cold water tanks for air-conditioning are now closed circuits.

Improvements and repairs to DHW and DCW circuits, eliminating damaged and unusable sections of the pipeline.

Monitoring of consumption through water meters on the main water lines.

Optimisation/stoppage of the old osmosis water generation plant (low performance due to obsolescence).

SANT FELI DE BUIXALLE LOGISTICS CENTRE

In 2022, a new greywater treatment system was installed to reuse water from sinks, washbasins and showers. In this way, the treated water is used to refill the toilets after flushing.

CHEMICAL PLANT

Monitoring of consumption via water meters: Installation of 25 water meters at different points in the plant. A semi-automated database was created to provide information on water consumption by zones and specific equipment on a daily basis. Knowing which equipment is malfunctioning, acting on the information and following up on the measures implemented. A multi-departmental team was also set up to implement and regularly monitor these new measures, thanks to which several anomalies have already been identified and remedied:

1. It was possible to identify a pump that was consuming a much higher than average amount of water and it was decided to replace it with a dry pump, thus reducing the water consumption in that area.

2. Taps that were running longer than necessary were detected and an alarm system was programmed to warn of excessive water consumption in the equipment.

3. A couple of items of equipment were found to be leaking water.

NEW WASTEWATER TREATMENT PLANT AT OUR API PRODUCTION SITE

Interquim S.A. treats the wastewater generated by the production process through a biological treatment plant. In 2022, we determined that the best technology for increasing wastewater treatment capacity through renovation, refurbishment and optimisation, is electro-oxidation. This process totally destroys any APIs in the effluent.

Our surfactant treatment line is being implemented in 2023 and should be completed in the last quarter of the year. By 2024, we will begin to treat aqueous solutions to reduce the amount of waste, which represents a large volume of Interquim's total amount, which will improve the quality of the sludge from the treatment plant and make it possible to maintain the increased production in recent years.



Ferrer has an internal procedure that applies to all discharges generated as a result of its activity in all production facilities, including all types of water: industrial, sanitary and rainwater. Ferrer has also received the mandatory environmental authorisation issued by the Generalitat de Catalunya.

We also monitor and evaluate the consumption and management of the water we use throughout our value chain.



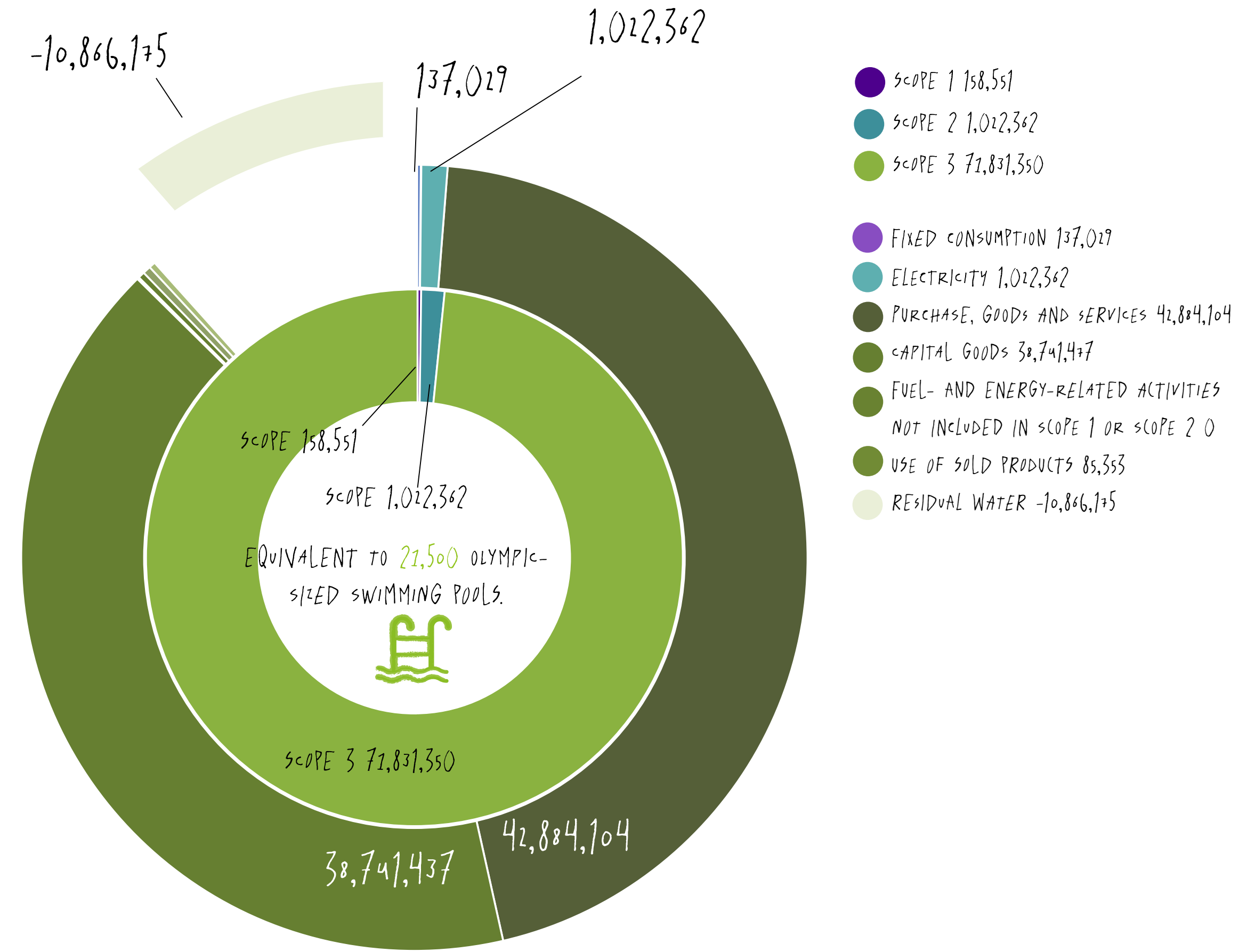
(303-3)

Below are the volumes of water extracted by source and the volume of water recycled in 2022.

WATER EXTRACTION BY SOURCE (M3)	2022	2021	2020	VARIATION 2021-2022 (%)
Municipal water supplies	212,558	201,483	191,783	5.5%
Wastewater	159,886	155,687	130,909	2.7%

(303-5)

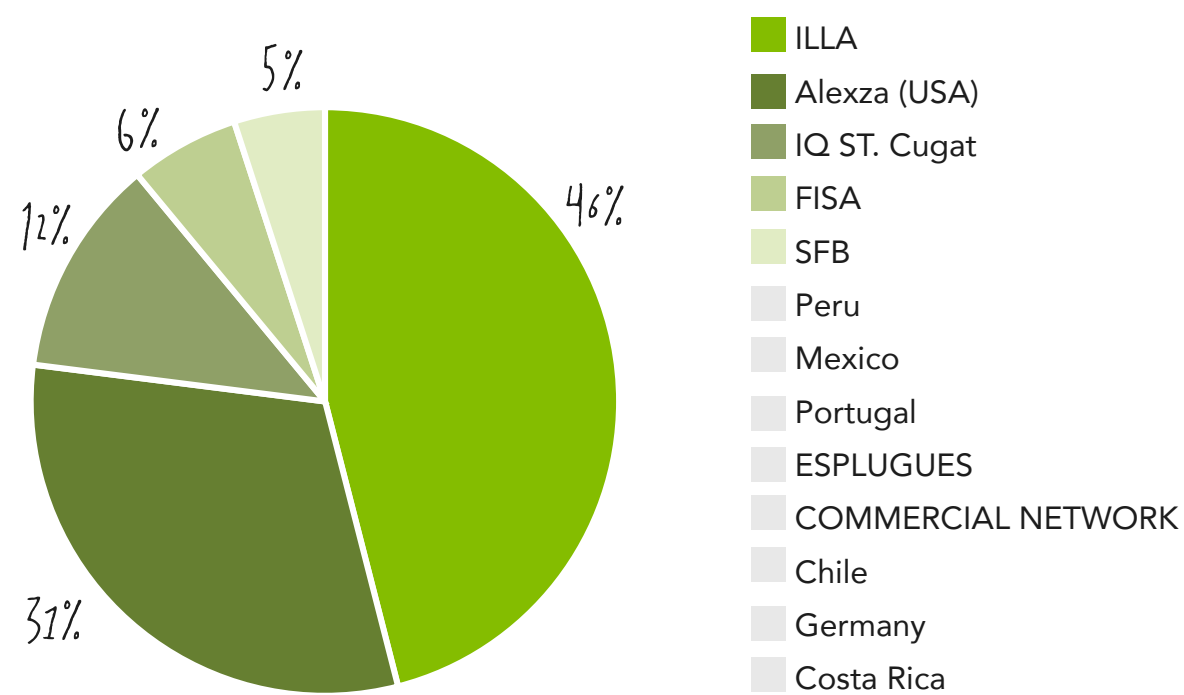
VOLUME OF WATER RECYCLED AND REUSED	2022	2021	2020	VARIATION 2021-2022 (%)
Water recycled (m3)	2,035	2,764	2,917	-26.4%
Water reused (m3)	0	0	0	
Water recycled (%)	0.96%	1.37%	1.52%	-30.2%
Water reused (%)	0.00%	0.00%	0.00%	



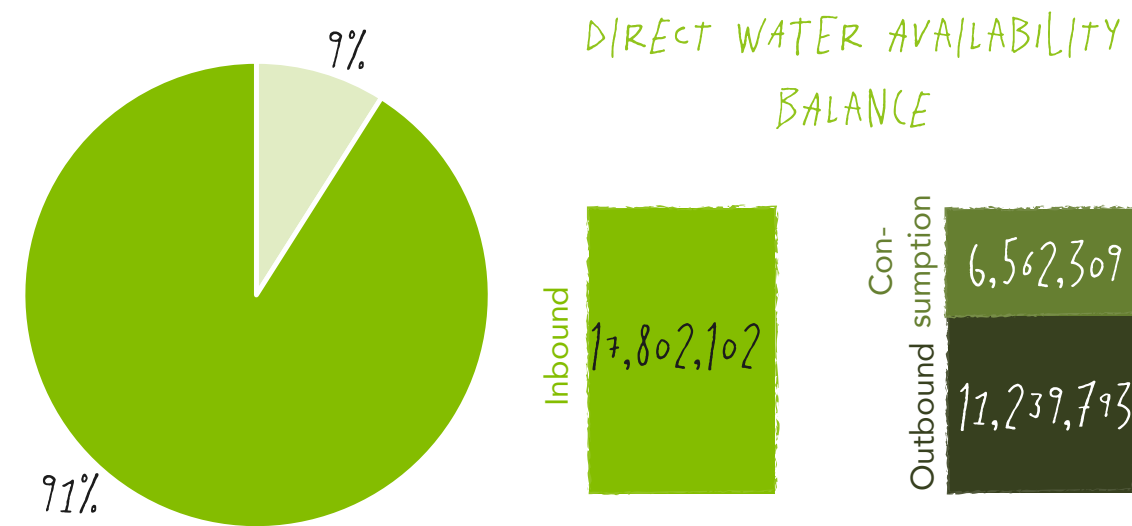
In 2022, we continued to assess the impact of our activity in terms of our water footprint or the impact generated by the organisation in terms of the consumption, scarcity and quality of the water used in our direct and indirect processes.

In 2022, Ferrer's water footprint was 73,451,658 m3 eq. The impact has been concentrated in the ILLA centre (33,676,001 m3 eq) - (46%) and the Alexza centre (22,600,861 m3 eq) - (31%). It is worth noting that in 2022 the major impact made by Alexza is mainly due to the construction of the new building at this location.

IMPACT OF AVAILABILITY PER SITE INCLUDING THE ALEXZA BUILDING



If we analyse the direct vs. indirect impact, we can see that **91% of the impact on water availability is due to indirect water**. In other words, water associated with the products and services that the organisation uses to carry out its activity, while the direct water consumed in the organisation accounts for 9% of the total impact.



The two categories with the greatest impact on water availability are capital goods (58%) and the purchase of goods and services (39%). However, if we exclude the construction of the Alexza building from the Capital Goods category, we can see how these figures reverse, with the purchase of goods and services taking first place. In this category, we can see that the impact is concentrated on consumables and solvent consumption in industrial production processes.

IMPACT OF RAW MATERIAL AVAILABILITY BY LOCATION



On the other hand, with respect to where the raw materials are manufactured, **Spain is the country with the greatest impact, accounting for 40% of the total impact** in this category, followed by other key countries, such as **China, India and Mexico**.

When we analyse the details of the purchase and acquisition of *packaging*, we can see that cardboard materials have a better environmental performance (with respect to water consumption and water scarcity) than aluminium or plastic. However, when we look at purchase volume, the impact is concentrated on **cardboard boxes (41%), plastic (14%), and aluminium/paper/plastic composite materials (13%)**.

In the case of purchases of finished products from third parties, semi-finished products and 'maquila' products, 78% of the impact on water availability is related to the outsourced manufacture of products in tablet form, the main pharmaceutical form marketed by Ferrer.

Since the baseline year, a switch from hydro-electric to wind renewable energy has been implemented, significantly reducing the impact on electricity availability from 9,787,970 m3 eq in 2019 to 1,022,362 m3 eq in 2022 (90% reduction).

OBJECTIVES FOR GOOD

2023

SANT CUGAT DRUG PRODUCTION PLANT (FISA)

 > REDUCE WATER CONSUMPTION BY **2%**.

SANT CUGAT ACTIVE INGREDIENT PRODUCTION PLANT (INTERQUIM)

 > REDUCE WATER CONSUMPTION BY **2%**.

CORPORATE SERVICES

 > REDUCE OUR WATER FOOTPRINT BY **15%**.



6.3.2. Committed to protecting biodiversity

Biodiversity is fundamental to sustaining human life on Earth and in the face of overwhelming evidence that it is being destroyed at an unprecedented rate, we want to take urgent action to address worldwide biodiversity loss.

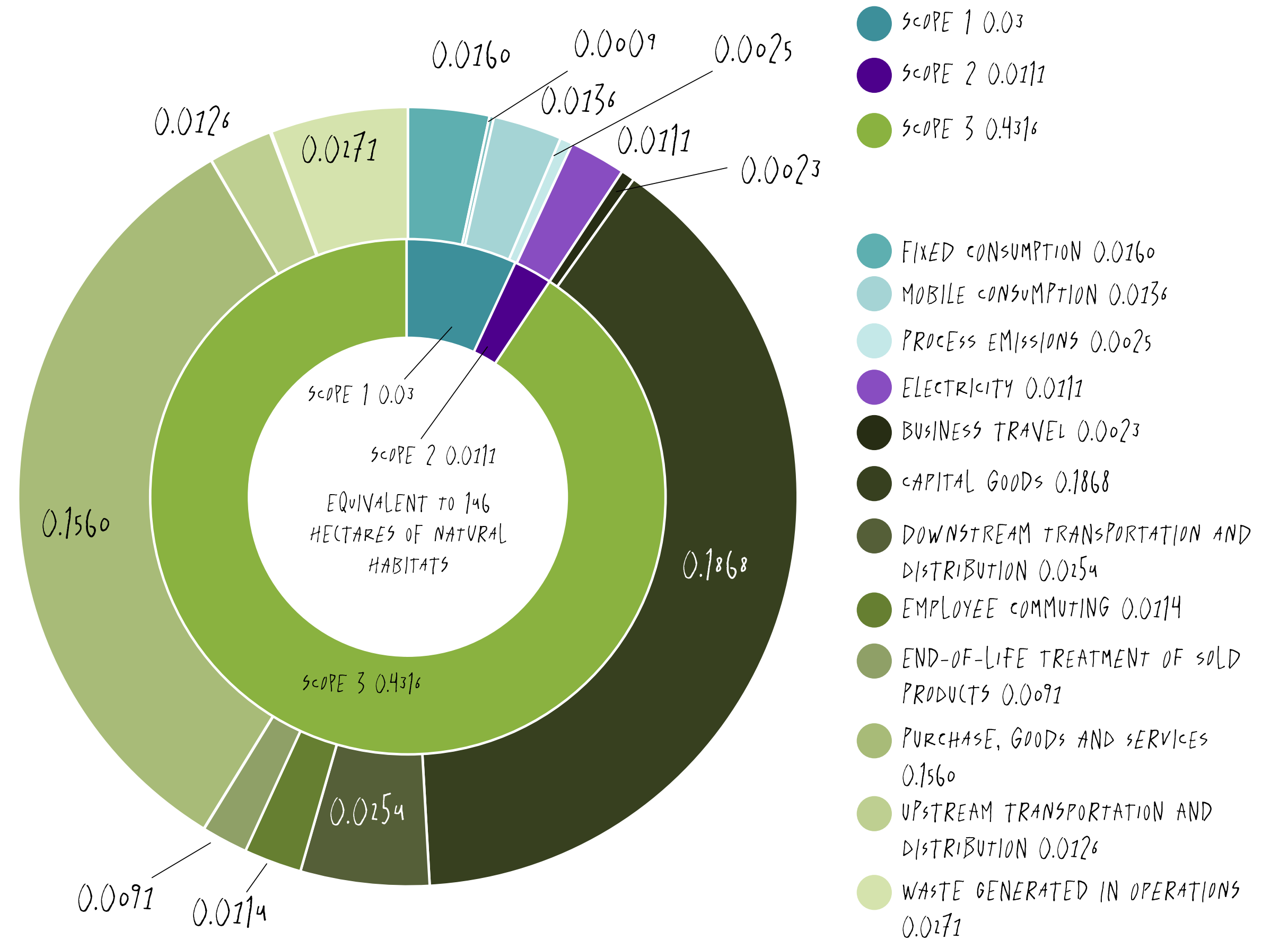
As stated in the EU Biodiversity Strategy 2030, nature is in a state of crisis. The five main direct drivers of biodiversity loss are **changes in land and sea use, overexploitation, climate change, pollution and invasive alien species, leading to the rapid disappearance of nature.** Over the last four decades, the global population of wild species has declined by 60% due to human activities, and almost three quarters of the Earth's surface has been altered, confining nature to an ever-smaller area of the planet.

Biodiversity loss and ecosystem collapse are among the greatest threats facing humanity in the next decade. They also jeopardise the foundations of our economy, and the costs of inaction are high

and forecast to rise. Between 1997 and 2011, it is estimated that the world lost between EUR 3.5 and 18.5 trillion per year in ecosystem services due to change of land use, and between EUR 5.5 and 10.5 trillion per year due to land degradation. In particular, biodiversity loss results in reduced crop yields and fish catches, increased economic losses due to floods and other disasters, and the loss of potential new sources of medicines.

In 2020, with the analysis of our biodiversity footprint, we set a **starting point from which to initiate a biodiversity protection programme**, which accompanies our resource reduction and decarbonisation initiatives and includes a target to **eliminate 100% of packaging-related deforestation** across the value chain.

Within the calculation of Ferrer's 2022 biodiversity footprint, we decided to add new impact categories in order to obtain a better analysis of our impact on natural assets. Adding these new categories will enable us to see the impact of Ferrer's activities on biodiversity in more precise detail and to define more specific actions to minimise this impact

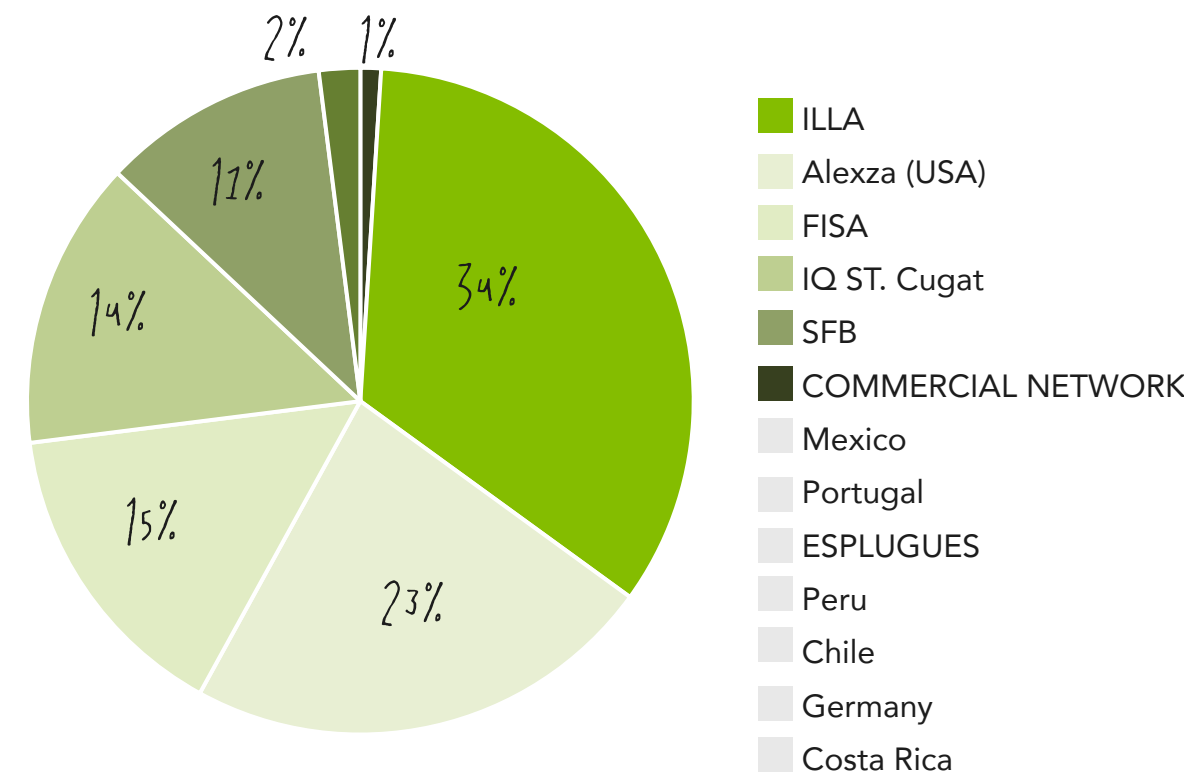


To calculate our biodiversity footprint, we have chosen, on the one hand, the ReCiPe endpoint method to calculate the impact on ecosystem damage and, on the other hand, the three midpoint impacts considered most relevant (excluding the impacts calculated for our water and carbon footprint):

- Freshwater Aquatic Ecotoxicity (FWAE):** Potential contamination of the aquatic ecosystem by toxic substances in the environment. This leads to an alteration of the environment and loss of biodiversity and/or extinction of species.
- Marine Ecotoxicity (MET):** Potential contamination of the marine ecosystem by toxic substances in the environment. This leads to an alteration of the environment and loss of biodiversity and/or extinction of species.
- Terrestrial Ecotoxicity (TET):** Potential contamination of the terrestrial ecosystem by toxic substances in the environment. This leads to an alteration of the environment and loss of biodiversity and/or extinction of species (kg 1,4-dichlorobenzene (DB) equivalent).

