

# inke

Sustainability Report

# 2025

Advancing sustainable  
solutions for global health

2025 SUSTAINABILITY REPORT



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About this report

# Letter from the Chief Executive

## Miquel Bachs



I am pleased to present INKE's first Sustainability Report, an important milestone in our journey to integrate sustainability more systematically into the way we manage and grow the company. For more than four decades, INKE has built its reputation on quality, reliability and industrial expertise. Today, these same principles guide our commitment to responsible, transparent and long-term value creation.

In 2025, we continued to strengthen our industrial platform, serve pharmaceutical customers across international markets and advance our ESG agenda. We made progress in key areas including climate action, resource efficiency, governance, health and safety, talent development and responsible supply chain management. Our science-based target to reduce Scope 1 and 2 emissions by 42% by 2030 reflects the level of ambition we want to maintain.

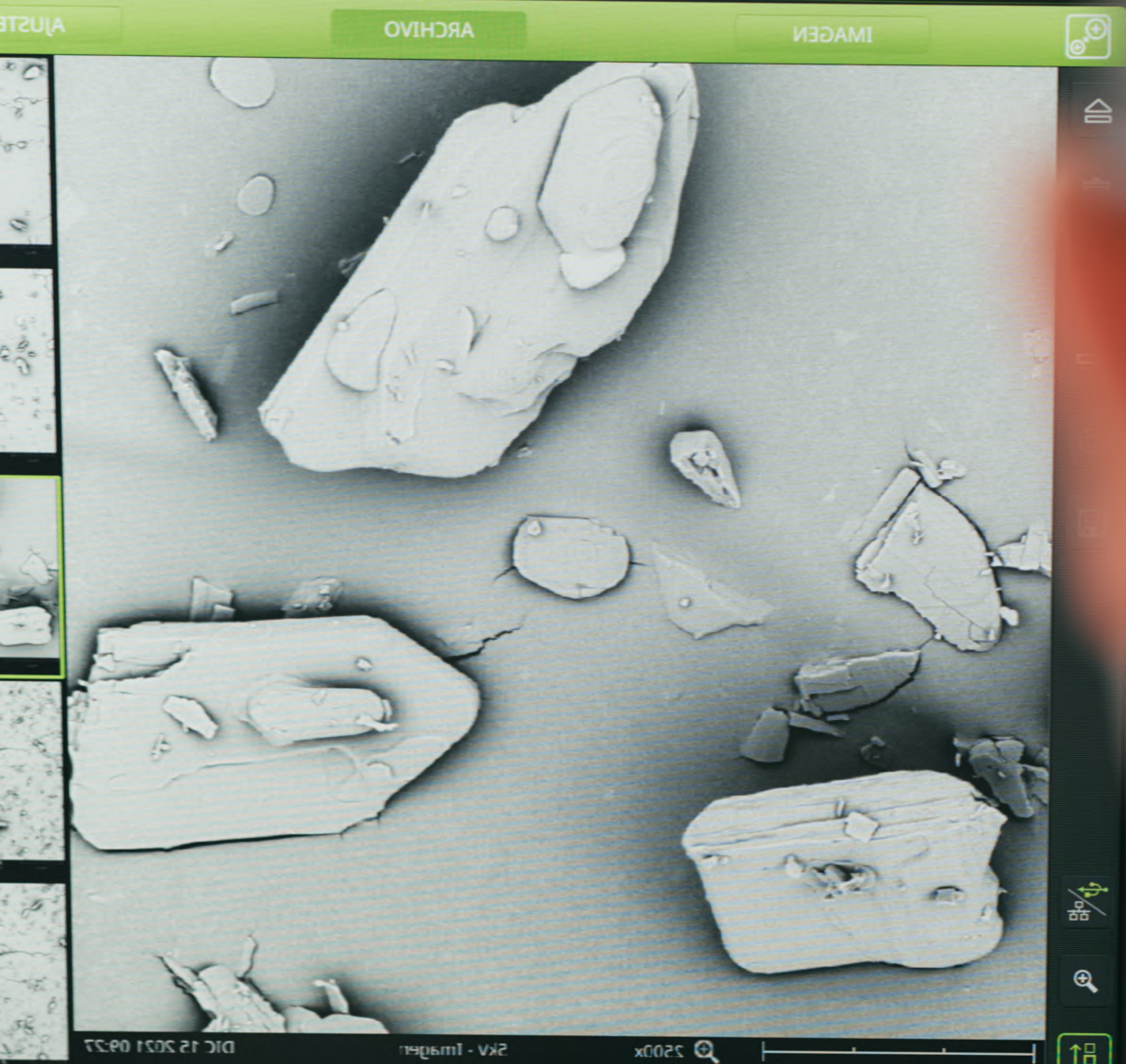
Sustainability is now a core part of how we define performance. It reinforces our ability to operate with discipline, manage risks, support our customers and contribute to health and well-being through the development and supply of active pharmaceutical ingredients and high value-added services.

This report is both a reflection of our progress and a starting point for further improvement. We know that the challenges ahead — from climate change and water scarcity to regulatory complexity, safety, talent and supply chain transparency — require continued focus, investment and collaboration.

On behalf of INKE, I would like to thank our employees, customers, suppliers, shareholders and partners for their trust and contribution. We remain committed to acting with integrity, improving continuously and ensuring that sustainability stays fully aligned with our strategy, our culture and our ambition to create long-term value.

“

“For more than four decades, INKE has built its reputation on quality, reliability and industrial expertise. Today, these same principles guide our commitment to responsible, transparent and long-term value creation.”



# 02

## About Us

# About Us

INKE manufactures and supplies active pharmaceutical ingredients to pharmaceutical companies worldwide, particularly in the therapeutic areas of inhalation (asthma, COPD), the central nervous system and, from 2026, ophthalmology.



The company combines over 40 years' experience in the chemical synthesis and micronisation of APIs with a continuous focus on innovation and compliance with the most stringent international quality standards.

This export-oriented B2B model (with a presence in over 40 countries) is characterised by high standards of quality, safety and sustainability, integrated from process design right through to the final delivery of products to customers.

In line with INKE's philosophy, we firmly believe that environmental, social and governance principles are crucial to our success; integrating them into our business strategy enables us to grow responsibly and make a positive impact on our communities and the world.

This vision translates into specific objectives and tangible measures: we have adopted an ambitious environmental plan (with climate targets validated by the SBTi), strengthened our labour and business ethics policies (Code of Ethics, Human Rights Policy, etc.), and enhanced sustainability throughout the supply chain (e.g., Supplier Code of Conduct).

In summary, this report serves as documentary evidence for customers, partners and sustainability assessors of INKE's firm commitment to ESG criteria, and as a basis for continued improvement in the coming years.

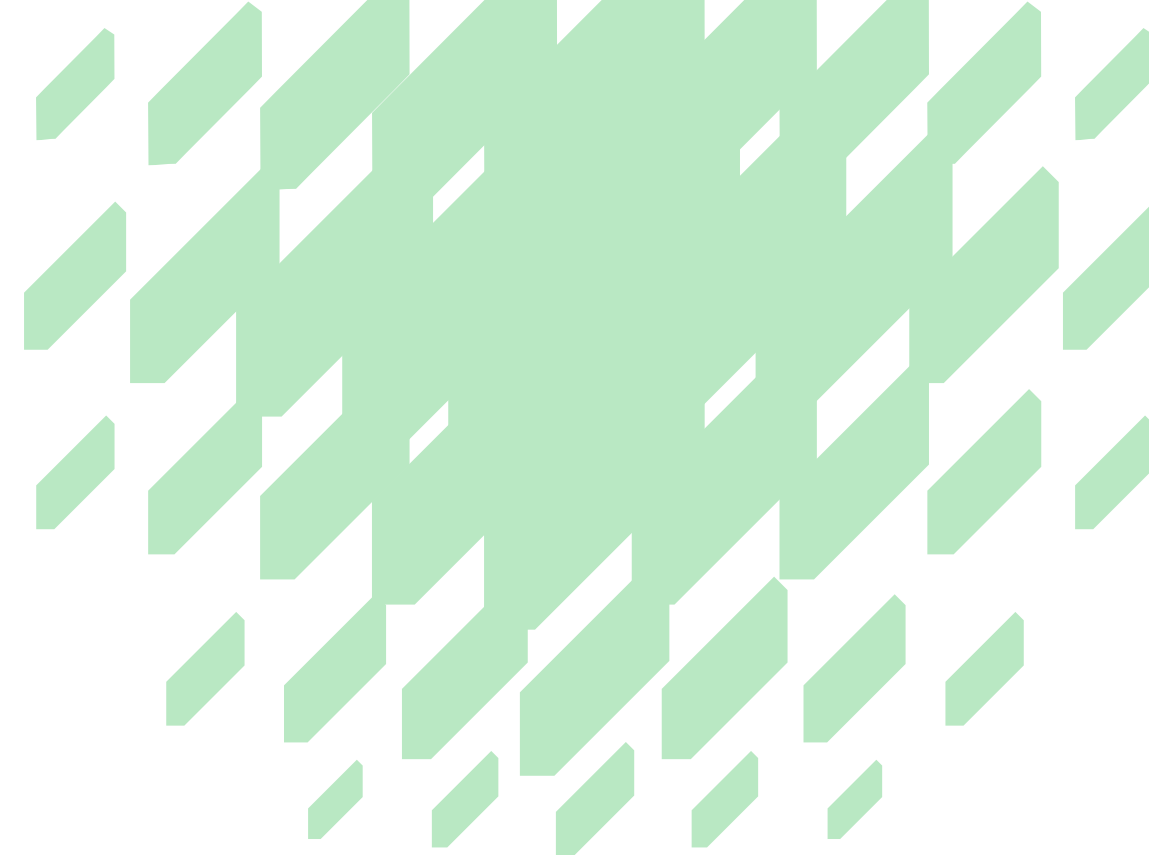
## Sustainability is embedded in INKE's value proposition and business model,

shaping how we design processes, manage risks and create long-term value for our stakeholders. Our focus on high-quality, compliant and increasingly resource-efficient manufacturing translates into tangible competitive advantages, including strong regulatory performance, operational reliability and long-term partnerships with global pharmaceutical clients. This approach is particularly relevant in a sector with high environmental and safety requirements, where efficient use of energy, water and raw materials, as well as robust health and safety practices, are critical to maintaining both performance and trust.

