# 2025 Sustainability Report

Simple. Smart. Solutions.

# TABLE OF CONTENTS

*About this Report* ____ *3*

Purpose and scope ____ 3

Preparation criteria ____ 4

*Governance* ____ *5*

About Inibsa ____ 5

Governance framework ____ 12

Our relationships ____ 17

Focus on Sustainability ____ 20

*Environmental* ____ *24*

Responsible supply chain ____ 24

Committed to our environment ____ 26

Our environmental management ____ 31

*Social* ____ *41*

Inibsa Team ____ 41

Talent development ____ 51

Health and safety ____ 56

Commitment to health ____ 59

*Table of contents of Law 11/2018* ____ *63*

# About this Report

## Purpose and scope

This report constitutes the Statement of Non-financial Information of Laboratorios Inibsa S.A. (hereinafter Inibsa or the Company) for the 2025 financial year (from 1 January to 31 December 2025) and it is part of the Management Report. Through this document, Inibsa meets the requirements set out in Law 11/2018 of 28 December, which amends the Commercial Code, the consolidated text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015 of 20 July on Statutory Audit, in respect of non-financial and diversity information.

Laboratorios Inibsa, S.A., a company integrated into Inibsa S.A.S., is an international business group specialising in solutions for the dental sector. The company is part of a corporate structure owned by two leading players in the dental market, Acteon and Septodont, which allows it to operate in a highly specialised environment focused on innovation in dental and healthcare products.

Within this framework, Laboratorios Inibsa, S.A. carries out its activity as a key unit of the group, focused on the manufacture and marketing of products aimed primarily at the field of dental anaesthesia and other areas linked to the health sector. It also includes the subsidiary Laboratorios Inibsa Portugal, which complements and reinforces its operational and commercial presence in the region.

This structure allows the company to benefit from industrial synergies, advanced technological capabilities and an international distribution network, strengthening its competitive position and boosting its growth and development in the markets in which it operates.

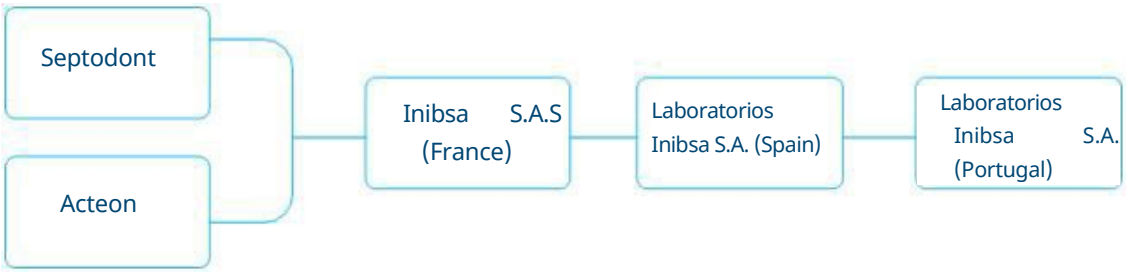



**Image 1. 1Corporate structure of Inibsa**

This document contains information on environmental, social, personnel, human rights and anti-corruption and bribery issues relating to Laboratorios Inibsa Spain.[1]. For each issue, the policies and actions implemented are described, along with the risks arising from Inibsa's activities.

## Preparation criteria

This Sustainability Report has been prepared with following the guidelines and a selection of indicators set by the Global Reporting Initiative (GRI). The principles for defining report content and quality set out in these standards have also been applied, as well as the criteria included in the Law on Non-Financial Information:

- **Stakeholder inclusiveness**: efforts have been made to identify stakeholders, and the report describes how their needs and expectations are addressed.
- **Sustainability context**: the organisation's performance is presented within broader sustainability contexts.
- **Materiality**: the report reflects the organisation's significant economic, environmental and social impacts, or those that could substantially influence stakeholder assessments and decisions.
- **Completeness**: the report includes the coverage and achievements associated with the identified material topics, enabling stakeholders to assess the organisation's performance.

Principles considered in defining the report's quality:

- **Accuracy**: the information presented is precise and detailed.
- **Balance**: the report presents both the positive and negative aspects of the organisation's performance.
- **Clarity**: The information is presented in a way that is understandable and accessible to all stakeholder groups.
- **Comparability**: the information has been selected, compiled and communicated in a consistent manner. The communicated information is presented in a way that enables stakeholders to analyse changes in the organisation's performance and supports benchmarking against other organisations.
- **Reliability**: this report gathers, records, compiles, analyses and communicates the information and processes used in its preparation in such a way that they can be subject to review and establish both the quality and materiality of the information.

[1] Information relating to Laboratorios Inibsa S.A. (Portugal) is not within the scope of this report. Laboratorios Inibsa, S.A (Spain) does not prepare consolidated financial statements in Spain despite being the parent company of its subsidiary in Portugal, because the legal exemption provided for in section 1 of chapter II of Royal Decree Law 1159/2010, approving the Rules for the Preparation of Consolidated Financial Statements, applies to it.

# About Inibsa

## A leading name in the global dental market

We are an international pharmaceutical group whose purpose is to offer society pain-free dentistry.

At Inibsa we believe the world is a better place when we join forces to achieve this by ensuring the highest quality in all our products.

Our *core business* is **pain management**, an area in which we manufacture and distribute dental anaesthetics. In addition, in Spain and Portugal we market the following product categories[2]:

**Image 2. 2Expanded portfolio in Iberia**

- **Pain Control.** We are experts with a long track record that underpins our credibility in this field. We rank second globally among producers of dental anaesthetics and are present on every continent. Under this therapeutic area, our brands include:
    - **Articaine**: Artinibsa, Artibsa, Artidental, Dentocaine and Loncarti
    - **Lidocaine**: Xilonibsa, Xyon and Xion
    - **Mepivacaine**: Scandinibsa, Mepidental, Scandivin and Mepicart
    - **Bupivacaine**: Inibsacain

[2] Includes information on Spain and Portugal.

- **Surgery.** This category includes pioneering products for bone and soft tissue regeneration (for reconstruction and implantology procedures).
- **Biosafety.** We are a leading name in dental clinic disinfection and cleaning, with a *portfolio* of products that meet the needs of instrument, surface, equipment and hand hygiene.
- **Restoration.** We offer professionals a range of innovative products that enable them to carry out longer-lasting and more therapeutic dental restorations.
- **Whitening.** This category includes reformulated teeth whitening products that minimise pain and sensitivity.
- **Health and Safety and Hygiene.** This category includes oral hygiene products designed to support good oral health.

## Our history

Our history has brought us to our current leadership position as the world's second-largest producers of dental anaesthetics.

The company was incorporated over 75 years ago and has a long-standing track record in the healthcare sector, committed to profitable and sustainable growth.

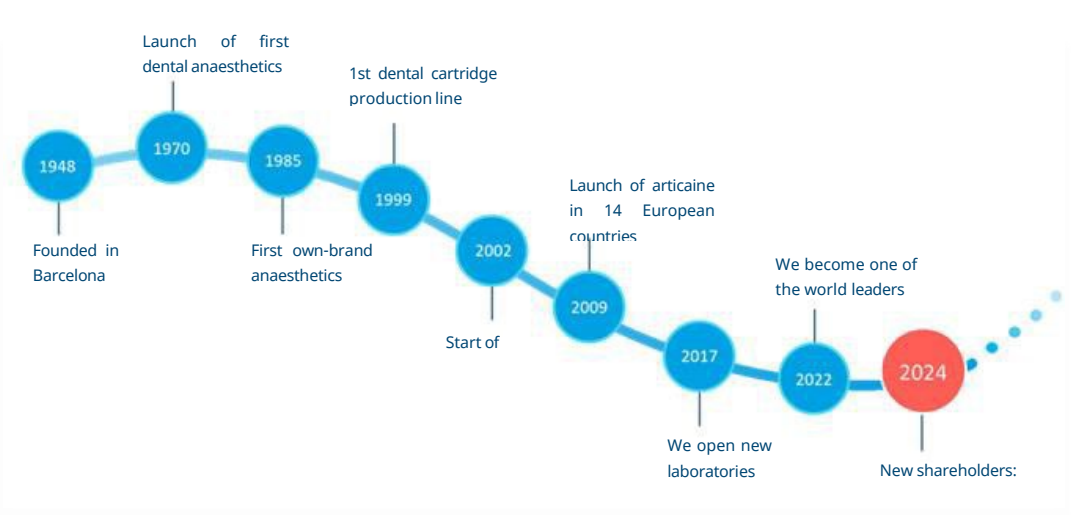



**Image 3. 3Inibsa Timeline**

We are working to establish ourselves as a global benchmark in the manufacture and marketing of dental anaesthetics. With a solid business and a strong team of more than 400 employees, we are one of the global leaders in dental anaesthetic production, with the capacity to produce over one million cartridges per day.

In line with this vision and looking to the future, we reaffirm our commitment to developing a solid, specialised and sustainable company:

- **Growth of the dental business**: through expansion into new markets and continuous improvement of service and offerings for existing customers. With the support of our new shareholders, at Inibsa we will strengthen our market position and open up new opportunities to expand our presence and leadership in the dental sector
- **Expansion of the product portfolio**: especially in areas related to pain management and other categories linked to the dental sector, leveraging our accumulated know-how and experience
- **Sustainability:** we take a cross-cutting approach to sustainability, integrating it as a strategic pillar within our company

As we move forward, a key challenge we have identified is the consolidation of a committed, talented workforce capable of continuing to drive the company's sustainable growth. This effort strengthens a business culture focused on specialisation, quality and responsible development, values that will continue to guide our path in the coming years.

## Key factors and trends

At Inibsa, we develop our growth strategy in a complex and ever-changing environment, where various relevant factors and trends converge that may affect both development and the implementation of our strategic roadmap:

| Factor type | Description |
|---|---|
| **Geopolitical** | Global geopolitical factors, such as instability in key regions, changes in international trade relations or tariff policies, may generate market uncertainty, impact exports and lead to logistical disruptions or unexpected trade barriers. |
| **Economic** | Risks such as customer payment defaults, rising production costs due to persistent inflation and higher raw material prices, and the regulation of medicine prices, all of which may limit operating margins and affect profitability in specific markets. |
| **Market** | The emergence of substitute products that may reduce demand for dental anaesthetics, as well as the entry of new competitors that could affect our market position across different business lines. Differentiation through quality, specialisation and service is essential to maintaining competitiveness. |
| **Regulatory** | Stricter requirements for the registration of medicines could lead to delays in entering new markets or result in additional costs to comply with local and international regulations. |

# Inibsa's DNA

Our commitment is to support dental professionals in improving the oral health of their patients. We are their partners, helping to ensure their procedures are successful. The satisfaction of experts and patients alike is our greatest reward. Therefore, the needs of clinic professionals become our own.

Offering society pain-free dentistry

Providing products and services to dental professionals that improve their daily practice and their patients' lives

Promoting innovation through science and technology

We manufacture and distribute high-quality products that enable healthcare professionals to work safely and effectively. Science and advanced technology are part of our DNA.

For us, our human capital is at the heart of our culture of honesty, responsibility, transparency and care for people. Our ten core values reflect these principles of our cultural DNA:

| | | | |
|---|---|---|---|
| Be Generous | Set yourself challenges | Learn | Be kind |
| Smile and make others smile | Work as a team | Share | Enjoy |
| Say thank you | Grow | Take care of others | Be optimistic |

## Our Mission

Our mission is to manufacture and market, with optimal profitability, healthcare products that support medical professionals in improving patient health and quality of life.

## Our Vision

To become a competitive group of companies in the healthcare sector, with international reach and profitable and sustainable growth, particularly by consolidating a global leadership position in the manufacture and marketing of dental anaesthetics.

## Our Values

We believe that having a single goal is not enough; our path should be a purpose in itself. How we achieve our goals is very important and will shape our results. We are a company with a clear identity and an essence that reflects our passion. That is why our values drive and energise our journey:

- **Commitment to the customer:** this is at the heart of our activity as a company. We aim to meet the expectations of our customers and/or distributors in terms of quality, service and trust
- **Integrity:** integrity, honesty and transparency are key factors in every one of our actions and decisions as a company
- **Efficiency:** at Inibsa, we apply continuous improvement as a tool to achieve excellence by optimising resources
- **Simplicity:** less is more. We focus on what truly matters
- **Team:** inspiration is the path to unlocking the full potential and talent of our greatest asset, which is our people
- **Sustainability:** we believe in a better world and take part in making it a reality

**Image 4. 4Inibsa's Values**

Given that the pharmaceutical sector is highly regulated, we incorporate the principles of professionalism, reliability and quality into our decision-making at all levels, as well as a strict adherence to applicable laws.

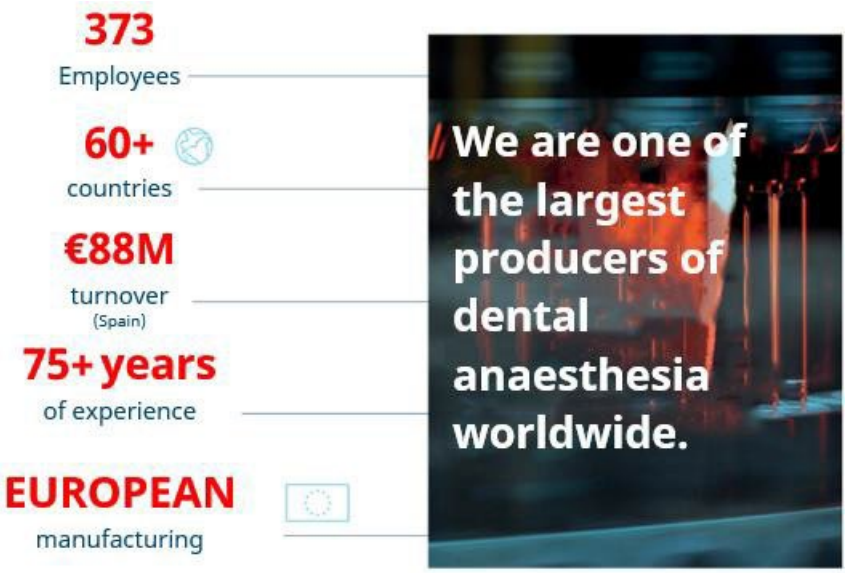



**Image 5. 5Inibsa at a glance**

We operate in the healthcare sector, a field that defines our strategy and decision-making. We specialise in the manufacture and marketing of medicines and healthcare products, with a constant focus on improving and evolving our portfolio. Our business model is based on vertical integration, covering the entire value chain from production to marketing. This approach allows us to respond swiftly to market demand while ensuring the highest standards of quality and scientific rigour.

All our operations strictly comply with the pharmaceutical sector's health and quality standards. We carry out regular inspections and reviews to keep up with the latest regulatory and compliance requirements. We consider oral health an essential need. That is why we work every day to make dental treatments increasingly accessible, thereby contributing to the wellbeing of the population.

***Table 1. 1Our responsible financial results (thousands of euros)***

| | | Profit | Corporation tax | Grants |
|---|---|---|---|---|
| Spain | **2023** | €8,943.08 | €(1,444.07) | €29.19 |
| | **2024** | €(24,335) | €6,503 | €31.94 |
| | **2025** | €16,234 | €(3,361) | €29 |

## Market presence

Our product history has enabled us to achieve a leading position and consolidate our reputation and brand recognition at a global level. Inibsa currently operates directly in Spain and Portugal and, internationally, is present in over 60 countries through its dental anaesthetic brand, working closely with local distributors.