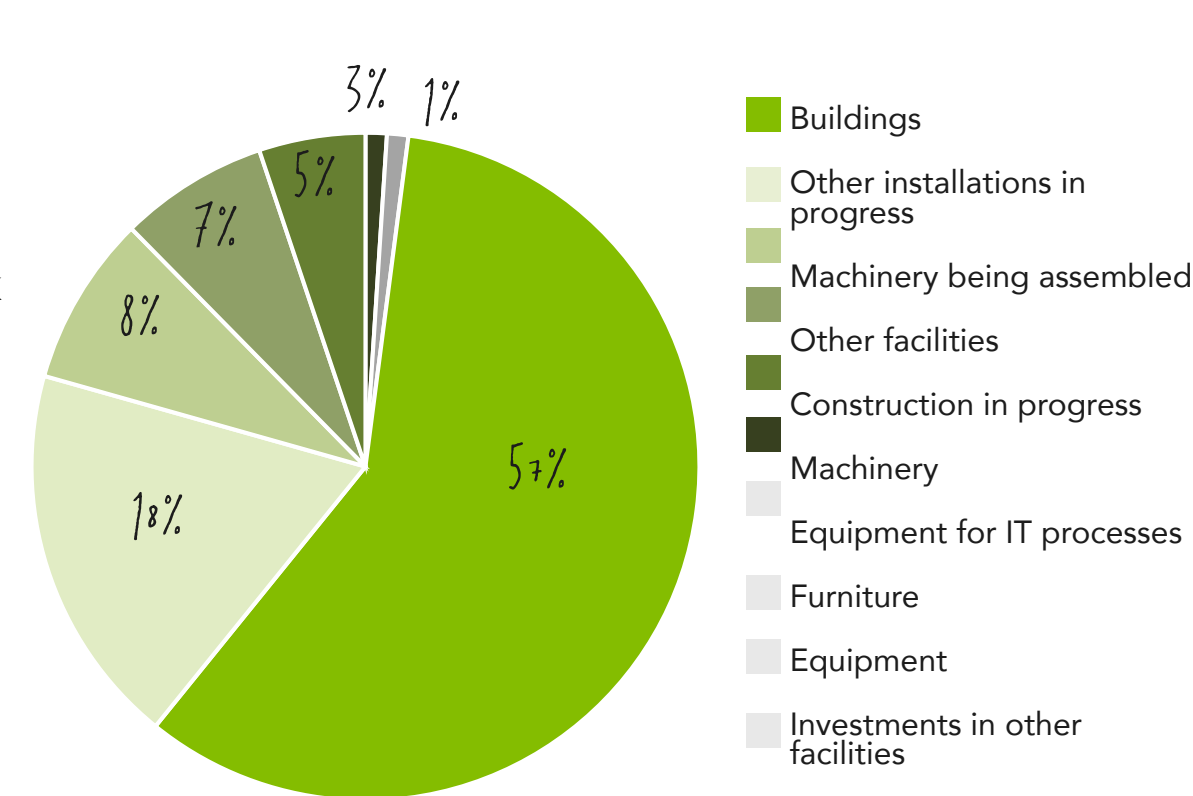
In 2022, the damage caused by Ferrer on ecosystems was 0.4759 species/year. We can see how the impact has been concentrated in the **Corporate Services centres (34%) and Ferrer's subsidiary in California (23%)**. However, the high impact in Alexza is mainly due to the construction of the new centre.

DAMAGE TO ECOSYSTEMS INCLUDING THE ALEXZA BUILDING



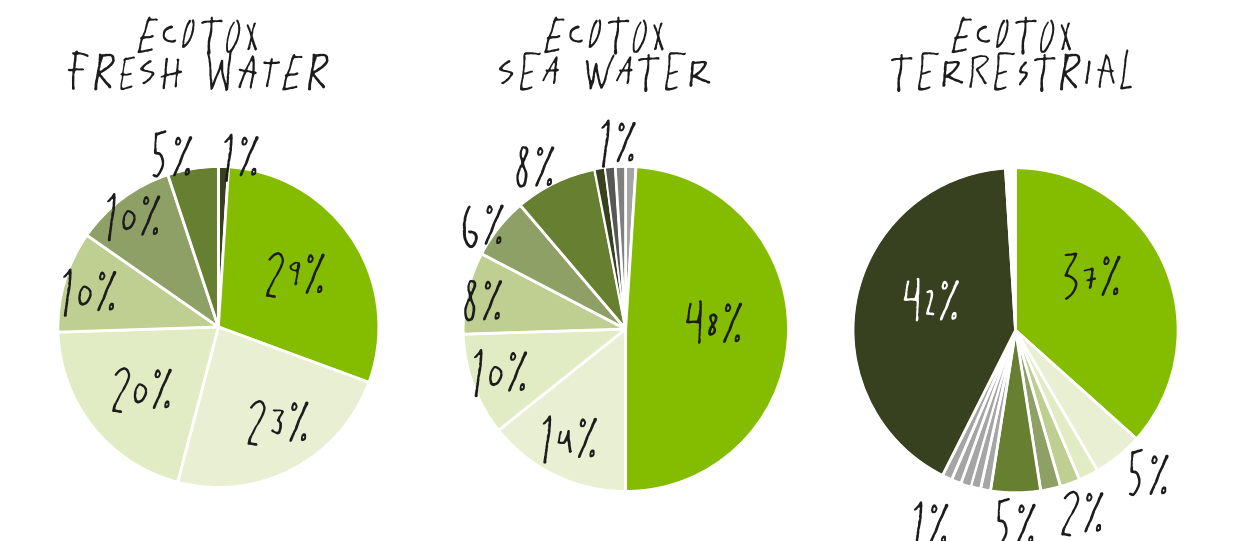
Regarding damage by scopes, this is concentrated in scope 3, with 91% of the total impact, and with two categories of greatest impact on ecosystems: **capital goods (39%) and the purchase of goods and services (33%)**. However, if we exclude the construction of our R&D centre building in California, capital goods account for 24% and the purchase of goods and services for 41%.

DAMAGE TO ECOSYSTEMS BY CAPITAL GOODS



With respect to the consumption of raw materials, if we consider the 10 raw materials with the highest impact on ecosystems, of which there are 60 in total, it can be seen that these are mainly solvents. In the case of **packaging, the impact is concentrated on cardboard boxes 43%, aluminium, paper and plastic composites 12%, and pallets 10%**.

In all three cases, a large part of the impact is concentrated on purchases. However, unlike the endpoint ecosystem damage indicator seen above, of particular relevance in these ecotoxicity-related impacts are the waste-related categories (especially on freshwater and marine water), i.e. waste generated in the organisation and end-of-life waste of products that are placed on the market.



- Purchase, goods and services
- Waste generated in operations
- End of life treatment of sold products
- Employee commuting
- Downstream transportation and distribution
- Fixed consumption
- Upstream transportation and distribution
- Business travel
- Residual water
- Mobile consumption
- Capital goods

In all three types of ecotoxicity, the impact on waste is concentrated on solvents, cleaning fluids and mother liquors (92%). This corresponds to the volume of generated waste, given that solvents, cleaning liquids and mother liquors are the most common generated waste.

- In 2022, the impact on stationary combustion has dropped due to the reduced consumption of certain fuels.
- Process emissions have increased significantly because emissions of gases that were not taken into account in previous analyses have now been included.
- All transport-related categories have increased significantly due to an update of the emission factors in the *ecoinvent* database version 3.6 used in 2021 to version 3.8 used in 2022. In the past, databases underestimated the impact of transport on biodiversity.

- In the case of capital goods, it has increased significantly because of the construction of the R&D building in California.
- With respect to wastewater, it has changed significantly due to the updating of the emission factors, both by using more regionalised factors and by the updating of the database.
- In the case of the use of sold products, it has decreased because a regionalised electricity factor has been used for Spain, which is more accurate (and less impactful) than the generic one used in 2021.

Volunteering and biodiversity

In 2022, for Liveable Planet Month, 49 volunteers from our *California R&D Centre* team removed non-native and invasive species from the Duck Pond and EcoCenter at the Palo Alto Baylands Nature Preserve. This work was done with the support of **Environmental Volunteers**, a local organisation whose mission is to promote environmental understanding and responsibility through hands-on science education. Thanks to the pro-active commitment of the people who took part, they managed to make a positive environmental impact on more than 8,000 m² of land.

In our Mexican subsidiary, 56 people planted 250 endemic trees to reforest the Cerro de Moctezuma.

In **Catalonia**, two initiatives were carried out with the Foundation for the Conservation and Recovery of Marine Animals (CRAM) in Prat de Llobregat, where clean-up days were held on El Prat beach to help create a clean and liveable ecosystem for native species. Also in Catalonia, a team of 110 people from Ferrer spent two hours **building nests and bird feeders, insect hotels and seed bombs using the Nendo Dango technique**, which were donated to different organisations and projects for the protection of biodiversity in the area.

Our goal to reduce our negative impact on biodiversity also applies to our projects to offset

emissions from events. In 2022, we organised the second **LatAm Ferrer Summit in Panama**, with the aim of offering continuing training to healthcare professionals in the region. Some 500 people attended. The event was run with the highest sustainability criteria in mind, successfully offsetting the 106 tonnes of CO₂ generated by travel, energy consumption, accommodation, food consumed and materials produced, through participation in the *VCS Peralta Wind* environmental project, an initiative to develop and operate an onshore wind farm located 280 km north of Montevideo, in Uruguay.

By the same token, Ferrer also created the LatAm Summit Forest, at which as many trees as attendees were planted symbolically through the Treedom platform, to raise awareness of sustainability among the Latin American medical community.

OBJECTIVES FOR GOOD

2023



> REDUCE OUR BIODIVERSITY FOOTPRINT BY 7%.



SOCIAL JUSTICE



VOLUNTARIA/A

Verrax
by good

WE PROMOTE EQUAL OPPORTUNITIES

WE SUPPORT PEOPLE
IN VULNERABLE
SITUATIONS IN ORDER
TO CONTRIBUTE TO
A FAIRER AND MORE
EQUITABLE SOCIETY.

At a time of growing inequalities, business can be an agent for social cohesion. This is the focus of Ferrer's third strategic pillar, Social Justice. Through this line of action, we support people in vulnerable situations in order to contribute to a fairer and more equitable society in which everyone has access to the same opportunities. We promote initiatives in those areas where Ferrer can make a difference.

We do this by supporting people in vulnerable situations with initiatives aimed at promoting employability, access to health, food and education. To make these projects a reality, we rely on the involvement of the people who work at Ferrer, in campaigns carried out through three foundations linked to the company, as well as collaborations with all kinds of non-profit organisations, patient associations and NGOs.

7.1. Commitment to sustainable development

(2-23) (2-24) (3-3) (203-2) (413-1) At Ferrer, sustainability is part and parcel of our corporate mission. Our strategic plan, approved by the Management Committee, incorporates numerous goals and strategies linked to sustainability and the three pillars of our corporate strategy: **Great People, Liveable Planet and Social Justice**. The Management Committee is the highest governing body responsible for approving and developing actions, initiatives or strategies that are inherent to those of the business itself.

Our sustainable development strategy and actions have been extended to the global level, thanks to our membership of the B Corp business



community. During the certification process, 100% of the articles of association of all the companies in which Ferrer holds more than 50% of the shares have been modified to require that all decision-making processes take the **social and environmental impact into account**.

With regard to Ferrer's third strategic pillar, Social Justice, our strategy in this field comprises four areas of action:



Employability which seeks to create social and economic value through:

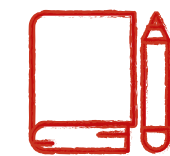
- Employability of vulnerable groups.
- Collective action
- Intrapreneurship with a social impact



Access to healthcare: Improving the health and well-being of patients by making an impact on the social dimension of the pathologies in our therapeutic areas.



Food: Providing food security to extremely vulnerable groups. The activity of the Fundació Ferrer Sustainability plays a key role in this activity, for example through the projects: Green for Good. Ferrer for Food.



Education: Fostering the academic and personal development of children in situations of social exclusion through musical education. In this field, the main impact is achieved through the Fundació de Música Ferrer-Salat.

During 2022, numerous initiatives have been developed around these four areas of action. Looking ahead to 2023, our challenge is to consolidate the social projects that we promote at Ferrer, and to begin to integrate ways to measure their impact so that we can **evaluate all our interventions from a social perspective** and demonstrate that our efforts help to transform the situation of these individuals.

As we believe that it is essential that social justice and activism should be part of our culture, **volunteering** is a fundamental tool for us to achieve our purpose. By 2025, we aim to provide 5,000 hours of corporate volunteer work.

7.1.1. WE WORK TOWARDS A FAIRER SOCIETY

⁽⁴¹³⁻¹⁾ In 2022, we launched our Volunteer Programme, as well as Volunteer Portals in Spain and Mexico. The key volunteering data for 2022 is as follows:




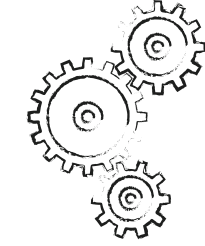
Our main milestones in this field were: the launch of the Volunteer Portal, payroll giving, and special events such as Days for Good, the Oxfam Trailwalker or Liveable Planet Month.

Days for Good, a clear demonstration of our pro-active stance

The second edition of Days for Good was held on 5 and 6 October. We organised 40 different volunteer activities linked to our social strategy's four action areas. For two days, the people of Ferrer had the opportunity to awaken their activism and sign up for a wide range of volunteering options. All our subsidiaries took part in this worldwide event.



DAYS FOR GOOD

665 VOLUNTEERS  40 ACTIVITIES 

 2,346 HOURS OF VOLUNTEERING WORLDWIDE

MORE THAN 6,300 PEOPLE HELPED

 50 SOCIAL ACTIVISTS COORDINATING THE EVENT

70 BLOOD DONATIONS 

? 96 ONLINE QUIZZES ON RARE DISEASES COMPLETED

120 PARTICIPANTS IN THE EMPATHY EXERCISE ON PULMONARY HYPERTENSION



7.1.2. EMPLOYABILITY: CREATING ECONOMIC & SOCIAL VALUE

(203-2) At Ferrer, we know that employment and training go hand in hand and are key to the future of young people. That's why we started working with the Èxit Foundation ("Foundation for Success"), a Catalan organisation whose mission is to reduce the early school dropout rate among young people in situations of social vulnerability through innovative and scalable training projects organised into itineraries that provide added value to companies, foster networking and promote job placement.

During 2021 and 2022, thanks to all our joint activities with the Èxit Foundation, **we have managed to have an impact on the lives of 218 young people, 38 of them in the context of the Leader Coach programme, improving employability and reducing the school dropout rates in this group of young people** through *coaching and mentoring*.

For a month and a half, a total of 21 Ferrer volunteers, each paired with a young person studying in training and job placement programmes (PFI) in Sant Feliu and Sant Cugat, worked together to set goals that will help them to continue studying.

The programme has been very successful. Volunteers rate the programme 9.1 out of 10. 95% of them would recommend this initiative to a friend. By the same token, three out of four young people say that they have discovered new job opportunities to explore in the future.



Another 180 young people were helped through one-off actions. In 2022, 89 intermediate-level vocational students visited Ferrer's main work centres:



- Visit to our headquarters by young computer science students from the Institut Tecnològic de Barcelona.



- Visit to our pharmaceutical plant by young people studying electrical installations at the Institut Escola del Treball.



- Visit to our chemical plant by young chemistry students from the Escola del Treball.



- Visit to our logistics centre by young people studying electromechanical maintenance at the Escola del Treball.



- Two *speed-networking* sessions, one *online* and one in person, in which 20 young people from both Barcelona and Madrid participated.

In Mexico, we have also worked with the Forges Foundation, an entity that helps economically vulnerable young people to access a decent standard of living through work, lifelong learning

and commitment to the community. In collaboration with this organisation, we have come up with a programme focused on the development of key **socio-emotional and digital skills** for the jobs of the future and for adapting to changing scenarios. The programme was offered to 44 young people.

7.1.3. ACCESS TO HEALTHCARE: ADDRESSING THE SOCIAL DIMENSION OF DISEASE

At Ferrer we are committed to improving our patients' experience and to making a positive impact in society by supporting the main groups of people living with serious and debilitating diseases, mainly in our target therapeutic areas.

On the occasion of Rare Disease Month, Ferrer attended sessions of the European Parliament, taking part in two events to show our support for a number of patient associations.

- **"Ellas contra la ELA"**: we joined forces with this association to bring significant and differential value to people suffering from serious ailments, especially in the fields of vascular and interstitial lung diseases and neurological disorders, with the aim of raising awareness of this disease and raising funds for research.

- **PH Call to Action**: we demonstrated our commitment to pulmonary hypertension patients by working together with the European Pulmonary Hypertension Patients' Association to launch the PH Call to Action in the European Parliament, a document stating the association's mission and defining its main objectives.

- **Days for Good**: This was a campaign to raise awareness of the difficulties of living with ALS and Pulmonary Hypertension.








- We continue to work on the **Patient Support Program** for Pulmonary Arterial Hypertension, which aims to reduce the impact of the disease and its treatment on the patient and their caregivers, including not only the symptoms but also the intellectual, psychosocial and emotional dimensions of the disease. The programme adopts a holistic approach to disease management, placing the patient at the centre of their own healthcare as the most proactive player. It is important to support patients in engaging effectively with their disease and treatment by providing them with appropriate tools (educational material and emotional coaching and support), in accordance with the needs of each patient and their environment.

- In addition, in Mexico we have partnered with **Dr. Sonrisas**, a non-profit organisation that supports children with illnesses that put their health at risk, offering comprehensive care to their families.

In 2022, we also launched what is a very important project for the organisation: the **Patient Onboarding Programme**. This programme is designed to guide our clients towards success with our holistic solutions in Pulmonary Vascular ILD and Neurological Disorders, as well as to make an impact on the social dimension of the pathologies, thus reinforcing Ferrer's mission to make a positive impact on our patients.



In-kind donations of products or medicinal products:

COMMENTS	HEALTHCARE ORGANISATION
 50 KG Paracetamol MA, valued at 433.50	MEDICUS MUNDI MEDITERRÀNIA (MMED)
 DONATION in kind: 8,000 UNITS Novalac Premium 2,800g valued at €131,600 (laboratory sale price)	MADRID FOOD BANK FOUNDATION
 DONATION in kind: 2,796 UNITS of Novalac 3 Premium Proactive 800g, valued at €45,155.15.	MADRID FOOD BANK FOUNDATION
 DONATION in kind of 16.02 UNITS of Novalac Premium 2,800g valued at €26,352.	PRIVATE FOOD BANK FOUNDATION
 DONATION in kind of 10,008 UNITS of Novalac Premium 2,400g valued at €32,300.	PRIVATE FOOD BANK FOUNDATION
 DONATION in kind of 8,000 UNITS of Novalac Premium 2,800g valued at €131,600.	PRIVATE FOOD BANK FOUNDATION
 DONATION in kind of 204 TINS of Novalac 1 valued at €1,500 (Mandela Project)	PRIVATE FOOD BANK FOUNDATION

Total donations of medicinal or other products:
€368,940.65

7.1.4. FOOD: BECAUSE ACCESS TO FOOD IS A RIGHT, NOT A PRIVILEGE

The Fundació Ferrer Sustainability was created in response to a **food emergency** detected in our community and aggravated by COVID-19. Its goal is to **transform lives and to work toward a more equitable and just society**, with a vision of an ecological, healthy and inclusive city, transformed through three strategic pillars:

- **Social cohesion**
- **Economic progress**
- **Environmental conservation**

The Fundació Ferrer Sustainability's current projects are:

Ferrer for Food:

Ferrer for Food is a soup kitchen project located in Vilassar de Dalt that prepares and distributes nutritionally complete meals every day to people in vulnerable situations through different organisations and soup kitchens in Barcelona and Maresme.

Our aim is to provide top-quality food and contribute to a decent and healthy diet for those who need it most. For this reason, we prepare

dishes with organic or locally grown products, following a balanced weekly menu based on the **"Harvard Healthy Eating Plate"**.

Vegetables from the Fundació Ferrer Sustainability's two vegetable gardens are used to prepare the meals. On one hand, the Rubió i Tudurí edible garden in Torre de Santa Caterina (Pedralbes), where we cultivate an area of 4,000m², and on the other hand, our eco-industrial nature and mass-production vegetable garden in Vall de Golinons (Sant Pol de Mar), which has an area of 13,000m². Both are permaculture farms where we practice regenerative agriculture, which allows us to take a clean, respectful, ecological and sustainable approach to the production of vegetables.

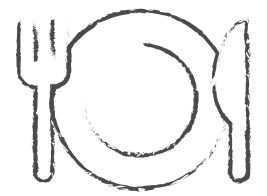
For our dishes, we also use products from local producers and leftover food from donations, thus helping to reduce food waste.

Our goal: to **deliver 1 million meals a year, to bring a million smiles.**

This means maintaining production at the current average of 4,200 meals per day, a figure we managed to reach by September 2022 and which we are committed to maintaining over the entire course of the project.

Key figures of the Ferrer for Food kitchen in

2022



706,677

DAILY MEALS DELIVERED TO 52 SOCIAL ENTITIES.



91 TONNES OF LEFTOVER FOOD RECOVERED TO PREVENT FOOD WASTE



137 TONNES OF FOOD PURCHASED FROM LOCAL PRODUCERS-

Among our food provision activities, we can highlight the harvesting of crops in the Fundació Ferrer Sustainability's two vegetable gardens in Barcelona and Sant Pol de Mar (Barcelona) and the preparation of meals for social organisations and soup kitchens, as well as the distribution of food to homeless people in Portugal. In the field of healthcare, Ferrer has organised activities in Mexico to support children with chronic or advanced diseases.

Key figures for the Foundation's two vegetable gardens:

21 TONNES OF PRODUCT COLLECTED

3 TONNES OF HIGH QUALITY ORGANIC FRUIT AND VEGETABLES FROM THE GREEN FOR GOOD VEGETABLE GARDEN (BARCELONA)

18 TONNES FROM THE SANT POL DE MAR VEGETABLE GARDEN

During the *Days for Good*, **125 volunteers** were involved in different tasks such as planting seedlings, harvesting the crops, preparing the plots for gardening, etc.