INKE's transition towards a more sustainable business model is supported by clear commitments and milestones, including the implementation of a decarbonisation plan aligned with science-based targets, continuous improvement in resource efficiency, and the progressive integration of ESG criteria across operations and the value chain. At the same time, the company's activities are fully focused on the pharmaceutical sector and do not generate revenue from highly polluting or controversial activities typically excluded from EU climate benchmarks, reinforcing the alignment between INKE's business model and a more sustainable economy.

In the reporting year,  
INKE strengthened its strategic platform through the acquisition of a recently acquired site, a milestone that broadens the company's capabilities in an adjacent therapeutic field and supports its long-term growth strategy.

This development reflects INKE's continued evolution and reinforces its ability to serve customers with a broader technological and industrial platform.



This Sustainability Report has been prepared for the INKE Group<sup>1</sup> (with the operational company being INKE S.A.) for the 2025 reporting period, consistent with the financial reporting period. The ESG reporting is aligned with the financial consolidation perimeter; hence, the recently acquired site/entity is excluded from the 2025 ESG scope since it was only in the group perimeter for less than 15 days in the year of 2025. Therefore, its activity during 2025 was done prior to the incorporation into the Group.

The acquired site/entity is to be incorporated into the ESG reporting perimeter in the next reporting cycle as integration progresses. Preparatory work is already under way, including integration audit and compliance review activities, risk mapping, and the collection of baseline ESG data and controls to enable future reporting.

<sup>1</sup> For the purposes of this Report, the term "INKE Group" refers to Micromill Holding S.L. and its affiliated companies, which operate under a common corporate governance framework and are guided by shared principles, policies and management standards.

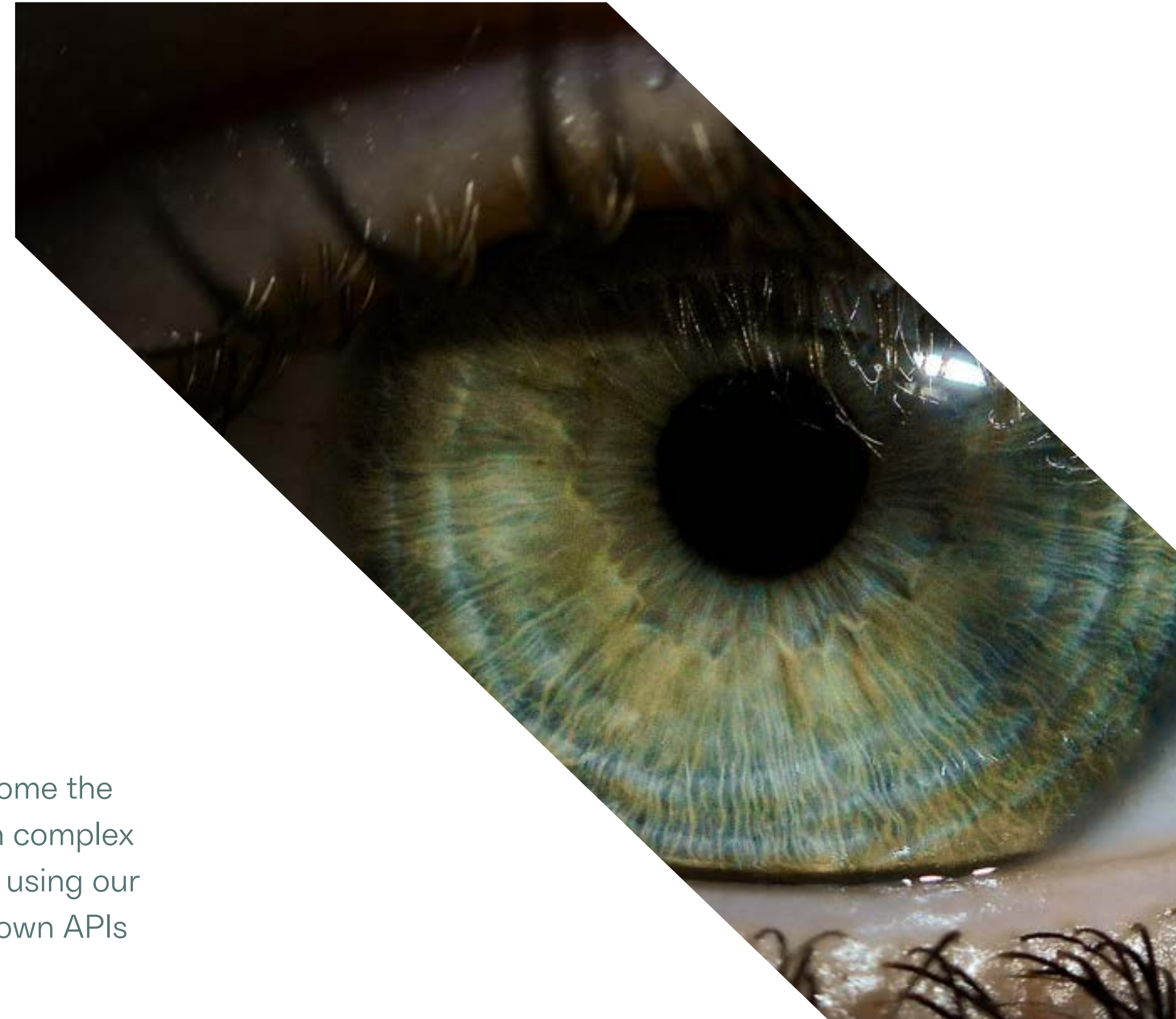
Our culture goes beyond written values: it is about acting together. We are committed to fostering an environment that supports collaboration, generates new ideas and in which every individual has the opportunity to realise their full potential.

## Mission

We develop and supply APIs and high value-added services to the highest standards of quality and sustainability.

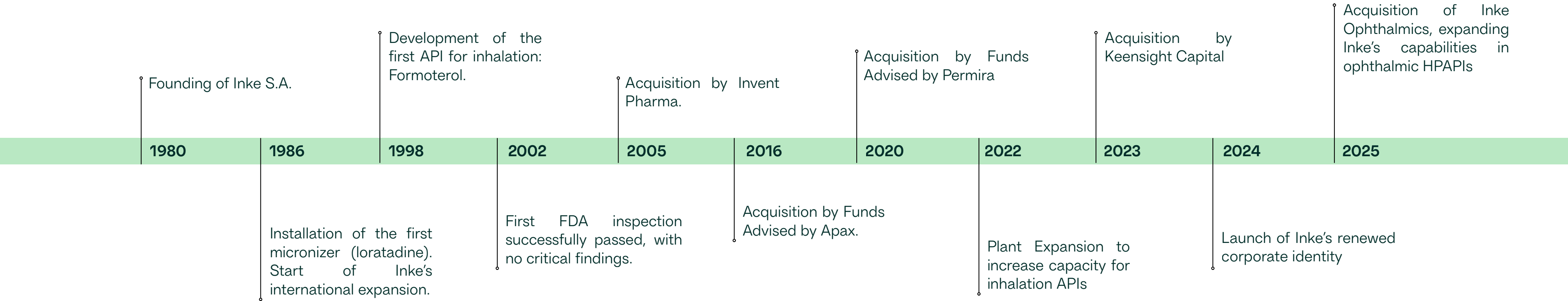
## Vision

Our vision is ambitious: to become the leading international partner in complex micronised APIs for inhalation, using our expertise both to develop our own APIs and to offer CDMO services.



# Our history

Since our founding, we have achieved numerous milestones that have established us as leaders in the development, manufacturing, and micronization of APIs.



## Who we are Our business

INKE S.A. is a chemical company founded in 1980, specialising in the manufacture of active pharmaceutical ingredients (APIs) for the pharmaceutical industry worldwide.



Its industrial headquarters are located in Castellbisbal (Barcelona) and it has high-containment production facilities suitable for the safe handling of HPAPIs (high-potency APIs).

As at the end of 2025, INKE operates a GMP-certified (Good Manufacturing Practice) production plant and R&D facilities for process development and quality control in Barcelona, as well as a sales office in the US to serve international clients.