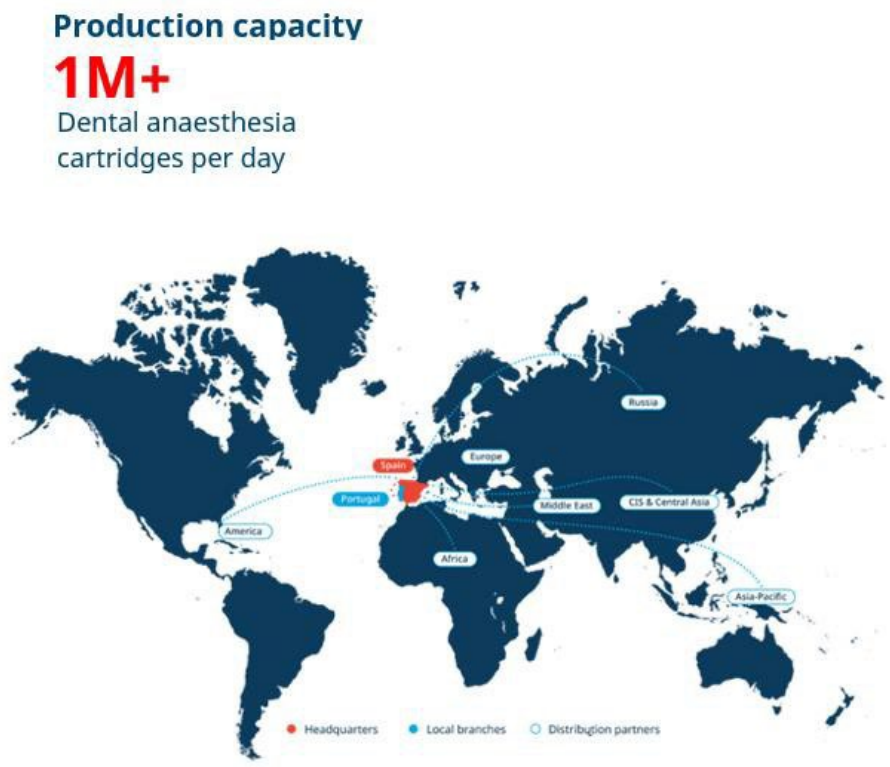



**Image 6. 6Inibsa's geographical presence**

### Renovation of corporate spaces

In 2025, a comprehensive renovation of the corporate offices was carried out, a project that marks a milestone in the cultural evolution of Inibsa and in the consolidation of a more flexible, collaborative, and people-centred work model. The new space, covering over 1,600 m2, has been designed according to sustainability and well-being criteria, incorporating collaborative areas, creative spaces, multipurpose rooms and areas that promote innovation, team connection and adaptation to different work dynamics.

At Inibsa we believe that spaces are not only occupied: they are experienced and transformed and serve as inspiration to build, together, the future we have in mind. Therefore, the new open layout, technological integration, presence of natural light and the diversity of work environments offer each person multiple options to carry out their activity more efficiently, comfortably and autonomously.

# Governance framework

At Inibsa we are fully aware that our position of leadership and excellence is the result of many years of effort, dedication and rigour. This trajectory gives us a great responsibility: to protect what we have built together. To achieve this, it is essential that every person who is part of the company, as well as any professional who operates under our name or brand, always acts in accordance with the ethical and conduct standards that we represent. A single inappropriate action, whether from an employee, a director or an external collaborator, could damage our reputation, as well as the trust and reliability that our customers, users and stakeholders place in us. For this reason, the firm commitment of the entire organisation to complying with current legislation and regulations, as well as with our ethical principles, internal policies, procedures and controls, is paramount. Only through honest and responsible action can we prevent and mitigate risks, and ensure a culture based on transparency and good governance.

## Mechanisms for good governance

To proactively prevent criminal risks, we have a financial management model and a **Code of Ethics and Conduct** in place that reflect the company's values and principles, along with manuals, policies, procedures and protocols designed to minimise the risk of possible employee misconduct. All of this is supported by specific training and awareness-raising on these mechanisms and principles. As part of our onboarding plan, we provide compliance training to all new joiners through a leaflet that outlines the full workings of our compliance model and clearly explains what we expect from the entire team in this regard.

The number of people trained during 2025 was lower compared to 2024, because in this period training was directed exclusively to new incorporations. Meanwhile, the team has dedicated its efforts to the design, development and validation of the new training content that will be deployed as of 2026.

**Table 2. 2Total number of people trained on compliance policies and procedures**

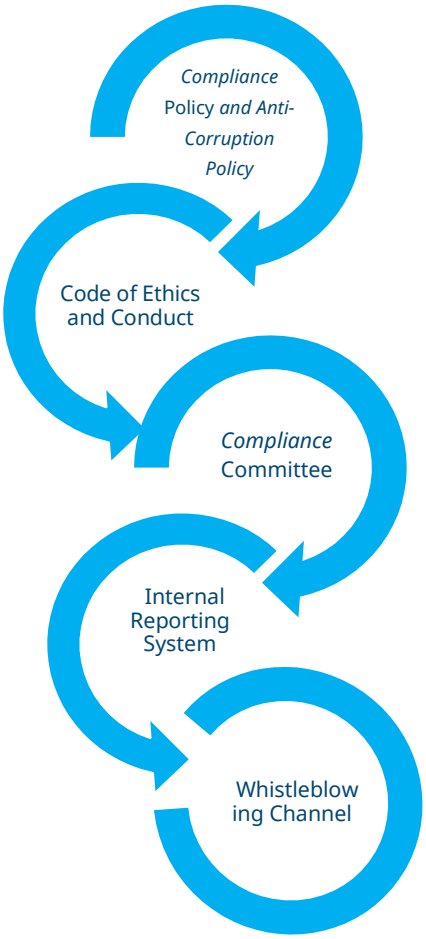
| | Directors | Managers | Technicians and Administrators | Operators/Analysts | Interns |
|---|---|---|---|---|---|
| 2025 | - | 3 | 25 | 22 | 9 |
| 2024 | 7 | 47 | 147 | 128 | 8 |

In line with the reform of the Criminal Code and the provisions of Organic Law 1/2015, we have a **Criminal Risk Prevention Model** in place that enables us to identify, assess and properly manage this type of risk.

We also have a **Compliance and Criminal Prevention Model** in place, developed in accordance with Law 2/2023, of 20 February, which reinforces our commitment to a solid framework of integrity and to the promotion of ethical conduct in all our activities.

At Inibsa we have a criminal risk matrix that identifies potential breaches to which the business may be exposed. To address any non-compliance, we have a sanctions regime and disciplinary system in place, managed by the Compliance Committee, which applies the penalties established by current regulations. Additionally, with the aim of detecting possible irregular conduct, we provide all Group people with access to the **Whistleblowing Channel**, an internal tool that facilitates reporting of any situation contrary to our principles and regulations.

[3] Online refresher training on compliance, the Code of Ethics, and the whistleblowing channel via our Inibsa Campus platform.




The **Code of Ethics and Conduct** commits us all to reporting, through the Compliance Committee or the Whistleblowing Channel, any suspected or known breach of the Code, the law or human rights violations.

The **Compliance Committee** acts as a support and advisory body for the implementation of the Compliance Model and is responsible for overseeing its operation, effectiveness and compliance. It also promotes respect for the Code of Ethics and Conduct, ensures the proper application of our internal policies, and analyses legislative changes that may affect the organisation.

This Committee ensures the implementation of action plans, manages the **Internal Information System** and **Whistleblowing Channel**, and helps respond to queries. It is composed of the Corporate Services Department, the People Department and Head of Legal Affairs at Inibsa.

To ensure ongoing monitoring, oversight and verification, we have an official control model in place, along with regular independent audits of the model. This policy and these models are reviewed and improved annually.

## Compliance Model

Our Compliance Corporate Defence Policy constitutes the framework of reference for all professional relationships and commercial activities carried out by the company, as well as those carried out under our name and brand. Driven by Senior Management, this policy aims to ensure that its principles and guidelines are communicated effectively to all employees and third parties interacting with Inibsa.

Through this policy, we unequivocally express our stance of **zero tolerance** towards any unlawful conduct, whether criminal or of any other nature, reaffirming our commitment to preventing offences and protecting Inibsa's reputation and image.

Its scope is cross-cutting, affecting all people who are part of the company, regardless of their role or level of responsibility, as well as external companies and professionals with whom we maintain commercial or collaborative relationships. This common framework ensures aligned, ethical and responsible conduct in all our operations.

Furthermore, we have an **Internal Information and Whistleblower Protection System and Whistleblowing Channel** in place that sets out the principles, guarantees and operation of the Group's Internal Reporting System, as well as the responsibilities of the designated officer.

To complement this, we have the **Procedure for the Internal Information and Whistleblower Protection System**, which expands on the policy's provisions and includes the **Non-Retaliation Protocol** and the guidelines required to guarantee a clear, safe and respectful management in any communication received.

In accordance with this framework, Inibsa makes available a **Whistleblowing Channel**[4] that is fully integrated into the Internal Reporting System, which allows for confidential and, if desired, anonymous communication of any action contrary to the law, our internal regulations or the company's principles and values. This channel is also available to raise questions or queries related to regulatory compliance or ethical behaviour.

The Channel is available to everyone at Inibsa (employees and directors) and to third parties with whom we maintain or have maintained a professional relationship, including external collaborators, suppliers, contractors and subcontractors. In this way, we promote a culture of open and responsible communication aligned with the highest standards of integrity.

Similarly, we offer the opportunity to request an in-person meeting with the designated officer of the Internal Information System to report any potential irregularities or concerns. In all cases, we guarantee confidentiality, protection against retaliation and strict compliance with current regulations.

The Compliance Committee is the body responsible for the Internal Information System and Whistleblowing Channel. To ensure effective management, the handling of investigation files is delegated to the Director of Corporate Services, who is a member of the Committee.

The fundamental principles guiding our behaviour are set out in Inibsa's Code of Ethics:

Compliance with the law and internal regulations.

Independence and transparency in relations with third parties.

Respect for Inibsa's image and reputation.

[4] Inibsa Whistleblowing Channel.

Ongoing supervision and monitoring to self-regulate and verify compliance with Group policies.

Duty to report potential misconduct.

## Fight against corruption and bribery

Based on our principles of conduct, the Code of Ethics and Conduct clearly specifies the expected behaviour of all those who are part of Inibsa regarding integrity and anti-corruption. We fully reject bribery, influence peddling and corrupt practices in international transactions and business, outlining all situations that will be considered unlawful in this context.

As a core principle, we promote a culture of honesty and fair conduct through our Code of Ethics and Conduct to guide the actions of our employees, as well as to set the foundations for relationships with third parties.

In addition, at Inibsa we condemn stock market abuse, fraud and misleading advertising. Our Code of Ethics and Conduct also explicitly states our condemnation of any type of tax fraud, money laundering, financing of terrorism or political parties, price fixing in tenders and auctions, or obstruction of inspectors.

Through our **Anti-Corruption Policy**, we reaffirm our commitment to ethics, transparency and legality in all our operations, in line with national and international anti-corruption and anti-bribery guidelines. This policy sets out clear standards of conduct for everyone involved in the company, both internal and external, emphasising the importance of maintaining a zero-tolerance policy towards any behaviour that violates our ethical values set out in the Code of Ethics and Conduct. We define the principles that should guide the actions of all Inibsa employees and the third parties with whom we interact. As in 2024, no cases of corruption were identified within the company during 2025.

## Commitment to Human Rights

Our value of Integrity is the principle that underpins all others. We are therefore committed to aligning all our operations with respect for and defence of human rights, and to promoting fair and respectful treatment among our employees to prevent all forms of discrimination.

This commitment extends to the fundamental labour rights established in the ILO (International Labour Organization) conventions, which guide our business practices. In

this regard, we respect the freedom of association and the right to collective bargaining, ensuring that our workers can exercise these rights fully and freely, as set out in our ethical principles.

At Inibsa we are guided by the principles and values set out in our Code of Ethics and Conduct, and we reinforce this commitment through our **Sustainability Policy**, with the aim of ensuring respect for fundamental and universal human rights. We take responsibility for preventing, detecting and reporting any situation of abuse or violation of these rights, as well as for ensuring compliance throughout our entire value chain.

Furthermore, in line with our commitment to managing a responsible supply chain and preventing potential human rights violations, we conduct annual audits on suppliers and have an approval process in place. All suppliers must adhere to our Code of Ethics and Conduct. For more information, please see the section Responsible Supply Chain.

Aware of the need to adapt our frameworks for action to new regulatory and social challenges, as part of our Strategic Plan we have the review of our Code of Ethics as one of our priority actions, with the aim of strengthening our commitments in ESG matters and due diligence principles. This review process has been extended and is expected to be implemented in financial years 2026 and 2027.

In addition, the Code of Ethics and Conduct sets out misconduct in relation to the handling of confidential or personal information, personnel management, the environment, public health and smuggling.

As in financial year 2024, in 2025 we have not received any reports concerning privacy breaches or loss of customer data.

All potential reports specified in the complaints manual are designed to defend human rights, and are aligned with them, such as labour exploitation (including forced and child labour), the rights of foreign nationals, violations of privacy, prostitution and child corruption. This enables us to safeguard Inibsa's integrity and promote fair and socially responsible conduct towards society. As in financial year 2024, no reports have been received through the whistleblowing channel in 2025.

As a commercial partner, at Inibsa we encourage all our external employees to be respectful of the environment, to operate in accordance with our Code of Ethics, to comply with legislation and to defend and respect human and labour rights. In this regard, our procurement policy requires our partners to adhere to our policies.

# Our relationships

**Relationship with our employees**

At Inibsa one of our most important values is the team of people who make up the company, which is why our priority is to ensure their well-being and development. Our People department designs policies aimed at maximising each employee's potential, covering everything from recruitment and integration to training and fair remuneration. We operate under the framework of the **General Agreement for the Chemical Industry** and have representation structures that promote social dialogue, helping to build a stronger and more committed Inibsa for everyone.

### Labour relations

In Spain, our labour relations are governed by the 21st General Agreement for the Chemical Industry (CGIQ), which covers 98%[5] of our team in both 2025 and 2024. Within Inibsa, we have various representation structures that ensure active participation, such as:

- A Works Council with 13 members.
- A Health and Safety Committee, made up of 3 employee representatives (Health and Safety Officers) and 3 company representatives.

### Communication

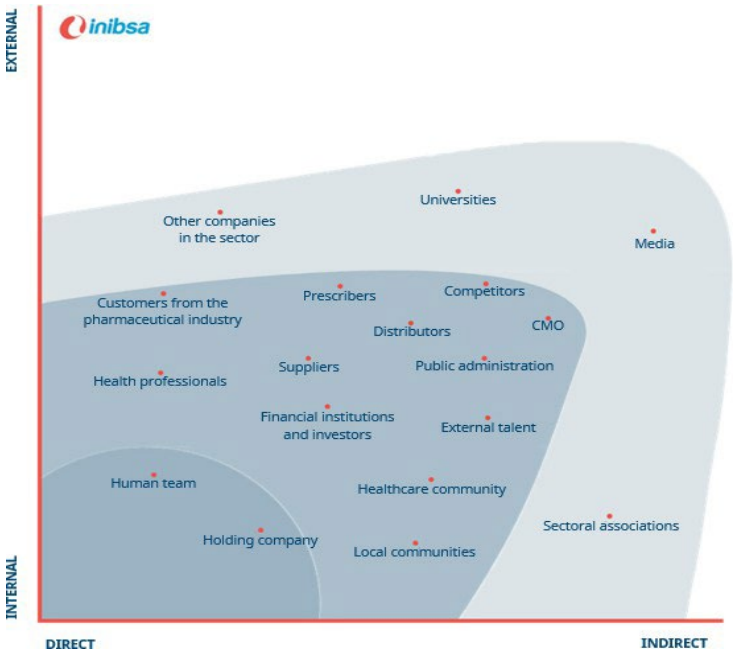
Communication is key for us, both internally and externally. To ensure smooth interaction with our stakeholders, we have a **communication map** and multiple tools and channels in place. We have an internal app, a suggestion box and digital media within our facilities. These resources encourage participation and two-way communication, contributing to the continuous improvement of our working environment.