More than 700kg of vegetables (sweet potatoes, aubergines, peppers, corn, courgettes and cucumbers) were harvested during the Days for Good and 80 potting trays were prepared for **1600 future vegetables**.

You can find out more about the Ferrer for Food initiative by visiting its website and reading the 2022 Report of Fundació Ferrer Sustainability.

Green for Good:

Green for Good is a social urban gardening project aimed at making the cities that make up the Metropolitan Area of Barcelona **greener, as well as more sustainable, inclusive and productive**, through the installation of social gardens managed by groups in vulnerable situations in the cities and their surrounding areas.

Our aim is to transform a total of 10 hectares of land in Barcelona and its surrounding metropolitan area into productive, green areas, focusing on what is most important: the transformative power of the gardens in the lives of the people who manage them and the people who benefit from the food they produce.

The Foundation currently runs two urban social gardens. The first, and the origin of the Green for Good project, is the **Rubió i Tudurí kitchen garden** in Torre de Santa Caterina (Pedralbes). This is a 4,000m² plot, located in a protected natural area, where we grow organic vegetables and fruit according to the principles of permaculture and regenerative agriculture.

In the future, once this first garden has been consolidated, and in line with our goal of **empowering people and promoting their individual development**, this space will also include a biophilic building that will serve as an educational workshop for the training, support and social integration of vulnerable groups through gardening and cooking classes.

The second transformed space is the **Jardí Fènix (Sarrià)**, a therapeutic social garden designed to empower people undergoing treatment for drug addiction in Barcelona's Care and Monitoring centres. The users, who receive training in organic farming from the Foundation, cultivate and maintain the garden on a daily basis, and the harvest obtained goes to a free social supermarket. Through this project we respond to different current challenges and problems of a social, ecological and productive nature in our cities. To learn more about the Ferrer for Food initiative, please visit the Ferrer Foundation's website and read its 2022 report.



7.1.5. EDUCATION: FOR A SYSTEM THAT GUARANTEES EQUAL OPPORTUNITIES

Fundació de Música Ferrer-Salat

Education is all about opportunities and possibilities to climb the social and economic ladder in society. In this context, music plays a fundamental role at an early age, since it actively contributes to the holistic development of young people. We seek to **promote the academic and personal development of children in situations of social exclusion through musical education** by expanding the activities of the Fundació de Música Ferrer-Salat to use music to make a greater impact on the development of groups of vulnerable people.

The work of the Fundació de Música Ferrer-Salat is based on 4 pillars:

1 **QUEEN SOFIA PRIZE:** Every year since 1983, the Foundation has awarded the **Queen Sofia Prize**, which is aimed at stimulating musical composition for symphony orchestra in its different modalities. Worth 100,000 euros, the prize offers the composer of the winning piece the opportunity to see their work premièred by the Spanish Radio and Television Symphony Orchestra in the presence of Her Majesty Queen Sofía.

2 **MUSICAL EXCELLENCE:** The Fundació de Música Ferrer-Salat, together with the Liceu Conservatory, awards scholarships to pursue Higher Studies in Music at this latter institution, with the aim of promoting talent and highlighting the degree of commitment and dedication required to reach this level of studies. The Fundació de Música Ferrer-Salat has awarded **more than 400 music scholarships**.

3 **SOCIAL INTEGRATION:** Social integration is the result of the Fundació de Música Ferrer-Salat's conviction that musical education fosters human development and strengthens cultural and emotional ties that help us advance as a society. We work on this pillar through two different programmes:

Elementary Musical Programme: in collaboration with the Liceu Conservatory, we have implemented a programme to promote musical learning in primary schools in the Barcelona area with a high risk of social exclusion.

Music therapy programme at the Nexe Foundation: the only nursery in Catalonia that cares for children with multiple disabilities. We provide support for their educational, health and psychosocial needs.

4 **RESEARCH:** We have initiated a collaboration with the Liceu Conservatory and the Sant Joan de Déu Hospital to conduct a groundbreaking international research project to study the correlation between neurodevelopmental dysfunctions, academic performance and musical learning. This research is being led by Dr. Miquel Casas at the hospital's psychiatry department, and involves a sample of more than 1,500 students.

In addition, during the *Days for Good*, Ferrer has been involved at an educational level in the refurbishment of the Col·legi de la Santíssima Trinitat and the Escola Bon Pastor in Barcelona, the rehabilitation of a residential space belonging to a foundation dedicated to caring for children in vulnerable situations in Chile, and the educational development of young Americans in STEM careers.



40 years generating opportunities through music

In 2022, the Fundació de Música Ferrer-Salat celebrated its 40th anniversary. 40 years of promoting musical excellence and social change through music. At a ceremony held in the Auditorium of the Liceu Conservatory, which included several musical performances, the organisation reviewed its four decades of activity, during which its **contribution to social integration** through formal musical education stands out.

Since its inception, the Foundation has steadily increased its contribution and expanded its activity through four pillars: The **Queen Sofia Prize for Musical Composition**, now in its 39th year; musical excellence through the **Ferrer-Salat Scholarships, with more than 470 scholarships awarded to talented young people since 2010**, and, more recently, its social integration pillars, with the **Elementary Musical Programme** in primary schools

in the Barcelona area with a high risk of social exclusion, and, last but not least, through research, by conducting a pioneering study in collaboration with the Sant Joan de Déu Hospital and the Liceu Conservatory to demonstrate the correlation between neurodevelopmental dysfunctions, musical learning and the practice of an instrument.

During the event, key guests were on hand to explain each of these pillars to the attendees. Guests included Irene Fontdevilla, coordinator of the Elementary Musical Programme; Mari Carmen García, a clarinet teacher; the well-known Dr. Miquel Casas, who is leading the research project with a top-level team; Maria Serrat, Director General of the Liceu Conservatory; Victor Estapé, Academic Director of the Liceu Conservatory Centre of Higher Education in Music, who talked about the blog on excellence; and finally, the composers Ramon Humet and Octavi Rumbau, both winners of the Queen Sofia Prize for Musical Composition, in 2006 and 2020, respectively.

7.2. Donations to society

Ferrer wants to have a positive impact in society and believes that donations are an essential tool for making a social impact that helps to achieve a fairer and more equitable society.

At Ferrer, our vocation for philanthropy is very important, and for many years the company has made numerous financial contributions to society through all manner of initiatives.

To this end, **in 2022 we donated more than 46.9% of our profits to social and environmental projects**, in line with our Great People, Liveable Planet and Social Justice pillars.

7.2.1. Contributions to foundations and non-profit organisations

(3-3) (415-1) Although we actually drew up our Donations Policy in 2021, it was not until the following year, 2022, that we adapted this Donations Policy and its procedures to the context of our subsidiaries, with the aim of having the most appropriate mechanisms in place to comply with the policy worldwide.

The Donations Policy is intended to serve as an effective tool for managing donations. To this end, specific procedures have been established for corporate donations to healthcare or patient organisations and for donations "for good" to civil society organisations. In 2022, we adapted this Donations Policy and its procedures to the context

of our subsidiaries, with the aim of having the most appropriate mechanisms in place to comply with the Policy worldwide.

Our aim was to ensure that all beneficiaries, regardless of their purpose, have undergone Business Partner Due Diligence to ensure that they meet ethical and compliance standards. In addition, this policy ensures that corporate donations to patient and healthcare organisations comply with pharmaceutical industry regulations, and that donations "for good" are made to projects aligned with our corporate strategy of Great People, Liveable Planet and Social Justice.

The Corporate Ethics & Compliance Department is involved in the process of reviewing and approving financial or in-kind donations to foundations related to health organisations or patient associations with which Ferrer wishes to collaborate, in order to ensure that they comply with the guidelines set out in the sectoral regulations and codes of conduct applicable to Ferrer, both in terms of the projects to which the donations are destined and in terms of the amount.

Since 2011, the companies that make up the Ferrer group, the Fundació de Música Ferrer-Salat and the Fundació Ferrer Sustainability have donated more than 20 million euros to healthcare and civil society organisations.

This policy applies to all members of the different administrative and management bodies and/or people working at Ferrer, regardless of their hierarchical, functional or geographical position.



It is worth noting that Ferrer is affiliated with **EUCOPE** in which it participates as a member of several working groups. It is also a member of and participant in working groups in **Farmaindustria, the Spanish pharmaceutical industry's business association**, and of **ANEFP**, the Spanish Self-Care Association.

CONTRIBUTIONS TO FOUNDATIONS AND LOCAL COMMUNITY ASSOCIATIONS (IN EUROS)	2022	2021	2020
Monetary value	€10,564,347	€9,546,172	€1,717,214

The breakdown of the contributions made in 2022 is as follows:

TOTAL DONATIONS 2022	AMOUNT	100%
Fundació Ferrer Sustainability	€2,935,000	28%
Fundació de Música Ferrer-Salat	€2,700,000	26%
Ferrer Talent Foundation	€3,749,999	35%
Pharmaceutical and medical research	€667,425	6%
Other projects	€511,923	5%

In-kind donations of medicinal or other products in

2022

PAC Ferrer donation to Team Krakow for Ukraine in aid of refugees. Approximately

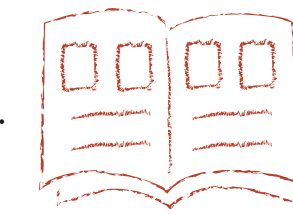


400 HYGIENE products.

As part of Ferrer Mexico's alliance with Doctor Sonrisas, were donated

1,527 SCHOOL SUPPLIES

to the playroom of the Siglo XXI Medical Centre Hospital.



Ferrer Mexico donated **50 BOXES OF FOOD PROVISIONS** and **50 FIRST AID KITS**

to the town of Bomintzá in the municipality of Tolimán, Querétaro.



In Spain, we donated a batch of small **DRONES** to the Escola Bon Pastor.

Also, in 2022, medicinal products were donated for a total value of **€368,940.65** through organisations such as Medicus Mundi Mediterrània, Madrid Food Bank Foundation and the Private Food Banks Foundation.



Communication with our stakeholders

We provide our stakeholders with a number of channels through which they can submit their questions and comments.

Our corporate website, which serves as our main channel of information and communication with local communities, contains a contact section where any interested party can send messages related to general enquiries, medical information, business development, CVs, adverse drug reactions, quality complaints, orders and invoicing, and the media.

Through this channel we receive all the complaints and suggestions that the people from different communities wish to share. In addition, we have a **Corporate Whistleblower Management System Policy**, based on a procedure that begins by making a specific reporting and whistleblowing form available to local communities. This form can also be found on our corporate website.

In 2022, we received **17 requests for collaboration** from social entities or civil society organisations. All of them have been addressed and assessed by Ferrer.

7.3. Our defence of human rights

(2-23) (2-24) (3-3) At Ferrer we are committed to respecting and promoting internationally recognised human rights, which are also relevant to our stakeholders, given that they relate to our professional and business activity. Our aim is to **prevent, minimise and remedy any breaches that may occur as a result of our activity**.

We understand that we must promote the respect for and defence of human rights in order to prevent their infringement and to guarantee freedom from discrimination, health, freedom of association and decent working conditions for our people.

We will fight to ensure that people's rights and opportunities do not depend solely and exclusively on external factors. In order to **correct the social imbalances** that exist in our societies, we believe that it is our obligation to play an active part in the construction of a fairer and more egalitarian future.

In line with our main objective, we have developed a **Corporate Human Rights Policy** in which we express our public commitment to the rights recognised under national and international law.

In 2021, we already had a Corporate Human Rights Policy in which we expressed our public commitment to human rights as recognised under national and international law. In accordance with

the United Nations Principles and Guidelines on Human Rights, Ferrer's commitment is based on the International Bill of Human Rights and the principles relating to rights set out in the Declaration of the International Labour Organisation.

In this manner, Ferrer undertakes to **respect and promote all internationally recognised human rights** that are **relevant to its activity and stakeholders**, and to take measures to prevent any violation of these rights.

The policy sets out in detail the obligations with which persons subject to the policy must comply. All such persons must promote, internally and externally, the principles contained in the policy to ensure respect for human rights, as well as any relevant national or international legislation. This is a reference document that forms part of Ferrer's compendium of internal guidelines and rules that govern its daily activity and the commitments it has made to its stakeholders. The Policy applies to the entire Ferrer corporate group and to everyone in the organisation.



In summary, Ferrer's Corporate Human Rights Policy reaffirms its commitment to ensure that it **promotes freedom from discrimination, healthcare, freedom of association and decent working conditions** for people, as well as respect for human rights throughout its entire supply chain, the protection of its patients, and the consolidation of human rights in the community through its actions.

It should also be noted that **Ferrer's Code of Ethics, which is the cornerstone of the company's regulatory structure**, establishes a commitment to comply with the universal principles of human rights, the right to equal treatment, the right to privacy, safety at work, labour rights and the reconciliation of work and family life.

In addition, Ferrer also has an Equal Opportunity and Diversity Policy that includes protection from discrimination, and a Privacy and Data Protection Policy aimed at team members as a commitment to privacy as a fundamental right (Art. 12 Human Rights Charter).

⁽²⁻¹²⁾ The Board of Directors is the highest governing body and is responsible for providing the organisation with sufficient structure and resources to ensure compliance with human rights, while also developing policies and procedures to ensure such compliance.

Identified cases of child and/or forced labour are detected through our "Ethics Channel" tool: ETHICAL CHANNEL | Ferrer.

This fact implies that the remediation procedure implemented is the same procedure as that of the Corporate Policy of the Complaints Management System (20211129_FER_Gestion_Denuncias_ESP_def_ok (ferrer.com)). This procedure sets out the steps to be followed by each of the parties involved in handling the complaints received.

Following the registration and investigation phases, such appropriate disciplinary measures as may be applicable in each case will be established in accordance with local legislation and collective agreements. Detailed information on how this procedure works can be found in the 'Ethical culture' section of the 'We are Ferrer' chapter.

⁽³⁻³⁾ In 2022, we launched new **training courses related to Human Rights**, hosted in the sustainability section of our Learning Lab. Courses in progress at the end of the year covered the following topics:

- Universal Declaration of Human Rights
- SDG 08 and 10: Decent employment and economic growth
- Ferrer's Human Rights Policy
- Ted Talk: Humanising intensive care
- Explanatory video on human rights

During 2022, 27,703 minutes have been dedicated to this training, equivalent to a total of **461 hours of training**. A total of 65 people took part in these courses, equivalent to 3.4% of Ferrer's workforce.

In addition, training related to Human Rights also includes training on Ferrer's Code of Ethics, which incorporates numerous issues included within the scope of Human Rights. In 2022, the total number of hours dedicated to this content was 102.5 hours, corresponding to the mandatory training for newly hired employees at Ferrer.

^{(3-3) (407-1)} We have an **ESG Risk Map** which includes risks related to child labour, slavery and human trafficking. Ferrer employees and suppliers in regions where international organisations have identified a high risk of human rights abuses are considered to be at significant risk of non-compliance with international human rights standards. In this context, the company carried out a general risk identification exercise in 2021 as part of the ESG risk exposure assessment. In relation to human rights, the following risks have been identified in the Purchasing Department, classified according to magnitude (Top A, Top B and Top C):

Direct purchasing:

- **Top A:** Child, forced or bonded labour.
- **Top B:** Unfair wages and/or wages lower than stipulated in collective agreements, or regulations that do not enable workers to live in decent conditions. Long working hours, lack of breaks, overtime, holidays and/or leave in breach of current regulations.



- **Top C:** Harassment at work, including physical, verbal, sexual or psychological harassment, abuse or threats. Employment, remuneration or other discrimination based on non-objective criteria (gender, origin, age, religion, etc.). Violation of the rights to freedom of association and to collective bargaining.

Indirect purchasing:

- **Top AB:** Child, forced or bonded labour. Long working hours, lack of breaks, overtime, holidays and/or leave in breach of current regulations.
- **Top C:** Harassment at work, including physical, verbal, sexual or psychological harassment, abuse or threats. Employment, remuneration or other discrimination based on non-objective criteria (gender, origin, age, religion, etc.). Violation of the rights to freedom of association and to collective bargaining. Unfair wages and/or wages lower than stipulated in collective agreements, or regulations that do not enable workers to live in decent conditions.
- In this respect, the **following opportunities** have been identified: implementing regular supplier assessments, including social and human rights criteria in supply contracts and in the handling of chemicals, and implementing standardised, common processes and policies in subsidiaries.

(2-26) Ferrer also provides employees with channels through which they can ask for advice on internal policies and how to interpret applicable regulations on ethics and compliance. The Ethics and Compliance department is responsible for receiving and handling queries.

Accordingly, any Ferrer employee or third party may report to the Company (using the ethics channel form available on the Ferrer corporate website or Intranet) any breach or suspicion of unethical or illegal behaviour by any Ferrer employee, supplier or business partner. The **Ferrer Complaints Management Office** will be responsible for receiving the complaint or report received and forwarding it to the Corporate Ethics and Compliance Committee for analysis and investigation, if needed, while guaranteeing, among other rights, the confidentiality of its content and that of the identity of the parties involved, as well as the principle of non-retaliation against people who submit complaints in good faith.

In addition to this form, which allows anonymous and external complaints, Ferrer employees can report this type of practice in person or by telephone to the Compliance Management Office, its HR Business Partners or the members of the Corporate Ethics and Compliance Committee, thereby guaranteeing the appropriate rights and entitlements of an ethics channel and the corresponding investigation process, as set out in the internal

regulations governing Ferrer's Whistleblower Management System.

The ethics channel is in addition to the other channels that are already available on the Ferrer website for making enquiries or complaints, and/or reporting other matters to the company.

Ferrer promotes the use of these channels through announcements, awareness-raising campaigns and training sessions, with the aim of continuously improving its Ethics & Compliance model and encouraging proper conduct. During 2022, no complaints were received regarding possible human rights violations.

At Ferrer, we have had a close relationship for years with Oxfam Intermón, one of the leading humanitarian organisations in the fight for the rights of the most vulnerable people. We work with them by making financial contributions and by disseminating their campaigns within our corporate ecosystem, for example, on issues such as **climate justice or social justice**. In addition, in 2022 we will join with Oxfam Intermón in an initiative led by a large group of humanitarian organisations to **approve a European directive on Due Diligence aimed at companies**. This directive aims to prevent, mitigate and remedy the human rights impacts of companies regardless of their sector or specific circumstances.



OUR ACTIVITY



OUR ACTIVITY

WE OFFER
TRANSFORMATIVE
THERAPEUTIC SOLUTIONS
FOR PATIENTS LIVING
WITH SERIOUS ILLNESSES

(2-6) (3-3)
At Ferrer we cover all the stages of the drug value chain, from research and development to manufacturing, distribution and marketing.

As part of our mission to bring significant, differential value to people suffering from serious illnesses, we have defined a clear and comprehensive strategy aimed at developing a portfolio of transformative products capable of improving the lives of people suffering from serious and debilitating illnesses.

As a result of the knowledge and experience we have acquired, at Ferrer we focus our efforts on two main therapeutic areas: vascular and interstitial lung diseases and neurological disorders.

Both areas involve rare or low-prevalence diseases, which often lack appropriate or authorised treatments. For this reason, Ferrer's commitment to research and development of treatments in these areas is crucial if we are to **improve and transform the daily lives of people** living with these diseases, as well as to efficiently manage healthcare resources.



Commitment to the development of treatments



Experience and knowledge gained with our products

OUR STRATEGY

Develop transformative products that improve:

THE LIVES OF PATIENTS

THE MANAGEMENT OF HEALTH RESOURCES

POSITIVE SOCIAL IMPACT

TRANSFORMING PATIENTS' LIVES

OUR PRODUCTS OUR CONTRIBUTION TO THE WORLD

8.1 Our solutions

We focus our efforts on two main therapeutic areas: vascular and interstitial lung diseases and neurological disorders.

Vascular and interstitial lung diseases

Why?

These are severe pathologies with low prevalence, whose treatment requires specialised professionals. Pulmonary vascular diseases, which affect the blood vessels in the lungs, such as pulmonary hypertension. Interstitial lung disease, a group of disorders characterised by inflammation and fibrosis of the lung parenchyma, especially the connective tissue and alveolar walls.

What do we bring to the table?

Treprostinil

Neurological disorders

Why?

These are severe and disabling conditions, whose treatment requires specialised professionals. Neurodegenerative disorders, which occur when nerve cells in the brain or peripheral nervous system lose their function over time, for example, Parkinson's disease or amyotrophic lateral sclerosis. Functional neurological disorders that cause seizures and uncontrolled electrical activity in the brain, such as epilepsy.

Our lines of research

Apomorphine
Edaravone
Citicoline
Alprazolam



Transforming patients' lives

Health is a right enshrined in the Universal Declaration of Human Rights. At Ferrer we support the principle that all people should be able to exercise their right to health, without discrimination on the basis of race, age, ethnicity or any other status.

Although we focus on pulmonary vascular and interstitial diseases and neurological disorders, there are a total of five therapeutic areas where Ferrer's experience and expertise make a crucial difference: pulmonary hypertension, neurology, pain, cardiometabolism, gastroenterology and dermatology. In these areas, Ferrer offers pharmaceutical products, many of which are proprietary, that meet the highest European quality standards.

8.1.1 Safety, quality and efficacy

At Ferrer we comply with regulations and voluntary codes relating to the health and safety impacts of our products and services. Notwithstanding the foregoing, **our quality system** includes a **monitoring and continuous improvement plan** that allows us to identify any deviations in internal procedures and establish corrective and preventive actions to address them.

Our pharmaceutical products are strictly regulated and at Ferrer we guarantee compliance with these regulations. We therefore ensure that our

production and analysis processes meet the highest standards and do not pose any risk to human health.

734 QUERIES

RELATED TO:

Medical Information

Safety of the medicinal product or a quality defect in the medicinal product

Cosmetics and food supplements
(806 IN 2021)

823 adverse reactions

(607 IN 2021)

In 2022, we detected:
4 SAFETY BREACHES

Quality certifications and licences

The products manufactured at our Pharmaceutical plant in Sant Cugat del Vallés comply with current EU regulations on Good Manufacturing Practice (GMP), and hold the corresponding GMP certificate issued by the competent Health Authority. All medicinal products distributed at our own responsibility are distributed in compliance with **EU Good Distribution Practice (GDP) standards**, and we have the corresponding GDP certificate issued by the competent health authorities. Both certificates are renewed at regular intervals set by the authorities after the relevant health inspection.