The company employed 130 people at the end of 2025, of whom approximately two-thirds were engaged in industrial operations, including manufacturing, engineering and maintenance, quality and HSE activities. The remaining employees worked in research and development and corporate support functions.

The Castellbisbal plant is certified to ISO 9001 and ISO 14001 (quality and environmental management, respectively) and complies with international industry regulations (for example, health approvals from the US FDA and the Korean KFDA) which recognise the quality and safety of its products.



## Therapeutic areas



### Inke Inhalation

For more than two decades, Inke has been dedicated to advancing respiratory care through the development and manufacturing of APIs for inhalation therapies. Our strategic vision focuses on delivering high-quality, micronized APIs that meet the stringent requirements of global health authorities.

Our portfolio addresses the growing demand for therapies targeting asthma and chronic obstructive pulmonary disease (COPD)

### Inke CNS

Inke CNS represents one of the company’s core therapeutic areas.

We develop and manufacture high-quality, EU-GMP–certified APIs to support pharmaceutical partners in bringing effective treatments to patients globally.

Our CNS portfolio includes key APIs such as Olanzapine, Risperidone, and Zolmitriptan, alongside a growing pipeline of innovative molecules for Parkinson’s disease, insomnia, and narcolepsy.

### Specialty APIs

Beyond its core therapeutic areas, INKE develops a broad portfolio of specialty APIs supported by advanced synthetic chemistry, purification and manufacturing expertise. The portfolio includes products for cardiovascular, neurological, gastrointestinal and rare diseases, enabling long-term partnerships across a wide range of therapeutic applications.



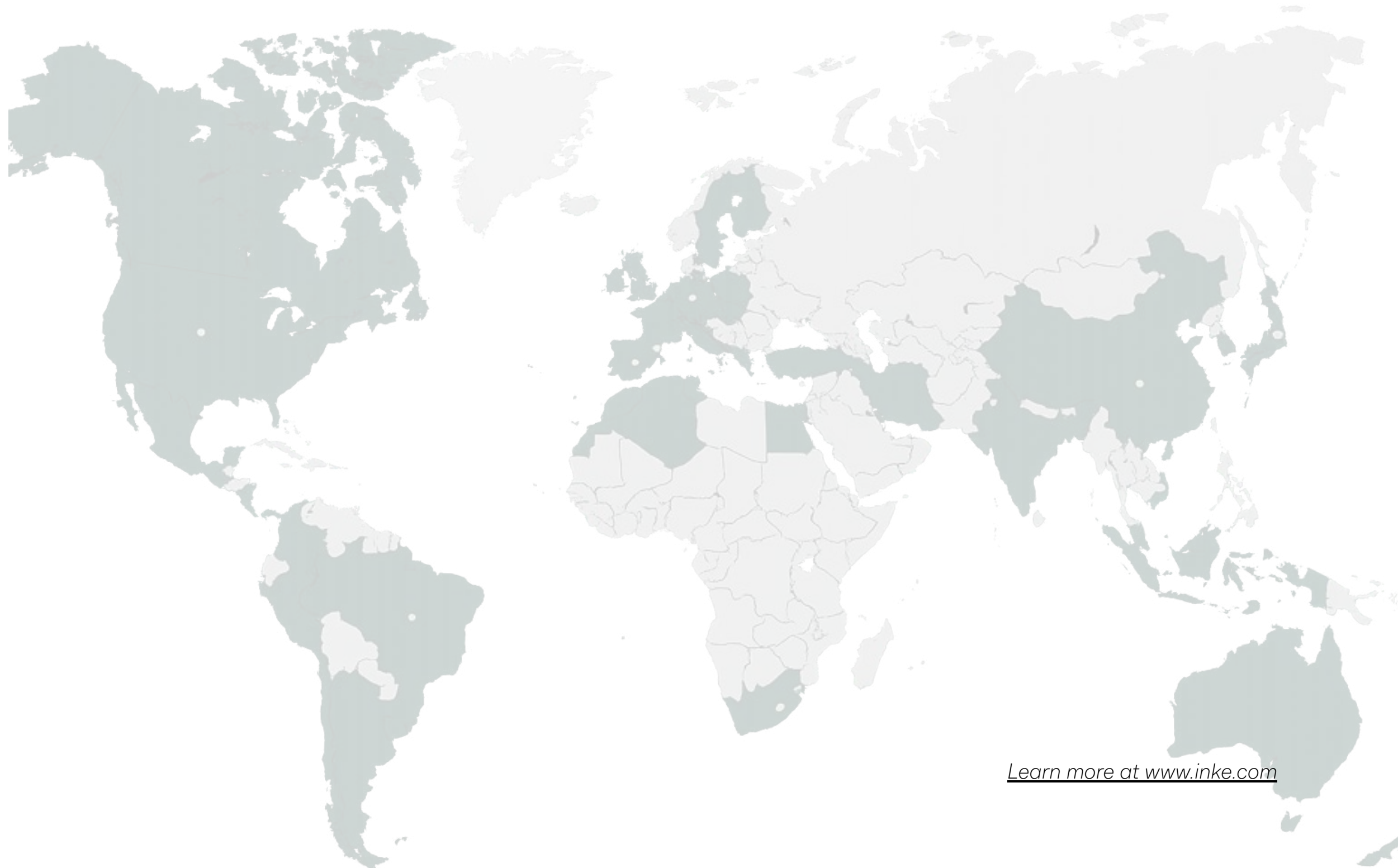
INKE operates in a highly regulated global pharmaceutical market, supplying active pharmaceutical ingredients (APIs) to pharmaceutical companies across more than 40 countries.

The company's international presence reflects a diversified customer base and a strong export-oriented business model, supporting the manufacture of medicines used by patients worldwide.

While Europe remains INKE's core market, the company maintains established commercial relationships across North America, Asia-Pacific, Latin America and selected markets in the Middle East and Africa. This geographical diversification contributes to business resilience and enables the company to respond to evolving healthcare needs across different regions.

INKE's portfolio combines established respiratory and CNS APIs with an expanding ophthalmics business, allowing the company to support customers across multiple therapeutic areas while maintaining a focused and specialised manufacturing model.

**We supplied products to customers in 29 countries throughout 2025.**



[Learn more at www.inke.com](https://www.inke.com)

# Our Values

At Inke, our values guide our actions.

## Integrity

Integrity influences every decision we make. It goes beyond mere regulatory compliance. It's about upholding the highest ethical standards in every aspect of our business.

## Trust

At Inke, trust is essential in everything we do, from fostering strong relationships within our team to building long-term relationships with our clients.

## Commitment

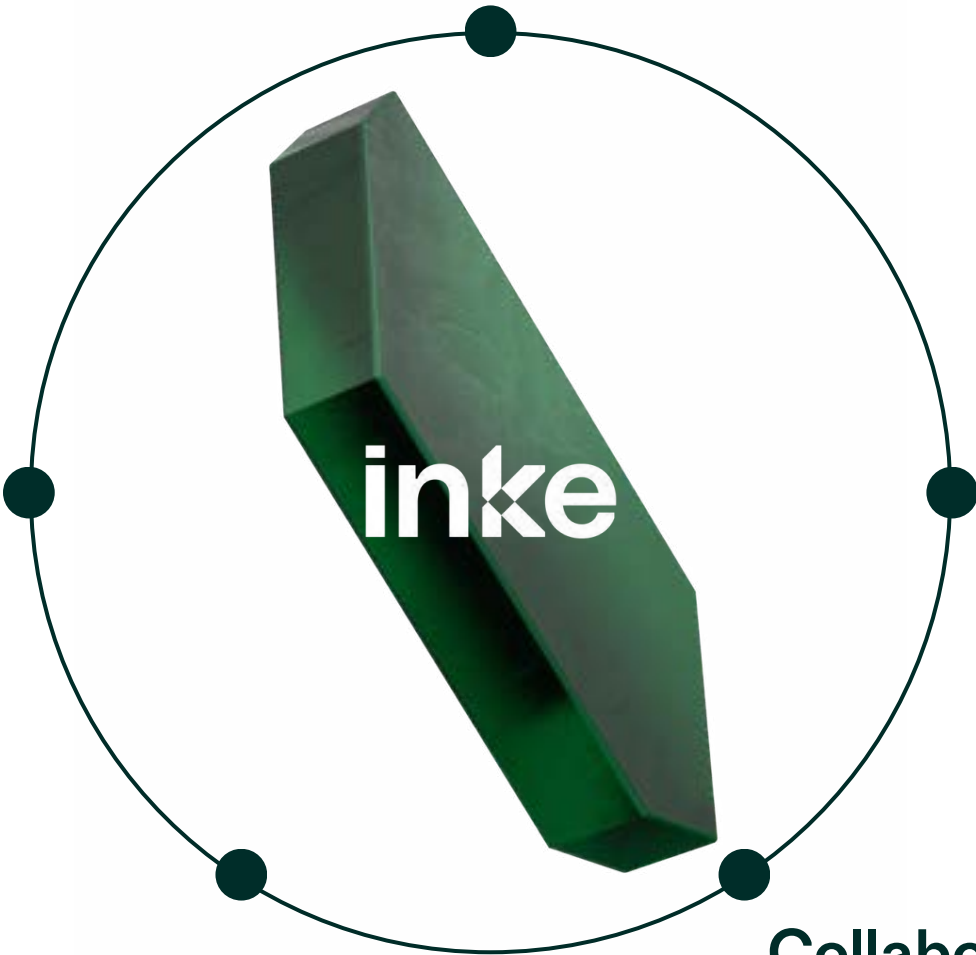
Commitment guides our interactions with our team, our community, and our clients. Within our team, we foster an environment of support and growth, ensuring that everyone has the tools they need to thrive.