We also have a **digital strategy** aimed at strengthening our brand and responding to the needs of the current and future market. At Inibsa we are committed to the success and well-being of everyone who is part of our organisation.

## Stakeholders and materiality analysis

[5] It does not include the management.

Due to the nature of our activity in the healthcare sector and our strategic priorities, we have identified the following stakeholder groups in our environment and included them in our map:

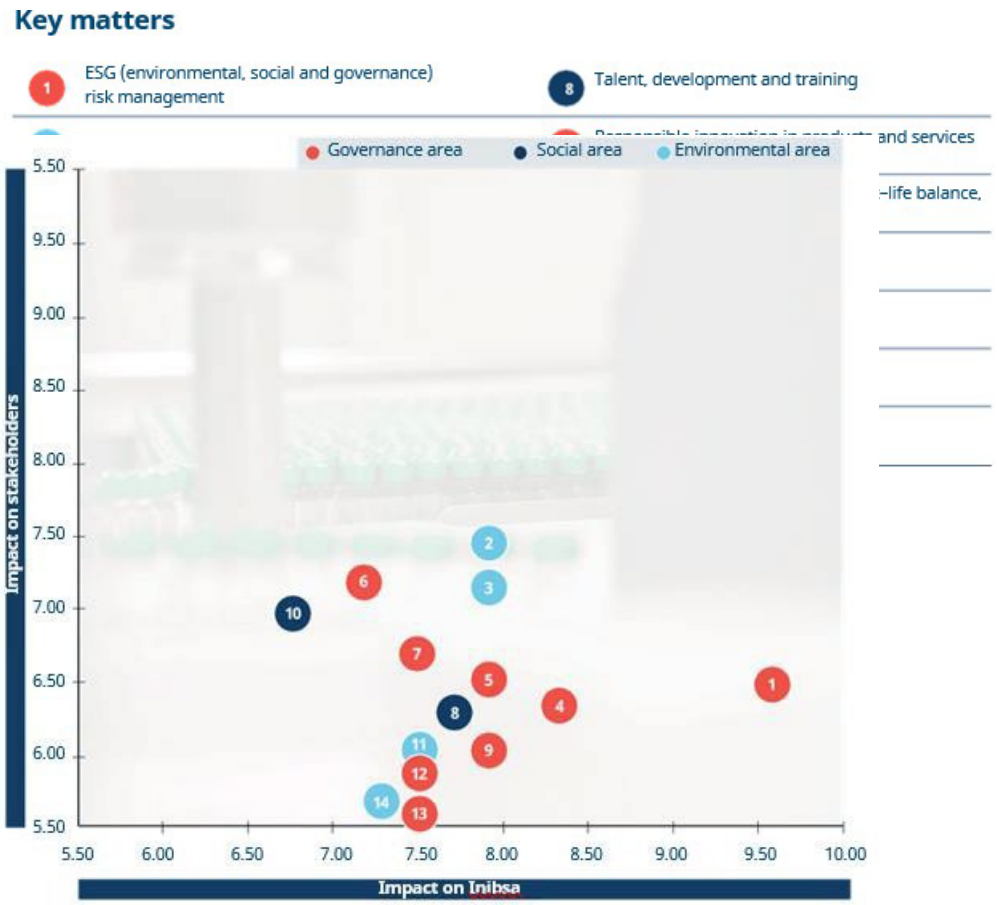



As part of our commitment to the well-being of our stakeholders and their participation in our decision-making, in 2023 we carried out a materiality analysis aligned with our ethical values and our desire to generate a positive impact on our surroundings.

During this period, we conducted a strategic review and reflection process to guarantee that our priorities, and those of our stakeholders, continue to incorporate the main sustainability trends and expectations. This analysis enables us to identify the most relevant ESG (environmental, social and governance) aspects for Inibsa and to guide our strategy in a responsible and sustainable way.

In order to be as representative as possible, the consultation involved our employees, customers, distributors and suppliers. This process was carried out based on evolving European and national regulatory trends. Both internal and external perspectives were considered, as well as their impact on our company's business model.

The 14 topics resulting from the materiality analysis have been classified under governance, social and environmental areas.




## Focus on Sustainability

As a company, we continue contributing to the creation and distribution of quality solutions within a solid, efficient and trusted network. Our commitment is reflected in a positive impact focused on the promotion of oral health and care for the planet.

The **materiality analysis** is the pillar that structures our sustainability priorities, guaranteeing its effective integration into the corporate strategy and the organisation's daily operation.

Likewise, the **Sustainability Policy** and Inibsa's **Sustainability Strategy** guide our actions and consolidate a common framework that directs all our teams and areas of activity towards the same purpose: to advance in a coherent and responsible manner in our contribution to the well-being of people and the environment.

## Sustainability Policy

The **Sustainability Policy** provides a solid foundation that helps us set out our strategic objectives, embed sustainability and elevate it as a priority in our business model. We align ourselves with the United Nations Sustainable Development Goals (SDGs) and the 2030 Agenda, which reinforce our purpose. We specifically contribute to the following SDGs:

| |
|---|
| SDG 3 – Good health and well-being<br>We promote dental health care and the well-being of communities. |
| SDG 7 - Affordable and clean energy<br>Solar panels at our facilities and hybrid vehicles. |
| SDG 9 - Industry, innovation and infrastructure<br>Investment in new facilities, equipment and technology. |
| SDG 12 - Responsible consumption and production<br>Energy efficiency measures and circular economy. |
| SDG 13 - Climate action<br>Calculation of the carbon footprint and decarbonisation targets. |
| SDG 17 - Partnerships for the goals<br>Active collaboration with organisations and institutions. |

Furthermore, through this Policy, we commit to the following guiding principles:

- Ensuring the **improvement of patients' oral health**
- Developing and maintaining **the Sustainability Model**
- **Acting** in line with our **values and integrating stakeholder perspectives**
- Creating a **culture of sustainability**
- **Managing** risks **and governance ethically and transparently**
- Protecting the **environment**
- Fostering a **quality and** respectful **working environment**
- **Respecting** fundamental and universal **Human Rights**

## Strategic Sustainability Plan

To address global challenges and meet the sustainability needs of the market and our customers, we have a **Strategic Sustainability Plan (SSP)** in place. This SSP has enabled us to define our strategic sustainability priorities and commitments for the coming years.

The Plan is structured around three core pillars, which include ten strategic objectives aimed at delivering our corporate purpose. For its implementation, 72 strategic actions have been defined, aligned with the Sustainable Development Goals (SDGs), along with quantitative monitoring indicators to measure the effectiveness of the actions implemented.

This approach is fully integrated into our operations and aims to generate a positive impact in the social, environmental and economic spheres, reinforcing our commitment to sustainable and responsible growth.

***"Providing quality solutions that improve people's health and generate a positive impact on the environment"***

**Image 7. 7Inibsa Strategic Sustainability Plan 2024–2027**

## Sustainability Committee

Inibsa's **Sustainability Committee** is the body responsible for overseeing and ensuring compliance with the company's Sustainability Strategy. This Committee meets monthly to review progress with the actions implemented. In addition, once a year, it presents a detailed report to the Management Committee on the initiatives carried out, highlighting the progress and challenges of the Strategic Sustainability Plan (SSP). Through these sessions, the Sustainability Committee regularly assesses the status of the measures adopted, ensuring that they are aligned with the sustainability objectives and supporting decision-making for ongoing monitoring and improvement.

The Sustainability Committee is made up of nine members, 67% of whom are women:

| Working group | Department |
|---|---|
| **Natalia Urrecho**<br>Corporate Services Director | Environmental – Social – Governance |
| **Cristina Núñez**<br>Environmental Manager | Environmental |
| **Virginia Buendía**<br>Head of Legal Affairs | Governance |
| **Sonia Sánchez**<br>Head of Corporate Communications | Social |
| **Raquel Arenós**<br>Plant Manager | Environmental – Governance |
| **Jordi Gil**<br>Engineering Manager | Environmental |
| **Carles Coloma**<br>Procurement Manager | Environmental – Social |
| **Laura Guimerà**<br>Director of People | Social - Governance |
| **David Orellana**<br>Project Manager | Environmental – Social – Governance |

In addition, through the Sustainability Committee, an ESG awareness-raising session has been designed and carried out in the first quarter of 2025, along with a training plan, which will be implemented over the coming year.

Looking ahead to 2026, work is planned to begin on advancing the double materiality analysis, a key process to strengthen alignment with the new expectations of our stakeholders and to take European regulatory frameworks as a reference, such as the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Furthermore, a review of the Strategic Sustainability Plan (SSP) will be carried out with the aim of ensuring that our decisions continue to respond rigorously, transparently and consistently to the Group's priorities and to the demands of the environment in which we operate.

# Environmental

## Responsible supply chain

At Inibsa we understand responsible management of the supply chain as an essential element of our activity. Our social commitment and principles of integrity are fundamental pillars in the performance of our operations. Therefore, all individuals who work for or on behalf of Inibsa must adhere to our **Code of Ethics and Conduct** and **Compliance Policy** in the performance of their duties and responsibilities.

We have established a process for selecting suppliers and monitoring subcontractors, supported by monitoring systems and internal audits that ensure transparency and compliance with applicable requirements. The protocols and criteria related to procurement and subcontracting are clearly defined in our **Procurement Policy**, which reflects our commitment to current legislation and sets out an approach based on honesty, transparency and fair treatment, without any discrimination towards our suppliers and external collaborators.

In line with this commitment, we have begun reviewing and updating this policy during this period, with the aim of incorporating best practices in sustainability and formally integrating ESG criteria as of 2027.

Furthermore, at the beginning of each year, we analyse the incidents identified in the previous year in relation to suppliers and products. Depending on their relevance, we decide whether it is necessary to implement an improvement plan and carry out the corresponding monitoring.

We also draw up an annual audit plan. Audits are usually carried out every three years for active substances and finished products, and every five years for excipients, packaging materials, carriers and other services.

As part of this framework, in 2025, 17 external audits were conducted focusing on raw materials, carriers/distributors and service providers. Based on these audits, we define improvement actions and conduct regular follow-ups according to their level of criticality. As part of this framework, in 2024, 20 audits were conducted focusing on finished products, raw materials and carriers/distributors.

We align the strategy of the procurement department with the established objectives and the approved annual budget, ensuring compliance with management and contracting procedures, as well as the implementation of controls that guarantee fair, objective and transparent awards.

With this approach, we work in close collaboration with our business partners to optimise production and management processes, seeking not only mutual benefit but also driving joint growth based on strong relationships and long-term agreements.

**Selection and approval of suppliers**

Supplier selection and, where applicable, approval is carried out based on objective criteria such as quality, price and service level. We also consider the environmental impact of their processes and the existence of equality plans, and we actively promote relationships with suppliers that respect human and labour rights.

Provided that the quality and price of the products and services are guaranteed, we value and promote the supplier's social value, their contribution to local employment and geographical proximity, with the aim of reducing the environmental footprint associated with our supply chain.

In 2025, 81% of our suppliers are local[6] (compared to 83.8% in 2024), representing 59% of our purchases, compared to 71% in 2024. To date, no negative environmental or social impacts, nor any breaches of human rights, have been identified in our value chain.

As previously mentioned, we are working on reviewing and updating the Procurement Policy with the aim of incorporating environmental, social and governance (ESG) criteria into the supplier approval and evaluation processes. This integration will enable us to move towards a more responsible management model that is aligned with the expectations of our stakeholders and with the sector's best practices.

[6] Local suppliers are defined as those whose headquarters or activity is located within Spanish territory.

During the year, the number of suppliers that were requested information regarding their Carbon Footprint has increased, not only for transport to Inibsa, but also for the production processes involved in manufacturing acquired materials (raw materials and auxiliary materials). Suppliers will also be required to provide signed confirmation of their compliance with our Code of Ethics and Conduct.

# Committed to our environment

At Inibsa we understand that our responsibility is not limited to business activity, but extends to the impact we generate on our surroundings and on the stakeholders with which we interact. To that end, we incorporate social and environmental criteria into the performance of our activities.

We have full confidence in our ability to achieve these objectives through research, technological innovation and a deeply committed team. Our mission is reflected in our strong social and environmental commitment, which is embodied in:

- **Quality in our products**: we develop projects that generate a positive impact in our immediate surroundings
- **Innovation and technology**: we promote scientific initiatives focused on innovation and knowledge
- **Environmental management**: we are committed to protecting the environment in all our activities and processes
- **Commitment to health**: we work actively with the sector and the community to promote projects that support health and well-being

## Quality in our products

We strive to ensure the highest standards of quality and safety in all the products we manufacture and market. With this in mind, we have a **Quality Policy** integrated into our management system, the objective of which is to ensure the quality, safety and efficacy of our products throughout the entire production process.

The Quality Department, which reports directly to the Management Committee and the Operations Department, is responsible for defining and designing this policy. This Department integrates the Quality Assurance departments, the quality control laboratories (physical-chemical, microbiology and materials) and the Development and Transfer area. Our commitment is to ensure the continuous improvement of the pharmaceutical quality system in order to meet the highest standards and satisfy the expectations of our customers and regulators.

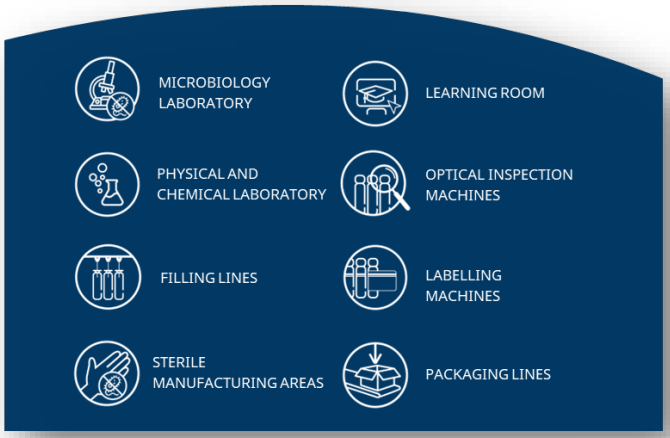



**Image 8. 8Inibsa production plant**

The registration, manufacture and distribution of our medicines and medical devices are carried out in a demanding regulatory environment, to which we continuously adapt to ensure compliance with all applicable legal provisions.

In 2025, at Ibinsa we have trained and prepared ourselves to implement the changes arising from **Delegated Regulation (EU) 2024/1701**, amending Regulation (EC) No 1234/2008 as regards the examination of variations to the terms of marketing authorisations for medicinal products for human use. This regulation, which came into force on 1 January 2025, has involved significant changes to the processing of variations in medicinal product registration files in Europe.

We have also trained and prepared ourselves to comply with the **(PPWR),** approved at the end of 2024 and in force since February 2025, which establishes strict and harmonised standards for all packaging, seeking to reduce waste and promoting the use of recycled material.

We have continued our international expansion as a marketing authorisation holder and manufacturer of dental anaesthesia, filing and obtaining new registration applications in various countries around the world, which has enabled us to extend our presence in different European markets.

Furthermore, Inibsa has consolidated structures and practices aimed at guaranteeing quality and continuous improvement in its manufacturing facilities. In this regard, the company has the following mechanisms implemented in its normal operations:

- An on-site Quality Assurance team, which strengthens the supervision of production processes and ensures the appropriate integration of quality standards in day-to-day operations

- A Quality Committee, operational since 2024, that reviews the key quality indicators (KQIs) on a monthly basis and reports regularly to the Management Committee and in the Monthly Business Review Meetings

Within the framework of deploying a continuous improvement and operational excellence model, at Inibsa, we continue to advance on the international expansion of Inibsa-branded products into new territories, the growth of our Contract Manufacturing activity and the expansion of the company's portfolio both nationally and internationally, by submitting and obtaining new registration applications in various countries around the world.