Likewise, products owned by Ferrer and manufactured by third parties comply with the same GMP certifications, and Ferrer verifies this periodically through procedures and measures related to the approval of manufacturers and the monitoring of their services.



With regard to Medical Devices, we hold prior licences for the operation of medical device facilities, both for the company Ferrer Internacional, covering the roles of manufacturer and importer, and for the company Ferrer Farma, covering the role of importer. These licences are issued by the AEMPS (Spanish Medicines and Health Products Agency) and confirm that Ferrer has the facilities, means, procedures and personnel required to carry out the activities included in the licence.

In terms of the distribution of medical devices, Ferrer has **communicated to the Generalitat de Catalunya the fact that both Ferrer Internacional and Ferrer Farma are involved in the distribution of medical devices and in vitro** diagnostic medical devices, as this is a competence delegated to the autonomous communities.

In terms of pharmacovigilance, although no official certificate of compliance with *Good Pharmacovigilance Practices* (GVP) is issued, strict monitoring is required, as stipulated by the *European Medicines Agency* (EMA). The pharmacovigilance department is also subject to inspections by the competent authorities, audits by various partners, as well as internal audits, thus ensuring the monitoring of good practices and the proper functioning of the department to guarantee the safety of medicinal products.

At Ferrer, we do not have our own facilities for in vitro or in vivo animal testing. Consequently, we are not accredited by the International Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC). In spite of this, Ferrer is **committed to the highest ethical and animal**

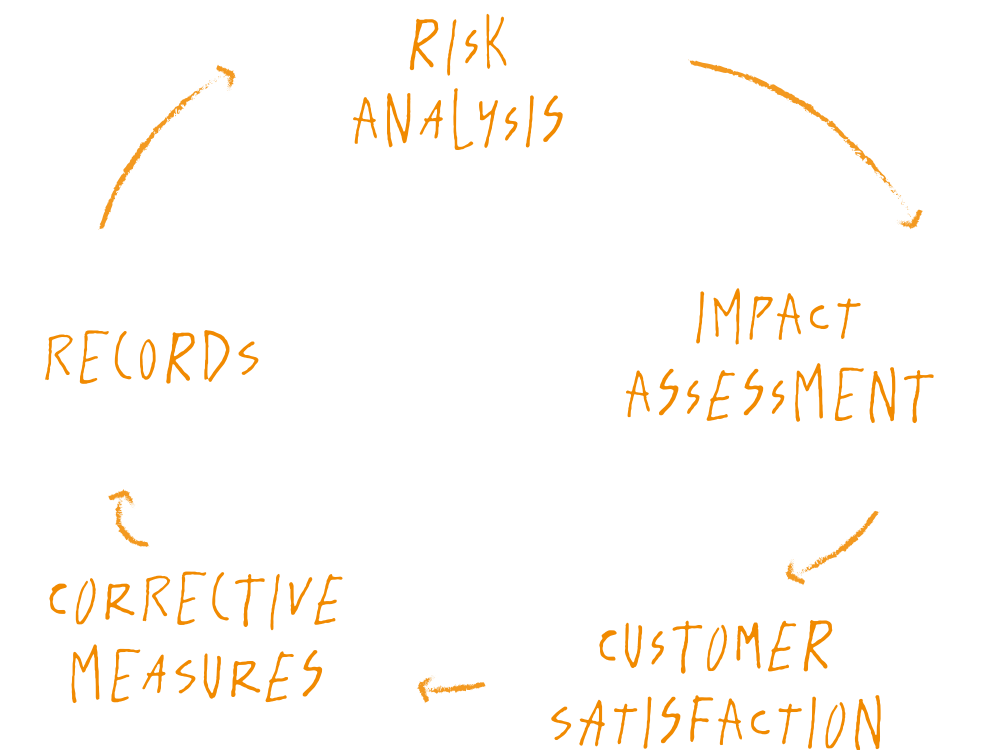
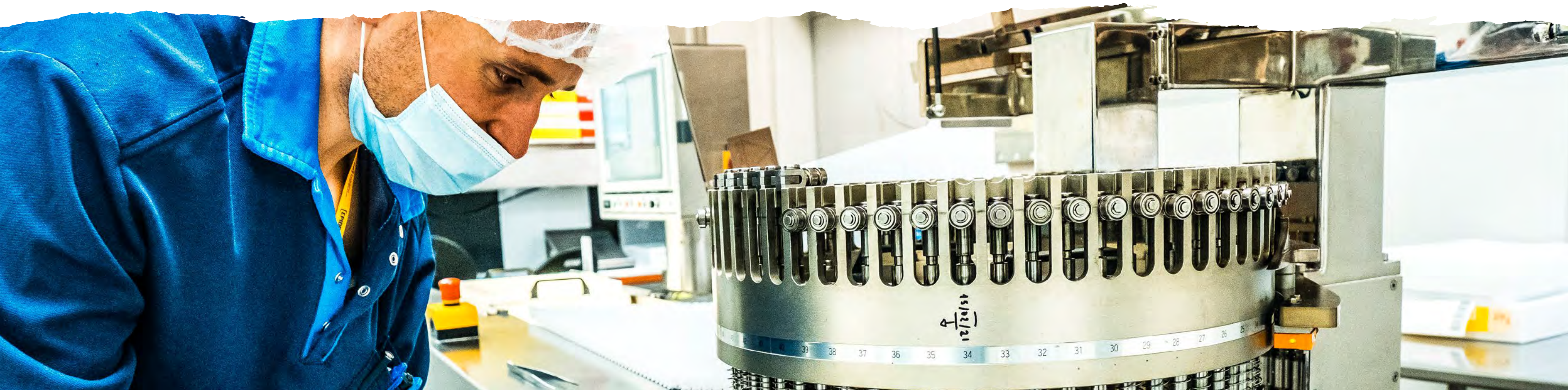
welfare standards, and has a Quality System in place with standardised operating procedures for animal experimentation. We cover the qualification, control and supervision of pre-clinical activities outsourced to external suppliers and ensure compliance with regulations on pre-clinical research and ethical standards for animal testing. For this reason, as part of our qualification and monitoring procedure, the necessary certifications and documentation are requested from suppliers to ensure compliance with applicable legislation and regulations (issued by local, regional and/or national authorities) on animal testing, in order to **ensure compliance with European standards** regardless of the location from which the supplier operates.

Quality medicinal products

(3-3) At Ferrer we understand that health is an asset and a right that should be available to everyone. Therefore, we focus on the manufacture and marketing of branded, innovative and differentiated pharmaceutical products that meet the highest European quality standards.

Pharmaceutical plant

We have a complete quality system in place with our own policies and procedures, as well as a continuous evaluation and monitoring system, supplemented by the annual internal audits required by the corresponding certifications.



We ensure the safety, quality and efficacy of our medicinal products

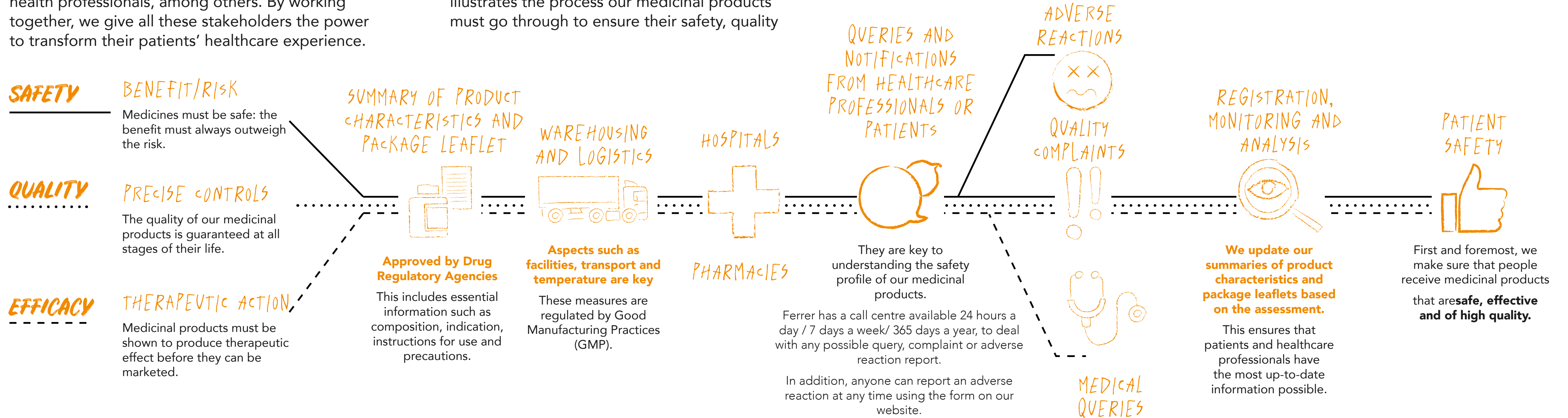
At Ferrer we always focus on people. That is why your safety is our highest priority. As a pharmaceutical company, our medicinal products meet strict quality, safety and efficacy requirements. Ferrer believes that it is essential to work closely with all the stakeholders in the sector, including patients and their associations, caregivers and health professionals, among others. By working together, we give all these stakeholders the power to transform their patients' healthcare experience.

Some of the initiatives we have launched:

- World Patient Safety Day:**
 In 2022, on the occasion of World Patient Safety Day, which is celebrated annually on 17 September, we wanted to reaffirming our responsibility and commitment to ensure the safety of the people who rely on our therapeutic solutions. To this end, we prepared an infographic that illustrates the process our medicinal products must go through to ensure their safety, quality

and efficacy until they reach the people who use them. This infographic was published on our Intranet, on LinkedIn and on screens in healthcare centres, thereby demonstrating Ferrer's unequivocal commitment to patient safety.

In this way, we joined the WHO's **Medication Without Harm** campaign which aims to overcome many of today's obstacles to ensuring safe medication practices by **reducing preventable serious medication-related harm all over the world by 50%** over the next five years.



- **Infoscience by Ferrer:** Our Medical Information Service aims to respond to the needs and requests of healthcare professionals and patients for medical information on Ferrer products. Ferrer's Medical Information Service is made up of health and research professionals who offer high-quality, rigorous and objective medical information on the composition and possible health effects of our products (<https://infoscience.ferrer.com/en/node/314>).
- **24-hour Call Centre:** Webhelp is an external service commissioned by Ferrer (Technical Management/QA) to receive calls and emails from the market related to quality problems, the reporting of adverse reactions, or requests for medical information. This service is also responsible for adding all information received through these channels to our complaints database and for forwarding them according to the established internal procedures. This call centre is active 24 hours a day, 365 days a year, and the number of operators may be increased if needed.

8.2.1. Pharmacovigilance at Ferrer: the safety of our patients, our main concern.

(3-3) (416-1) Our management approach and its components At Ferrer we are firmly **committed to the safety and care of the people who need our products.** Ferrer's Pharmacovigilance department is responsible for managing any enquiry, complaint or claim regarding safety that may arise in relation to the quality of our medicinal products, for example, in the event of an adverse drug reaction in a patient related to the use of our products. In addition, we ensure that the safety information available to the patient in the package leaflet and product information sheet is up to date on safety matters, e.g. adverse reactions or contraindications.

With the exception of food products, such as food supplements, given that there are currently no regulations governing their safety monitoring, 100% of our products are subject to pharmacovigilance management, and hence to the assessment of the health and safety impacts of products or services. We also manage the safety of our cosmetics and medical devices.

The main objective of this area is to manage drug safety and to ensure that authorised Ferrer products are safe for use by the general population, and that the safety information available to our users is up to date.

To this end, Ferrer has a specific pharmacovigilance policy in place, as well as several standard operating procedures (SOPs) that describe in detail all the **duties, tasks and**

information management that we conduct on a day-to-day basis. These procedures, hosted and regularly updated on Opentext, comply with current pharmacovigilance regulations.

In terms of the involvement of our management bodies, it is the obligation of the highest governing body to provide the pharmacovigilance department with sufficient resources for the management of drug safety. By the same token, there must be sufficient independence to ensure that decisions on the safety of the medicinal product are independent of commercial considerations.

The Management Committee delegates pharmacovigilance responsibilities to Ferrer's *Head of Corporate Pharmacovigilance & QPPV*, who is responsible for ensuring that the company has a system in place to comply with applicable regulations.



The department is made up of 6 employees plus 2 trainees who support the department. In addition, the quality department at Good Pharmacovigilance Practices & Good Clinical Practices (GVP&GCP), which is made up of 3 employees, is responsible for implementing a quality management system at pharmacovigilance level.

The department uses a number of electronic databases to carry out its work. In addition, reporting to the Health Authorities is mostly handled electronically through the following channels:

- **PcVManager** - Ferrer's comprehensive safety database. All adverse reactions received are recorded here.
- **Trackwise** - Our RA/IM/QA database. This database records all enquiries/complaints relating to requests for medical information, complaints about safety issues with the medicinal product (adverse reactions) or quality defects in the medicinal product.
- **Opentext:**
 Ferrer's PV SOPs database - procedures
 Ferrer's PSMF Database - detailed description of Ferrer's pharmacovigilance system

Bibliographic searches - record of weekly searches in the worldwide bibliography.

- **Ferrer's EQMS Trackwise** - record of procedural deviations and related actions.

How does Ferrer monitor and control these procedures?

The department currently has 7 management indicators:



Time periods for submission of adverse reactions to health authorities.



Time periods for submission of periodic safety reports to health authorities.



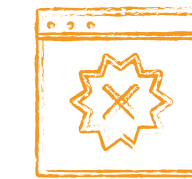
Quality of adverse reactions reported to health authorities.



Quality of periodic safety reports sent to health authorities



Time periods for submission and approval of safety variations in the technical data sheet and package leaflet, by the Registration Department.

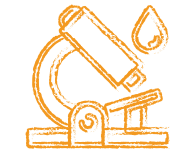


Implementation of additional risk minimisation measures.



Compliance with company-wide pharmacovigilance training

Operating in parallel to the foregoing indicators, the quality team supporting the pharmacovigilance department has its own indicators, namely:



Compliance with the annual schedule of pharmacovigilance audits



Average time for reporting of procedural deviations



Average time to closure of investigations related to deviations



Closure of CAPAs



Approval of SOPs

GRI 416-2

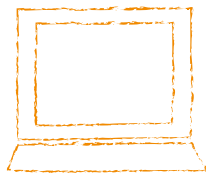
Each year, the pharmacovigilance department, in collaboration with the quality department, conducts specific audits of its pharmacovigilance system. Apart from this, due to the different contractual relationships we have with other pharmaceutical companies, Ferrer may also be audited in this area by third-party companies.

Process audits designed to assess in detail specific processes that are considered critical were also introduced in 2019. In addition, the **integration of subsidiaries at the procedural level** was initiated. Based on the audits received each year, **improvements can be implemented in the quality management system at the pharmacovigilance level.**

Major Milestones in 2022



Monitoring of the strategic improvement plan for several of the our activities.



Monitoring of the department's digitalisation plan.



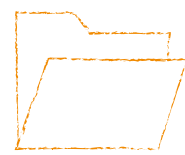
Extension of Ferrer's pharmacovigilance system from the head office to all its subsidiaries, including the drafting and establishment of common procedures.



Change of application for complaint management.



Process efficiency project.



Change in comprehensive safety database.

Ferrer has a call centre available to our consumers. Incoming queries are registered in the RA/IM/QA database. All queries are addressed according to their urgency and content. The response is also registered in this database.

If the query involves an adverse reaction, that AR is entered into a second database (the Global Safety Database, in which only ARs are registered). This allows individual or aggregate analyses of all registered ARs.

All ARs received are first assessed medically and then reported promptly to the relevant Health Authorities. In addition, analysis and reporting of all available safety information is carried out on a regular basis and, if necessary, also communicated to the relevant Health Authorities.



8.2.3. Our technologies

Staccato® One Breath Technology™ - OBT™ System (<http://staccatoobt.com/>), was developed as the foundational technology of Alexza Pharmaceuticals (a wholly owned subsidiary of Ferrer). Its unique technology is incorporated into a hand-held inhaler designed to deliver pure aerosolised medication to the deep lung, providing rapid systemic delivery and initiating treatment in a simple, non-invasive manner. This platform has the potential to address unmet needs and can be adapted to deliver many different compounds that provide important pharmaceutical benefits in an innovative way.



How the Staccato® system works:

The Staccato system uses a rapid heating system capable of reaching very high temperatures in as little as 100 milliseconds to vaporise the unformulated active pharmaceutical ingredient, which is deposited in a thin layer on a stainless steel substrate. When the patient inhales through the Staccato system, the surface of the stainless steel substrate heats up instantly, creating aerosolised drug particles.

The patient inhales these particles, which are optimally sized to reach the deepest and most vascularised areas of the lung. This brings about rapid and complete absorption into the bloodstream.

Staccato technology has been tried, tested and approved by the EMA, FDA and many other regulatory agencies for Adasuve® (Loxapine) powder for inhalation. Adasuve is indicated for the acute treatment of agitation associated with schizophrenia or bipolar I disorder in adults. For full prescribing information, including boxed warnings, visit adasuve.com or the EMA website.

We are currently developing two products on this platform: **FNP 150** (for the treatment of OFF episodes in Parkinson's patients) and **FNP 010** (for the acute treatment of cyclic vomiting episodes).

Our partners UCB and Lee Pharmaceuticals are developing other Staccato products.

Ability to administer other formulations

Our R&D scientists have experience in a range of formulations, including extended-release, oral dosage forms, oral suspensions, semi-solids and depot injections (extended-release microparticles). At Ferrer we use these technologies to improve existing medicines, thus creating **more effective or convenient treatments** for patients in our therapeutic areas of interest.



8.2.4. Our clinical trials

Ferrer’s researchers strive to treat diseases and their associated symptoms. Clinical studies involving healthy volunteers and patients play a key role in the development of new medicines.

Patients are enrolled in clinical trials that comply with the principles of the Declaration of Helsinki and its amendments, as well as the laws, regulations and provisions of the countries where volunteers are enrolled*.

Find out more about our studies and how to enrol:

Please bear in mind that this information is not intended to replace the advice of healthcare professionals. Patients should seek medical advice before initiating or modifying their treatment, or considering taking part in any clinical research.

Healthcare professionals should consult the technical information approved by the patient’s country to ensure that they have up-to-date and appropriate information in accordance with local requirements.

8.2.5. Innovation

At Ferrer we are constantly looking for innovation partners with whom we can learn about new ideas, molecules, programmes in development, opportunities for co-development or simply collaboration.

We offer full commercial and development capabilities through any one of our innovation portals:

Ferrer4future

This programme leads innovation in digital health and is the meeting point between technology, health, healthcare and society. Through the "Ferrer 4 Future" programme, we launch challenges to the entrepreneurial ecosystem and collaborate with technology-based companies to tackle them.

Ferrer Open

Ferrer Open promotes and facilitates contact with the most innovative players in the ecosystem in order to attract and, in some cases, create value-added treatment solutions that fall within Ferrer’s areas of specialisation: pulmonary vascular and interstitial lung diseases and neurological disorders.

Living Lab

Inspired by Ferrer’s aim to make a positive impact in society, *Living Lab* was created as a space for collaborative innovation to co-design solutions and initiatives that respond to real-world challenges. Under the motto "Building bridges that connect people", *Living Lab*’s goals are to:

- **Connect:** creating a community that fosters synergies and connects professionals, patients and innovative profiles.
- **Collaborate:** facilitating tools and methodologies that make it possible to identify challenges and co-design solutions.
- **Build:** promoting projects and initiatives that have a positive impact on the healthcare ecosystem.

CLINICAL TRIAL	DETAILS	STATUS	LINK
ADORE	A multicentre, randomised, double-blind, placebo-controlled study to investigate the efficacy and safety of FNP 122 (Edaravone Oral) in patients with amyotrophic lateral sclerosis .	Tracking phase	Further details
AMDC 009-103	A Phase-1, open-label, two-arm, crossover study to evaluate the relative bioavailability of FNP 150 (apomorphine Staccato®) compared to subcutaneous apomorphine in participants aged 30-80 years with Parkinson’s disease.	Recruitment	
PAH care	Assessment of the clinical benefit, safety and patient-reported outcomes of the use of the PAHcare™ platform for the routine care of patients with pulmonary arterial hypertension .	Completed	
AMDC 010-201	A randomised, double-blind, placebo-controlled study to evaluate the safety and efficacy of FNP 010 (Granisetron Staccato®) for the acute treatment of moderate to severe cases of cyclic vomiting syndrome .	Completed	Further details

* All products described on this page are investigational and have not been authorised for any use by the European Medicines Agency (EMA), the US Food and Drug Administration (FDA) or any other health authority. The safety and efficacy of these investigational products have not been established.



8.3. Patients

8.3.1 Patient Advocacy

In line with our aim to make a positive impact in society, at Ferrer we focus on **improving the patient experience**. One of the ways we do this is by adopting a holistic approach, through a programme that transforms how they experience key moments in their healthcare process. This initiative aims to take a step back, so as to see from a more objective standpoint the interconnectivity that exists between the different players involved in the healthcare system. From this standpoint, opportunities are identified to improve the way patients interact with all the major elements that contribute to their care.

PHantasticals, a clear commitment to patients

As part of our commitment to patients and in order to give a voice to people living with rare diseases, we created the PHantasticals campaign. This initiative aims to raise public awareness of our core therapeutic areas: **vascular and interstitial lung diseases and neurological disorders**.

Phantasticals are rare, strong and extraordinary creatures that often go unnoticed or are dismissed as unlikely, just like people who suffer from serious and debilitating diseases of low prevalence, such as pulmonary hypertension (PH) and amyotrophic lateral sclerosis (ALS).

We see people with PH as mermaids, because living with the disease is often compared to the sensation of trying to breathe underwater, and people with ALS as dragons because, sadly, over time, they notice that their inner fire is gradually being extinguished.

It is high time we **began to see these people for who they are and what they stand for**. At Ferrer we understand that each patient is unique and that is why, through this project, we want to show **our commitment to these people and their families by contributing to the dissemination of information about these diseases**.

To this end, on the occasion of World Pulmonary Hypertension (PH) Day, which is celebrated every 5 May, Ferrer and the European Pulmonary Hypertension Association (PHA Europe) brought to life the mermaids PHoebe, PAHOLA and PHILDA, three extraordinary beings that help us understand what Pulmonary Hypertension (PH) is and two of its subtypes: Pulmonary Arterial Hypertension and Pulmonary Hypertension associated with Interstitial Lung Disease (PAH and PH-ILD).