## Evolution

At Inke, we are not afraid of change. We embrace it with open arms because we know it helps us compete more effectively in the market. We are good at adapting quickly to new situations.

## Collaboration

Teamwork is the foundation of our success and growth. We firmly believe in the power of collaboration and that, if we all work together toward a common goal, we can achieve more.



A close-up photograph of a female scientist with blonde hair and glasses, wearing a white lab coat and teal nitrile gloves. She is carefully pouring a clear liquid from a graduated cylinder, which is held by a metal clamp on a stand, into an Erlenmeyer flask. The background is a blurred laboratory environment with various glassware and equipment. The overall tone is professional and scientific.

# 03

2025 at a  
glance

# 2025 at a glance

## Business and governance

- 34,7** M in net sales
- 2110** CNAE (Manufacture of basic pharmaceutical products)
- 29** Countries where we have operated
- 105** Customers
- 41** Products
- +40** Countries where we are present

## People

- 130** Employees
- 46** Average age (years)
- 12,5** Average tenure (years)
- 43%** Employees with 10+ years at Inke
- 3** Workplaces
- 5** Nationalities
- 100%** of the workforce with permanent contracts

## Environment

- 13%** reduction in Scope 1 and 2 GHG emissions vs. 2023
- 18%** of water recycled and reused
- Over 90%** of waste recovered

An aerial photograph of a multi-lane highway winding through a dense, lush green forest. A large blue semi-truck is traveling along the road, casting a shadow. The scene is captured from a high angle, showing the road's curves and the surrounding vegetation.

# 04

Committed to  
sustainability

# ESG strategy and materiality

In 2024, we carried out our first ESG materiality analysis with the support of a specialist consultancy. The assessment was designed to identify, evaluate and prioritise the sustainability-related impacts, risks and opportunities that are most significant to the company and its stakeholders. The process incorporated input from both internal and external stakeholder groups, including employees, customers, suppliers and representatives of the local community.

Through stakeholder engagement and the analysis of sustainability-related impacts across our value chain, INKE identified the sustainability-related topics that are most material to the business and that will guide the development and implementation of its sustainability strategy.

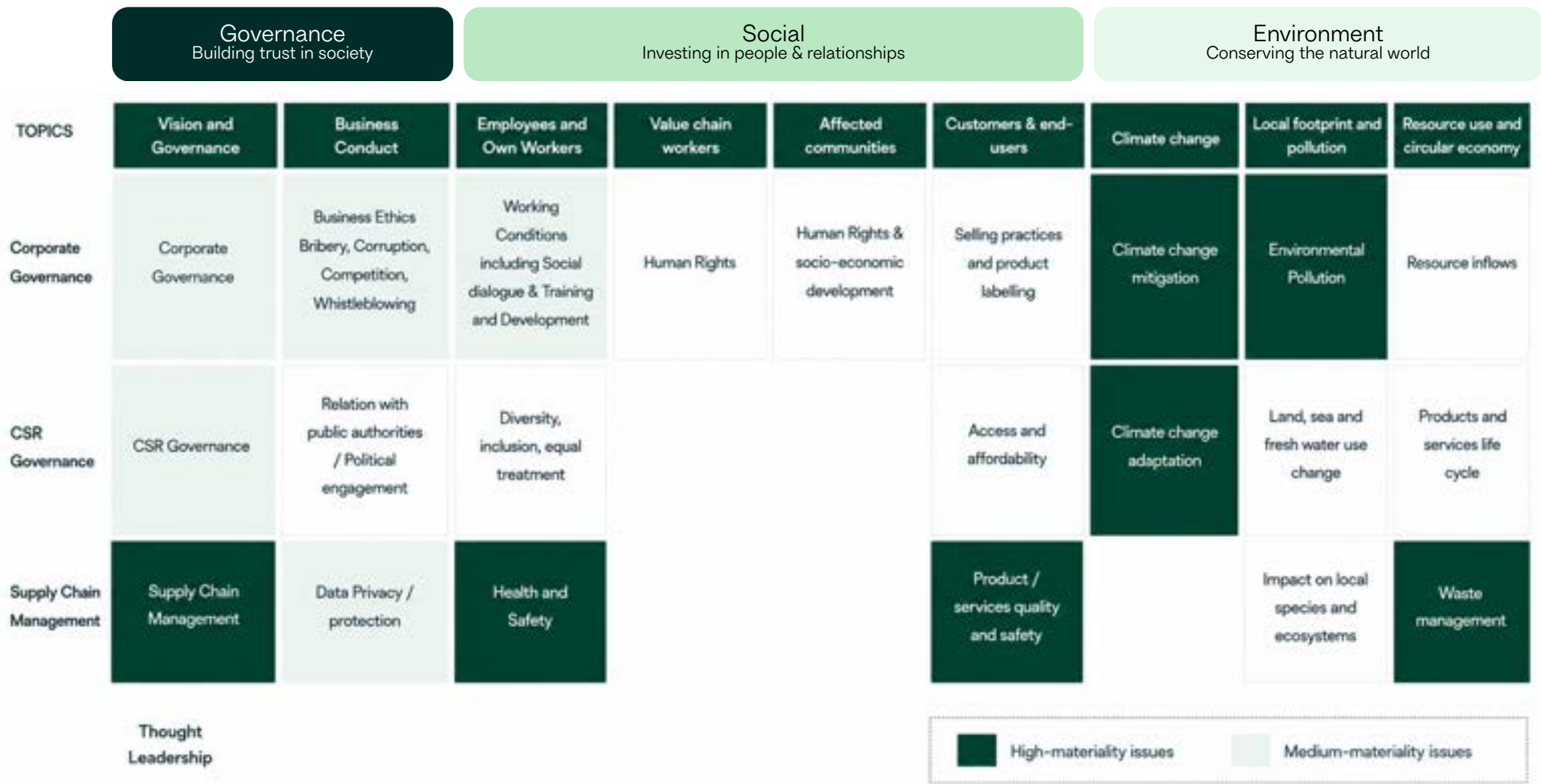
The assessment identified the following as INKE's most material ESG topics:

- Sustainable supply chain management
- Employee health and safety
- Product quality and safety
- Climate change and air pollution
- Waste management

In addition, the assessment highlighted several other important sustainability topics that will continue to be integrated into INKE's management approach and decision-making processes, including:

- **Business ethics and integrity**
- **Talent attraction, development and retention**
- **Corporate governance**

These material topics provide the foundation for INKE's sustainability priorities, target-setting and performance monitoring, helping the company create long-term value while addressing stakeholder expectations and managing its most significant sustainability impacts. The results of the materiality assessment were reviewed by senior management and validated by the Board of Directors, forming the basis of INKE's sustainability strategy and reporting approach.



# Comprehensive corporate policy framework:

INKE has a robust framework of internal standards and policies covering all ESG areas. These formal policies guide the actions of the company and its stakeholders, ensuring traceability, consistency and transparency in environmental, social and governance matters.

All these policies are communicated to employees and relevant stakeholders and are accessible through internal corporate channels.<sup>2</sup> Where appropriate, they are supported by specific training programmes to ensure effective understanding and implementation. All employees receive mandatory training on key policies upon joining the company, complemented by periodic refresher sessions depending on the topic. INKE’s main corporate policies are listed below, grouped by their dominant ESG pillar:

## Environment (E)

- Environmental Policy
- Biodiversity Policy.

## Social (S)

- Health and Safety Policy
- Human Rights Policy
- Diversity and Inclusion Policy
- Harassment Prevention Protocol
- Policy on the Right to Digital Disconnection
- Code of Good Labour Practices
- Remote Working Policy, among others, including policies related to recruitment, development and promotion.

## Ethics, Governance and Compliance (G)

- Code of Ethics and Conduct
- Anti-Corruption and Anti-Bribery Policy
- Conflict of Interest Prevention Policy
- Anti-Money Laundering Policy
- Information Security Policies (ICT)
- Internal Security Breach Policy
- Confidential Reporting Channels (Ethics and Harassment)
- Procurement Policy.

This corporate governance framework is reviewed periodically to incorporate improvements and new commitments, ensuring alignment with applicable regulations and best practices. Policies are regularly updated to reflect legal changes, business developments and evolving international standards.

In 2025, INKE approved its first Human Rights Policy, reinforcing its commitment to non-discrimination and to the principles of the ILO’s fundamental conventions across its operations and value chain. In the same year, no serious human rights incidents were identified. Mechanisms are in place to prevent, detect and address potential issues, and any concerns raised are managed through established procedures and corrective action plans where necessary.

<sup>2</sup> *The intranet and [INKE’s website](#)*



# Alignment with the SDGs

As an initial phase of our sustainability strategy, we have worked to identify the Sustainable Development Goals (SDGs) most relevant to INKE.