At the same time, we continue to manage the product serialisation system, as well as the plant digitalisation project and the quality management system. In addition, this year we continue increasing the manufacturing plant's production capacity, which is enabling us to meet growing demand and optimise production levels.

**Health and safety of facilities**

At our production facilities, we have advanced dosing, optical inspection, labelling and packaging equipment, which allows us to carry out daily inspections of up to one million cartridges. In addition, we have our own laboratories equipped with the latest technology in microbiology, physico-chemical analysis and materials testing, enabling us to carry out thorough control of the components used in the manufacture of our medicines, as well as of the processes and batch release. This ensures compliance with the highest quality standards and current regulations.

Our facilities are designed to ensure product traceability, maintain appropriate temperature conditions throughout the storage, transport and delivery process, and efficiently manage product recalls.

With regard to the **Pharmacovigilance System**, we have ensured its full alignment with European regulations, in order to guarantee effective management of potential adverse effects associated with our products. This system is audited internally every two years and includes a European Pharmacovigilance Officer, as well as local officers in the countries where we market medicines.

With regard to **promotional materials**, we maintain a review process involving both the Regulatory Affairs Department and the Commercial Areas, ensuring that all published information complies with standards of accuracy, rigour and current regulations.

We have a product recall system and a complaints management system detailed in standard operating procedures, which are reviewed regularly to ensure their effectiveness and adaptability to current regulations. In addition, the relevant health authorities carry out regular inspections of these systems.

All complaints received, regardless of the channel used (email, form, record, etc.), are referred to Quality Assurance and prioritised according to severity. Once registered and identified, an investigation is initiated to determine whether the complaint is substantiated or not.

Where appropriate, the root causes are analysed, and the necessary corrective or preventive actions are established, defining the corresponding implementation timelines. This investigation may require the participation of different areas of Inibsa, whether technical, commercial or pharmacovigilance.

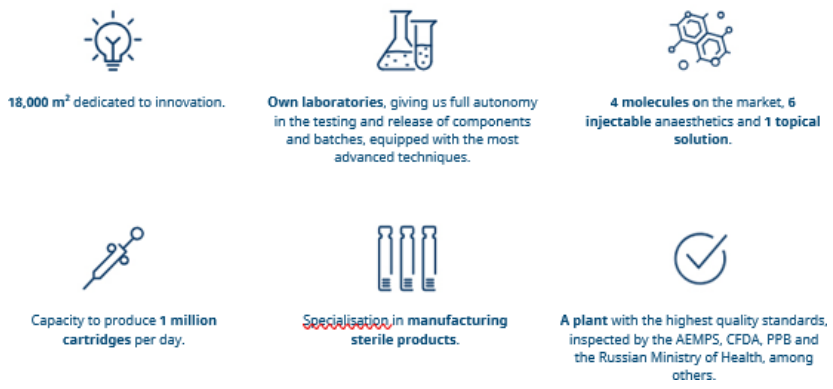
Once the analysis is complete, a conclusion report is drawn up and sent to the customer. With regard to complaints related to products manufactured by third parties, they are forwarded to the relevant manufacturer along with the sample, where applicable, and the customer is informed once the supplier's response is received.

In 2025, a total of 151 complaints were processed[7] (118 in 2024), which represents a rate of 22.17 parts per million (ppm) of total units sold. By comparison, in 2024 the rate was 7.5 ppm. The rise in the absolute number of complaints is mainly due to improved reporting by some customers, which has increased their visibility, without reflecting a negative trend in product quality. In addition, the increase observed in the claims ratio is influenced by the significant reduction in the volume of units sold resulting from the discontinuation of one of Inibsa's products and not by a deterioration in product quality.

Of the total complaints processed in 2025, 86% were received during the year itself, and the remaining 14% corresponded to incidents reported at the end of 2024.

[7] Complaints relating to products manufactured by Inibsa.

# Innovation and technology




At Inibsa we integrate innovation into our work model and are committed to the continuous improvement of our processes and developments. We have state-of-the-art equipment and facilities that support this commitment and enable us to move towards safer, more efficient and competitive solutions.

During this period, we have worked on identifying new industrial partners, as well as on the technical updating of various files in order to adapt them to the most demanding quality standards and prepare them for their future expansion into new markets.

Looking ahead, in 2026 we will move forward with the implementation of a new manufacturing technology in the plant. This initiative will increase process safety, maximise operational efficiency and meet applicable regulatory requirements in certain markets, thereby strengthening our capacity for adaptation and future growth.

We have also continued to make progress on the improvements that were initiated last year. Following the upgrade of one of our manufacturing lines by installing RABS (Restricted Access Barrier System), we continue working on consolidating these advances and raising the highest quality standards. The production capacity expansion project is still ongoing, with the installation of a new dosing line for dental anaesthetic cartridges, which is expected to be operational by the end of 2026, along with the commissioning of a new packaging line.

Our focus on excellence covers all stages of the production process, from component analysis to manufacturing, storage and distribution. We have a specialised development and reformulation team involved in bibliographic research, the selection of APIs and suppliers and the optimisation of products to improve or adapt them to new regulations.

In addition, we focus on pharmaceutical development, manufacturing process development, and the development and validation of analytical methods to verify the quality of our products. The R&D and Regulatory Affairs teams are also responsible for preparing product dossiers with guarantees of international approval. We also design and

manufacture pilot batches, and during this process we generate information to support the marketing dossier for new products.

To ensure compliance with the full regulatory framework in our product and R&D process development, we have a regulatory services team to manage all documentation and registration for obtaining licences to manufacture and market medical devices and medicinal products for human use.

The information included in leaflets and labelling is adapted to the current local regulations of each of the markets where we sell our products. We also have an internal review procedure for these materials, involving all relevant areas of the company, from technical departments to commercial teams, to ensure that the materials used in product manufacturing are accurate and up to date.

With regard to promotional materials, we have a specific review process involving the Regulatory departments and commercial areas to ensure that the information published is rigorous, truthful and complies with applicable regulations.

## Our environmental management

At Inibsa we work to minimise the environmental impact of our activity and to always act responsibly and respectfully towards the environment. In this vein, in 2025 we created the Environmental department, which will be responsible for defining priorities, establishing guidelines and ensuring that our decisions systematically incorporate environmental criteria.

From this new department, we will promote the implementation of Inibsa's Environmental Management System in the coming years. This system will allow us to comprehensively control the environmental aspects associated with our activity, analyse risks and opportunities and review and update our Environmental Policy, incorporating quantified and measurable objectives for the next four years.

In addition, the Environment department will be responsible for supervising all environmental aspects related to our operations and has the support of a specialised external team to ensure compliance with environmental protection regulations. Furthermore, at Inibsa we hold an Environmental Licence granted by the Lliçà del Vall town council, where our headquarters is located.

**Environmental impacts and risks**

Our way of acting is guided by the precautionary principle, which leads us to anticipate potential risks and apply preventive measures to avoid negative impacts. With this criterion, we have identified the most relevant environmental impacts and risks for our activity:

| *Risk* | *Impact* |
|---|---|
| Discharge of chemical substances | Water and biodiversity pollution and impact on human health |
| Emissions into the atmosphere | Air pollution, contribution to climate change and respiratory problems |
| Discharge of special waste | Environmental pollution (short, medium and long term) |
| Dispersion of flammable products | Environmental pollution and fires |
| Excessive water consumption | Drought, water scarcity and economic impact |
| Serious drought | Increase in water reuse |
| Flooding due to torrential rain | Material damage and harm to human life |

We actively work on preventing and reducing these risks, and we also have civil liability insurance of up to €6 million to cover any environmental damage arising from our activity.

Our commitment to a sustainable future is reflected in our internal policies and in our Code of Ethics and Conduct. This commitment guides our decisions and leads us to reject any practice that may affect directly or indirectly the natural environment.

## Responsible operations

In 2025, we continued to make progress on ESG and sustainability initiatives, with a particular focus on calculating our carbon footprint, covering CO2 emissions for Scopes 1, 2 and 3, and drawing up a decarbonisation plan. The **Sustainability Committee** is in charge of overseeing the emissions reduction plan, along with the engineering and environmental departments.

Efficient energy management is a priority for us and is led by the Environmental, Engineering and Procurement departments. To optimise costs and reduce risks, we are part of a joint purchasing group with other pharmaceutical laboratories, which allows us to negotiate energy supply contracts two to three years in advance. These contracts are managed using a multi-click strategy. Thanks to this methodology, we take advantage of the best market opportunities and ensure cost stability within a Budget Risk strategy, minimising the impact of energy price fluctuations.

Due to the nature of our activity, Inibsa does not generate significant levels of noise or light pollution, and we have therefore not considered it necessary to implement specific measures in these areas. Nevertheless, we comply with local regulations on noise and light pollution, in line with our commitment to the environment and legal compliance.

**Energy consumption**

In our electricity use, we are strongly committed to green and sustainable energy. Since 2020, we have had a 1,200 kWp photovoltaic plant for self-consumption, which in 2025 provided 15.5% of our annual energy consumption. The annual production of photovoltaic energy in 2025 remained at similar levels as 2024, with a slight variation within the expected range for a facility of this type and is mainly due to climatic and operational factors.

The 15% increase in electricity consumption in 2025 compared to 2024 is mainly related to the commissioning, during the year, of a new production line and the new logistics building. In addition, we have a Guarantee of Origin (GoO) contract since 2024 to ensure that 100% of the electricity consumed comes from renewable sources.

During 2025, diesel consumption for generator sets increased to 1,875 litres, mainly due to a one-off event caused by the power outage that occurred in Spain during the month of April. This incident required the temporary activation of emergency generators to ensure operational continuity, which explains the difference compared to the previous year, in which no consumption associated with this equipment was recorded.

With regard to the rest of the fuel consumption, we have been able to reduce consumption compared to 2024, reflecting a positive evolution towards greater efficiency in the use of resources and more responsible energy management.

Looking ahead, the installation of new, more efficient air compressors is planned, equipped with heat recovery systems that will allow reusing the thermal energy generated for preheating the boiler feedwater, thus reducing natural gas consumption.

**Table 3. 3Direct and indirect energy consumption**

| | 2023 | 2024 | 2025 | Percentage variation (25-24) |
|---|---|---|---|---|
| Natural gas (kWh) | 6,793,961.00 | 6,833,070.00 | 6,675,157.00 | (2)% |
| Diesel for generator sets (L) | 3,808.00 | 0.00 | 1,875.00 | - |
| Petrol for vehicles (L) | 40,866.23 | 45,873.17 | 42,020.53 | (8)% |
| Diesel for vehicles (L) | 13,800.66 | 11,494.88 | 10,476.86 | (9)% |
| Total electricity consumed (MWh) | 6,877.63 | 7,592.29 | 8,725.36 | 15% |
| Self-generated renewable electricity (MWh) | 1,072.44 | 1,485.00 | 1,349.02 | (9)% |
| % of self-generated renewable electricity | 15.59% | 20% | 15.46% | (5)% |

## Water consumption

The water supply for the production plant comes from a private well, ensuring supply during the manufacturing process. To supply other services such as the toilets and cafeteria, water from the public network is used. All the water used (from the well) in the production chain undergoes reverse osmosis treatment (filtration) and purification. This allows a percentage of the consumed water to be reused and reduces our reliance on the mains supply. Thanks to this process, we managed to save approximately 10% of the water used in 2025.

Compared to 2024, we have increased in 3% the amount of water reused this year. However, this increase in water reuse did not prevent a rise in well water consumption, which was mainly affected by the increase in production activity, several technical issues that required additional cleaning tasks, and the development of new processes involving high water demand.

**Table 4. 4Water consumption in $m^3$**

| | 2023 | 2024 | 2025 | Percentage variation (25-24) |
|---|---|---|---|---|
| Well water | 58,118.00 | 74,887.51 | 89,658.00 | 20% |
| Mains water | 2,921.00 | 2,749.00 | 2,705.00 | (2)% |
| Reused water | 4,346.35 | 9,875.96 | 10,215.10 | 3% |
| **Total consumption** | **65,385.35** | **87,512.47** | **102,578.10** | **17%** |
| Annual water savings (%) | 6.65% | 11.29% | 9.96% | (1) % |

We ensure proper control of wastewater discharge thanks to our dosing and encapsulation facilities, which allow us to optimise control systems and improve efficiency in water use. In 2025, we opened a new drinking water treatment plant along with clean reject water recovery circuits (circuit purging). This will also allow for a reduction in the amount of hot water wasted, which will involve less steam generation and, therefore, a reduction in the consumption of natural gas by the steam boilers.

## Raw material consumption

Our environmental commitment is reflected in the continuous improvement of the processes linked to our activity. We continuously work to optimise the use of resources through highly technical and controlled systems, which allow us to monitor each phase of the production cycle, from the assessment of raw materials to the final release of batches. This comprehensive approach promotes efficiency in dosing and packaging processes, and it favours the ongoing review of our formulations. We also apply strict quality controls throughout all the phases, which allows us to avoid unnecessary consumption and guarantee the responsible and efficient use of raw materials.

Due to our production activity, the main raw materials used to manufacture our products are Articaine (16.49 t), Lidocaine (1.41 t), Adrenaline Bitartrate (0.0098 t) and Gelatine capsules (31.6 million units). Compared to the 2024 financial year, the consumption of

Adrenaline Bitartrate has increased by 18%, an increase associated with the higher production volume of Articaine. On the other hand, the consumption of capsules[8] has dropped by 67% compared to the previous year, as a result of the discontinuation in the manufacture of one of Inibsa's products.

**Table 5. 5Main raw material consumption**

| | 2023 | 2024 | 2025 | Percentage variation (25-24) |
|---|---|---|---|---|
| Articaine (t) | 14.40 | 14.30 | 16.49 | 15% |
| Lidocaine (t) | 1.30 | 1.70 | 1.41 | (17) % |
| Adrenaline Bitartrate (t) | 0.0080 | 0.0083 | 0.0098 | 18% |
| Gelatine capsules (millions of units) | 87 | 95 | 31.60 | (67) % |

## Decarbonisation

At Inibsa we reinforce our commitment to global environmental challenges every year, especially in relation to climate change mitigation. To this end, we calculate our carbon footprint annually, and during this period, we have developed an emissions reduction plan aligned with the objectives of the Paris Agreement. This framework enables us to guide our decisions towards a realistic and ambitious decarbonisation, identifying the most effective reduction levers and prioritising actions with the greatest impact.

This ongoing work also helps us to assess offsetting projects in order to neutralise emissions that, due to their nature, cannot be eliminated, moving towards a more responsible climate management model that is aligned with regulatory expectations and those of our stakeholders.

During 2025, at Inibsa we have made progress in the development of our Sustainable Mobility Plan, the approval of which is planned for 2026. This plan aims to promote more responsible travel and reduce emissions associated with the mobility of our workforce.

In addition, we currently have a total of 20 charging points for electric vehicles at our headquarters in Lliçà de Vall, 10 of which were installed in 2025. As a result, we continue to facilitate and promote the transition to more sustainable vehicles among our employees, reinforcing our commitment to cleaner and more environmentally friendly corporate mobility.

[8] Only gelatin capsules containing the medication are considered; aluminium capsules present in injectable cartridges are not included.

## Calculating the Carbon Footprint

The methodology used to calculate the carbon footprint is based on the Corporate Standard for Accounting and Reporting of the GHG Protocol, developed by the World Resources Institute and the World Business Council for Sustainable Development. The emission factors used correspond to the most recent available and come from various sources, including:

- Intergovernmental Panel on Climate Change (IPCC)
- DEFRA (Department for Environment, Food and Rural Affairs, United Kingdom)
- MITERD (Spanish Ministry for the Ecological Transition and the Demographic Challenge)

In 2025, we calculated our carbon footprint for Scopes 1, 2 and 3, taking into account:

- Scope 1 direct emissions: from stationary and mobile combustion sources, and fugitive emissions
- Scope 2 indirect emissions: electricity (location- and market-based)
- Scope 3 indirect emissions: for the main categories applicable to Inibsa:
    - 3.1 Purchase of goods and services
    - 3.2 Capital goods
    - 3.3 Other related activities
    - 3.4 Upstream transport
    - 3.5 Waste
    - 3.6 Corporate travel
    - 3.7 Commuting
    - 3.8 Leased assets
    - 3.9 Downstream transport
    - 3.12 End-of-life treatment of sold products

As regards Scope 1 emissions, these have increased by 21% compared to 2024, mainly due to the increase in fugitive emissions this year and, to a lesser extent, to the consumption of diesel in generator sets, as previously explained.