To mark World Amyotrophic Lateral Sclerosis (ALS) Day on 21 June, the **Phantasticals campaign** added a new fantasy creature to raise awareness of ALS, a rare, progressive, neurodegenerative disease that affects motor neurons in the brain. The new character is a dragon named ALSton.

Various materials on the main aspects of these pathologies, mainly related to their low prevalence, symptoms, diagnosis and possible treatments, can be consulted on the website: <https://phantasticals.com/>.

The campaign has been very well received and has garnered awards in the "Best Health Advertising Campaign Strategy" and "Best International Health Advertising Campaign" categories at the Health Festival, and the Prize for Excellence from the RX Club in the "Professional Education Campaigns" category.



8.4. Transparency

8.4.1. Transparency that makes our impact more positive

⁽²⁰³⁻²⁾ Only a society that has a stable base of healthcare professionals is able to address health-related challenges successfully. Therefore, the daily relationship between the industry and its professionals, who interact to develop solutions and update knowledge, is essential.

Moreover, this relationship can only earn the trust of citizens, who bestow their social licence on companies and professionals, if it is based on integrity, honesty and transparency.

Accordingly, the pharmaceutical industry in Spain publishes annually the payments made to healthcare professionals and healthcare organisations as donations and for training activities, provision of services and R&D. These are the **value transfers** that we as companies channel to those who do the best job of building up intellectual capital for the **future of us all**.

The information corresponding to Ferrer's activity in this area in 2022 is published annually every June and is available in the transparency section of our website.

FERRER
TRAINING

INFORMATION

RESOURCES: MEDICINAL PRODUCTS, MEDICAL DEVICES AND THERAPIES



HEALTHCARE PROFESSIONALS

TREATMENTS

MEDICINAL PRODUCTS

ADVICE

> PATIENTS >

SOCIETY

IMPROVED HEALTH AND QUALITY OF LIFE

WELL-BEING OF PATIENTS AND THEIR FAMILIES

LOOKING AFTER OUR HUMAN CAPITAL

EXERCISE OF RIGHTS

AN ACTIVE AND FULFILLING LIFE
POSITIVE IMPACT



ANNEXES

ANNEXES

I. Statement by the independent verifier

II. Table of contents of Law 11/2018

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
Description of the group's business model	A brief description of the group's business model, including its business environment, organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends likely to affect its future development.	GRI 2-1 GRI 2-6 GRI 2-9 GRI 3-3	4.1. Ferrer for good. Our raison d'être 8. What we do: our activity 4.2. Another way of doing business. 3. About this report	
INFORMATION ON ENVIRONMENTAL ISSUES				
Policies	Policies applied by the group, including due diligence procedures used to identify, assess, prevent, mitigate, verify and control significant risks and impacts, as well as the measures that have been adopted.	GRI 2-23	6.1 Liveable Planet Goals	We have several mechanisms in place to evaluate the effectiveness of the environmental policies that make up our liveable planet strategy. - On the one hand, we use the ISO 14001:2015 standard to monitor the evolution of the targets we have set ourselves on a quarterly basis. - On the other hand, the Sustainability Department reports to the Management Committee on the progress and status of the projects included in the Strategic Plan and the programme of projects of the Ferrer Sustainability Strategy.

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
Main risks	Main risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks in the short, medium and long term.	GRI 2-24 GRI 2-22	A conversation with the CEO-Chairman	-We continuously monitor the main targets defined in our strategy and, by means of meetings and dashboards, we carry out regular checks to ensure that adequate resources are available to achieve them. Similarly, Ferrer has used the B Corp and the Business Impact Assessment (BIA) methodology to measure its contribution to governance, environmental performance, engagement with the community, teams and clients, as well as its contribution to the United Nations Sustainable Development Goals (SDGs). This tool is key to assessing the contribution made by the different projects to the sustainability promoted by Ferrer.

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
		GRI 2-25		At Ferrer, we have implemented an Environmental Management System (EMS) in accordance with the ISO 14001 standard that allows us to measure and control any potential environmental threats and damage that may arise as a result of our activity. The company's strategy and management system are integrated cross-departmentally in all areas of the organisation. In this way, precautionary and environmental protection criteria and requirements are integrated into both the organisation's operations and business model.
		GRI 3-3	6.1.1 Commitment 1: Establish our commitment to science	

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
	Environmental assessment or certification procedures	GRI 3-3		<p>Within the framework of the ISO 14001:2015 standard on Environmental Management Systems, from 2019 onwards, all pharmaceutical sites and corporate services are integrated into a certified multi-site system, in which the targets and management of our sites and services are set at both the group and individual site level. In accordance with the new version of ISO 14001:2015, environmental objectives have been established based on a context analysis of both internal and external issues, the needs and expectations of interested parties, and the management of risks and opportunities, also taking into account environmental aspects from a life cycle perspective, as well as legal and other requirements that affect the company.</p>

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
				<p>With regard to the ISO 14001 standard on Environmental Management Systems, 76% of all our sites have this certificate and it is expected that in 2023-2024 we will be able to certify another two of the group's operating centres, thus reaching a certification rate of 83% in terms of surface area. Specifically, the new production plant in Esplugues de Llobregat is expected to be included in the ISO 14001:2015 Multisite certification system in 2023 while our R&D centre in California should be included in 2024, thereby increasing our certification management efficiency and guaranteeing a common application of the processes defined in the Environmental Management System for all Ferrer production sites.</p> <p>On the other hand, environmental legal audits are also carried out on a recurring basis by an external consultant who audits legal compliance on the basis of requirements relating to the environment, industrial safety and occupational risk prevention.</p>
	Resources dedicated to environmental risk prevention	GRI 2-12	6.1.1 Commitment 1: Establish our commitment to science	
	Application of the Precautionary Principle	GRI 2-12	6.1.1 Commitment 1: Establish our commitment to science See also annual accounts	
		GRI 3-3	6. Liveable Planet	

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
Pollution	Provisions and guarantees for environmental risks	GRI 2-27		There are no monetary or non-monetary sanctions for the year 2021 in the environmental field.
	Non-compliance with environmental legislation and regulations Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution	GRI 3-3	6.2. Mitigating climate change and promoting the circular economy	
Circular Economy and waste prevention and management	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste.	GRI 302-4	6.2.3 Commitment 3: Energy decarbonisation	
		GRI 302-5	6.2.3. Commitment 3: Energy decarbonisation	
		GRI 305-5	6.2.1. Commitment 1: Establish our commitment to science	
		GRI 305-7	VI. "Liveable Planet" Annex	
		GRI 3-3	6.2.2. Commitment 2: Promote the circular economy	
		GRI 306-1		
		GRI 306-2		
		GRI 306-3		
	Actions to combat food waste	No GRI		Food waste is not a material issue for Ferrer.
Sustainable use of resources	Water consumption and water supply in accordance with local constraints	GRI 303-1	VI. "Liveable Planet" Annex	
		GRI 303-2		
		GRI 303-3		
		GRI 303-5		

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
Climate change	Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 3-3	VI. "Liveable Planet" Annex	
	Energy: Direct and indirect consumption; measures taken to improve energy efficiency; use of renewable energies	GRI 301-1	6.2.3. Commitment 3: Energy decarbonisation	
	Greenhouse Gas Emissions	GRI 3-3		
		GRI 302-1		
		GRI 302-3		
		GRI 302-4		
		GRI 302-5	6.2.1. Commitment 1: Establish our commitment to science	
		GRI 305-1	6.2.4. Commitment 4: Promote sustainable mobility	DISCLOSURE 305. Carbon footprint.
		GRI 305-2		Ferrer's climate change mitigation and adaptation strategy is aligned with the SDGs of the 2030 Agenda and the goals of the Paris Agreement.
				(3-3)

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
	<p>Measures taken to adapt to the consequences of climate change</p> <p>Voluntary medium- and long-term reduction targets to reduce GHG emissions and means implemented to that end</p>	<p>GRI 305-3 GRI 305-4 GRI 3-3 GRI 201-2 GRI 305-5 GRI 3-3</p>	<p>6.2. Mitigating climate change and promoting the circular economy 6.2 Mitigating climate change and promoting the circular economy 6.2.1. Commitment 1: Establish our commitment to science 6.2.4. Commitment 4: Promote sustainable mobility 6.2.1. Commitment 1: Establish our commitment to science</p>	<p>Ferrer has an internal working group whose objective is to evaluate, manage and approve different environmental management plans. This works to adequately incorporate the potential effects of climate change into the organisation's planning and decision-making processes and to recognise the social and environmental cost of its contribution to climate change in its investments, applying such assessment tools as internal carbon pricing.</p> <p>The climate targets will be reviewed and renewed every 5 years unless there are significant changes in Ferrer's trajectory deriving from the organisation itself or from substantial changes in climate regulations and agreements.</p>

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
Biodiversity protection	Measures taken to preserve or restore biodiversity	GRI 3-3	6.3.2. Committing to the protection of biodiversity	
	Impacts caused by activities or operations in protected areas	Own indicators Own indicators		
		GRI 304-2	VI. "Liveable Planet" Annex	
INFORMATION ON SOCIAL ISSUES CONCERNING PERSONNEL				
Policies	Policies applied by the group, including due diligence procedures used to identify, assess, prevent, mitigate, verify and control significant risks and impacts, as well as the measures that have been adopted.	GRI 2-23 GRI 2-24 GRI 2-22	5.1.1. A great place to work, thanks to our people	
Main risks	Main risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks in the short, medium and long term.	GRI 2-25	Conversation with the CEO-President	The risks and processes relating to personnel are those covered by the organisation's occupational risk management and prevention.
		GRI 3-3	5.6. WellLiving: safety, health and well-being	

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
Employment	Total number and distribution of employees by sex, age, country and job classification	GRI 2-7	V. Great People Annex	
		GRI 2-8	V. Great People Annex	
		GRI 405-1 b)	V. Great People Annex	
	Total number and distribution of types of employment contracts	GRI 2-7	V. Great People Annex	
	Average annual number of permanent, temporary and part-time contracts by sex, age and job classification	GRI 2-7	V. Great People Annex	
	Number of redundancies by sex, age and job classification	GRI 401-1	V. Great People Annex	
	Average earnings and their evolution broken down by gender, age and job classification or equal value	GRI 405-2	V. Great People Annex	
	Wage Gap	INE (Spanish Institute of Statistics) / OECD indicator	V. Great People Annex	
	Remuneration of equal or average jobs in the company	Own indicators	V. Great People Annex	
	The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payment broken down by gender.	GRI 2-19	V. Great People Annex	
		GRI 2-20	V. Great People Annex	
	Own indicators	V. Great People Annex		
Measures taken to implement the right to disconnect	GRI 403-6	5.5. New ways of working		
Employees with disabilities	GRI 405-1. b)	5.7.2.. People with disabilities		
				The organisation does not have its own pension plan.

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ON SOCIAL ISSUES CONCERNING PERSONNEL				
Work organisation	Organisation of working time	GRI 2-7	5.5. New ways of working	
	Number of absence hours	GRI 3-3	5.5. New ways of working	
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	GRI 403-9 GRI 401-3	V. Great People Annex V. Great People Annex	
Health and Safety		GRI 3-3	5.5. New ways of working 5.6. WellLiving: safety, health and well-being	
	Health and safety conditions at work	GRI 3-3	5.6. WellLiving: safety, health and well-being	
	Accidents at work (frequency and severity) broken down by sex Occupational diseases (frequency and severity) broken down by sex	GRI 403-2 GRI 403-2	V. Great People Annex	
Social Relations		GRI 403-3		
	Organisation of social dialogue, including procedures for informing, consulting and negotiating with personnel	GRI 2-29	5.6. Social relations	
	Percentage of employees covered by collective bargaining agreements by country	GRI 2-30	5.6. Social relations	
	Review of collective agreements, particularly in the field of occupational health and safety at work	GRI 403-1 GRI 403-4	5.6. Social relations 5.6. Social relations	

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ON SOCIAL ISSUES CONCERNING PERSONNEL				
Training	Policies implemented in the field of training	GRI 3-3	5.2. Talent development	
	Total number of training hours by professional category	GRI 404-2 GRI 404-1	V. Great People Annex 5.2. Talent development	
Accessibility	Universal accessibility for people with disabilities	GRI 3-3	5.7.2. People with disabilities	
Equality	Measures taken to promote equal treatment and opportunities for men and women	GRI 3-3	5.7. Diverse people, inclusive people	
	Equality plans	GRI 3-3	5.7. Diverse people, inclusive people	
	Measures taken to promote employment	GRI 3-3	5.7. Diverse people, inclusive people	
	Protocols against sexual and gender-based harassment	GRI 3-3	5.7. Diverse people, inclusive people	
	The integration and universal accessibility of people with disabilities	GRI 3-3	5.7. Diverse people, inclusive people	
	Anti-discrimination and, where appropriate, diversity management policy	GRI 3-3	5.7. Diverse people, inclusive people	
		GRI 406-1	5.7. Diverse people, inclusive people	
INFORMATION ON RESPECT FOR HUMAN RIGHTS				
Policies	Policies applied by the group, including due diligence procedures used to identify, assess, prevent, mitigate, verify and control significant risks and impacts, as well as the measures that have been adopted.	GRI 2-23 GRI 2-24 GRI 3-3	7.3. Our defence of human rights 7.3. Our defence of human rights 7.3. Our defence of human rights	

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ON SOCIAL ISSUES CONCERNING PERSONNEL				
Main risks	Main risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks in the short, medium and long term.	GRI 3-3 GRI 2-12	7.3. Our defence of human rights 7.3. Our defence of human rights	
Human Rights	Implementation of human rights due diligence procedures Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress any abuses committed Complaints about cases of human rights violations	GRI 3-3 GRI 414-2 GRI 3-3 GRI 2-26 GRI 3-3	7.3. Our defence of human rights 7.3. Our defence of human rights 7.3. Our defence of human rights 7.3. Our defence of human rights 7.3. Our defence of human rights	

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ON SOCIAL ISSUES CONCERNING PERSONNEL				
		GRI 2-27	7.3. Our defence of human rights	The organisation has not received any sanctions or fines due to non-compliance with social or economic regulations or human rights violations.
	Promotion and compliance with the provisions of the ILO core conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in respect of employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour.	GRI 3-3	7.3. Our defence of human rights	Ferrer's Human Rights Policy lays out in detail the international commitments on which the company's commitment to Human Rights is based.
INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY				
Policies	Policies applied by the group, including due diligence procedures used to identify, assess, prevent, mitigate, verify and control significant risks and impacts, as well as the measures that have been adopted.	GRI 2-23 GRI 205-2 GRI 2-25	4.2.3. Ethical culture 4.2.3. Ethical culture 4.2.3. Ethical culture	

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ON SOCIAL ISSUES CONCERNING PERSONNEL				
Main risks	Main risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks in the short, medium and long term.	GRI 2-25 GRI 2-12 GRI 205-1	4.2.3. Ethical culture 4.2.3. Ethical culture 4.2.3. Ethical culture	
Corruption and bribery	Measures taken to prevent corruption and bribery Measures to combat money laundering Contributions to foundations and non-profit organisations	GRI 3-3 GRI 3-3 GRI 3-3 GRI 201-1 GRI 415-1	4.2.3. Ethical culture 4.2.3. Ethical culture 7.2.1. Contributions to foundations and non-profit organisations 7.2.1 Contributions to foundations and non-profit organisations 7.2.1 Contributions to foundations and non-profit organisations	Ferrer does not make contributions to political parties
INFORMATION ABOUT THE COMPANY				

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY				
Policies	Policies applied by the group, including due diligence procedures used to identify, assess, prevent, mitigate, verify and control significant risks and impacts, as well as the measures that have been adopted.	GRI 3-3	7.1. Commitment to sustainable development	
Main risks	Main risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks in the short, medium and long term.	GRI 2-12	4.2.4 Risk management	In order to detect the ESG risks to which Ferrer is exposed, a general identification of risks was carried out by determining our exposure to ESG risks, according to various parameters (country risk, sector risk, management risk), within the categories of Environment, Health, Human Rights, Labour Rights and Corporate Behaviour.

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY				
				<p>The ESG risks identified have been classified by magnitude as Top A (major and urgent risks), Top B (important risks) and Top C (low risks), using target prioritisation criteria based on impact and probability of occurrence.</p> <p>As a result, 36 ESG risks were identified, with 112 repetitions along the value chain, of which: 14 were Top A risks, 13 Top B risks and 9 Top C risks.</p> <p>Once the risks had been prioritised by each area of the value chain, all environmental risks were prioritised as Top B and Top C and, therefore, none of these turned out to be important and urgent in Ferrer's value chain (Top A).</p>

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ABOUT THE COMPANY				
				<p>The Top B risks are:</p> <ol style="list-style-type: none"> 1. Contamination of wastewater, air or surrounding land by toxic chemicals. 2. CO2 emissions. 3. Poor management of medical and healthcare waste. 4. Animal abuse arising from the testing of products on animals. 5. Depletion of natural resources and/or loss of biodiversity in the extraction and/or production processes. 6. Reduction of habitability in the local communities within the vicinity of the installations (due to odours, pollution, etc.). <p>The Top C risks are:</p> <ol style="list-style-type: none"> 1. Natural disaster affecting the operation of the facilities (floods, hurricanes, etc.). 2. Poor management of packaging waste.

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ABOUT THE COMPANY				
Company commitments to sustainable development	Impact of the company's activity on local employment and development	GRI 203-2	7.1. Commitment to sustainable development 8.4. Transparency	<p>The conclusion is that Ferrer's environmental management is robust and based on an audited environmental management system (ISO 14001) that takes into account elements such as waste management, calculation of carbon footprint, etc.</p> <p>In addition, energy audits are carried out every 4 years at our Corporate Services and Logistics Centres, Pharmaceutical and Chemical Plants.</p>
		GRI 204-1	8.4.2. Our contribution to society	
		GRI 413-1	7.1. Commitment to sustainable development	
	Impact of the company's activity on local populations and the territory	GRI 203-2	7.1. Commitment to sustainable development	
		GRI 413-1	7.1. Commitment to sustainable development	
	Relationships with local community actors and the types of dialogue with them	GRI 2-29	3. About this report	
	GRI 413-1	7.1. Commitment to sustainable development		
	Partnership or sponsorship actions	GRI 2-28 GRI 201-1	VIII. "What we do: our activity" Annex 7.2. Donations to society	

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ABOUT THE COMPANY				
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in our procurement policy	GRI 3-3		<p>DISCLOSURE 3-3. Supply chain partnerships</p> <p>Ferrer has a manual of good environmental practices for suppliers and contractors in which the company sets out the basic principles governing how waste generated at its work centres should be managed. Each work centre has a specific standard operating procedure for waste management and an environmental manager to ensure that all waste that can be managed at the centre is managed correctly. In addition, by carrying out half-yearly legal compliance audits, Ferrer ensures that all legal environmental requirements are met, especially in the area of waste. It should be noted that the company has all the storage and waste management spaces necessary to optimise waste management. In this way, the selective collection of waste at the plant is carried out at the points where the waste is generated, thus achieving high rates of segregation at source and facilitating the final management carried out by external waste managers.</p>

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ABOUT THE COMPANY				
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 2-6	8. What we do: our activity	Our contracts with waste managers establish the quality of the waste that Ferrer must deliver to them. If the waste does not meet the stipulated requirements, the manager would issue a complaint through the SDR system of the Agencia de Residuos de Cataluña (Waste Agency of Catalonia) and the waste would be returned to the Ferrer plant.
		GRI 3-3	4.1. Ferrer for good. Our raison d'être.	
		GRI 308-1	4.2.4 Risk management	
		GRI 308-2	4.2.4 Risk management	
		GRI 414-1	4.2.4 Risk management	
		GRI 414-2	4.2.4 Risk management	
	Monitoring and audit systems and audit results	GRI 308-1	4.2.4 Risk management	
		GRI 308-2	4.2.4 Risk management	
		GRI 414-2	4.2.4 Risk management	
Consumers	Consumer health and safety measures	GRI 3-3	8.2.1. Pharmacovigilance at Ferrer: the safety of our patients, our main concern.	
		GRI 416-1	8.2.1. Pharmacovigilance at Ferrer: the safety of our patients, our main concern.	
		GRI 416-2	8.2.1. Pharmacovigilance at Ferrer: the safety of our patients, our main concern.	During 2022, Ferrer has not received any type of sanction or fine related to the safety management of its products.

Contents of Law 11/2018 on non-financial information and diversity		Related standard (indicative)	Reference chapter	Observations
BUSINESS MODEL				
INFORMATION ABOUT THE COMPANY				
Tax information	Complaint systems, complaints received and their resolution	GRI 417-1	4.2.4 Risk management	
		GRI 2-26	7.3. Our defence of human rights	
	Benefits obtained by country	GRI 3-3	4.2.3. Ethical culture	
		GRI 418-1	4.2.4 Risk management	
Taxes paid by country	GRI 201-1	VIII. "What we do: our activity" Annex		
Public subsidies received	GRI 201-1	VIII. "What we do: our activity" Annex		

III. GRI Content index

The table below presents the general and specific core contents of the Global Reporting Initiative (GRI), in accordance with GRI Standards.