## Our purpose

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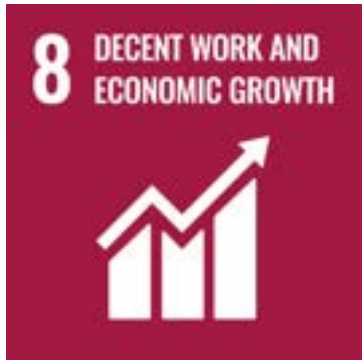
Our products are designed to improve health and well-being. The nature of our business demands a responsible approach, with particular attention paid to risk mitigation and ensuring safety. Inke's entire business is manufacturing APIs that treat respiratory disease, CNS disorders, and eye conditions. Supplying essential medicines to 40+ markets, including India, Bangladesh, Africa, and LATAM, directly contributes to access to essential medicines (target 3.8). The 50+ product portfolio spans treatments for conditions like asthma and COPD that affect hundreds of millions globally.

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“With this as our top priority, our rigorous high-quality standards ensure that we offer safe products, thereby contributing to access to healthier products and reliable, high-quality medicines.”

# How we do it - Socially



INKE is committed to promoting inclusive and sustainable growth and to providing decent work for all, including women, men, young people and people with disabilities, as well as those at risk of social exclusion or with any form of diversity. Technological modernisation, innovation and digitalisation are at the heart of INKE’s business. The company must also ensure that there are no breaches of labour rights or occupational health and safety risks within the organisation through appropriate labour policies and an occupational health and safety management system that protects workers’ health. This commitment must permeate the entire value chain. Consequently, we require our partners to also respect human rights and avoid corrupt practices, with the aim of ensuring fair and respectful treatment for all.



At INKE, we are market leaders in our manufacturing process by promoting solvent-free techniques that are cleaner, have a lower environmental impact and are extremely safe. Our innovation department works continuously to improve our products and seek more sustainable solutions through a more efficient use of resources and by promoting the adoption of clean, environmentally friendly industrial technologies and processes. We carry out clinical studies on our ingredients in collaboration with universities and research centres. This helps us to continue generating scientific knowledge in product and process development, with the aim of continuously improving and offering safer, healthier and more effective products.



Equality is not just a fundamental human right; it is also the necessary foundation for a peaceful, prosperous and sustainable world. This means that everyone has the same rights, resources and opportunities, regardless of their sex, gender identity, age, disability, race, ethnicity, origin, religion or economic status, and that they are treated with the same respect in all aspects of daily life. At INKE, we want everyone to be able to be themselves every day, because that is how we foster innovation, promote engagement, attract and retain talent, and add value to our business. We take responsibility for helping to reduce inequalities and ensuring that no one is left behind, by promoting equal opportunities within the organisation, eliminating all forms of discrimination and valuing the differences that make us stronger.



“We take responsibility for helping to reduce inequalities and ensuring that no one is left behind...”



## How we do it - Environmentally



In 2022, Inke installed a 135 kWp solar panel system at its manufacturing facilities, directly reducing reliance on grid electricity and lowering its carbon footprint. Beyond the existing installation, Inke has committed to incorporating sustainable energy practices into the design and execution of all upcoming facilities — embedding clean energy as a standard feature of future growth rather than a retrofit.



Climate change is one of the main risks facing humanity, which is why we must act swiftly and decisively. We have a duty and an obligation to reduce the emissions generated by the organisation in order to minimise our impact. That is why we have committed to reducing INKE SA's Scope 1 and 2 emissions by 42% by 2030, and we are working to achieve this target as an essential part of our ESG strategy. Our resilience and ability to adapt to climate-related risks and natural disasters are also crucial, as are raising awareness and providing training for our team.



Water is becoming a scarce resource in many regions, and shortages are expected to increase further in the coming years. Furthermore, the fact that we are based in a country with high water stress means we must be even more careful in how we use and manage the water we consume. We are fully aware of this situation and work tirelessly to ensure sustainable water management, both by optimising water consumption and reuse wherever possible, and by ensuring that wastewater is treated to a high standard, free from chemicals or other pollutants. Inke operates an on-site wastewater treatment plant designed to treat and recycle process water, reducing environmental impact and promoting responsible resource management. Outside our facilities, water is also used to produce our raw materials. It is therefore important to work towards the efficient use of water resources throughout the entire supply chain and to ensure good water quality.

# How we do it - Environmentally



Unsustainable consumption and production patterns are the main drivers of the triple planetary crisis: climate change, biodiversity loss and pollution. That is why it is important to use natural resources sustainably and efficiently, based on a system of continuous improvement in which we implement projects to promote renewable energy, analyse the impact of our raw materials, optimise our consumption and promote digitalisation to reduce our environmental impact, amongst other initiatives. At INKE, we handle many chemicals and waste streams, and we are committed to ensuring they are managed sustainably. Furthermore, prevention, reduction, recycling and reuse are key to reducing the amount of waste generated.



Operating in 40+ markets including emerging economies, supplying both generic and branded pharmaceutical companies globally, and maintaining over 100 Drug Master Files across regulatory jurisdictions reflects the kind of international knowledge-sharing and partnership infrastructure that SDG 17 is designed to foster.



A high-angle, top-down photograph of four business professionals in a meeting. They are standing on a light-colored tiled floor. A woman with blonde hair in a grey suit holds a clipboard. A woman with dark hair and glasses in a dark blue suit stands next to her. A man in a light blue sweater holds a coffee cup. A man in a light blue blazer holds a small notepad. They are all looking down at the notepad or clipboard, engaged in a discussion.

# 05

## Governance: Business ethics and integrity

# Good corporate governance

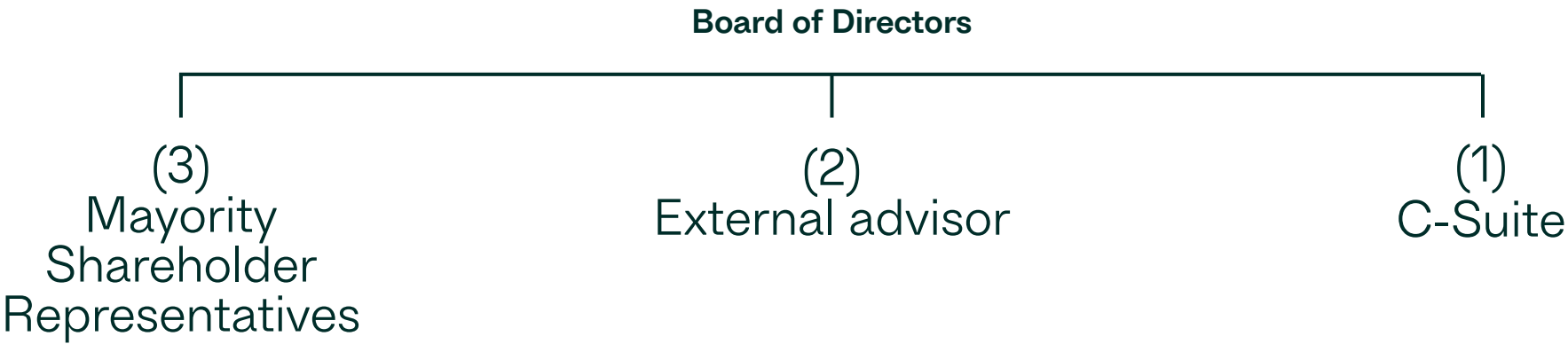
The highest governing body of the INKE business group is the Board of Directors (BoD), which is composed of representatives from Keensight Capital and members of INKE’s senior management.

The company also has a Management Committee (senior management), with full representation. Senior management is responsible for overseeing and making decisions on operational matters on a regular basis and meets on monthly. External advisers are consulted to assist with strategic decisions relating to business growth.

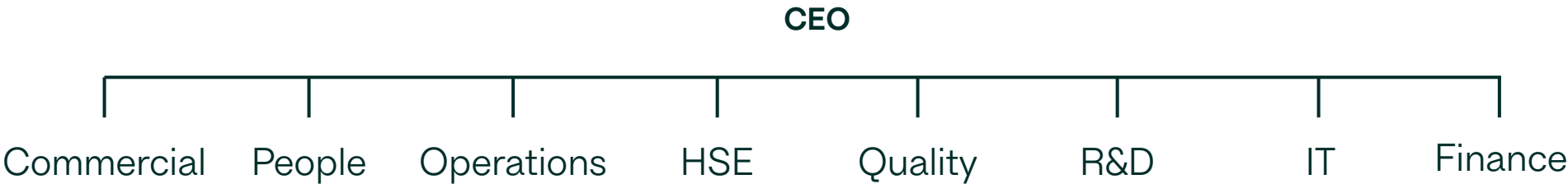
The BoD is responsible for the management, administration and representation of the company, and its members meet once a quarter to discuss the organisation’s overall situation. It is also the forum where strategic decisions are taken. The BoD discusses the implementation of ESG initiatives at least twice a year. The board consists of six members, all of whom are men.

It is also worth noting that a third of the board consists of independent directors, who are industry experts with extensive experience in leading organisations.

**6 members**  
All men



**9 members**  
6 men + 3 women



Furthermore, there are other governing bodies and governance models relating to the company’s various strategic projects, whose main responsibilities are to develop, oversee, manage and make decisions on the key courses of action that ensure the project’s success.

The HSE and ESG (Health, Safety and Environment – Sustainability) Department reports directly to the Chief Executive, ensuring that sustainability objectives are integrated into strategic and operational decision-making.