Scope 2 emissions (market-based) remain at 0 during this year thanks to the purchase of electricity with a guarantee of renewable origin. Scope 2 emissions (location-based) have increased mainly due to the increase in electricity consumption, from 6,107,291 kWh in 2024 to 7,376,336 kWh in 2025 (without considering self-generated energy). This represents a 20.78% increase in electricity consumption.

With regard to Scope 3, a methodological update has been carried out during 2025 aimed at improving the calculation's accuracy. As a result of this update, the recalculated Scope 3 emissions for 2024 amounted to 12,506.34 $tCO_2$ eq, whereas in 2025 it amounts to 8,604.77 $tCO_2$ eq.

With regard to the information reported in Table 6, the information corresponding to 2024 remains unchanged in order to reflect the data audited in the previous year. Consequently, the data presented in the table for 2024 are not comparable with those reported for 2025, due to the methodological update applied only in the latter year.

In the Scope 3 emissions analysed in 2025, particularly notable are categories 3.1 (purchased goods and services) and 3.2 (capital goods), which together account for over 77% of total Scope 3 emissions.

**Table 6. 6Carbon footprint (t $CO_2e$)[9]**

| | 2023 | 2024 | 2025 | Variation (2025-2024) |
|---|---|---|---|---|
| **Scope 1** | | | | |
| | 1,403.50 | 1,475.02 | 1,784.67 | 21% |
| **Scope 2 (market)** | | | | |
| | 1,781.32 | 0 | 0 | - |
| **Scope 2 (location)** | | | | |
| | - | 622.94 | 799.63 | 28% |
| **Scope 3** | | | | |
| | - | 12,474.64 | 8,604.77 | (31)% |
| **Total emissions (market)** | **3,184.82** | **13,949.66** | **10,389.44** | **(25)%** |
| **Total emissions (location)** | **-** | **14,572.60** | **11,189.07** | **(23)%** |

The relative indicators provide a more objective representation of the company's emissions trends. In this case, we have selected the production indicator. The number of dosed cartridges is taken into account:[10]:

**Table 7. 7Relative emissions (kg $CO_2e$ Scope 1 & 2 / dosed cartridge)**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| **kg $CO_2e$ Scope 1 & 2 / dosed cartridge** | | | |
| Relative emissions (market) | 0.014 | 0.006 | 0.006 |
| Relative emissions (location) | - | 0.009 | 0.008 |

## Emissions reduction plan

As previously mentioned, at Inibsa we have defined a climate roadmap aligned with the overall goal of limiting global warming to 1.5ºC. Through this Decarbonisation Plan with a

[9] For the 2024 and 2025 financial years, we have calculated Scope 2 emissions based on location and 10 categories of Scope 3 emissions. By contrast, the 2023 data only include information for Scope 1 and market-based Scope 2 emissions, as these were the figures audited for those financial years.

[10] 2023: 220,910,000 dosed cartridges, 2024: 238,787,520 dosed cartridges. 2025: 303,070,508 dosed cartridges.

2030 horizon, we have established a reduction path based on technical criteria, best practices and the company's operational reality.

The plan's goal is an **absolute reduction of 42% in Scope 1 and 2 emissions[11] by 2030**, taking 2022 as the base year. In addition, annual monitoring will be carried out to analyse the evolution of the footprint and assess the effectiveness of the implemented measures.

**Table 8. 8Decarbonisation measures**

| 2022-2030 measures | Objective type | Estimated reduction in 2030 *(t CO2eq)* | % reduction by Scope |
|---|---|---|---|
| Measure 1: Replacement of the natural gas heat pump with an electric one | Absolute | 1,493.59 $tCO_2eq$ | 36% |
| Measure 2: Replacement of the vehicle fleet with plug-in hybrids | Absolute | 34.08 $tCO_2eq$ | 0.8% |
| Measure 3: Purchase of electricity with GdO | Absolute | 2,441.15 $tCO_2eq$ | 59% |

**Measure 1 – Replacement of the natural gas heat pump with an electric one (Scope 1)**

At Inibsa we plan to replace the natural gas heat pump with an electric one, with the aim of improving efficiency and replacing natural gas with 100% renewable electricity. This way, we will reduce Scope 1 emissions by more than 82% compared 2022.

**Measure 2 – Gradual replacement of the vehicle fleet (Scope 1)**

As part of the emissions reduction plan, we plan to progressively renew our corporate fleet, replacing current hybrid vehicles with plug-in hybrid (PHEV) models.

**Measure 3 – Purchase of electricity with GdO (Scope 2)**

Since 2024, Inibsa has consumed 100% renewable electricity thanks to contracting energy certified through Guarantees of Origin (GdO). This practice will continue in the coming years with the aim of ensuring that all electricity purchased comes from verified renewable sources.

Taken together, these measures consolidate the commitment we maintain at Inibsa to real and progressive decarbonisation by 2030.

## Circularity and waste management

[11] Scope 3 is not included in the plan.

As part of our commitment to sustainability, at Inibsa we are assessing alternatives to replace PVC in the secondary packaging process, analysing options such as biodegradable materials of plant origin or cardboard trays, with the aim of reducing the environmental impact of our packaging.

Looking ahead, we will also begin identifying those products that could be subject to future regulatory restrictions related to the use of PVC, planned from 2030 onwards. This preliminary work will allow us to anticipate needs and plan the necessary investment.

We continue improving the redesign of some of our products to use more sustainable materials. For example, we have reduced the number of blister pack, case, shipping box and other packaging component formats due to the new packaging design. This optimisation helps to minimise material waste generated during format changes on production lines, contributing to greater efficiency in the packaging process.

In 2025, there was a 22.06% increase in total waste generation compared to 2024. In general terms, this increase is due to growing production activity, which has involved more intermediate processes and, as a result, greater generation of waste associated with both manufacturing and rejected product. In addition to this global effect, there are specific causes linked to certain actions carried out during the year:

- **Waste without special treatment**: the **11.74%** increase is largely due to the increased generation of construction waste resulting from the construction and adaptation work carried out in 2025.
- **Waste with special treatment**: the increase is due to, among other factors, recording the waste generated by the removal of asbestos cement boards during the renovation of the new roof at Inibsa 1.

**Table 9. 9Waste generation and management (t)**

| | 2023 | 2024 | 2025 | Percentage variation (25-24) |
|---|---|---|---|---|
| **No special treatment** | **380.39** | **520.57** | **581.71** | **12%** |
| Plastic | 90.05 | 105.07 | 107.51 | |
| Paper and cardboard | 38.28 | 76.31 | 67.87 | |
| Glass | 9.46 | 17.82 | 16.64 | |
| Scrap | 9.46 | 14.65 | 10.73 | |
| Wood | 9.74 | 27.74 | 9.60 | |
| Residues of medications | 126.12 | 165.53 | 202.55 | |
| Non-hazardous | 97.27 | 113.08 | 165.42 | |
| Other | - | 0.37 | 1.39 | |
| **With special treatment** | **15.25** | **24.01** | **83.02** | **246%** |
| Contaminated packaging | 0.24 | 1.72 | 6.06 | |

| | 2023 | 2024 | 2025 | Percentage variation (25-24) |
|---|---|---|---|---|
| Sanitary | 8.58 | 10.41 | 10.15 | |
| Other special waste | 6.43 | 11.88 | 66.81 | |
| **Total** | **395.64** | **544.58** | **664.73** | **22%** |

In Inibsa, we have a contract with a special waste management company, primarily for medicines, which separates the different elements and manages them individually with the aim of enabling recovery.

## Protection of biodiversity

Although biodiversity is not considered a material aspect for Inibsa, we ensure that our activities are carried out in a way that respects the natural environment. In line with our environmental commitment, we implement measures designed to minimise impacts and promote the protection of nearby wildlife. Among them, the initiative aimed at safeguarding pollinators stands out: if beehives are detected at our facilities, we resort to the local beekeepers to ensure they are safely removed and relocated, thus avoiding their destruction and helping to preserve the species. During the year, it was not necessary to activate this collaboration, as no beehives were detected on our premises.

# Social

## Inibsa Team

At Inibsa we continue to place people at the centre of our activity, promoting their personal and professional development. We foster an environment where each person on the team can feel involved and recognised for their contribution, within a culture based on respect, communication and equal opportunities for growth and internal promotion. At Inibsa we understand that the progress achieved is the result of the talent, dedication and human qualities of those who are part of the organisation, which is why we continue to generate new challenges and projects that promote collaboration and an enriching work environment.

Throughout the year, we continued progressing with our *On People* project to improve the ERP system for Human Resources management, digitising some of the processes linked to this area.

As at 31 December 2025, Inibsa's team comprised 422 employees, showing a 13% increase compared to the previous year[12] due to operational needs and in line with our sustainable growth strategy, aiming to strengthen key areas. As part of our commitment to creating stable, high-quality employment, 99% of contracts maintained were permanent. We can also highlight our commitment to gender equality, with more than half of our workforce made up of women. To promote the inclusion of young people in the labour market, this year we continue to encourage the incorporation of interns through the Inibsa Talent Factory project; specifically, eight grant-funded interns worked with us, versus eleven in 2024.

[12] The total number of employees as at 31 December 2024 was 373.

In addition, a total of 32 people were hired through employment agencies, a significant increase compared to 2024, when 37 people were hired through this channel.

**Table 10. 10Total workforce in Spain as at 31 December**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| **Total** | **339** | **373** | **422** |

**Table 11. 11Total workforce in Spain by gender, age and professional category as at 31 December**

| | 2023 | | | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|---|---|
| | F | M | **Total** | F | M | **Total** | F | M | **Total** |
| **Age range** | | | | | | | | | |
| < 30 | 13 | 17 | **30** | 16 | 26 | **42** | 26 | 42 | **68** |
| 30-50 | 100 | 88 | **188** | 101 | 95 | **196** | 107 | 112 | **219** |
| > 50 | 72 | 49 | **121** | 83 | 52 | **135** | 84 | 51 | **135** |
| **Total** | 185 | 154 | **339** | 200 | 173 | **373** | **217** | **205** | **422** |
| **Professional category** | | | | | | | | | |
| Directors | 4 | 7 | **11** | 4 | 5 | **9** | 4 | 5 | **9** |
| Managers | 22 | 26 | **48** | 24 | 28 | **52** | 31 | 33 | **64** |
| Technicians and Administrators | 74 | 82 | **156** | 77 | 88 | **165** | 77 | 107 | **184** |
| Operators & Analysts | 85 | 39 | **124** | 95 | 52 | **147** | 105 | 60 | **165** |
| **Total** | 185 | 154 | **339** | 200 | 173 | **373** | **217** | **205** | **422** |

**Table 12. 12Average annual workforce in Spain by gender, age and professional category**

| | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | F | M | **Total** | F | M | **Total** |
| **Age range** | | | | | | |
| < 30 | 12.92 | 20.50 | **33.42** | 20.42 | 31.00 | **51.42** |
| 30-50 | 97.25 | 93.50 | **190.75** | 103.08 | 105.92 | **209.00** |
| > 50 | 84.00 | 53.25 | **137.25** | 84.75 | 52.67 | **137.42** |
| **Total** | 194.17 | 167.25 | **361.42** | 208.25 | 189.59 | **397.84** |
| **Professional category** | | | | | | |
| Directors | 4.00 | 5.00 | **9.00** | 4.00 | 5.00 | **9.00** |
| Managers | 24.50 | 29.67 | **54.17** | 30.83 | 32.58 | **63.42** |
| Technicians and Administrators | 74.08 | 86.17 | **160.25** | 75.17 | 99.25 | **174.42** |
| Operators & Analysts | 91.59 | 46.41 | **138.00** | 98.25 | 52.75 | **151.00** |
| **Total** | 194.17 | 167.25 | **361.42** | 208.25 | 189.59 | **397.84** |

**Table 13. 13Total workforce in Spain by type of contract and by gender, age and professional category as at 31 December**

| | 2023 | | | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Fixed | Temporary | **Total** | Fixed | Temporary | **Total** | Fixed | Temporary | **Total** |
| **Gender** | | | | | | | | | |
| Women | 182 | 3 | **185** | 198 | 2 | **200** | 216 | 1 | **217** |
| Men | 153 | 1 | **154** | 171 | 2 | **173** | 200 | 5 | **205** |
| **Total** | 335 | 4 | **339** | 369 | 4 | **373** | 416 | 6 | **422** |
| **Age range** | | | | | | | | | |
| < 30 | 28 | 2 | **30** | 40 | 2 | **42** | 65 | 3 | **68** |
| 30-50 | 187 | 1 | **188** | 194 | 2 | **196** | 216 | 3 | **219** |
| > 50 | 117 | 1 | **118** | 135 | 0 | **135** | 135 | 0 | **135** |
| **Total** | 332 | 4 | **336** | 369 | 4 | **373** | 416 | 6 | **422** |
| **Professional category** | | | | | | | | | |
| Directors | 11 | 0 | **11** | 9 | 0 | **9** | 9 | 0 | **9** |
| Managers | 48 | 0 | **48** | 52 | 0 | **52** | 63 | 1 | **64** |
| Technicians and Administrators | 123 | 3 | **126** | 162 | 3 | **165** | 183 | 1 | **184** |
| Operators & Analysts | 153 | 1 | **154** | 146 | 1 | **147** | 161 | 4 | **165** |
| **Total** | 335 | 4 | **339** | 369 | 4 | **373** | 416 | 6 | **422** |

**Table 14. 14Total workforce in Spain by working hours and by gender, age and professional category as at 31 December**

| | 2023 | | | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Full-time | Part-time | **Total** | Full-time | Part-time | **Total** | Full-time | Part-time | **Total** |
| **Gender** | | | | | | | | | |
| Women | 178 | 7 | **185** | 185 | 15 | **200** | 194 | 23 | **217** |
| Men | 145 | 6 | **151** | 164 | 9 | **173** | 193 | 12 | **205** |
| **Total** | 323 | 13 | **336** | 349 | 24 | **373** | 387 | 35 | **422** |
| **Age range** | | | | | | | | | |
| < 30 | 24 | 6 | **30** | 34 | 8 | **42** | 56 | 12 | **68** |
| 30-50 | 185 | 3 | **188** | 185 | 11 | **196** | 201 | 18 | **219** |
| > 50 | 117 | 4 | **121** | 130 | 5 | **135** | 130 | 5 | **135** |
| **Total** | 326 | 13 | **339** | 349 | 24 | **373** | 387 | 35 | **422** |
| **Professional category** | | | | | | | | | |
| Directors | 11 | 0 | **11** | 9 | 0 | **9** | 9 | 0 | **9** |
| Managers | 48 | 0 | **48** | 52 | 0 | **52** | 60 | 4 | **64** |
| Technicians and Administrators | 156 | 0 | **156** | 159 | 6 | **165** | 176 | 8 | **184** |

| | 2023 | | | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Full-time | Part-time | **Total** | Full-time | Part-time | **Total** | Full-time | Part-time | **Total** |
| Operators & Analysts | 111 | 13 | **124** | 129 | 18 | **147** | 142 | 23 | **165** |
| **Total** | 326 | 13 | **339** | 349 | 24 | **373** | 387 | 35 | **422** |