- Declaration of conformity: Ferrer has presented the information cited in this GRI content index for the period January 2022-December 2022 using the GRI Standards as a reference.
- GRI 1 USED: GRI 1 Fundamentals 2021
- Applicable sectoral standard: None

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
GENERAL DISCLOSURES			
GRI 2 - GENERAL DISCLOSURES 2021			
	1. The organization and its reporting practices		
	Disclosure 2-1 Organizational details	4.1. Ferrer for good. Our raison d'être. See also Annual Accounts and Annex "We are Ferrer. Ferrer for good".	
	Disclosure 2-2 Entities included in the organization's sustainability reporting	3. About this report	
	Disclosure 2-3 Reporting period, frequency and contact point	3. About this report	
	Disclosure 2-4 Restatements of information	No relevant changes in the information update have been updated	
	Disclosure 2-5 External assurance	Annex I. Statement by the independent verifier	
	2. Activities and workers		
	Disclosure 2-6 Activities, value chain and other business relationships	8. What we do: our activity. VIII. What we do: our activity Annex.	
	Disclosure 2-7 Employees	V. Great People Annex.	
	Disclosure 2-8 Workers who are not employees	V. Great People Annex.	
	3. Governance		
	Disclosure 2-9 Governance structure and composition	4.2.3. Ethical Culture	
	Disclosure 2-10 Nomination and selection of the highest governance body	There is no procedure	
	Disclosure 2-11 Chair of the highest governance body	The Chairman does not hold any executive position in the company.	
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	4.2.3. Ethical Culture	
	Disclosure 2-13 Delegation of responsibility for managing impacts	4.2.3. Ethical Culture	

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
GENERAL DISCLOSURES			
GRI 2 - GENERAL DISCLOSURES 2021			
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	The Non-Financial Information Statement forms part of the management report and is submitted to the Board for its formulation.	
	Disclosure 2-15 Conflicts of interest	PENDING VIII. "What we do: our activity" Annex	
	Disclosure 2-16 Communication of critical concerns	The Management Committee communicates them to the Chairman of the Board.	
	Disclosure 2-17 Collective knowledge of the highest governance body	4.2.3. Ethical Culture	
	Disclosure 2-18 Evaluation of the performance of the highest governance body	No relevant changes in the information update have been updated	
	Disclosure 2-19 Remuneration policies	V. Great People Annex.	
	Disclosure 2-20 Process to determine remuneration	V. Great People Annex.	
	Disclosure 2-21 Annual total compensation ratio	Gender wage gap is offered: V. Great People Annex.	
	4. Strategy, policies and practices		
	Disclosure 2-22 Statement in sustainable development strategy	2. A conversation with the CEO-President	
	Disclosure 2-23 Policy commitments	2. A conversation with the CEO-President 4.2.1 Our positive impact 5.1. A people-centred culture 6. Liveable Planet 7.1. Commitment to sustainable development	

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
GENERAL DISCLOSURES			
GRI 2 - GENERAL DISCLOSURES 2021			
	Disclosure 2-24 Embedding policy commitments	4.2.1. Our positive impact 5.1.1. A great place to work, thanks to our people 6.1. Liveable Planet Goals 7.1. Commitment to sustainable development	
	Disclosure 2-25 Processes to remediate negative impacts	4.2.3. Ethical Culture 5.6.2. Safety is non-negotiable 6. Liveable Planet VIII. What we do: our activity Annex.	
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	7.3. Our defence of human rights	
	Disclosure 2-27 Compliance with laws and regulations	PENDING	
	Disclosure 2-28 Membership associations	VIII. What we do: our activity Annex.	
	5. Stakeholder engagement		
	Disclosure 2-29 Approach to stakeholder engagement	3. About this report 5.6. Social relations	
	Disclosure 2-30 Collective bargaining agreements	5.6. Social relations	
MATERIAL TOPICS			
GRI 3 – MATERIAL TOPICS 2021			
	Disclosure 3-1 Process to determine material topics	3. About this report	
	Disclosure 3-2 List of material topics	3. About this report	

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
Access to healthcare			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	8. What we do: our activity 7.1. Commitment to sustainable development	
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			
	203-2: Significant indirect economic impacts	7.1.2. Employability: creating economic & social value 8.4.1. Transparency, which makes our impact more positive	
GRI 413 - LOCAL COMMUNITIES 2016			
	413-1: Operations with local community engagement, impact assessments, and development programs	7.1. Commitment to sustainable development	
Support for local communities			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	7.1. Commitment to sustainable development	
GRI 201 - ECONOMIC PERFORMANCE 2016			
	201-1: Direct economic value generated and distributed	VIII. What we do: our activity Annex.	
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			
	203-2: Significant indirect economic impacts	7.1. Commitment to sustainable development	
GRI 304 – BIODIVERSITY 2016			
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas of high biodiversity value outside protected areas	Ferrer has no centres in protected areas.	
GRI 413 - LOCAL COMMUNITIES 2016			

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
Care for vulnerable people	413-1: Operations with local community engagement, impact assessments, and development programs	7.1. Commitment to sustainable development	
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	7.1. Commitment to sustainable development	
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			
	203-2: Significant indirect economic impacts	7.1 Commitment to sustainable development	
GRI 413 - LOCAL COMMUNITIES 2016			
Support for and relationship with health professionals	413-1: Operations with local community engagement, impact assessments, and development programs	7.1. Commitment to sustainable development	
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	8.4.1. Transparency, which makes our impact more positive	
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			
	203-2: Significant indirect economic impacts	8.4.1. Transparency, which makes our impact more positive	
GRI 413 - LOCAL COMMUNITIES 2016			
Sectoral collaboration	413-1: Operations with local community engagement, impact assessments, and development programs	We solve unmet medical needs demanded by the citizens.	
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	8.4.1. Transparency, which makes our impact more positive	
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
	203-2: Significant indirect economic impacts	8.4.1. Transparency, which makes our impact more positive	
GRI 413 - LOCAL COMMUNITIES 2016			
	413-1: Operations with local community engagement, impact assessments, and development programs	We solve unmet medical needs demanded by the citizens.	
Human and labour rights			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	5.6 Social relations 7.1. Commitment to sustainable development	
GRI 407 – FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016			
	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	7.3. Our defence of human rights	
Diversity and inclusion			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	5.7. Diverse people, inclusive people	
GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY 2016			
	405-1: Diversity of governance bodies and employees	V. Great People Annex. 5.7.2. People with disabilities	
GRI 406 – NON-DISCRIMINATION 2016			
	406-1: Incidents of discrimination and corrective actions taken	5.7.1. Equality	
Circular Economy and Eco-design			
GRI 3 - MATERIAL TOPICS 2021			

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
	Disclosure 3-3 Management of material topics	6.2.2. Commitment 2: Promote the circular economy	
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			
	203-2: Significant indirect economic impacts	6.2.2. Commitment 2: Promote the circular economy	
GRI 301 - MATERIALS 2016			
	301-1: Materials used by weight or volume	VI. "Liveable Planet" Annex	
GRI 306 - WASTE 2020			
	306-1: Waste generation and significant waste-related impacts 306-2: Management of significant waste-related impacts 306-5: Waste directed to disposal	6.2.2. Commitment 2: Promote the circular economy. waste	
Ethics and compliance			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	4.2.3. Ethical culture. Management framework	
GRI 205 – ANTI-CORRUPTION 2016			
	205-2: Communication and training about anti-corruption policies and procedures	4.2.3 Ethical culture.	
Waste management			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	6. Liveable Planet	
GRI 306 - WASTE 2020			

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
	306-1: Waste generation and significant waste-related impacts 306-2: Management of significant waste-related impacts 306-5: Waste directed to disposal	6.2.2. Commitment 2: Promote the circular economy. waste	
Water management			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	6. Liveable Planet	
GRI 303 – WATER AND EFFLUENTS 2018			
	303-1: Interactions with water as a shared resource 303-2: Management of water discharge-related impacts 303-3: Water withdrawal 303-5: Water consumption	6.3.1. Ensuring proper management of water resources VI. Liveable Planet Annex. 6.3.1. Ensuring proper management of water resources	
Responsible management of the supply chain			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	4.2.4. Risk management 6.2.5. Commitment 5: Supply chain partnerships	
GRI 204 – PROCUREMENT PRACTICES 2016			
	204-1: Proportion of spending on local suppliers	VIII. "What we do: our activity" Annex	
GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
	308-1: New suppliers that were screened using environmental criteria 308-2: Negative environmental impacts in the supply chain and actions taken	VIII. "What we do: our activity" Annex 4.2.4. Risk management	

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
GRI 414 – SUPPLIER SOCIAL ASSESSMENT 2016			
	414-1: New suppliers that were screened using social criteria	4.2.4. Risk management	
	414-2: Negative environmental impacts in the supply chain and actions taken	4.2.4. Risk management	
Impact on health and pharmacovigilance			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	4.2.4. Risk management	
GRI 416 - CUSTOMER HEALTH AND SAFETY 2016			
	416-1: Assessment of the health and safety impacts of producto and service categories	4.2.4. Risk management	
Secure information and data privacy			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	4.2.4. Risk management	
GRI 418 – CUSTOMER PRIVACY 2016			
	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.2.4. Risk management	
Innovation in medicines and medical devices			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	8.1 Our solutions	
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			
	203-2: Significant indirect economic impacts	8.1 Our solutions	

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
GRI 413 - LOCAL COMMUNITIES 2016			
Mitigation and adaptation to climate change	413-1: Operations with local community engagement, impact assessments, and development programs	8.1 Our solutions	
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	6.2.1. Commitment 1: Establish our commitment to science	
GRI 302 - ENERGY 2016			
	302-1: Energy consumption within the organization 302-3: Energy intensity 302-4: Reduction of energy consumption 302-5: Reductions in energy requirements of products and services	6.2.3. Commitment 3: Energy decarbonisation	
GRI 305-EMISSIONS 2016			
	305-1: Direct (Scope 1) GHG emissions 305-2: Energy indirect (Scope 2) GHG emissions 305-3: Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions 305-7 Nitrogen oxides (NOx), sulfuro cides (Sox), and other significant air emissions	6.2.1. Commitment 1: Establish our commitment to science 6.2.1. Commitment 1: Establish our commitment to science 6.2.3. Commitment 3: Energy decarbonisation 6.2.4. Commitment 4: Promote sustainable mobility VI. "Liveable Planet" Annex	

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
Resources for responsible R&D			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	8.1. Our solutions	
GRI 201 - ECONOMIC PERFORMANCE 2016			
	201-4 Financial assistance received from government	VIII. "What we do: our activity" Annex	
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016			
	203-2: Significant indirect economic impacts	8.1. Our solutions	
GRI 413 - LOCAL COMMUNITIES 2016			
	413-1: Operations with local community engagement, impact assessments, and development programs	8.1. Our solutions	
Health and safety of workers			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	5.6.1. WellLiving: well-being is about living	
GRI 403 – OCCUPATIONAL HEALTH AND SAFETY 2018			
	403-1 Occupational health and safety management system	5.6. Social relations V. Great People Annex V. Great People Annex V. Great People Annex	
	403-2 Hazard identification, risk assessment, and incident investigation		
	403-3 Occupational health services	V. Great People Annex	
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.6.1. WellLiving: well-being is about living	
	403-5 Worker training on occupational health and safety	V. Great People Annex	
	403-6 Promotion of worker health		

STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSIONS
MATERIAL TOPICS			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related injuries	V. Great People Annex V. Great People Annex	
Innovation in medicines and medical devices			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	4.2.4. Risk management	
GRI 416 - CUSTOMER HEALTH AND SAFETY 2016			
	416-1: Assessment of the health and safety impacts of products and service categories 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	4.2.4. Risk management 8.2.1. Pharmacovigilance at Ferrer: the safety of our patients, our main concern.	
GRI 417 - MARKETING AND LABELING 2016			
	417-1: Requirements for products and service information and labeling	VIII. What we do: our activity Annex.	
Sustainability awareness			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	7.1. Contribution to sustainable development	
GRI 417 - MARKETING AND LABELING 2016			
	417-1: Requirements for products and service information and labeling	VIII. What we do: our activity Annex.	
Talent and professional development			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	5.2. Talent development	
GRI 404 - TRAINING AND EDUCATION 2016			
	404-1: Average hours of training per year per employee 404-2: Programs for upgrading employee skills and transition assistance programs	5.2. Talent development V. Great People Annex	
Transparency			
GRI 3 - MATERIAL TOPICS 2021			
	Disclosure 3-3 Management of material topics	4.2.3 Ethical culture	

IV. FERRER FOR GOOD ANNEX.

Suppliers for Good Programme.

Summary table of the KPIs used to monitor Ferrer's suppliers, proposed by Ecovadis.

ESG Requeriments	% Suppliers
Energy and GHG actions	15.18%
Reporting on energy consumption or GHGs	11.83%
ISO 14001 certified	10.26%
Use of renewable energy	9.78%
Reporting on CO2 emissions	8.76%
Carbon disclosure project (CDP) respondent	6.91%
Reporting on scope 3 GHG emissions	5.20%
Part of the Science Based Targets Initiative	4.10%
ISO 50001 certified	0.00%
No evidence of actions on employee health and safety issues	2.60%
No evidence of actions on working conditions	5.27%
Reporting on health & safety indicators	7.59%
OHSAS 18001/ISO 45001 certification or equivalent	6.50%
Policy on corruption	16.76%
Whistleblowing procedure in place	11.97%
Policy on sustainable procurement issues	7.25%
CSR Audit or assessment of suppliers	11.42%
No evidence of supplier CSR risk analysis and/or supplier CSR assessments	13.47%
Global Compact Signatory	6.77%

Group certifications.

CENTRE	ISO 14001	ISO 9001	IA	Legal audit of Occupational Health and Safety (OHS)	Integrated environment policy	Good Manufacturing Practice (GMP)	Responsible Care
Servicios Corporativos en L'Illa, Barcelona							
Planta Farmacéutica de Sant Cugat							
Centro Logístico de Sant Feliu de Buixalleu							
Planta Química de Sant Cugat							

V. GREAT PEOPLE ANNEX.

1. Social and staff issues

1.1. Total number and distribution of employees by sex, age, country and job classification

	2022	2021	2020	2019	2018	Variation 2022-2021 (%)
Women	892	852	859	853	979	4.48%
% women	48%	46.86%	46.16%	46%	45.30%	2.37%
Men	980	949	1,002	986	1,182	3.16%
% Men	52%	53.14%	53.84%	54%	54.70%	-2.19%
Total	1,872	1,801	1,861	1,839	2,161	3.79%

	2022	2021	2020	2019	2018	Variation 2022-2021 (%)
EUROPE	1526	1504	1569	1556	1874	0.014416776
Spain	1,460	1,443	1,506	1,507	1,816	1.16%
Women	671	663	678	691	808	1.19%
Men	789	780	828	816	1,008	1.14%
Germany	14	13	15	14	14	7.14%
Women	11	10	8	8	7	9.09%
Men	3	3	7	6	7	0.00%
Austria	6	5	-	-	-	16.67%
Women	4	3	-	-	-	25.00%
Men	2	2	-	-	-	0.00%
Portugal	46	43	48	49	58	6.52%
Women	20	19	22	21	27	5.00%
Men	26	24	26	28	31	7.69%
United Kingdom	1	-	-	-	-	100.00%
Women	1	-	-	-	-	100.00%
Men	-	-	-	-	-	0.00%
France	1	-	-	-	-	100.00%
Women	1	-	-	-	-	100.00%
Men	-	-	-	-	-	0.00%

(2-7) As of 31 December 2022, Ferrer's workforce comprised 1,872 people located on three continents, with a distribution of 48% women and 52% men.

NORTH AMERICA	73	57	49	48	44	21.92%
United States	73	57	49	48	44	21.92%
Women	31	20	14	14	14	35.48%
Men	42	37	35	34	30	11.90%
CENTRAL AMERICA - CARIBBEAN	182	158	162	154	143	13.19%
Mexico	160	140	149	149	143	12.50%
Women	80	69	75	70	67	13.75%
Men	80	71	74	79	76	11.25%
Costa Rica	19	18	13	5	-	5.26%
Women	13	13	9	4	-	0.00%
Men	6	5	4	1	-	16.67%
Dominican Republic	1	-	-	-	-	100.00%
Women	1	-	-	-	-	100.00%
Men	-	-	-	-	-	0.00%
El Salvador	1	-	-	-	-	100.00%
Women	-	-	-	-	-	0.00%
Men	1	-	-	-	-	100.00%
SOUTH AMERICA	69	61	58	60	69	11.59%
Chile	46	39	39	38	43	15.22%
Women	24	21	20	19	22	12.50%
Men	22	18	19	19	21	18.18%
Brazil	-	-	-	-	2	0.00%
Women	-	-	-	-	1	0.00%
Men	-	-	-	-	1	0.00%
Argentina	-	3	4	4	6	0.00%
Women	-	1	1	1	3	0.00%
Men	-	2	3	3	3	0.00%
Guatemala	1	-	-	-	-	100.00%
Women	-	-	-	-	-	0.00%
Men	1	-	-	-	-	100.00%
Peru	23	19	15	18	18	17.39%
Women	16	13	11	12	13	18.75%
Men	7	6	4	6	5	14.29%

MIDDLE EAST	20	21	23	21	17	-5.00%
Kazakhstan	20	21	23	21	17	-5.00%
Women	19	20	21	21	17	-5.26%
Men	1	1	2	-	-	0.00%

(405-1) The distribution of the staff at 31 December is shown below, according to job classification criteria, by age and gender:

Number and percentage of employed persons by job category and by age group	2022	Column 1	2021	Column 2	2020	
	No.	%	No.	%	No.	%
Direct labour	468		623		587	
Under 30	39	8.33%	63	10.10%	52	8.90%
Between 30 and 50	283	60.47%	382	61.30%	359	61.20%
Over 50	146	31.20%	178	28.60%	176	30.00%
Technicians and middle management	1,292		1,081		1,168	
Under 30	55	4.26%	68	6.30%	66	5.70%
Between 30 and 50	742	57.43%	609	56.30%	680	58.20%
Over 50	495	38.31%	404	37.40%	422	36.10%
Management Committee	112		97		54	
Under 30	1	0.89%	-	0.00%	1	1.90%
Between 30 and 50	74	66.07%	56	57.70%	28	51.90%
Over 50	37	33.04%	41	42.30%	25	46.30%

Number and percentage of people employed by professional category and sex	2022		2021		2020	
	No.	%	No.	%	No.	%
Direct labour	468		623		604	
Women	195	41.67%	303	48.60%	298	49.30%
Men	273	58.33%	320	51.40%	306	50.70%
Technicians and middle management	1,292		1,081		1,195	
Women	644	49.85%	509	47.09%	538	45.00%
Men	648	50.15%	572	52.90%	657	55.00%
Executives	99		97		50	
Women	47	47%	40	41.20%	17	34.00%
Men	52	53%	57	58.76%	33	66.00%
Management Committee	11		11		12	
Women	6	55%	6	55%	6	50.00%
Men	5	45%	5	45%	6	50.00%

1.2. Total number and distribution of types of employment contracts

(2-7) As at 31 December 2022, permanent contracts accounted for 98.8% of total employment contracts in the group, with a total of 1,851 permanent contracts, 47.5% of which were women and 52.5% men.

1.3. Average annual number of permanent, temporary and part-time contracts by sex, age and job classification

Number of employed people by employment contract (permanent/temporary) and by sex					
	2022	2021	2020	2019	2018
Indefinite	1,851	1,715	1,713	1,714	1,968
Women	881	795	781	781	882
Men	970	920	932	933	1,086
Temporary	21	86	148	139	193
Women	11	57	78	80	97
Men	10	29	70	59	96
Total	1,872	1,801	1,861	1,853	2,161

Average annual number of permanent contracts					
	2022	2021	2020	2019	2018
By sex					
Women	98.77%	92.96%	90.90%	90.70%	90.10%
Men	98.98%	96.73%	93.00%	94.10%	92.00%
By age group					
Under 30	96.80%	87.02%	79.80%	84.40%	74.20%
Between 30 and 50	98.72%	98.95%	94.90%	94.50%	92.00%
Over 50	99.40%	90.69%	88.80%	89.30%	92.00%
By job classification					
Technicians and middle management	98.30%	98.52%	98.20%	98.10%	95.20%
Management	100.00%	98.97%	100.00%	100.00%	100.00%

Average annual number of temporary contracts	2022	2021	2020	2019	2018
By sex					
Women	1.23%	6.69%	9.10%	9.30%	9.90%
Men	1.02%	3.06%	7.00%	5.90%	8.00%
By age group					
Under 30	3.16%	12.98%	20.20%	15.60%	26.00%
Between 30 and 50	1.27%	1.05%	5.10%	5.50%	7.70%
Over 50	0.59%	9.31%	11.20%	10.70%	7.50%
By job classification					
Technicians and middle management	1.60%	1.48%	1.80%	1.90%	4.80%
Management	0%	0.00%	-	0.00%	-

Average annual number of part-time contracts	2022	2021	2020	2019	2018
By sex					
Women	6.17%	4.93%	4.20%	4.40%	2.80%
Men	2.04%	2.00%	2.30%	1.90%	1.90%
By age group					
Under 30	0%	0%	-	0.90%	-
Between 30 and 50	2.09%	0.29%	0.20%	0.10%	0.50%
Over 50	7.67%	9.31%	9.00%	9.80%	5.60%
By job classification					
Direct labour	8.55%	7.54%	8.30%	9.00%	6.80%
Technicians and middle management	2.48%	1.20%	0.80%	0.50%	1.30%
Management	3.03%		-		-

With regard to the type of working day, as at 31 December 2022, 96% of Ferrer's workforce had a full-time contract.
In 2022, the total number of non-employees whose work is monitored by the organisation is 26 trainees.