**Ethics and Compliance Committee:**

Responsible for promoting and safeguarding a culture of integrity across the organisation. It oversees the implementation of INKE's Code of Ethics and Business Conduct, ensures that internal policies and procedures meet applicable legal and regulatory requirements, and provides a forum for addressing ethical concerns raised through the company's whistleblower channel. The Committee plays a key role in embedding compliance into everyday business practice as a reflection of the values that underpin how INKE operates.

**Sustainability Committee:**

The ESG Committee provides a structured oversight of INKE's environmental, social and governance commitments, ensuring that sustainability is embedded in strategic decision-making rather than managed as a peripheral function. The Committee oversees the implementation of ESG initiatives and meets regularly to monitor progress and risks.

This committee draws on the operational expertise and knowledge of the various functional areas necessary to ensure a comprehensive and strategic view of the company. The Committee is responsible for ensuring that ESG performance is reported transparently to the Board and to external stakeholders.

**Cybersecurity Committee:**

Provides oversight of information security, cyber risks and digital resilience across the organisation. Meets quarterly to review risks related to information systems, data protection, business continuity and emerging cyber threats. Monitors the effectiveness of security controls and mitigation measures and supports the integration of cybersecurity into the company's risk management framework and decision-making processes.

# Risk Register

INKE maintains a formal Corporate Risk Register as a key element of its corporate governance framework. The Risk Register provides a structured methodology to identify, assess, monitor and mitigate the principal risks that may affect Inke's operations, strategic objectives and long-term sustainability.

Risks are identified through a cross-functional assessment involving the relevant business areas and are classified into different categories, including strategic, operational, financial, regulatory, compliance, ESG, cybersecurity, data protection, geopolitical, people, supply chain and reputational risks.

Each risk is assigned to a designated risk owner, who is responsible for monitoring its evolution, reviewing existing controls and implementing mitigation measures where appropriate.

To ensure consistency across the organization, all risks are evaluated using a standardized methodology based on two key parameters: **likelihood of occurrence and potential impact.**

Likelihood is assessed using a predefined scale supported by objective criteria, while impact is analyzed across different dimensions, including financial, operational, regulatory, environmental and reputational consequences. This approach enables risks to be prioritized consistently and supports informed decision-making.

For each identified risk, the Risk Register documents its description, root causes, existing controls, mitigation actions, responsible owner and current status, allowing the Company to monitor progress and evaluate the effectiveness of implemented measures over time.

As previously mentioned, the Risk Register is reviewed quarterly by the designated risk owners and senior management. The results of these reviews are reported to the Board of Directors, ensuring that emerging risks, changes in the Company's risk profile and the effectiveness of mitigation measures are regularly assessed and incorporated into the Group's governance and decision-making processes.

Through this structured approach, INKE promotes a proactive risk management culture, enabling the Company to anticipate potential challenges, strengthen its resilience and support sustainable long-term value creation.

# Culture of Ethics and Compliance

INKE bases its activities on the highest standards of business ethics.



Since 2023, the company has implemented a Code of Ethics and Conduct which applies to employees, managers and suppliers; for the latter, see the Supplier Code of Conduct in section 8, as the culture of compliance also extends to the supply chain through the Supplier Code of Conduct.

This code establishes a zero-tolerance policy towards corruption, bribery and fraud, and also covers aspects such as conflicts of interest, respect for free competition, the prevention of money laundering, the protection of personal data, and quality and integrity in operations, amongst other principles.

To ensure compliance, mandatory training sessions on the Code of Ethics were delivered in 2025, reaching 100% of the workforce by the end of the year.

The training covers, in addition to the Code of Ethics and Conduct, topics such as anti-corruption, conflicts of interest and the prevention of money laundering, and also includes theoretical and practical training on the Whistleblowing Channel.

INKE also carries out regular training and awareness-raising initiatives on ethics and compliance aimed at employees.

In addition, the company operates a confidential Ethics Hotline, managed by an independent third party, through which employees and business partners can report any irregular or unethical conduct, with guarantees of protection for the whistleblower. This channel did not record any significant complaints in 2025, reflecting the prevailing ethical environment at INKE. The Ethics Channel guarantees confidentiality, the option to make anonymous reports and a prohibition on retaliation against whistleblowers, in accordance with Law 2/2023.

The compliance system is complemented by various internal policies, including the Anti-Corruption and Anti-Bribery Policy, the Conflict-of-Interest Policy and the Anti-Money Laundering Policy, which are designed to reinforce a culture of integrity and regulatory compliance throughout the organization.

# Regulatory Compliance and Transparency

Compliance management forms part of INKE’s internal control system. The company has a compliance framework comprising policies, procedures and internal controls designed to prevent, detect and respond to potential regulatory or ethical breaches.



In 2025, the company carried out a comprehensive compliance risk assessment, which identified no incidents or ongoing legal proceedings relating to corruption or bribery. As a result, INKE did not incur any sanctions or convictions for corruption during 2025. Despite this positive performance, we maintain a proactive approach: a periodic review of compliance policies and procedures was carried out to ensure they remain in line with regulatory changes and the evolution of the company’s activities, and the criminal risk map was updated in accordance with Spanish legislation (Organic Law 1/2015).

The compliance system thus incorporates regular risk identification and assessment activities, regulatory reviews, document updates, training initiatives, internal controls and the monitoring of improvement plans.

As mentioned, during the 2025 financial year, no significant sanctions were recorded in relation to corruption, nor for regulatory breaches or proceedings relating to fraud, conflicts of interest, money laundering or ethical breaches.

It should be noted that, in turn, during the 2025 financial year, the personal data protection system continued to be strengthened through the implementation of new internal procedures, the review of security measures and the follow-up of recommendations arising from specialist audits in this area;

INKE now has a robust system for the prevention and management of data protection issues and potential security breaches.

## Compliance management tools

- Ethics and Compliance Committee
- Code of Ethics and Conduct
- Anti-Corruption and Anti-Bribery Policy
- Anti-Money Laundering Policy
- Conflict of Interest Policy
- Whistleblowing Channel (Ethics and Harassment) in accordance with the requirements of Law 2/2023.

A pair of hands is shown from the palms up, holding a small, healthy green succulent plant. The plant has thick, rounded, overlapping leaves and is growing out of a mound of dark, rich soil. The hands are positioned to cradle the plant and soil. The background is a dark, out-of-focus surface covered in green moss, creating a natural and earthy atmosphere. The lighting is soft, highlighting the texture of the leaves and the skin of the hands.

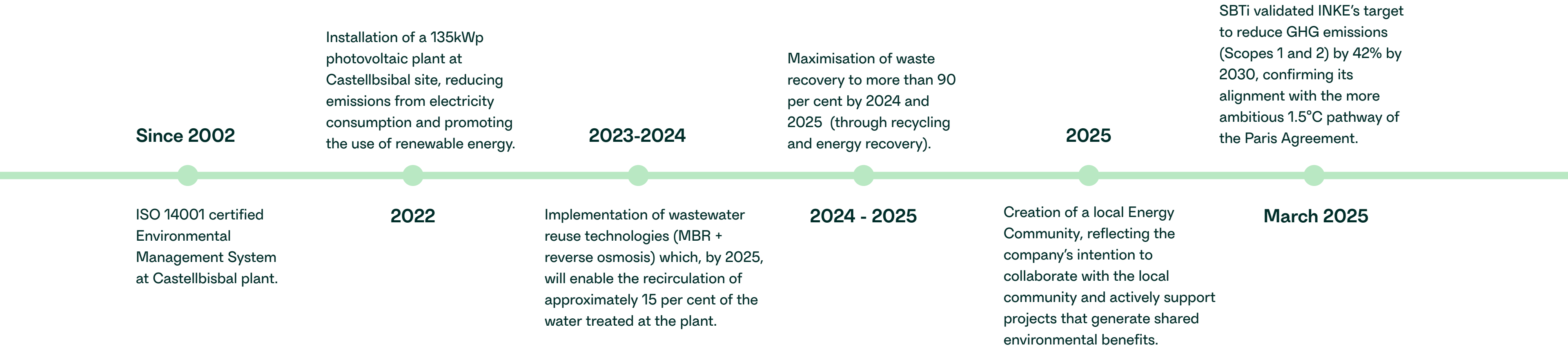
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Environmental  
protection

# Recent environmental achievements

INKE's approach to environmental management goes beyond compliance. INKE has an Environmental Management System based on the ISO 14001 standard, which has been certified at the Castellbisbal plant since 2002, a framework that has shaped how the company identifies risks, sets targets, and embeds environmental thinking into day-to-day operations. This helps us to manage and identify environmental risks and to meet our strategic objectives.

Over more than two decades, INKE has followed a progressive and measurable journey towards lower emissions, more efficient resource use and increased operational resilience. In recent years, the company has taken further decisive steps to strengthen its environmental performance and contribute to the fight against climate change.



# Energy and emissions management

In 2024, INKE completed its first comprehensive greenhouse gas (GHG) inventory covering Scope 1, Scope 2 and Scope 3 emissions, independently verified by a third party in accordance with ISO 14064-3 and the GHG Protocol.