**Table 15. 15Annual average of contract types in Spain by gender, age and professional category[13]**

| | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | Permanent Fixed | Temporary Contract | **Total** | Permanent Fixed | Temporary Contract | **Total** |
| **Gender** | | | | | | |
| Women | 192.17 | 2.00 | **194.17** | 187.51 | 2.08 | **189.59** |
| Men | 166.00 | 1.25 | **167.25** | 207.58 | 0.67 | **208.25** |
| **Total** | 358.17 | 3.25 | **361.42** | 395.09 | 2.75 | **397.84** |
| **Age range** | | | | | | |
| < 30 | 32.92 | 0.50 | **33.42** | 50.75 | 0.67 | **51.42** |
| 30-50 | 188.50 | 2.25 | **190.75** | 206.92 | 2.08 | **209.00** |
| > 50 | 136.75 | 0.50 | **137.25** | 137.42 | 0.00 | **137.42** |
| **Total** | 358.17 | 3.25 | **361.42** | 395.09 | 2.75 | **397.84** |
| **Professional category** | | | | | | |
| Directors | 9.00 | 0.00 | **9.00** | 9.00 | 0.00 | **9.00** |
| Managers | 54.17 | 0.00 | **54.17** | 63.17 | 0.25 | **63.42** |
| Technicians and Administrators | 158.17 | 2.08 | **160.25** | 172.75 | 1.67 | **174.42** |
| Operators & Analysts | 136.83 | 1.17 | **138.00** | 150.17 | 0.83 | **151.00** |
| **Total** | **358.17** | **3.25** | **361.42** | 395.09 | 2.75 | **397.84** |

**16**
[14]

| | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | Full-time | Part-time | **Total** | Full-time | Part-time | **Total** |
| **Gender** | | | | | | |
| Women | 177.33 | 16.84 | **194.17** | 177.42 | 12.17 | **189.59** |
| Men | 159.17 | 8.08 | **167.25** | 189.75 | 18.50 | **208.25** |
| **Total** | 336.50 | 24.92 | **361.42** | 367.17 | 30.67 | **397.84** |
| **Age range** | | | | | | |
| < 30 | 25.75 | 7.67 | **33.42** | 43.17 | 8.25 | **51.42** |
| 30-50 | 179.00 | 11.75 | **190.75** | 191.25 | 17.75 | **209.00** |

[13] Information relating to annual average figures for contract types has not been reported in 2023.
[14] Information relating to annual average figures for contract types has not been reported in 2023.

| | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | Full-time | Part-time | **Total** | Full-time | Part-time | **Total** |
| > 50 | 131.75 | 5.50 | **137.25** | 132.75 | 4.67 | **137.42** |
| **Total** | 336.50 | 24.92 | **361.42** | 367.17 | 30.67 | **397.84** |
| **Professional category** | | | | | | |
| Directors | 9.00 | 0.00 | **9.00** | 9.00 | 0.00 | **9.00** |
| Managers | 54.17 | 0.00 | **54.17** | 59.92 | 3.50 | **63.42** |
| Technicians and Administrators | 154.25 | 6.00 | **160.25** | 167.00 | 7.42 | **174.42** |
| Operators & Analysts | 119.08 | 18.92 | **138.00** | 131.25 | 19.75 | **151.00** |
| **Total** | **336.50** | **24.92** | **361.42** | **367.17** | **30.67** | **397.84** |

**Table 17. 17Total dismissals in Spain by gender, age and professional category as at 31 December**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| **Gender** | | | |
| Women | 7 | 6 | 5 |
| Men | 5 | 7 | 5 |
| **Total** | **12** | **13** | **10** |
| **Age range** | | | |
| < 30 | 0 | 1 | 0 |
| 30-50 | 7 | 9 | 6 |
| > 50 | 5 | 3 | 4 |
| **Total** | **12** | **13** | **10** |
| **Professional category** | | | |
| Directors | 0 | 0 | 0 |
| Managers | 4 | 2 | 0 |
| Technicians and Administrators | 3 | 3 | 7 |
| Operators & Analysts | 5 | 8 | 3 |
| **Total** | **12** | **13** | **10** |

## Well-being of our workforce

From Inibsa's People Department, we continue to promote initiatives aimed at the well-being, development and consolidation of internal talent. Our aim continues to be having a skilled, motivated team aligned with the Group's strategic challenges.

The Strategic Plan of the People Department, which stems from the Group's Strategic Plan, sets out three main strategic workstreams:

- **Improving the well-being of workers and *engagement*.** Promoting an attractive value proposition adapted to the current reality and needs aimed at workers. Making the most of the positive aspects of the stable working environment and reinforcing the actions that help enhance the well-being of Inibsa's workforce

- **Human Capital Development.** Developing and retaining the available talent at all times, enabling us to improve our current levels of empowerment and accountability
- **Building Brand Equity**
  - Bringing all departments closer to the business and helping them understand the meaning and impact of their work on both the end customer and the business itself.
  - Developing the Inibsa brand as a valued partner, supplier and employer.

- **Ensuring the organisational structure's sustainable growth**

**Policies**

At Inibsa we define policies that support the Group's strategic objectives and ensure consistent, fair management aligned with our corporate values. These policies incorporate the following principles and commitments:

- **Fair selection processes,** aimed at ensuring real equality of opportunity and non-discrimination, meeting organisational needs and complying with current legislation
- **Managing the Annual Training Plan,** which sets out the strategies and training programmes needed to guarantee professional development, guaranteeing fairness and equal opportunities
- **Updated Remuneration Policy**, which defines salary conditions in line with levels of responsibility and market conditions, ensuring the principle of equity and equal pay through the formula “equal responsibility/contribution – equal pay” and “equal pay for men and women”
- **Communication Policy**, aimed at promoting a transparent, two-way, trustworthy relationship
- **Updated job descriptions,** ensuring that each role has a clear definition of responsibilities, requirements and evaluation criteria
- **Accessible and updated organisational structure,** with clear organisational charts that adequately reflect the Group's organisation
- **Managing personnel administration and labour relations** to ensure correct application of current regulations
- **Occupational Health and Safety Policy,** which promotes and ensures its integration across all areas of the company, safeguarding the health and safety of everyone working in and for Inibsa
- **Commitment to real equality and a gender perspective,** incorporating it into all processes to avoid imbalances and correct possible inequalities
- **Promoting an organisational culture based on continuous improvement and innovation** of both people and processes
- **Encouraging work-life balance measures** that facilitate a proper balance between personal and professional life

- **Ensuring work-life balance and digital disconnection,** safeguarding people's right to rest

## Internal value proposition

With the aim of making Inibsa an excellent place to work, our Internal Value Proposition is structured around six key pillars, which we continue to improve and adapt to respond to new situations and needs.

**Image 9. 9Inibsa's Internal Value Proposition**

As part of our People Well-being project and our Internal Value Proposition, we offer all employees a range of social, professional and other benefits, which we continuously improve:

- Private health insurance for Inibsa employees that offers quick access to medical services, reducing waiting times and facilitating faster and more personalised care. Furthermore, it provides workers with access to a wide network of specialists and health centres, which improves the prevention, diagnosis and treatment of possible conditions

- **Physiotherapy and Physio-Coach Service**: this service includes workstation assessments, training in ergonomic best practices and individual physiotherapy sessions. In addition, a physio-coach service is available for personalised support, complemented by training on prevention and posture correction
- **Mental Health and Well-being Improvement Programme**: in collaboration with the external company BH Bienestar, a comprehensive mental health programme was launched for all employees. This includes online talks and workshops on mental well-being, as well as an unlimited individual psychology service
- **Telemedicine Service**: available to all staff throughout the year, 24 hours a day. This service provides access to general practitioners and specialists in a variety of areas, such as paediatrics, gynaecology, dermatology, nutrition, psychology, cardiology, allergology, sexology and personal training

**Savings Club Benefit**: we have a savings and discount service via the external provider Vip District and Corporate Benefits, offering benefits from a wide range of services to all employees. It is worth noting that employees have access to all the social benefits we offer through the Internal Value Proposition, available via the corporate APP platform.

### Work-life balance and flexibility

In 2025, at Inibsa we will continue to strengthen our working time organisation model with the aim of promoting work-life balance and the well-being of people. For employees who do not directly carry out their activity on the production lines, an intensive schedule from 7:00 a.m. to 2:50 p.m., with flexible start times between 7:00 a.m. and 9:30 a.m. and a 20-minute break, is maintained. The production staff continues to work in fixed shifts structured in different time slots (morning, afternoon, night, 4th and 5th shift), which ensures the continuity of production while offering a stable and predictable organisation. Both the schedules and the available flexibility schemes are designed to improve the work experience and facilitate an adequate work-life balance.

We also strictly respect the right to parental leave for all our employees. In 2025, 16 employees have exercised their right to this leave, one less than in 2024.

**Table 18. 18Parental Leave**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| **Total annual entitlements** | 14 | 17 | 16 |

### Remote Work

At Inibsa we have a **Remote Work Policy** in place that offers people whose activity does not require direct presence in the production plant the possibility of performing up to **40% of their weekly working hours** from their home (equivalent to two days per week). This measure aims to strengthen flexibility and facilitate work-life balance.

Adherence to this policy remains voluntary, with an annual validity and a renewable nature. Each person, in coordination with their supervisor, defines on a weekly basis the two days they will work remotely. To preserve internal cohesion and maintain the dynamics of collaborative work, the policy establishes two requirements:

- That the entire department meet in person at least two days a month; and
- That there be a minimum representation of each team in the branches every day of the week.

In addition, Inibsa continues to provide the necessary means and resources to ensure the proper performance of remote work, along with a monthly compensation intended to cover associated expenses.

**Digital disconnection**

At Inibsa we have a **Digital Disconnection Policy** designed to ensure that employees can rest, and which explicitly recognises their right to disconnect digitally once the working day is over.

Alongside this policy, a code of conduct has been established to guide how it should be applied in daily activities and real-life situations. Guidelines include not expecting or demanding responses outside of working hours, scheduling meetings during working time, activating out-of-office replies during holidays and using digital tools responsibly. The aim of regulating digital disconnection is to prevent psychosocial risks such as burnout from chronic stress, tech fatigue or anticipatory stress. The policy seeks to improve workplace health, reduce digital fatigue, and enhance employees' quality of life by prioritising their wellbeing.

## Equality and diversity

In 2025, at Inibsa we have continued to strengthen our commitment to equal opportunities and diversity by applying the principles set out in the **Equality Policy**. This policy ensures genuine and effective equality between women and men, eliminating any form of gender-based discrimination. This Policy, together with the Code of Ethics, promotes a competitive and fair organisational culture based on equity and non-discrimination.

The actions taken highlight the active commitment of management, the involvement of the entire workforce and the promotion of equal pay, work–life balance and fair working conditions. A dynamic approach is also maintained, allowing measures to be adapted to identified needs, integrating the gender perspective into occupational health and safety and preventing all forms of harassment. Notably, it fosters and promotes an organisational culture that not only incorporates gender equality internally but also projects it externally, creating an inclusive, equitable and respectful environment in all areas where Inibsa operates.

All of this is implemented through an Equality Plan, which includes specific objectives, monitoring indicators and continuous evaluation.

To ensure an inclusive and accessible environment for everyone, our facilities feature various adaptations designed to facilitate mobility and the safe use of spaces by people with disabilities. We have access ramps, accessible lifts, adapted toilets, hoists and other elements that ensure comfortable and independent movement. These measures enable us to ensure an inclusive and safe environment for everyone. In 2025, our workforce includes six employees with a disability certificate[15].

Additionally, we have a **Protocol for the prevention and handling of cases of sexual harassment, harassment on the grounds of sex and discriminatory harassment**, as set out in Article 119 of the 21st Collective Agreement for the Chemical Industry. The protocol sets out the obligation to ensure respectful and dignified treatment, safeguarding the fundamental rights relating to employment, dignity, privacy and equality. It also promotes working conditions that help prevent situations of sexual harassment and harassment on the grounds of sex, as well as by putting in place specific procedures for prevention and mechanisms to report or raise complaints by those affected. In addition, there is a specific harassment prevention protocol in place for the LGTBIQ+ community.

As in the previous year, no discrimination cases were identified in 2025 in relation to equality. Our **Remuneration Policy** aims to compensate, either directly or indirectly, the work of employees within the Group (salary, social benefits, etc.) and is based on internal equity, external competitiveness and fairness, in order to ensure objectivity across all elements of the salary structure and to prevent inequalities. We establish salaries and social benefits in line with the value of each job role. Our policy is competitive at market level and aims to motivate and incentivise employees, while also ensuring the ability to attract and retain new professionals.

As part of this policy, there is a **Variable Remuneration Policy**, conceived as a tool to support the achievement of objectives. Its purpose is to recognise and reward individual contributions that are aligned with established objectives, which are directly linked to the Group's three-year strategic plans.

We also have an **Incentive Policy** in place aimed at the sales team, whose objective is to motivate employees who form part of it and involve them in the day-to-day business. This policy establishes that incentives are linked to meeting the sales targets set by the company, which are defined individually for each employee.

[15] In 2024, seven employees with a disability certificate were part of the Inibsa team.

**Table 19. 19Average annual remuneration (euros) by gender, age and professional category[16]**

| | 2023 | 2024[17] | 2025[17] |
|---|---|---|---|
| **Gender** | | | |
| Women | 47,530.20 | 39,106.54 | 46,751.44 |
| Men | 54,544.58 | 46,580.30 | 53,418.95 |
| **Age range** | | | |
| < 30 | 34,992.73 | 23,048.12 | 34,717.76 |
| 30-50 | 50,262.52 | 42,493.65 | 49,170.87 |
| > 50 | 54,940.28 | 48,681.12 | 58,693.99 |
| **Professional category** | | | |
| Directors | 166,226.42 | 185,859.24 | 217,526.61 |
| Managers | 67,712.18 | 62,121.92 | 65,735.53 |
| Technicians and Administrators | 51,631.55 | 43,014.91 | 48,530.15 |
| Operators & Analysts | 38,535.48 | 28,183.10 | 36,053.85 |

**Table 20. 20Overall gender wage gap[18]**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| Gender wage gap | 13% | 16% | 8% |

As regards the administrative body, the company has a sole director structure, which coincides with the role of CEO. In 2025[19], the average remuneration of the sole director and directors amounted to 217,526.61 euros, of which 193,137.55 euros corresponded to women and 237,037.85 euros to men.

# Talent development

In 2025 we continue to consolidate our **Professional Development Plan (PDP)** as a key tool to promote individual growth and reinforce the relationship between each person and their direct supervisor. This model focuses on the individual's own role in their professional

[16] This year, the average remuneration of senior management has been included. Therefore, the values reported in 2025 are not comparable to those of 2024 or 2023.

[17] The calculation of average remuneration includes all gross pay actually received. In addition, unlike 2023, in 2024 and 2025 the figures have not been annualised, which means the data are not comparable.

[18] The gender wage gap is calculated as the difference in average remuneration between men and women, using male pay as the reference. This year, the average remuneration of senior management has been included. Therefore, the values reported in 2025 are not comparable to those of 2024 or 2023.

[19] Information relating to the breakdown by gender of the average remuneration of Directors was not reported in previous years.

development, with the active support of their manager, who plays an essential role in guiding and monitoring the process. In 2025, this process was digitised, which facilitated its management, as well as the subsequent definition of collective and/or individual action plans. The PDP facilitates structured conversations about the present and future professional development, based on a joint assessment of a series of competencies relevant to job performance and development within Inibsa. This process helps us to identify strengths, areas for improvement, training needs and growth objectives for the current year. This process reinforces the culture of feedback.

To ensure its correct application, Inibsa provides the staff with a digital tool as well as supporting materials and information as a work guide. The PDP is developed annually, complemented by a semi-annual follow-up that ensures the continuity of its development and alignment with the position's and the Group's objectives.