Number of employed people by type of employment contract (full-time/part-time) and by sex	2022	2021	2020	2019	2018
Full-time	1,797	1,740	1,802	1,796	2,110
Women	837	810	823	823	951
Men	960	930	979	973	1,159
Part-time	75	61	59	57	51
Women	55	42	36	38	28
Men	20	19	23	19	23
Total	1,872	1,801	1,861	1,853	2,161

Number of employed people by type of employment contract (full-time/part-time) and by sex	2022	2021	2020	2019	2018
Full-time	1,797	1,740	1,802	1,796	2,110
Women	837	810	823	823	951
Men	960	930	979	973	1,159
Part-time	75	61	59	57	51
Women	55	42	36	38	28
Men	20	19	23	19	23
Total	1,872	1,801	1,861	1,853	2,161

People employed full-time, by sex and region	2022	2021	Variation 2022-2021 (%)
EUROPE	1,448	1,439	0.63%
Spain	1,387	1,384	0.22%
- Women	617	622	-0.80%
- Men	770	762	1.05%
Germany	14	12	16.67%
- Women	11	9	22.22%
- Men	3	3	0.00%
Portugal	45	43	4.65%
- Women	20	19	5.26%
- Men	25	24	4.17%
United Kingdom	1	-	100%
- Women	1	-	100%
- Men	-	-	0%
France	1	-	100%
- Women	1	-	100%
- Men	-	-	0%
NORTH AMERICA	73	56	30.36%
96 United States	73	56	30.36%
- Women	31	20	55.00%
- Men	42	36	16.67%
CENTRAL AMERICA - CARIBBEAN	181	158	14.56%
Mexico	160	140	14.29%
- Women	80	69	15.94%
- Men	80	71	12.68%
Costa Rica	21	18	16.67%
- Women	13	13	0.00%
- Men	8	5	60.00%
El Salvador	-	-	0%
- Women	-	-	0%
- Men	-	-	0%

People employed full-time, by sex and region	2022	2021	Variation 2022-2021 (%)
SOUTH AMERICA	69	61	13.11%
Chile	46	39	17.95%
- Women	24	21	14.29%
- Men	22	18	22.22%
Brazil	-	-	0%
- Women	-	-	0%
- Men	-	-	0%
Argentina	-	3	-100.00%
- Women	-	1	-100.00%
- Men	-	2	-100.00%
Peru	23	19	21.05%
- Women	16	13	23.08%
- Men	7	6	16.67%
Guatemala	-	-	0%
- Women	-	-	0%
- Men	-	-	0%
MIDDLE EAST	20	21	-4.76%
Kazakhstan	20	21	-4.76%
- Women	19	20	-5.00%
- Men	1	1	0.00%

People employed part-time, by gender and region	2022	2021	Variation 2022-2021 (%)
EUROPE	74	60	23%
Spain	74	59	25%
- Women	54	41	32%
- Men	20	18	11%
Germany	-	1	-100%
- Women	-	1	-100%
- Men	-	-	0%
Portugal	-	-	0%
- Women	-	-	0%
- Men	-	-	0%
NORTH AMERICA	-	1	-100%
United States	-	1	-100%
- Women	-	-	0%
- Men	-	1	-100%
CENTRAL AMERICA - CARIBBEAN	1	-	100%
Mexico	-	-	0%
- Women	-	-	0%
- Men	-	-	0%
Costa Rica	1	-	100%
- Women	1	-	100%
- Men	-	-	0%
SOUTH AMERICA	-	-	0%
Chile	-	-	0%
- Women	-	-	0%
- Men	-	-	0%
Brazil	-	-	0%
- Women	-	-	0%
- Men	-	-	0%
Argentina	-	-	0%
- Women	-	-	0%
- Men	-	-	0%

People employed part-time, by gender and region	2022	2021	Variation 2022-2021 (%)
Peru	-	-	0%
- Women	-	-	0%
- Men	-	-	0%
MIDDLE EAST	-	-	0%
Kazakhstan	-	-	0%
- Women	-	-	0%
- Men	-	-	0%

(401-1) 1.4. Number of redundancies by sex, age and job classification

The total number of redundancies broken down by gender, age group, job category and region is presented below:

Number of redundancies by sex, age and job classification	2022	2021	2020	2019	2018	Variation 2022-2021 (%)
By sex						
Women	23	41	35	31	23	-43.90%
Men	35	62	48	28	36	-43.55%
By age group						
Under 30	3	7	6	4	3	-57.14%
Between 30 and 50	35	57	42	31	22	-38.60%
Over 50	20	39	35	21	34	-48.72%
By job classification						
Direct labour	10	44	19	7	4	-77.27%
Technicians and middle management	44	54	60	14	50	-16.67%
Management	4	5	3	9	5	-20%
By region						
Europe	33	75	62	33	55	-56.00%
North America	-	0	0	2	2	0.00%
Central America - Caribbean (+ Mexico)	24	19	19	21	0	26.32%
South America	1	9	1	1	1	-88.89%
Middle East	-	0	1	2	1	0.00%

Turnover rate	2022	2021	2020	2019	2018
By sex					
Women	3.67%	4.80%	4.10%	3.60%	2%
Men	2.80%	6.50%	4.80%	2.80%	3%
By age group					
Under 30	12%	5.30%	4.60%	3.40%	2%
Between 30 and 50	3%	5.40%	4.00%	2.90%	2%
Over 50	1%	6.30%	5.60%	3.40%	4%
By job classification					
Direct labour	5.32%	7.90%	3.00%	1.20%	1%
Technicians and middle management	2.53%	4.90%	5.60%	1.20%	3%
Management	0.00%	1.00%	2.80%	14.50%	16%
By region					
Europe	2.11%	5.00%	4.00%	2.10%	3%
North America	0.00%	0.00%	0.00%	4.20%	5%
Central America - Caribbean (+ Mexico)	20.92%	12.90%	11.70%	13.60%	
South America	3.08%	14.75%	1.70%	1.70%	1%
Middle East	0.00%	0.00%	4.30%	9.50%	6%

1.5. Remuneration and pay gap

The group does not have a specific remuneration policy. Remuneration depends on the characteristics of each job. In this respect, all positions within the company are calibrated in the salary structure. To this end, Ferrer has defined salary bands based on the organisational structure and on the reference labour market, and remuneration is established according to the level of the job position, experience and performance. In a new position, internal equity is sought, as well as external competitiveness with the salary bands set at each level.

The average remuneration of Ferrer's workforce for 2022 is presented in the table below:

(405-2) Average remuneration (in euros)	2022	2021	2020	2019	2018	Variation 2022-2021 (%)
By sex						
Women	€51,067.09	€48,626.24	€41,131.00	€41,247.93	€40,683.64	5.02%
Men	€55,084.66	€57,397.11	€48,628.00	€47,606.07	€47,898.70	-4.03%
By age group						
Under 30	€32,345.16	€32,434.46	€26,636.00	€25,945.68	€28,500.61	-0.28%
Between 30 and 50	€54,132.90	€47,143.29	€40,413.00	€39,613.12	€41,474.79	14.83%
Over 50	€54,547.92	€65,441.42	€56,177.00	€51,054.95	€54,692.75	-16.65%
By job classification						
Direct labour	€34,324.30	€32,544.22	€30,467.00	€31,333.69	€26,073.08	7.72%
Technicians and middle management	€52,312.89	€57,583.39	€42,918.00	€45,728.87	€46,141.38	-15.02%
Management	€153,446.47	€152,079.76	€124,880.00	€136,738.13	€229,265.29	-15.73%

(202-1) Ratio of standard entry-level wage by sex compared to local minimum wage	2022	2021	2020	2019	2018	Variation 2022-2021 (%)
Standard entry-level wage (Ferrer - Spain)						
Women	€17,868.31	€16,197.71	€18,603.32	€15,808.83	€15,264.45	10.31%
Men	€19,548.44	€16,197.71	€18,603.32	€18,149.58	€17,706.90	20.69%
Local minimum wage (Sector - Spain)						
Women	€16,521.62	€16,197.71	€16,201.78	€15,646.18	€15,264.70	2.00%
Men	€16,521.62	€16,197.71	€18,603.32	€15,646.18	€15,264.70	2.00%
Ratio of standard entry-level wage (Ferrer) compared to local minimum wage						
Women	108.15%	100.00%	114.82%	101.04%	100.00%	
Men	118.32%	100.00%	100.00%	116.00%	116.00%	

In 2022, the average salary was €51,067.09 for women and €55,084.66 for men, which implies an average female to male salary ratio of X.

To calculate the pay gap, the theoretical gross annual salaries (including all fixed and some variable salary items) have been considered. The theoretical gross annual salary homogenises the employee's employment situation, as it considers him/her as a full-time employee with a 100% work activity coefficient during the entire FY under analysis. It should be noted that 30 annual salaries of employees of international subsidiaries could not be collected.

In addition, the average remuneration of the members of the Management Committee in 2022 was as follows:

The remuneration received by the members of the Board of Directors of the parent company amounted to EUR 1.5 million in financial year 2021. During the financial year 2021, one of the current members of the Board of Directors has been a member of the Group's senior management. As of 31 December 2021, the Board of Directors consists of 4 members (4 men), of which one is a member of the Group's senior management. As regards senior management, there are 11 members of the Management Committee (6 women and 5 men), with a total remuneration equivalent to 4.4 million euros in the financial year 2021.

None of the contracts are considered to be senior management contracts.

Wage gap	2022	2021	2020	2019	2018
By sex					
Gross salary/hour for women	29.43	27.75	23.48	23.54	23.22
Gross salary/hour for men	31.65	32.76	27.76	27.17	27.34
Ratio	93.03%	84.72%	84.58%	86.64%	84.94%

Management Committee average salary (in euros)	2022	2021	2020	2019	2018	Variation 2022-2021 (%)
Women	€211,910.05	€331,911	€217,717.00	€204,829.22	€162,788.78	-36.15%
Men	€350,407.66	€490,169	€239,033.00	€216,345.49	€269,206.37	-28.51%

(403-9)

1.6. Health and safety

Accidents	2022	2021	2020	2019	2018	Variation 2022-2021 (%)
Accidents without sick leave	27	29	38	34	64	-6.90%
Women	15	15	13	10	n.d.	0.00%
Men	12	14	18	24	n.d.	-14.29%
Accidents with sick leave	45	27	31	41	49	66.67%
Women	19	10	13	20	22	90.00%
Men	26	17	18	21	27	52.94%
Frequency rate	13.78	8.88	9.33	13.27	13.84	55.18%
Women	11.99	7.99	8.51	14.16	16.25	50.06%
Men	15.23	9.59	10.01	12.51	15.29	58.81%
Severity index	0.47	0.24	0.19	0.45	0.36	95.83%
Women	0.59	0.25	0.11	0.36	0.49	136.00%
Men	0.38	0.23	0.25	0.53	0.32	65.22%
Absenteeism rate	0.38	0.21	0.15	0.36	0.29	80.95%
Women	0.47	0.2	0.09	0.29	0.35	135.00%
Men	0.31	0.21	0.2	0.42	0.23	47.62%
Hours of absence	9,920	5929	4,536	11,160	10,312	67.31%
Women	5472	2536	1200	4056	5,568	115.77%
Men	4448	3384	3336	7104	4,744	31.44%
Deaths due to accidents at work or occupational diseases	0	0	0	0	0	-
Women	0	0	0	0	0	-
Men	0	0	0	0	0	-

Occupational diseases	2022	2021	2020	2019	2018
Frequency rate	0	0	0	0.65	0.28
Women	0	0	0	1.42	0.71
Men	0	0	0	0	0
Severity index	0	0	0	0.05	0.004
Women	0	0	0	0.109	0.01
Men	0	0	0	0	0

n.d. No data are available.

OHS KPIs refer only to workplaces in Spain.

1.7. Work organisation

(401-3)

Parental leave	2022	2021	2020	2019	2018	Variation 2022-2021 (%)
Staff who have been entitled to parental leave	109	73	57	62	75	49.32%
Women	41	38	29	36	41	7.89%
Men	68	35	28	26	34	94.29%
Staff who took parental leave	109	73	57	62	75	49.32%
Women	41	38	29	36	41	7.89%
Men	68	35	28	26	34	94.29%
Return-to-work rate						
Women	100%	100%	85.30%	100%	88%	0.00%
Men	100%	100%	96.60%	100%	97%	0.00%
Retention rate						
Women	100%	100%	92.60%		93%	0.00%
Men	100%	100%	94.40%		94%	0.00%

1.8. Other GRI content.

DISCLOSURE 402-1 Minimum notice periods regarding operational changes

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

DISCLOSURE 403-1. Occupational health and safety management system

Our occupational health and safety management system ensures compliance with the Occupational Health and Safety regulatory framework as well as many of the requirements of ISO 45001.

It applies to the whole group.

DISCLOSURE 403-2. Hazard identification, risk assessment, and incident investigation

At Ferrer, we identify and assess risks using a methodology that takes both probability and severity into account. Such assessments are always carried out by competent staff, whose level of qualification is appropriate to the nature of the assessment.

To assess the risks associated with safety, the official method of the country where the Company

is located is used as the preferred method, in order to take into account the probability, consequences and severity of each risk and the control measures put in place.

In the case of hygienic, ergonomic and psychosocial factors for which the regulations do not specify which methods should be used, or when the assessment criteria contemplated in these regulations need to be interpreted, the Health and Safety Department uses the methods or criteria contained in corporate standards, UNE standards, local country standards and international standards. In the absence of the above, guides from other entities of recognised prestige in the field are used, or other professional methods or criteria described in documents, which provide a certain level of confidence in their results.

In all cases, the general and specific risk assessment reports contain a detailed description of the methodology used.

Hazardous situations are communicated through various channels, by means of risk communications, work orders, mails directly to the prevention technician or manager and through the Prevention Delegates.

Accidents and incidents are investigated and all are recorded on a form.

DISCLOSURE 403-3. Occupational health services

Ferrer has contracted health monitoring services with a third party, thus guaranteeing the confidentiality of medical data.

The company only issues medical fitness certificates (fit, unfit, fit with restrictions), as well as epidemiological reports that allow us to subsequently design actions aimed at promoting health and improving working conditions.

DISCLOSURE 403-4 Worker participation, consultations, and communication on occupational health and safety

As part of our Occupational Health and Safety Management System, we have defined a communication, consultation and participation procedure, according to which all operational workplaces in Spain have formal worker representation. Thus, four ordinary meetings are held on a quarterly basis each year and extraordinary meetings are held as and when necessary. Likewise, the group's other subsidiaries comply with local regulations in force on this point, both with regard to the constitution of the committees and the frequency at which meetings are held.

403-5 Worker training on occupational health and safety

As part of the Occupational Health and Safety Management System, we have an Information, Competence and Awareness procedure that includes various types of training: initial training, training on ADR (agreement on the transport of dangerous goods by road), work at heights, emergencies, first aid, AED (automatic external

defibrillator), ergonomics, awareness workshops, Smartworking, ATEX (explosive atmospheres), and electrical risk, among others.

The total number of hours of occupational health and safety training per worker varies according to the risks of the work centre. However, it is estimated that the average number of training hours on occupational health and safety at all work centres is 3.5 hours per worker. The number of workers trained on this matter in 2022 is 1,400 people.

In addition, Ferrer employees receive health promotion training as part of the WellLiving strategy, estimated at approximately 9,250 hours in total.

403-7 Prevention and mitigation of impacts on the health and safety of workers directly linked to business relations

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

403-8 Workers covered by an occupational health and safety management system

The Occupational Health and Safety Management System applies to all Ferrer employees, centres and activities.

At Ferrer we believe in creating shared value between our organisation and society.

That's why we're convinced that, through our work to foster a culture of safety in our organisation, we also impact the safety culture of the communities in which we operate.

We ensure that any contractors accessing our facilities are properly trained, briefed and equipped with all the necessary equipment to perform their tasks safely.

The companies that carry out work for Ferrer are registered on a Business Activity Coordination platform through which documentation, risk assessment, training, health monitoring, etc. are exchanged. If companies employing workers who provide services in Ferrer do not comply with the minimum legislation requested, they cannot access the facilities.

We consider health and safety management to be an essential element in the selection of suppliers and contractors.

We encourage Ferrer people to apply knowledge of occupational safety, health and well-being to their private lives, at home, and during their leisure time.

404-2 Programmes to develop employee skills and transition assistance programmes

We think positively and are convinced that it's easier to achieve something when you firmly believe in it

CORPORATE PROGRAMMES

Training courses that are available to everyone and that transcend the calendar year.

CROSS-DISCIPLINARY TRAINING

Training actions that cover needs identified during the course of each year.

UPSKILLING

DO YOJU SPEAK FERRER:

This is the online training proposal of our Language Programme.

OPEN LEARNING

Programme for requesting training to meet the need to learn technical skills to improve performance of roles in the workforce.

PREMIUM TRAINING

Financed executive training (Masters, MBA, etc.), aimed at courses that people from Ferrer can access if they meet certain requirements.

BE AGILE

Training programme with content for learning all the ways we can be agile in our day-to-day lives.

TAKE-AWAY LEARNING MARKET

Open catalogue where you can find training resources to improve job skills.

SUSTAINABILITY

Self-training catalogue on topics related to sustainability.

Wellbeing, Health & Safety:

Courses that help to maintain well-being in the body and in everyday life.

LEADERSHIP LAB

Our training proposal for all Ferrer leaders.

OPERATIONS LAB

Certificate of professionalism for Operations.

SALES LAB

The commercial school of the sales force where training itineraries are proposed to upskill the profiles of sales reps and sales force managers.

MEDICAL LAB

Provides training on all our products.

VI. LIVEABLE PLANET ANNEX.

DISCLOSURE 301-1 AND 301-2

(301-1) The consumption of materials and raw materials, as well as the consumption of recycled inputs is shown below.

Packaging consumption data 2022						
		2019	2020	2021	2022	% Annual
Primary packaging	kg	915,421	1,084,198	613,104	830,582	35.50%
Secondary packaging	kg	920,700	961,360	660,422	829,334	25.60%
Tertiary packaging	kg	615,264	597,058	524,082	590,703	12.70%
Packaging for chemical products	kg	52,920	43,550	50,892	43,119	-15.3%

Consumption of materials and raw materials	2022	2021	2020	Variation 2021-2022 (0%)
RAW MATERIALS				
Raw materials (kg)	3,635,378	3,891,560	3,898,224	-6.58%
Raw materials (litres)	45,050	58,445	87,795	-22.90%
Raw materials	212,241,181	199,649,662	207,369,879	6.30%
GLOBAL PACKAGING				
Primary packaging				
Glass (kg)	239,020	182,029	443,743	31.30%
LDPE plastic (kg)	129,022	94,245	134,585	36.90%
HDPE plastic (kg)	721	397	2,279	81.80%
PVC Plastic (kg)	15,864	21,162	26,448	-25.00%
PP Plastic (kg)	3,250	1,546	7,417	110.22%
PS Plastic (kg)	6,672	4,827	7,015	38.20%
Aluminium in tube (kg)	32,867	22,117	35,273	48.60%
Aluminium in blister packs (kg)	60,223	51,953	56,636	15.90%
Strips (kg)	33,261	29,405	63,212	13.10%
Solids sachets (kg)	39,467	10,690	14,564	269.20%
Liquids sachets (kg)	5,757	5,757	9,844	0%
PVC + PVDC (kg)	30,003	26,325	45,674	14.00%
PVC + ACLAR (kg)	0	0	0	
Aluminium, paper and plastic composite (kg)	232,595	160,947	231,708	44.50%

Consumption of materials and raw materials	2022	2021	2020	Variation 2021-2022 (0%)
Aluminium (kg)	0	0	0	
Plastic (kg)	0	0	0	
Metals (kg)	0	0	0	
PET plastic (kg)	0	0	8,799	
Total primary packaging (kg)	828,723	611,400	1,084,198	35.50%
Secondary packaging				
Leaflet paper (kg)	130,325	140,383	136,449	11.00%
Boxes (kg)	699,008	820,977	784,251	28.70%
Total secondary packaging (kg)	829,334	961,360	920,700	25.60%
Tertiary packaging				
Packing boxes (kg)	263,833	291,672	269,205	35.70%
Shrink film (kg)	6,720	2,400	4,320	-17.60%
European pallet (kg)	40,000	74,340	58,120	2.80%
Pressed fibre pallet (kg)	212,000	152,880	210,600	-8.90%
Plastic pallet (kg)	12,720	16,360	13,440	0%
Picking box (kg)	59,954	67,475	53,860	46.60%
Edge guard or packing sheet (kg)	6,016	7,390	25,919	3.30%
Labels (kg)	8			-70.40%
Adhesive tape (kg)	214			-34.80%
Picking filling (kg)	1,958			-33.40%
Total tertiary packaging (kg)	603,423	597,058	885,874	12.70%

Consumption of materials and raw materials	2022	2021	2020	Variation 2021-2022 (0%)
Packaging for chemical products				
Kraft fibre drum (u.)	31,220	32,013	40,344	-14.70%
PE bag (u.)	6,324	5,732	7,660	-24.70%
Blue drum (u.)	274	91	274	0%
Silica gel sachet (u.)	0	125	96	-100.00%
HDPE container (u.)	605	575	156	65.30%
Aluminium container (u.)	590	1,319	889	-72.00%
Aluminium bag (u.)	1,807	1,356	1,248	42.30%
Stainless steel container (u.)	0	130	164	0%
Container or cardboard packaging (u.)	2,299	2,209	2,089	31.40%
Total chemical packaging (u.)	43,119	62,902	25,028	-15.30%
Recycled inputs	2022	2021	2020	Variation 2021-2022 (%)
Methanol (t)	1,776	1,776	1,527	0%
Ethanol (t)	600	600	491	0%
Maquilas (t)	173	173	164	0%
Proportion of recycled inputs compared to total consumption (%)	71.14%	66.45%	55.99%	-7.06%

DISCLOSURE 303-1. Interactions with water as a shared resource and DISCLOSURE 303-2. Management of impacts related to water discharges

PHARMACEUTICAL SPECIALITIES PLANT:

The entire production plant is equipped with various automated cleaning systems in order to achieve optimum cleaning in terms of quality and efficiency with regard to the environment and the consumption of water resources.

In 2013, the refurbishment of the production plant was carried out in accordance with LEED certification guidelines (green roof, recovery of reverse osmosis reject water for toilets, water-saving taps, etc.).

The highest consumption, representing 51% of the total, is due to water treatment. Of this consumption, it is estimated that 32% is not used and is discharged directly into the wastewater network. The plant's consumption of liquids/creams, corresponding to 18%, is controlled. This system is optimised and it is not therefore deemed necessary to apply any kind of savings programme. DHW consumption for cleaning and changing rooms is equivalent to 10%. The percentage of water used in the changing rooms should be determined in order to anticipate the effect it could have in the event of a consumption restriction. Other consumption, representing 21% of total consumption, is not controlled and has no associated meter.

INTERQUIM SANT CUGAT: Interquim S.A. treats the wastewater generated by the production process through a biological treatment plant.

First, a physical treatment is carried out to separate the bulkiest waste, the resulting water is homogenised and treated in a biological reactor to reduce the pollutant load of the water. It is passed through a secondary decanter, thus discharging the treated water under normal conditions.

The sludge generated from the biological reactor is centrifuged to reduce the water

content, thus generating less waste. Furthermore, consumption ratios are used at the plant level to see the points of highest consumption in the production processes.

When developing a new process, if water is an important part of the process, as in the case of UTP, the R&D department studies what that process' minimum water consumption might be. Water and treatment plant levels are also parameterised on a daily basis. For example, COD (chemical oxygen demand), phosphates, nitrates, oxygen, pH, etc. are analysed. Analyses are also carried out quarterly by a subcontracted company. In addition, we reuse water in the plant through the cooling circuit with the cooling towers.

When creating a new process, one of the criteria Ferrer's R&D department uses is the optimisation of raw materials or natural resources, such as water. Consumption data is available for the cooling towers, DIW (deionised water), social building sanitary water and fire protection. The rest of the consumption, which currently represents 54% of the total, is not controlled. With respect to controlled consumption, the following should be noted:

- 1) Cooling towers (C2). This system is optimised by the current control system and therefore no savings programme is deemed necessary.
- 2) DIW (C4): The following meters depend on this one (purged DIW meter + generated

DIW meter). No possibility of minimising consumption is established, as it is already optimised. It is not deemed necessary to apply any savings programme.

- 3) Social building (CA). Sanitary water: According to 2019 data, this represents 0.8% of total activity consumption. It is not deemed necessary to apply any savings programme although we should subtract the consumption of zone Q1 (HAPI s) that derives from the same meter. Therefore, this data cannot be considered reliable at present.
- 4) Consumption of fire-fighting network (CB).