Based on a 2023 Scope 1 and Scope 2 baseline of 1004 tCO<sub>2</sub>e, INKE developed a 2024–2030 Decarbonisation Plan with annual milestones aligned with its Science Based Target. This target, validated by the Science Based Targets initiative (SBTi) as consistent with the 1.5°C pathway of the Paris Agreement, commits the company to reducing its Scope 1 and Scope 2 emissions by 42% by 2030.

To achieve this objective, INKE has implemented a range of energy efficiency and GHG reduction initiatives, including the procurement of 100% renewable electricity through guarantees of origin, efficiency improvements in thermal processes and HVAC systems, and the operation of an on-site 135 kW solar photovoltaic installation. These actions support the company’s transition towards lower-carbon operations while supporting sustainable business growth.

In 2024, total GHG emissions (Scopes 1, 2 and 3) amounted to 3,159.74 tCO<sub>2</sub>e, while in 2025 they reached 3,426.78 tCO<sub>2</sub>e. The emissions inventories for both years have been independently verified by SGS. As Scope 3 reporting has recently been incorporated and continues to be refined, year-on-year changes in total emissions reflect both the evolution of business activities and the progressive improvement of emissions accounting, data quality and value-chain coverage.

1,004 tCO<sub>2</sub>e

2023 Baseline - Scope 1 & 2 emissions

3,426.78 tCO<sub>2</sub>e

GHG Emissions (2025) - Scopes 1, 2 & 3

-42% 100%

2030 Target - Scope 1 & 2 reduction

Guaranteed renewable electricity

| Name of the KPI   | Year 2023      | Year 2024 | Year 2025 | Target 2030 |
|-------------------|----------------|-----------|-----------|-------------|
| Scope 1 Emissions | 244.92         | 471.78    | 442.32    | 269.88      |
| Scope 2 Emissions | 759.45         | 871.04    | 429.02    | 0           |
| Scope 1 + 2       | 1004.37        | 1342.82   | 871.34    | 269.88      |
| Scope 3 Emissions | Not calculated | 1816.92   | 2555.44   |             |
| Scope 1 + 2 +3    | Not available  | 3159.74   | 3426.78   |             |

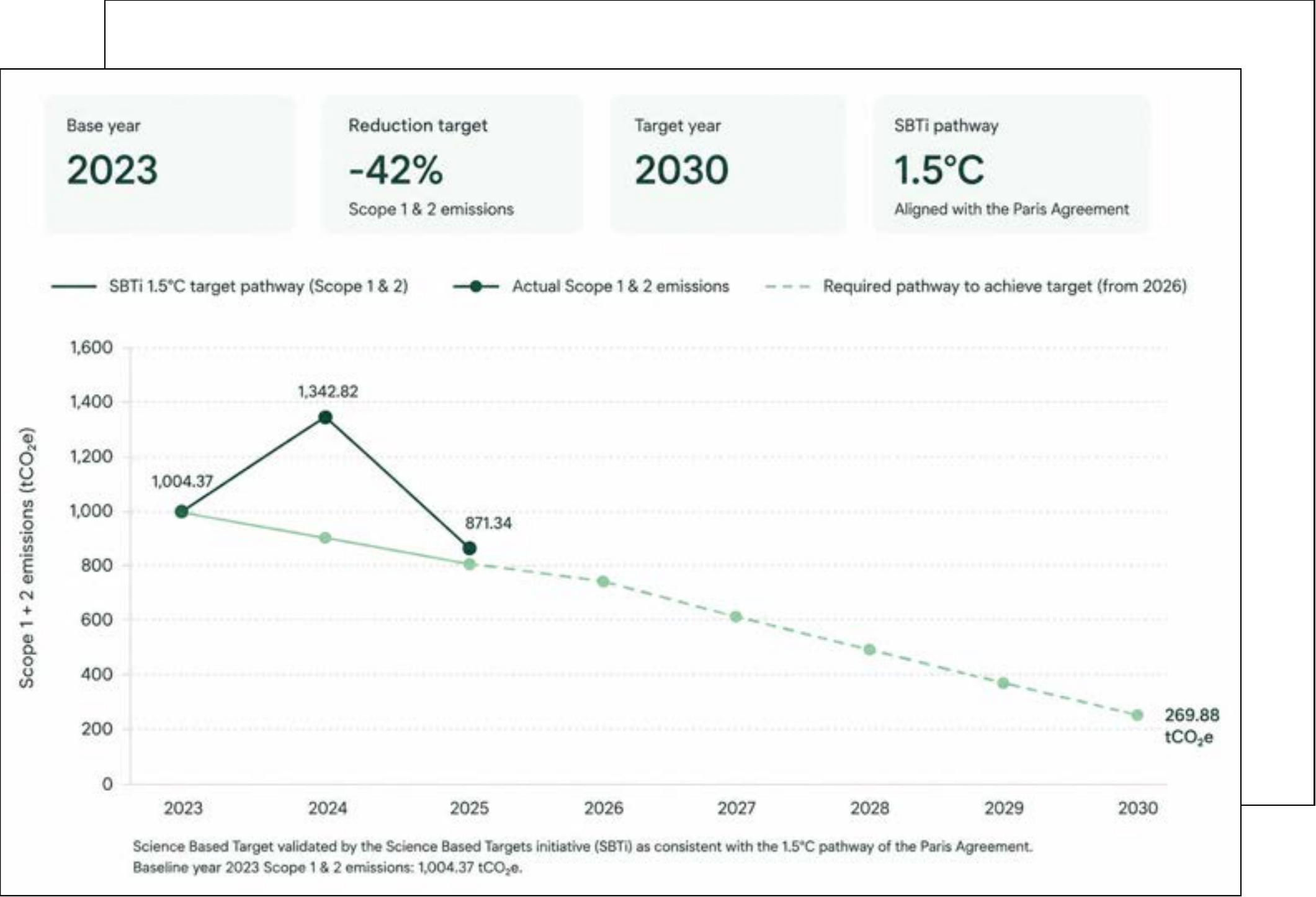
“ This milestone strengthened the company’s understanding of its climate impacts and established a robust foundation for emissions management and reduction.

Reduction achieved  
**13.25%**  
vs. 2023 baseline

Despite the expansion and refinement of Scope 3 reporting, INKE continued to make progress in reducing its direct operational emissions. In 2025, Scope 1 and Scope 2 emissions decreased by 133 tCO<sub>2</sub>e compared to the 2023 baseline, representing a reduction of 13.25%. This progress demonstrates the effectiveness of the measures implemented under the Decarbonisation Plan and confirms that INKE is advancing on its pathway towards achieving its Science Based Target for 2030.

Progress towards the 2030 target is monitored annually through INKE’s verified GHG inventory, supported by internal control systems, defined KPIs and periodic management review. In parallel, INKE remains committed to the continuous improvement of Scope 3 measurement and reporting, enhancing data quality, completeness and accuracy to strengthen climate-related decision-making and identify further opportunities for emissions reductions across its value chain.

Climate-related objectives and performance are reviewed annually by management and integrated into the company’s sustainability strategy and continuous improvement process.



In 2025, INKE completed a climate-related risk assessment in line with the principles of climate risk management and adaptation. The assessment identified key physical risks, such as heat stress, water scarcity, flooding and extreme weather events, as well as transition risks linked to regulatory developments, carbon-related obligations, energy market volatility, customer sustainability requirements and supply chain disruptions.

INKE is continuously establishing adaptation and resilience measures to mitigate these risks, including water reuse initiatives, alternative water sourcing options, flood prevention measures, business continuity planning, renewable energy projects, energy efficiency improvements, supplier diversification and the implementation of its SBTi-aligned decarbonization roadmap. The assessment also identified opportunities related to resource efficiency, renewable energy, sustainable finance and low-carbon product innovation

2025 in figures:

| ENVIRONMENTAL DATA REGISTER (CONSUMPTION)              | Unit | Total 2025 |
|--------------------------------------------------------|------|------------|
| Production of final products and intermediate products | Tn   | 31.87      |
| Electricity consumption                                | kWh  | 3,575,826  |
| Electricity consumption/tonnes produced                |      | 112,200.4  |
| Natural gas consumption                                | kWh  | 1,216,699  |
| Natural gas consumption per metric tonne produced      |      | 38,178.7   |
| Natural gas consumption                                | m³   | 103,968    |
| Natural gas consumption per metric tonne produced      |      | 3,262.4    |
| Total energy consumption                               | kWh  | 4,792,525  |
| Total energy gas consumption/tonnes produced           |      | 150,384.2  |
| Diesel consumption                                     | L    | 3,700      |
| Diesel consumption per metric tonne produced           |      | 116.1      |



## Pollution prevention

INKE's management of emissions and discharges focuses on pollution prevention and control. The Castellbisbal plant is equipped with advanced systems for capturing and treating atmospheric emissions (bag filters, scrubbers and other abatement technologies), ensuring that emissions remain below applicable legal limits.

Furthermore, in chemical synthesis processes, the use and emission of volatile organic compounds (VOCs) are minimised through the implementation of vapour recovery technologies, including condensation and cryogenic recovery systems, together with engineering controls designed to reduce solvent losses. INKE also seeks to maximise solvent transfers through enclosed or dedicated transfer systems wherever technically feasible, while continuously improving equipment containment and process efficiency.