In 2025, we have made significant progress in the digitisation and modernisation of learning management by implementing the new training campus **TOTARA**, which will make it possible to renew the onboarding process; defining personalised training itineraries by area and group; improving compliance monitoring through automatic notifications; and having a centralised repository of internal training. At the end of the reporting period, the platform is in the process of validation, and its launch is planned for the first quarter of 2026.

This momentum has been reinforced by the comprehensive digitisation of the Annual Talent Review (PDP), which has included updating the competency map and redesigning the evaluation model. As a result, we have been able to design a more precise training plan tailored to the needs of each area, as well as work in a more structured way on career and succession plans.

As part of the talent diagnosis and planning process, different assessments have been conducted throughout the year in different areas, with the aim of identifying internal talent and facilitating the design of more specific development actions. Similarly, in June of this year, we conducted a new employee experience survey, whose results have already defined action plans that will be implemented in the first half of 2026.

**Selection and internal promotion policies**

In 2025 we will continue to strengthen our internal selection and development policies, ensuring that all vacancies are published internally, offering real growth opportunities for people within the Group. Our **Selection Policy** continues to focus on ensuring that we incorporate the most suitable talent for each position, applying objective criteria aligned with the company's strategic needs.

This is achieved with the professional assessment tools we have in the company, such as TTI Success Insights, and we apply methodologies built on competency-based interviews, case studies and external assessments, for both external processes and internal

promotions. We maintain our commitment to mobility and internal development as the priority procedure to fill key positions, relying on our development and performance management programmes.

In 2025, a total of 20 positions were filled through internal promotion and transfers within the company, compared with 12 positions filled in 2024.

We also conduct skills and competency assessments in all stages of the selection process and in promotions, with the aim of identifying the best fit between each person and the position. To support these transitions, we have developed a specific training pathway for people who are promoted internally, facilitating their adaptation and success in their new responsibilities.

In 2025, within the scope of selection, we implemented a new Applicant Tracking System, BIZNEO, which allows us to centralise applications, carry out multiposting and ensure up-to-date compliance with data protection regulations. In addition, we launched a corporate career site where we publish all job offers and where interested people can submit unsolicited applications or apply for internships. We also implemented a second internal career site, accessible from the corporate APP, intended exclusively for internal vacancies to facilitate the flow, transparency and monitoring of promotion processes.

**Inibsa Talent Factory**

In 2025, we continued to promote the Inibsa Talent Factory project, a strategic initiative aimed at attracting and developing young talent. This programme aims to promote an “Inibsa school” that connects the organisation with the academic world, at both university and vocational training level, and helps foster internal development in technical and specialised profiles.

Throughout the year, we have significantly expanded its reach by participating in a greater number of job fairs and employment forums, increasing the project's dissemination through corporate social networks and organising visits from educational centres to bring the company's reality closer to students from different disciplines. These actions have not only reinforced our positioning as an attractive company for emerging talent, but have also facilitated the early identification of profiles with growth potential within the Group.

In 2025, we attended various job fairs organised by universities (e.g. Instituto Químico de Sarrià – IQS), secondary schools (e.g. IES La Romànica) and Speed dating sessions run by different institutions (e.g. Instituto La Vall del Tenes).

## Training offer

At Inibsa we approach employee training with the aim of equipping them with the necessary skills to become the best professional they can be. To achieve this, we design training plans and methodologies tailored to the specific needs of each person and each position.

Our training plan aims to identify the training needs of each individual, strengthen technical and skills development, ensure accurate evaluation of training applicability, gather overall qualitative feedback on each completed training activity and ensure that the entire process is properly documented.

Furthermore, the training methodology classifies learning activities according to the stage each person is at within their professional cycle at Inibsa:

- **Initial training:** is delivered as part of the onboarding process and usually consists of a series of meetings/training sessions that provide essential, basic and complementary knowledge about the role and the business. It enables new employees to learn the company's processes and specific activities according to current quality regulations and standards
- **Continuing training:** includes all the training activities that take place after the initial stage. It can be individual or group-based, internal or external, and it supports professional development throughout the entire career at Inibsa

As part of our training programme, both in-person and remote options are offered to support learning across all roles.

Particularly noteworthy is our own training platform, Inibsa Campus, through which our employees can continue developing their skills and take responsibility for their personal and professional development.

In 2025, a total of 13,996 training hours were delivered, representing a 7% increase compared to the 13,092 hours delivered in the previous year. Training plans are designed based on the needs of the workforce, adapting annually to current needs.

In addition, this year training was maintained for interns, with a total of 504 hours of training, maintaining the commitment to their development. Taking into account the total number of people who work at Inibsa during the year, the average number of training hours per employee was 30. Overall, the investment allocated to training during 2025 exceeded €180,000.

**Table 21. 21Hours of training by professional category**

| | Directors | Managers | Technicians and Administrators | Operators/Analysts | Interns | Total |
|---|---|---|---|---|---|---|
| **Training hours 2023** | 547 | 4,996 | 5,678 | 2,279 | - | **13,500** |
| Per employee 2023 | 61 | 100 | 39 | 15 | - | |

| | | | | | | |
|---|---|---|---|---|---|---|
| **Training hours 2024** | 394 | 3,871 | 5,716 | 2,615 | 496 | **13,092** |
| Per employee 2024 | 43.8 | 69 | 31 | 16.4 | 49.6 | |
| **Training hours 2025** | 663 | 4,017 | 6,694 | 2,118 | 504 | **13,996** |
| Per employee 2025[20] | 73.67 | 61.8 | 33.64 | 12.36 | 63.0 | |

Table 22. 22Training hours per employee[21]

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| **Average training hours** | 37 | 31 | 30 |

**Table 23. 23Training investment (euros)**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| **Total training investment** | €162,913 | €190,223 | €180,834 |

### Technical training and cross-cutting initiatives

During the year, we have also carried out activities to reinforce our corporate culture, including a sustainability awareness session aimed at managers, technical staff and administrative staff, with the purpose of reinforcing understanding and involvement in Inibsa's environmental and social commitments, as well as giving visibility to all the actions that are being carried out and providing opportunities for people to propose improvement actions in all these areas. We have also continued to strengthen the GMP (Good Manufacturing Practice) Training Plan, expanding the programme's scope to more areas and reinforcing continuous on-the-job training, with the aim of reaching a greater number of people and shifts. Meanwhile, we continue to promote the role of the internal trainer, which is key to ensuring the transfer of technical knowledge and accumulated experience within the company.

This year, we have also continued and expanded the language programme offering, as well as the annual leadership training programme. Furthermore, in line with improvement initiatives across different areas and departments, we have delivered training on teamwork,

[20] To calculate the ratio per employee, the total number of active employees during the year by professional category is taken into account.

[21] To calculate the average hours per employee, the total number of active employees during the year is taken into account. In the 2025 financial year, this figure was 458 (including interns and senior management).

communication skills, cohesion and conflict management, helping to strengthen key competencies within the organisation.

**Occupational Health and Safety**

In 2025 we continued to improve the Occupational Health and Safety (OHS) Training Plan, especially raising awareness of the importance of safety in the workplace. The plan has included key training activities, such as the use of forklifts, risk assessment, emergency procedures and first response teams, as well as basic OHS training for managers and other specific actions. Furthermore, all new recruits in supervisory positions continue to receive the basic OHS course, thus consolidating a solid and shared preventive culture throughout the organisation.

**Image 10. 10Total number of training hours by topic**

# Health and safety

For us, the health and safety of our employees is a top priority. To this end, we carry out regular internal health and safety inspections in collaboration with health and safety representatives and line managers. We also investigate and document any accidents, incidents or near misses in order to implement measures that mitigate risks, working closely with the relevant managers. In addition, we conduct studies and investigations to identify and assess potential risks, coordinating actions with the external health and safety service.

Inibsa's **Health and Safety Committee** covers 100% of employees and plays a central role in coordinating preventive actions and workplace safety. Throughout the year, the Committee has addressed issues relevant to the continuous improvement of the work environment, including updating health surveillance criteria, planning technical and ergonomic interventions, organising actions related to emergencies and medical examinations and monitoring accident rates and the new health and well-being services and campaigns implemented during the year.

**Occupational Health and Safety**

In 2025, at Inibsa we have continued to make progress in integrating Occupational Health and Safety (OHS) by updating and developing new procedures to strengthen preventive

management in all areas of the organisation. As part of this improvement, the new Prevention Plan has been approved and made available to all staff through the corporate Sharepoint, and its implementation has been reinforced through am Ongoing Information action aimed at ensuring its understanding and correct application.

Meanwhile, we have expanded training in OHS, providing face-to-face training to Production positions and reinforcing the training of recruits through specific initial training. In addition, the people responsible for teams who have joined the organisation have received basic-level OHS training (50 hours), thus improving their preventive management capacity in the performance of their duties.

Looking ahead, at Inibsa we plan to continue strengthening the integration of OHS through the digitisation of preventive processes, thus facilitating the monitoring and traceability of actions for both team leaders and the own Occupational Health and Safety Service. Furthermore, the commitment to continuous improvement will continue through the development and implementation of new procedures and instructions that will allow us to continue moving towards a more efficient preventive model.

**Safe Work Environments**

This year, we have reinforced the identification, assessment and control of risks present in our work environments, ensuring continuous monitoring of safety conditions. This is why we have carried out Health and Safety inspections in all areas of the company, in collaboration with the team leaders, and we have continued working on the review of risk assessments in the Industrial area, which has enabled us to identify opportunities for improvement and implement corrective measures swiftly.

We have also carried out hygienic measurements of chemical contaminants, such as hydrogen peroxide and acrylates, as well as measurements of physical pollution, including noise, ensuring comprehensive control of exposure to potentially hazardous agents. In line with our commitment to continuous improvement, all accidents, incidents and near misses that occurred during the year have also been investigated, with the aim of identifying causes and preventing their recurrence.

As part of preparing for critical situations, we have conducted emergency drills that have enabled us to assess the effectiveness of the established procedures and strengthen our response capacity.

During 2025, at Inibsa we passed the first legal audit of the own Occupational Health and Safety Service, consolidating our prevention system's maturity. In addition, we have incorporated an external legal compliance monitoring service with the provider Asecorp, with which a voluntary audit has also been conducted to further reinforce our control and verification mechanisms.

**Workplace health care**

In terms of occupational health, in 2025, regular medical check-ups for all staff and health examinations for new hires have been managed. Where necessary, temporary adjustments have been implemented in job posts based on the fitness certificates issued by the Health Surveillance team, thus ensuring the suitability between the conditions of the job and the capabilities of each person. We have also continued managing pregnancy and breastfeeding cases by specifically assessing the position and submitting the SREL (Risk Assessment Request during Pregnancy and Breastfeeding) to the Mutual Insurance Provider for Occupational Accidents and Occupational Diseases.

We have begun collaborating with a new provider for the delivery of medical care services this year, which has enabled us to launch new health promotion campaigns with the aim of encouraging healthy habits.

Due to the implementation of remote working for those employees who do not require continuous presence at Inibsa's facilities, we have maintained the use of a self-assessment format for remote working conditions through a questionnaire. Based on the results, we provide the tools and accessories needed to carry out professional activity while ensuring proper health and safety conditions. This includes a laptop stand, keyboard and mouse, along with specific guidance and visual instructions on how to set up the workspace ergonomically, helping to prevent musculoskeletal pain or discomfort, fatigue, stress and other related issues.

**Well-being and healthy habits**

As every year, at Inibsa we continue to promote the physical, social and emotional well-being of employees through programmes focused on improving the quality of working life. As part of these initiatives, we have launched a new nutritionist service, 100% subsidised by Inibsa and developed in collaboration with BH Bienestar, where we provide personalised support for the adoption of healthy eating habits.

In terms of ergonomics, we have implemented a pilot test in the factory by installing a zero-gravity device, which is already operational and has reduced the physical load associated with certain tasks. Following the positive results obtained, the addition of at least one more unit is planned for 2026.

We have also updated the specific training courses for those who operate higher-risk equipment, including forklift operation, mobile elevating work platforms and working at height, as well as the training activities corresponding to the Emergency Plan (first response teams and first aid teams with the use of a defibrillator), thus reinforcing staff preparedness in critical situations.

**Accident management**

We work to ensure that our operations are carried out with the highest levels of health and safety. Accordingly, 100% of the accidents, incidents and near misses that occurred during

the year have been investigated to identify the causes and implement the necessary corrective measures. In 2025, a total of six accidents were recorded, two more than in the previous year. In addition, an accident involving sick leave occurred, affecting an external worker within our facilities; although this case is not counted internally, the corresponding investigation was carried out.

**Table 24. 24Accident rates**

| | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|
| | Women | Men | Women | Men | Women | Men |
| No. of accidents with sick leave[22] | 2 | 4 | 1 | 3 | 4 | 2 |
| Occupational diseases | 0 | 0 | 0 | 0 | 0 | 0 |
| **Frequency index[23]** | 8.24 | 20.54 | 3.46 | 12.01 | 14.67 | 10.94 |
| **Severity rate[24]** | 0.13 | 0.94 | 0.06 | 0.08 | 0.24 | 0.03 |

In comparison with the 2024 and 2025 financial years, there was a reduction in the volume of absenteeism hours in 2024. This variation is mainly due to a shorter duration of absences in the cases recorded, which had an impact on the total number of hours accumulated.

**Table 25. 25Absenteeism hours[25]**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| Absenteeism hours | 49,516 | 38,865 | 35,751 |
| Absenteeism rate | 9.95% | 7.21% | 5.98% |

# Commitment to health

## Our commitment to the sector

At Inibsa healthcare professionals are our top priority, and we support them in improving their patients' health and quality of life by providing solutions that help them in their daily practice.

To that end, at Inibsa **we also offer a wide variety of courses and webinars**, organised either directly by our team or in collaboration with universities, scientific societies and other

[22] Accidents while commuting are not included.
[23] Work-related accident with sick leave per 1,000,000 hours worked.
[24] Days not worked due to work-related accidents per 1,000 hours worked.
[25] To calculate absenteeism hours, the hours lost due to the following situations are included: Common Illness (CI), Non-Work-Related Accident (NWRA), illnesses requiring hospitalisation, indisposition, relapses of CI/NWRA, Work-Related Accident (WRA), COVID-19, relapses due to COVID-19 and pregnancy-related risks.

training institutions. These training activities are aimed at **providing practical, up-to-date knowledge tailored to their real needs.**

We also collaborate with educational institutions with the aim of integrating students into the workforce and contributing to the development of future talent in the healthcare sector.

In line with this commitment, during the year, the company has increased its support to academic and research initiatives through financial contributions aimed at promoting university education and knowledge transfer. Specifically, a **donation of €15,000 has been made to the UB–Inibsa Classroom,** an initiative developed in collaboration with the University of Barcelona (UB) to promote **specialised clinical training and research in technologies and procedures in bone regeneration, guided surgery and pain management,** consolidating the relationship between the university and the productive sector and contributing to the development of professionals in the field of dental health.

Furthermore, a **donation of €6,000 has been made to the Empresas IQS Foundation,** a private non-profit entity established with the objective of **promoting university education, research and the connection between students and the business world.** Thanks to the financial support of companies like Inibsa, IQS can make academic and research projects a reality.

Through these training programmes and collaborations, we reaffirm our commitment to education, scientific innovation and its progress.

## Commitment to the community

At Inibsa we are committed to society, generating social value that goes beyond our mission and vision as a company. We understand that contributing to sustainable development also involves actively supporting collective well-being, not only for those who are part of our organisation, but for the entire community.

This commitment is put into practice through concrete actions and contributions with real impact. Throughout 2025, our initiatives have fostered local development, strengthened the social fabric and contributed to improving quality of life in the community.

In 2025, the total donations amounted to €71,325, compared to €5,000 in 2024. This difference is explained by the fact that, during 2024, only one financial contribution was made, linked to participation in the Magic Line charity walk.