The remaining consumptions are:

- Production: We have estimates for high-consumption systems such as scrubbers and pumps. These estimates are based on operating hours. Other uses associated with production are not controlled.
- Irrigation system: This system was analysed during 2019 and the planned irrigation system has been changed to a drip system to minimise water consumption. Without consumption it is not controlled.
- Cleaning: This consumption is not currently controlled.

Sanitary water. The consumption of sanitary water, except in the social building, is not controlled.

Fighting pollution

Beyond climate change, our work must focus on minimising the environmental impact of our activity, including all types of polluting emissions that directly affect the environments in which we operate.

Atmospheric pollution

All our emission sources comply with current legislation regarding atmospheric emissions and preventive maintenance. They are periodically reviewed by means of an authorised noise pollution study (ECA) to ensure that the emission limits set for our activity are not exceeded. In this regard, it should be noted that none of our centres has failed to comply with the limit values established for atmospheric emissions.

In addition, self-monitoring is carried out at our facilities whenever there may be changes in atmospheric emissions resulting from new processes or changes to existing processes. It should also be noted that Ferrer calculates its Corporate Carbon Footprint on an annual basis using an external emissions calculation tool. This calculation is verified and updated once a year by an external company.

For each emission source, Interquim, S.A. has a logbook endorsed by the Direcció General de

Qualitat Ambiental in which the results of the controls carried out are recorded.

The logbooks are differentiated according to whether they relate to industrial processes or combustion plants.

Likewise, the minutes and reports corresponding to the regulatory controls carried out, drawn up by the contracted Inspection and Control Entity, are also kept.

(3-3)

Ferrer's emission sources comply with current legislation regarding atmospheric emissions and preventive maintenance of the sources. The company has a specific standard operating procedure for the management of communications and complaints relating to air pollution management. There is also a specific Self-Protection Plan that establishes the protocols to be followed in the event of any environmental emergency that may occur at our facilities.

(305-7)

By 2022, a 0.8% reduction in atmospheric emissions has been achieved.

Other significant air emissions (kg)	2022	2021	2020	Variation 2021-2022 (%)
Nitrogen oxides (NOx)	1,527	1,527	4,793	0.00%
Sulphur oxides (SOx)	0	0	0	
Volatile organic pollutants (VOC)	197,534	199,113	200,490	-0.80%
Hazardous air pollutants (HAPs)	3,026	3,123	6,826	-3.10%
% Particles	10	29	61	-65.20%
Total	202,097	203,792	212,170	-0.80%

LIGHT POLLUTION

Controls are carried out to assess the levels of light pollution and the results show that these levels are within the limits set by the current legislation. In this case, management is governed by Decree 190/2015, of 25 August, implementing Law 6/2001, of 31 May, on the environmental management of lighting for the protection of the night environment.

NOISE POLLUTION

Noise values are monitored every two years at the outer perimeter by means of a Noise Pollution Study (ECA). In these controls, noise levels are always within the limits established by current legislation.

At the Sant Cugat drug production plant (FISA) and the Sant Feliu de Buixalleu logistics centre (SFB), the activity of the production plant has an impact associated with noise, due to the fact that it is an industrial activity.

Noise generated by Interquim, S.A.'s activities and emitted outside of the facilities is controlled by means of sound level measurements at different points and when all the activities are in normal operation.

Noise emission measurements have been carried out in the vicinity of the facilities by an external company, considered an initial control. Follow-up checks shall be carried out on an annual basis except for the following cases, where the head of department would request an immediate control:

- Modification of local ordinances regulating this aspect.
- Complaint or report filed by neighbours.
- Substantial modification of activities or facilities of Interquim, S. A.
- The Environmental Protection Assurance Officer coordinates the tasks associated with noise control. This means that he or she:
- Requests an external company to carry out a sound level study in the external areas of Interquim, S. A., S.A. A.
- Supervises the conduct of the study.
- Requests from the contracted company the calibration certificates of the equipment used in the measurement.
- Following receipt of the report of results, he or she compares them with the applicable reference values.
- If the reference values are exceeded, they initiate the process of deviation from the Environmental Management System (EMS).
- The implementation of corrective actions shall be the responsibility of the maintenance department.

Sound level measurements are taken during the day, evening and night, and when all the installations are in operation.

The control or noise measurement points are determined by the technician, who will take measurements after having visited the installations to determine which places have the highest noise emissions.

When taking the measurements, all noise emission sources in the area will be recorded (nearby companies, neighbours, etc.), and the external company will be asked to show this in the final report, as these emission sources that do not belong to Interquim, S. A., may interfere with the final result.

(3-3) (303-1) SOIL CONTAMINATION

As in the previous cases, in terms of soil contamination, all values are within the limits set by the current legislation.

Within the framework of the ISO 14001:2015 standard on EMS, a risk and opportunity analysis is carried out, applying a methodology used to prevent and manage risks through actions and objectives. In addition, through Ferrer's sustainability strategy, in which an area of action is dedicated to water, we analyse whether or not there is a need to carry out any water-related projects. Below are details of how each centre manages its water resources:

- Pharmaceutical specialities plant: the entire production plant is equipped with various automated cleaning systems to ensure optimal cleaning in terms of quality, environmental efficiency and the consumption of water resources. In 2013, the refurbishment of the production plant was carried out in accordance with LEED certification guidelines (green roof, recovery of reverse osmosis reject water for toilets, water-saving taps, etc.).

Interquim Sant Cugat: Interquim S.A. treats the wastewater generated by the production process through a biological treatment plant. In 2022, it was determined that the best technology for increasing wastewater treatment capacity through renovation, refurbishment and optimisation, is electro-oxidation. In 2023, the surfactant treatment line is starting to be implemented, with completion expected in the last quarter of the year. By 2024, Interquim will start to treat aqueous solutions to reduce the amount of waste, which represents a large volume of its total amount. This will improve the quality of the sludge from the treatment plant and enable the increase in production of recent years to be maintained. When developing a new process, if water is an important part of the process, as in the case of UTP, the R&D department studies what that process' minimum water consumption might be. The water levels and the treatment plant are also parameterised on a daily basis, analysing COD, phosphates, nitrates, oxygen, pH, etc. Analyses are also carried out every quarter by a subcontracted company.

(303-2) In general terms, wastewater discharge limits are set by the laws and regulations applicable to each location. A specific wastewater discharge permit is available for each operating plant. This permit indicates the limits set by the competent authority on the quality of the discharged water. To ensure compliance with these discharge limits, regular checks are carried out on the parameters set out in each plant's discharge permit.

(304-2) The activity of Ferrer's operations centres is located within industrial estates and therefore does not have a direct impact on biodiversity. The company does not have any work centres located within a protected area. Most of the buildings have landscaped areas and green roofs that contribute towards recovering the natural spaces occupied by the surface of these buildings. These green roofs are made up of plants that are indigenous to the area and also help to improve the insulation of the building, making it much more energy efficient.

VIII. ANNEX WHAT WE DO: OUR ACTIVITY.

Our fiscal policy

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

Responsible fiscal conduct is aligned with our values as an entity committed to assuming public burdens in the countries in which it operates, in order to contribute to the sustainable development and social progress of each territory, in accordance with the United Nations' Sustainable Development Goal number eight.

Thus, we promote responsible taxation that takes into account the interests and sustainable economic development of the jurisdictions in which Ferrer operates, with the taxes and duties paid by the entities of the Ferrer Group in the countries in which they operate constituting their main contribution to the support of their public burdens and, therefore, one of their contributions to society.

At Ferrer, we have a specific department within our governance model that manages regulatory compliance in tax matters. The Corporate Tax Department is responsible for monitoring tax risks and for the associated controls in order to prevent or reduce the likelihood of their occurrence and/or impact.

The management of tax risks is part of Ferrer's risk management policy and is reflected in the existence of processes, systems and internal controls for the management of tax risks. Thus, the tax management and control system, in general, has 4 key objectives:

1. Identify the tax risk according to whether it is a compliance risk, an interpretative risk, a regulatory risk or a reputational risk.
2. Report the tax risk to Ferrer for its information.
3. Analyse, assess and manage tax risk in accordance with tax performance principles.
4. Reduce tax risk by updating and improving tax information management and control procedures.

Our fiscal policy is aligned with internal and external protocols, for example:

1. National and international tax regulations, in addition to OECD guidelines for multinational enterprises and the reports of the Base Erosion and Profit Shifting (BEPS) Project promoted by the G20 and the OECD.
2. The Ferrer Code of Ethics.
3. Corporate Anti-Corruption and Anti-Bribery Policy.
4. The Corporate Policy for the Prevention of Money Laundering and Terrorist Financing.

And with 8 levels of internal responsibility, including:

1. The Board of Directors and the Audit and Compliance Advisory Board, whose duty is to promote the monitoring of the principles and good practices.
2. The Management Committee, the highest management body at Ferrer.
3. The Chief Financial & Corporate Services Officer (CFO), who, together with the Management Committee and the Audit and Compliance Advisory Board, are informed

annually and when any significant event occurs.

4. The Corporate Tax Department, responsible for managing the company's tax obligations and controlling tax risks.
5. The Local Tax Manager and, for subsidiaries, those responsible for monitoring and control, based on the specified standards.
6. Other departments, such as business units or corporate departments, responsible for reporting on any operation likely to affect the company's taxation.

7. The Internal Audit Department, responsible for validating and supervising the control of fiscal risks and the policies to mitigate them.

8. The Ethics & Compliance Department, in charge of monitoring tax risks, as well as managing complaints received through the company's ethics channel.

The values and guidelines that guide the Tax Policy are supported and aligned with the corporate

principles upon which Ferrer is built. The company's organisational culture is sensitive to the prevention, detection, management and early mitigation of tax risks and is opposed to malpractices that tolerate or protect illicit or abusive conduct and in particular to the use of opaque structures or the incorporation of companies located in non-cooperative territories, for the purpose of avoiding tax obligations. We do not carry out transactions with related entities in order to erode tax bases or transfer profits to countries with low or zero taxation.

At Ferrer, we are aligned with certain good practices in tax matters, such as the reasonable, rigorous and prudent interpretation of tax regulations and the provisions contained in Double Taxation Avoidance Agreements, the filing of tax returns as required by the tax regulations applicable in each country and territory in which we operate, collaboration with the competent Tax Authorities to detect and search for solutions to fraudulent practices, cooperation with the competent

Tax Authorities in matters related to access to information, constant and close relations with the management bodies of such Tax Authorities in order to minimise the impact of inspection procedures on our business activity, as well as making use of all the powers conferred by the contradictory nature of the inspection procedure, promoting, as far as possible, agreements and conformities with the competent Tax Administrations in all the procedural phases in which it is feasible to do so.

We are also firmly committed to fostering a relationship with the Tax Authorities. A relationship inspired by the principles of mutual trust, good faith between the parties, transparency, collaboration, loyalty, and the search for mutual understanding based on reciprocity, all with the aim of facilitating the application of the tax system, increasing legal certainty, and reducing the likelihood of disputes.

At Ferrer, we are also committed, as far as possible, to promoting agreements and conformities with the competent Tax Authorities.

We also have the support of tax advisors and external auditors who are responsible for periodically evaluating and reviewing the various tax-related processes, whenever these have a significant impact on the individual or consolidated financial information to be reported by the Group.

From the point of view of the geographical application of these protocols, given that Ferrer is an international group operating in both the European and Latin American markets, in terms of tax control, those responsible for the tax function in each subsidiary are responsible for establishing the necessary management procedures to ensure that the tax control function is carried out in accordance with the principles and operating rules of the corporate tax strategy and policy.

In addition, and on a regular basis, those responsible in each subsidiary must report and inform the Corporate Tax Department heads of the situation and evolution of any tax risks.

Tax contribution in 2022			
Profits by country (in euros)	2021	2020	Variation 2020-2021 (%)
Europe	39.585.251	33.461.772	18%
Spain	40.939.892	36.467.560	12%
Germany	-1.191.214	-1.971.169	-40%
France	-274	-269	2%
Belgium	483.024	483.784	0%
Portugal	-632.784	-736.507	-14%
Greece	32.018	18.205	76%
Italy	-6.411	-24.497	-74%
Austria	-39.002	-775.335	-95%
North America	-32.935.599	-22.146.680	49%
United States	-32.935.599	-22.146.680	49%
Central America-Caribbean-Mexico	3.724.168	3.008.279	24%
Mexico	3.143.804	3.930.430	-20%
Costa Rica	601.311	-899.817	-167%
Guatemala	-20.947	-22.334	-6%
South America	2.015.995	1.372.106	47%
Chile	902.110	152.470	492%
Brazil	0	-60.966	-100%
Colombia	-55.717	-58.102	-4%
Uruguay	748.466	880.499	-15%
Argentina	-410.288	-471.944	-13%
Peru	831.423	930.149	-11%
Middle East	-415.645	-304.884	36%
Kazakhstan	-415.645	-304.884	36%
Overall total	11.974.170	15.390.593	-22%

Taxes paid on profits (in euros) (*)		2021	2020	Variation 2020-2021 (%)	
Value		9,661,624.44	9,200,647.00	5.01%	
Public subsidies received (in euros)		2021	2020	Variation 2020-2021 (%)	
Value		329,409.99	1,688.00	N/A	
Spending on local suppliers [1] [2]		2022	2021	2020	Variation 2021-2022 (%)
Local suppliers		975	972	910	0.31%
Proportion of spending on local suppliers		28.60%	28.60%	23.20%	0.00%

Information on suppliers. Our contribution to society

In 2022, spending on local suppliers ² accounted for 28.6% of total expenditure, in line with the result achieved in 2021. If the criterion were adapted to national (Spain) rather than local suppliers, the percentage of expenditure would reach 39.8%.

69.6% of suppliers are national (1,451 out of 2,085).

(204-1)

² The criterion is proximity to the place of production, which is Barcelona, within a radius of 200 miles (approx. 330km).

³ Spending with local suppliers is understood as spending with suppliers within 300 miles of the destination centre.

⁴ Information is only included for Ferrer Internacional, Interquim, Grupo Ferrer, Ferrer Farma, Noventure, Fasa and Medir.

(*) In Spanish territory

GRI 2-6

Summary table of number of suppliers according to country of origin:

Spain	1451	Slovakia	4	Latvia	2
Germany	75	Slovenia	4	Nicaragua	2
United Kingdom	60	Finland	4	Peru	2
Italy	59	Hungary	4	Dominican Rep.	2
Netherlands	55	Lithuania	4	Serbia	2
USA	49	Norway	4	Thailand	2
France	37	Algeria	3	Ukraine	2
Belgium	30	Argentina	3	Saudi Arabia	1
China	24	U.A.E.	3	Brazil	1
Poland	21	Estonia	3	Croatia	1
Switzerland	21	Luxembourg	3	Ecuador	1
Austria	20	Malta	3	Russian Federation	1
India	17	Mexico	3	Guatemala	1
Portugal	14	Romania	3	Honduras	1
Czech Republic	13	Singapore	3	Hong Kong	1
Ireland	10	Bulgaria	2	Iran	1
Denmark	7	Cyprus	2	Israel	1
Japan	6	Colombia	2	Kuwait	1
Sweden	6	South Korea	2	Moldavia	1
Costa Rica	5	Egypt	2	Uruguay	1
Greece	5	El Salvador	2	Venezuela	1
Canada	4	Iceland	2	Yemen	1
		Kazakhstan	2		

GRI 414-1	Report on the following KPIs on sustainable procurement (specify year):	2022	2021	Variation 2022-2021 (%)	Observations 2022	Observations 2021
GRI 308-1	Percentage of specific suppliers that have signed the Supplier Code of Conduct	11.80%	Not measured		247 suppliers out of 2085 total suppliers through SAP Ariba.	
	Percentage of specific suppliers with contracts that include clauses on environmental, labour practices and human rights requirements.	Not measured	Not measured			
	Percentage or number of specific suppliers covered by an on-site CSR audit	0	0			
	Percentage or number of all purchasers who received training on sustainable procurement	0	0		Is it necessary to include this data?	
	Percentage or number of targeted suppliers covered by a CSR assessment	50%	Not measured		Of the total number of Ferrer suppliers, 320 have been evaluated in Ecovadis.	
	Percentage or number of targeted suppliers covered by a CSR assessment	50%	Not measured		Within the framework of Suppliers For Good, 260 target suppliers (based on the 2021 scenario) have been selected for ESG assessment. 130 of these suppliers have been assessed by Ecovadis.	
	Due Diligence Initiative	Europe	Impeller	No	No	

DISCLOSURE 2-1

Number of company shares existing at 31.12.22 (subscribed and paid-up): 3,335,115 shares

Nominal value: €6.01/share

Shareholder groups with % holding:

- Sergio Ferrer-Salat Serra di Migni - 95.945%.
- Beatriz Ferrer-Salat Serra di Migni – 4.055%

DISCLOSURE 2-15

Ferrer has a Corporate Conflict of Interest Policy that sets out the situations or conducts that may involve conflicts between the personal and professional interests of the people who work at Ferrer, including members of senior management.

This Policy, which has been communicated globally and is available on the Ferrer Intranet for consultation, includes, as an annex, a questionnaire that employees who find themselves in situations of potential conflict of interest must fill in and send to the People team for joint analysis with Ethics & Compliance.

In order to reinforce compliance with the content of this Policy and resolve any doubts about its application, the Ethics & Compliance and People teams offer advice and awareness-raising activities.

DISCLOSURE 2-25

When developing projects, in order to promote the highest standards in the field, Ferrer relies on the support and advice of expert consultants and legal advisors. It also has in-house teams and profiles with experience.

In 2021, in addition to Ferrer Sí, the Whistleblower Management System available to all Ferrer employees, business partners and third parties, Ferrer published its new Third-party Code of Ethics, which sets out a series of principles that govern our relations with third parties. These include:

- Respect for human and labour rights
- Healthy, safe and inclusive work environments
- Environmental protection;
- Compliance with product and service quality and patient safety standards
- Acting ethically and with integrity
- Compliance with laws and regulations and business integrity
- Management systems.

Thus, different channels are made available to business partners and third parties in the Third-party Code of Ethics. Following its publication, the Third-party Code of Ethics has been incorporated into supplier contracts and purchase orders to reflect their express commitment to comply with its contents and to operate in the market in accordance with Ferrer's ethical values.

It should also be noted that, in 2021, in addition to specific compliance training for new partners, 3 Sustainability, Ethics and Compliance Awareness Sessions were held with international partners, in which more than 180,189 people participated, all of whom were encouraged to use the aforementioned channels.

DISCLOSURES 2-28

Main memberships of industry bodies or other associations and advocacy organisations at national or international level.

ENTITY	COUNTRY	TYPE OF PARTICIPATION	FINANCING PROVIDED (fee only/ other)	STRATEGIC MEMBERSHIP (yes/no)
We mean business coalition	USA	Member	Fee	Yes
Catalonia Bio	Spain	Member	Fee	Yes
Fundació Empresa i Clima	Spain	Member	Fee	Yes
Safe Point Costa Rica	Costa Rica	Member	Fee	No
Barcelona + B	Spain	Co-owner	Fee	Yes
BCorp	Worldwide	Member	Fee	Yes
Due Diligence Initiative	Europe	Impeller	No	No

CONTENT 201-1. Economic value generated and distributed

Value 2021 (€)	2021
ECONOMIC VALUE GENERATED	644.552.668
Total income of the organisation	644.552.668
DISTRIBUTED ECONOMIC VALUE	319.839.315
Salaries and employee benefits	148.624.908
Other operating expenses	160.650.060
Payments to capital providers	0
Payments to governments (by country)	0
Community investment (social action payments)	10.564.347
ECONOMIC VALUE RETAINED	324.713.353

(GRI Indicator 417-1) Indicate whether the organisation's procedures require reporting on:

	Reported YES/NO	% of categories covered
i. The origin of the components of the product or service	Yes*1	On request
ii. The content, especially in relation to the substances they could generate	Yes*1	On request
iii. The safe use of the product or service;	Yes*2	100% The information on safe use according to the requirements of the Fact Sheet/Product Leaflet.
iv. Product disposal and environmental and social impacts	Yes*2	100% The information on safe use according to the requirements of the Fact Sheet/Product Leaflet.
v. Other (please explain).	-	-

*1 Low demand in line with the SOP for quality and/or medical consultations. In addition, in relation to point i. Ferrer has mechanisms in place to ensure that product components are free from BSE/TSE.

*2 Information is included in the technical data sheets and package leaflets of the medicinal products for which Ferrer is the Marketing Authorisation Holder.

VIII. ADDITIONAL DISCLOSURES

CREDITS

GREAT PEOPLE							
Hours of training per person	Base year	Base year value	Units	Value 2021	Value 2022	Variation 2022 vs. base year	"Variation 2021-2022"
	2019	26,0	hours	57,3	67,8	161,1%	18,4%
Participating in training programmes	Base year	Base year value	Units	Value 2021	Value 2022	Variation 2022 vs. base year	"Variation 2021-2022"
	2021	29,0%	% people trained	29,0%	49,6%	71,3%	71,3%
Hours dedicated to the Wellbeing Program	Base year	Base year value	Units	Value 2021	Value 2022	Variation 2022 vs. base year	"Variation 2021-2022"
	2022	9.538	hours	---	9.538	0,0%	---
LIVEABLE PLANET							
Carbon Footprint of Ferrer*	Base year	Base year value	Units	Value 2021	Value 2022**	Variation 2022 vs. base year	"Variation 2021-2022"
	2019	17.856	Tn CO2 eq.	12.871	13.917	-22,1%	8,1%
Waste recovery	Base year	Base year value	Units	Value 2021	Value 2022	Variation 2022 vs. base year	"Variation 2021-2022"
	2019	57,0%	% recovery	76,5%	85,0%	49,1%	11,1%
SOCIAL JUSTICE							
Volunteer hours	Base year	Base year value	Units	Value 2021	Value 2022	Variation 2022 vs. base year	"Variation 2021-2022"
	2021	1.500	hours	1.500	4.089	172,6%	172,6%

Independent verifier statement

The Non-Financial Statement corresponding to the year ended December 31st, 2022 has been formulated by the Administrators on March 31st, 2023 and has been transcribed on 96 double-sided pages numbered from 1 to 192, having proceeded to sign the documents by Councilors by stamping their signature to their respective surname and name.

Barcelona, 31st of March 2023

D. Sergio Ferrer-Salat Serra di Migni

D. José Vilarasau Salat

D. Juan Fanés Trillo

D. Mario Rovirosa Escosura

 **ferrer**