No sponsorship activity was carried out in 2025. In 2024, however, we formalised a sponsorship agreement with the Bellvitge Biomedical Research Institute (IDIBELL), a leading institution in the fields of cancer, neuroscience, translational medicine and regenerative medicine, for an amount of €7,000.

The following initiatives were carried out in 2025:

**Promotion of well-being and social cohesion**

Between May and December, we promoted sevillanas dance lessons at the Lliçà de Vall community centre, with the aim of combating unwanted loneliness among the elderly. This initiative has improved their mobility, emotional well-being and social interaction. Thanks to the donation of €15,325 to United Way (of which €8,000 were allocated to the REIR Foundation), 34 seniors have benefited from 975 hours of community activity, reinforcing their social support and companionship.

**Support for health, childhood and culture**

At Inibsa we continue increasing our support to social initiatives linked to health, childhood and culture. Our participation in the Magic Line SJD charity walk, organised by the Hospitaller Order of the Brothers of Saint John of God, helped us to raise €2,000 social and health programmes related to mental health, immigration, disability and care for the elderly. Furthermore, by means of a donation of €3,000 to the El Somni del Nens Foundation, we contributed to making the wishes of sick children come true. We also collaborate with the El Petit Liceu – LiceuAprèn Programme, to which we allocated €35,000 to bring opera and culture closer to children through accessible educational initiatives with high social impact.

**Workforce participation in solidarity initiatives**

With the aim of bringing social action closer to the entire organisation, this year we have launched a Donations Competition. This initiative, managed internally, invited company employees to propose projects and social organisations with which they feel committed. Of the seven proposals received, we selected four projects promoted by colleagues from Inibsa, to which €4,000 were allocated each, totalling €16,000. These are the projects:

1. **A Cor Obert**, by Associació de Cardiopaties Congènites (Association for Congenital Heart Defects), which offers psychosocial and emotional support to children and adolescents with congenital or acquired heart disease, as well as to their families, throughout Catalonia

2. **"I also take part"**, by the Aprenem Autisme association, which promotes the social inclusion of children and young people with autism in sports and leisure activities in their community environment through specialised professional support
3. **Fundación Noelia**, an organisation that supports people affected by muscular dystrophy due to collagen VI deficiency and their families. It also promotes scientific research for the development of treatments
4. **Paediatric Oncology Unit of the Pediatric Cancer Center Barcelona** (Hospital Sant Joan de Déu), which offers a comprehensive and holistic approach to improve the quality of life of children and adolescents with cancer and their families

We also collaborated with the delivery of material to the Da Man Association, valued at €260.10.

**Collaboration for local development**

At Inibsa we also seek to contribute to local development by contracting services with social economy enterprises, thus promoting the employment of people in vulnerable situations. Among the entities with which we collaborate are Centro de Ocupación Especial Grupo Cant, Emiser Vallès, Ilunion, Fundació Acció Baix Montseny and Fundació d'atenció i Inserció Discapacitat Intel·lectual Ampans.

# Table of contents of Law 11/2018

| Index of contents required by Law 11/2018 | | | |
|---|---|---|---|
| **Contents of Law 11/2018** | **Materiality** | **Chapter where the answer is given** | **Associated GRI** |
| **GENERAL INFORMATION** | | | |
| A brief description of the business model that includes its business environment, its organisation and structure | Material | Governance | 2-1, 2-2, 2-6, 2-9 |
| Markets in which it operates | Material | Governance:<br>• About Inibsa: Inibsa's DNA | 2-1, 2-6 |
| Objectives and strategies of the organisation | Material | Governance:<br>• Our relationships | 2-23 |
| Main factors and trends that could affect its future performance | Material | Governance | 3-3 |
| Reporting framework used | Material | About this Report | 2-3, 2-5 |
| Materiality principle | Material | Governance:<br>• Our relationships | 3-1, 3-2, 2-24 |
| **ENVIRONMENTAL ISSUES** | | | |
| **Management approach**: description and outcomes of the policies related to these matters, as well as the main risks associated with them in connection with the Group's activities | Material | Environmental:<br>• Our environmental management | 2-23, 3-3 |
| **Detailed general information.** | | | |
| Detailed information on the current and foreseeable impacts of the company's activities on the environment and, where applicable, on health and safety | Material | Environmental:<br>• Our environmental management | 3-3 |
| Environmental assessment or certification procedures. | Material | Environmental:<br>• Our environmental management | 3-3 |
| Resources assigned to the prevention of environmental risks | Material | Environmental:<br>• Our environmental management | 3-3, 201-2 |
| Application of the principle of precaution | Material | Environmental:<br>• Our environmental management | 2-23 |
| Amount of provisions and guarantees for environmental risks | Material | Environmental:<br>• Our environmental management | 3-3 |
| **Pollution** | | | |

| Index of contents required by Law 11/2018 | | | |
|---|---|---|---|
| **Contents of Law 11/2018** | **Materiality** | **Chapter where the answer is given** | **Associated GRI** |
| Measures to prevent, reduce or remedy emissions that seriously affect the environment; taking into account any type of activity-specific atmospheric pollutants including noise and light pollution | Material | Environmental:<br>• Our environmental management | 3-3 |
| **Circular economy and prevention and management of waste** | | | |
| Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste | Material | Environmental:<br>• Our environmental management (circularity and waste management) | 3-3 |
| Actions to combat food waste | | Not material | |
| **Sustainable utilisation of resources** | | | |
| Water consumption and water supply in accordance with local constraints | Material | Environmental:<br>• Our environmental management (responsible operations) | 3-3, 303-3 |
| Consumption of raw materials and measures taken to improve the efficiency of their use | Material | Environmental:<br>• Our environmental management (responsible operations) | 3-3, 301-1 |
| Direct and indirect energy consumption | Material | Environmental:<br>• Our environmental management (responsible operations) | 302-1 |
| Measures taken to improve energy efficiency | Material | Environmental:<br>• Our environmental management (responsible operations) | 3-3 |
| Use of renewable energies | Material | Environmental:<br>• Our environmental management (responsible operations) | 302-1 |
| **Climate change** | | | |

| Index of contents required by Law 11/2018 | | | |
|---|---|---|---|
| **Contents of Law 11/2018** | **Materiality** | **Chapter where the answer is given** | **Associated GRI** |
| Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces | Material | Environmental:<br>• Our environmental management (decarbonisation) | 3-3, 305-1, 305-2, 305-3 |
| Measures taken to adapt to the consequences of climate change | Material | Environmental:<br>• Our environmental management (decarbonisation) | 3-3 |
| Reduction targets voluntarily established in the medium and long-term to reduce greenhouse gas emissions and the measures implemented for this purpose | Material | Environmental:<br>• Our environmental management (decarbonisation) | 3-3 |
| **Protection of biodiversity** | | | |
| Measures taken to preserve or restore biodiversity | | Not material | |
| Impacts caused by activities or operations in protected areas | | Not material | |
| **SOCIAL AND STAFF MATTERS** | | | |
| **Management approach**: description and outcomes of the policies related to these matters, as well as the main risks associated with them in connection with the Group's activities | Material | Social | 2-6, 2-23, 3-3, 205-1, 205-2, 416-1, 403-1 403-3, 403-4, 403-8 |
| **Employment** | | | |
| Total number and distribution of employees by country, gender, age and professional category | Material | Social:<br>• Inibsa Team | 2-7, 405-1 |
| Total number and distribution of employment contract types and annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and professional category | Material | Social:<br>• Inibsa Team | 2-7 |
| Number of dismissals by gender, age and professional category | Material | Social:<br>• Inibsa Team | 401-1 |
| Average remuneration and evolution thereof by gender, age and professional category or equivalent value | Material | Social:<br>• Inibsa Team (Equality and diversity) | 2-23, 3-3, 405-1, 405-2 |
| Wage gap, the remuneration for equal roles or the average remuneration across the company | Material | Social: | 2-23, 3-3, 405-1, 405-2 |

| Index of contents required by Law 11/2018 | | | |
|---|---|---|---|
| **Contents of Law 11/2018** | **Materiality** | **Chapter where the answer is given** | **Associated GRI** |
| | | • Inibsa Team (Equality and diversity) | |
| Average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payment to long-term savings pension schemes and any other payment broken down by gender | Material | Social:<br>• Inibsa Team (Equality and diversity) | 2-23, 3-3, 405-1, 405-2 |
| Implementation of policies on the right to disconnect | Material | Social:<br>• Inibsa Team (Wellbeing of our workforce) | 3-3 |
| Number of employees with disabilities | Material | Social:<br>• Inibsa Team (Equality and diversity) | 405-1 |
| Number of non-employee workers | Material | Social:<br>• Inibsa Team | 3-3, 2-8 |
| **Work organisation** | | | |
| Organisation of working time | Material | Social:<br>• Inibsa Team (Wellbeing of our workforce) | 3-3 |
| Number of hours of absenteeism | Material | Social:<br>• Inibsa Team (Health and safety) | 2-7, 3-3 |
| Measures aimed at facilitating the work-life balance and promote the sharing of responsibility by both parents | Material | Social:<br>• Inibsa Team (Wellbeing of our workforce) | 3-3 |
| **Health and Safety** | | | |
| Health and safety conditions at work | Material | Social:<br>• Inibsa Team (Health and safety) | 403-1 |
| Work-related accidents, in particular their frequency and severity, as well as occupational diseases; broken down by gender | Material | Social:<br>• Inibsa Team (Health and safety) | 403-9, 403-10 |
| **Social relations** | | | |

| Index of contents required by Law 11/2018 | | | |
|---|---|---|---|
| **Contents of Law 11/2018** | **Materiality** | **Chapter where the answer is given** | **Associated GRI** |
| Organisation of social dialogue, including procedures for informing and consulting with staff and negotiating with them | Material | Governance:<br>• Our relationships | 3-3 |
| Percentage of employees covered by collective bargaining agreements, by country | Material | Governance:<br>• Our relationships | 2-30 |
| Position in collective bargaining agreements, particularly in the field of occupational health and safety | Material | Governance:<br>• Our relationships | 3-3 |
| Mechanisms and procedures the company has to promote the involvement of workers in the company's management, in terms of information, consultation and participation | Material | Governance:<br>• Our relationships | 2-29 |
| **Training** | | | |
| Policies implemented in the field of training | Material | Social:<br>• Talent development | 403-5, 404-2 |
| Total number of training hours by professional category | Material | Social:<br>• Talent development | 3-3, 404-1 |
| **Universal accessibility** | | | |
| Universal accessibility for disabled persons | Material | Social:<br>• Inibsa Team (Equality and diversity) | 3-3 |
| **Equality** | | | |
| Measures adopted to promote equal treatment and opportunities between women and men | Material | Social:<br>• Inibsa Team (Equality and diversity) | 3-3 |
| Equality plans, measures taken to promote employment, protocols against sexual and gender-based harassment | Material | Social:<br>• Inibsa Team (Equality and diversity) | 3-3, 2-23 |

| Index of contents required by Law 11/2018 | | | |
|---|---|---|---|
| **Contents of Law 11/2018** | **Materiality** | **Chapter where the answer is given** | **Associated GRI** |
| Integration and universal accessibility for disabled persons | Material | Social:<br>• Inibsa Team (Equality and diversity) | 3-3 |
| Policy against all types of discrimination and, where appropriate, the management of diversity | Material | Social:<br>• Inibsa Team (Equality and diversity) | 3-3, 2-23 |
| **RESPECT FOR HUMAN RIGHTS** | | | |
| **Management approach**: description and outcomes of the policies related to these matters, as well as the main risks associated with them in connection with the Group's activities | Material | Governance:<br>• Focus on Sustainability<br>• Governance framework | 2-23, 3-3 |
| **Application of due diligence procedures** | | | |
| Application of due diligence procedures in the field of human rights and prevention of the risks of human rights violations and, where applicable, measures to mitigate, manage and repair potential abuses committed | Material | Governance:<br>• Governance framework | 2-23, 2-26, 3-3 |
| Complaints relating to cases of human rights violations | Material | Governance:<br>• Governance framework | 2-23, 2-24, 3-3, 408-1, 409-1, 413-1 |
| Measures implemented to promote and comply with the provisions of the ILO fundamental conventions relating to respect for freedom of association and the right to collective bargaining; Eliminating discrimination in employment and occupation; The elimination of forced or compulsory labour; The effective abolition of child labour | Material | Governance:<br>• Governance framework | 2-23, 3-3 |
| **FIGHT AGAINST CORRUPTION AND BRIBERY** | | | |
| **Management approach**: description and outcomes of the policies related to these matters, as well as the main risks associated with them in connection with the Group's activities | Material | Governance:<br>• Governance framework | 2-23, 3-3 |

| Index of contents required by Law 11/2018 | | | |
|---|---|---|---|
| **Contents of Law 11/2018** | **Materiality** | **Chapter where the answer is given** | **Associated GRI** |
| Measures implemented to prevent corruption and bribery | Material | Governance:<br>• Governance framework | 2-23, 2-25, 2-26 |
| Measures to combat money laundering | Material | Governance:<br>• Governance framework | 2-23, 2-25, 2-26 |
| Contributions made to foundations and non-profit organisations | Material | Governance:<br>• Commitment to health | 201-1 |
| **INFORMATION ABOUT SOCIETY** | | | |
| **Management approach**: description and outcomes of the policies related to these matters, as well as the main risks associated with them in connection with the Group's activities | Material | Social<br>• Commitment to the community | 2-23, 3-3 |
| **Commitment by the company to sustainable development** | | | |
| The impact of the company's activity on local employment and development | Material | Social<br>• Commitment to the community | 3-3 |
| The impact of the company's activity on local populations and the surrounding area | Material | Social<br>• Commitment to the community | 2-6, 2-28, 3-3, 204-1, 413-1 |
| The relations maintained with the players of local communities and the type of dialogue with them | Material | Social<br>• Commitment to the community | 2-28, 3-3, 413-1 |
| The association or sponsorship actions | Material | Social<br>• Commitment to the community | 2-28, 3-3 |
| **Subcontracting and suppliers** | | | |
| Inclusion of social, gender equality and environmental issues in procurement policy | Material | Environmental:<br>• Responsible supply chain | 2-6, 2-24 |
| Consideration in relations with suppliers and subcontractors of their social and environmental responsibility | Material | Environmental:<br>• Responsible supply chain | 2-6, 2-24 |
| Supervision and audit systems, and their results | Material | Environmental:<br>• Responsible supply chain | 3-3, 416-1 |
| **Consumers** | | | |

| Index of contents required by Law 11/2018 | | | |
|---|---|---|---|
| **Contents of Law 11/2018** | **Materiality** | **Chapter where the answer is given** | **Associated GRI** |
| Measures for consumer health and safety | Material | Environmental:<br>• Committed to our environment | 3-3 |
| Claim systems, complaints received and their resolution | Material | Environmental:<br>• Committed to our environment | 2-16, 2-25 |
| **Tax information** | | | |
| The benefits obtained country by country | Material | Governance:<br>• About Inibsa (Inibsa's DNA) | Accounting criteria |
| Corporation tax paid | Material | Governance:<br>• About Inibsa (Inibsa's DNA) | 3-3, 201-4, 207-1 |
| Public subsidies received | Material | Governance:<br>• About Inibsa (Inibsa's DNA) | 3-3, 201-4, 207-1 |

# PREPARATION OF THE STATEMENT OF NON-FINANCIAL INFORMATION (SNFI) FOR THE YEAR 2025

This Statement of Non-Financial Information of Laboratorios Inibsa S.A. for the financial year ended 31 December 2025, in compliance with the requirements established in Law 11/2018 of 28 December, on non-financial and diversity information, consists of 74 pages, including this one, and was prepared on 27 April 2026.

In Lliçà de Vall, on 31 March 2026

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Mr Eduardo López Perea
Representative of the Sole Director