INKE is subject to the Spanish Pollutant Release and Transfer Register (PRTR) and reports its environmental emissions annually in accordance with regulatory requirements. The main air pollutants reported through the PRTR include non-methane volatile organic compounds (NMVOCs), nitrogen oxides (NO<sub>x</sub>), carbon dioxide (CO<sub>2</sub>), carbon monoxide (CO) and nitrous oxide (N<sub>2</sub>O). In addition, selected emissions to water are monitored and reported under the PRTR framework, including parameters such as total nitrogen, total phosphorus, total organic carbon (TOC) and halogenated organic compounds (AOX).

To enhance transparency, quantitative emissions data are disclosed through the PRTR system. In 2025, reported emissions included 23.5 tonnes of NMVOCs and 25.5 tonnes of NO<sub>x</sub>, demonstrating the company's ongoing monitoring and management of atmospheric emissions.

With regards to liquid discharges, the company has its own wastewater treatment plant (WWTP) capable of effectively removing pollutants from wastewater, complying in 2025 with 100% of the discharge parameters authorised by local regulations (with no breaches or fines in this regard). During the 2025 period, no significant environmental incidents (discharges or spills of substances) were recorded, and there were no penalties for environmental non-compliance.

<sup>3</sup> [https://prtr-es.miteco.gob.es/informes/fichacomplejo.aspx?Id\\_Complejo=328](https://prtr-es.miteco.gob.es/informes/fichacomplejo.aspx?Id_Complejo=328)

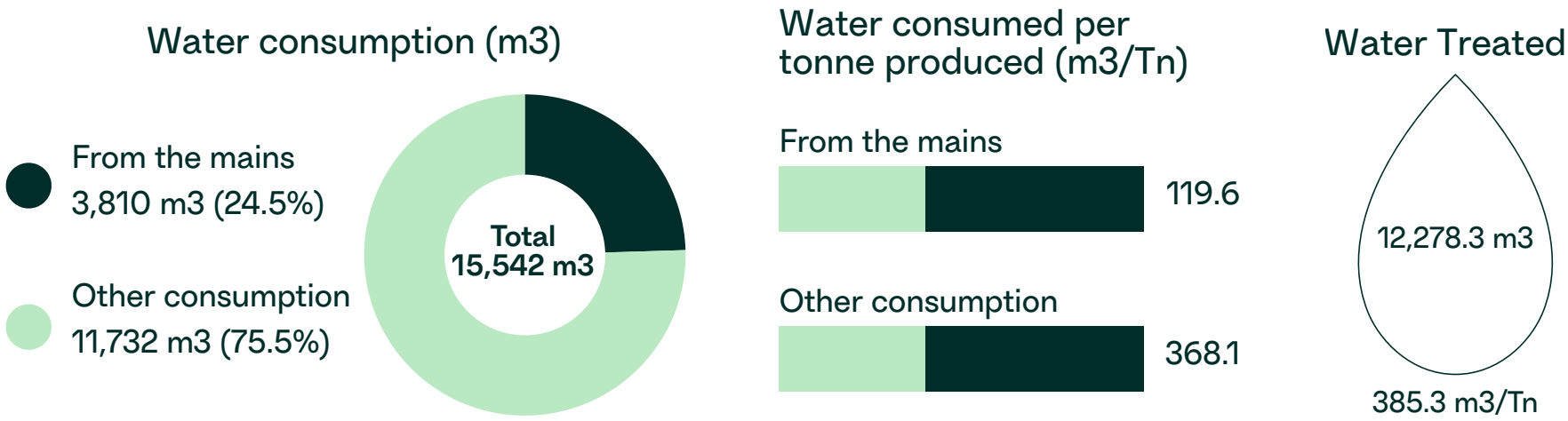
# Water management

Water stewardship is a strategic priority for INKE, not only as a matter of environmental responsibility, but as a response to the growing physical reality of water scarcity in the Catalonia region, where prolonged droughts have made responsible water management an operational necessity as much as an ethical one.

Since 2002, we have been keeping detailed records of water consumption in our processes and services, which has enabled us to identify opportunities for savings and water efficiency initiatives (optimisation of CIP cleaning, staff awareness campaigns, improved leak detection).

Building on this foundation, INKE has made a more significant technological leap with the installation of an advanced wastewater treatment system combining Membrane Bioreactor (MBR) and Reverse Osmosis (RO) technologies. Developed following a pilot plant simulation in 2022 and fully operational by 2024, the system treats process water on-site and recirculates it for internal use dependence on external water sources and minimising discharge.

Since installation and until the end of 2025, the system enabled around 15% of treated wastewater to be diverted for internal plant use (e.g. cooling towers).



# Waste and the circular economy

INKE manages its waste using a circular economy approach, prioritising minimisation at source, effective sorting and recovery.

Waste recovery rate

90%

of the waste generated in 2025 was recovered.

Since 2002, continuous improvements have been made to comprehensive waste management, including the optimisation of processes to reduce waste generation, staff training and agreements with authorised waste management operators to improve recycling. As a result, the overall waste recovery rate (the percentage of waste that is recycled or used for energy recovery) stood at approximately 98% in 2024, thanks to improved sorting and collaboration with partners to ensure that the majority of waste is recovered for material or energy purposes.

The company is committed to maintaining a recovery rate of over 95% going forward, avoiding landfill wherever possible.

## 2025 in figures:

### Waste generation

|                                         |         |
|-----------------------------------------|---------|
| Total non-hazardous waste generated (t) | 268.26  |
| Total hazardous waste generated (t)     | 925.84  |
| Total waste generated (Tn)              | 1194.09 |

### Waste Intensity

|                                                            |       |
|------------------------------------------------------------|-------|
| Hazardous waste intensity (t hazardous waste/t production) | 29.05 |
| Total waste intensity (t waste/t production)               | 37.47 |

### Waste composition





A man with glasses and a beard, wearing a brown sweater, is sitting at a desk and typing on a laptop. A woman with her hair tied back, wearing a light blue shirt, is sitting next to him, smiling and looking at the laptop screen. They are in a modern office with large windows in the background showing autumn foliage. The overall mood is positive and collaborative.

07

# Social Performance: Employees and Human Rights

Inke Staff in 2025

# Diversity, equality and working conditions

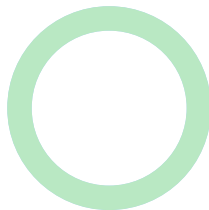
INKE promotes a working environment based on respect, equal opportunities and non-discrimination. These principles are embedded across employment-related processes, including recruitment and hiring, remuneration, training, professional development and internal promotion.

At the end of 2025, INKE had a workforce of 130 employees representing five nationalities, of whom 40% were women. Women also represented 40% of leadership positions, considering both Executive Committee members and functional managers. These figures reflect a balanced level of female representation across the organisation and demonstrate INKE's commitment to fostering a diverse and inclusive working environment and promoting equal opportunities in positions of responsibility.

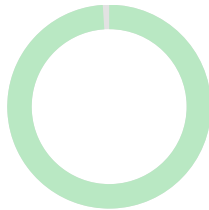
As part of its continued commitment to equality, INKE began developing its first Equality Plan in 2025, with formal approval scheduled for 2026. The Plan will establish objectives, measures and monitoring indicators aimed at strengthening pay equity, supporting female representation in technical and leadership roles, and further embedding equal opportunities across the organisation.

130

People



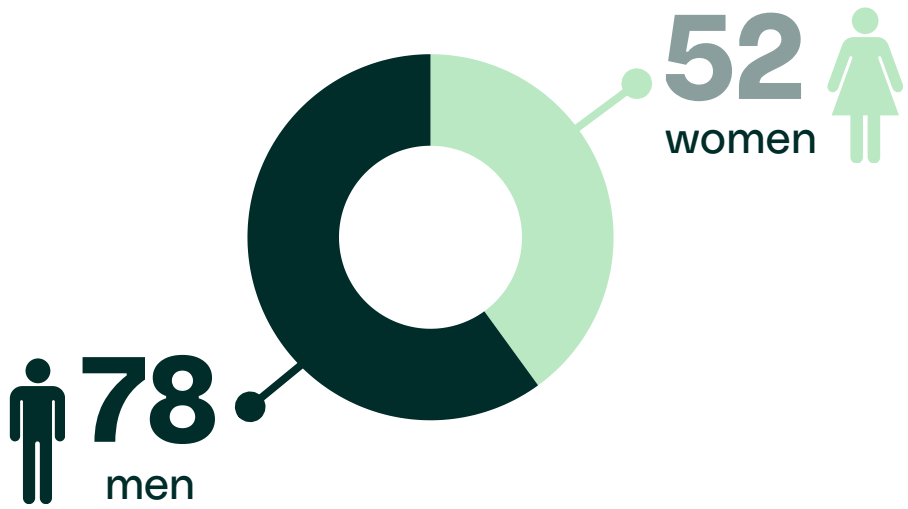
100%  
with permanent contracts



99%  
with full-time contracts

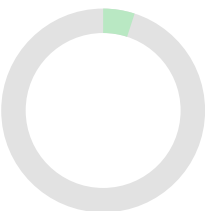


43%  
>10 years in the company



78  
men

52  
women



5  
nationalities

| Age range | Men | Women | Total | % total |
|-----------|-----|-------|-------|---------|
| <30       | 5   | 8     | 13    | 10,00%  |
| 30-39     | 12  | 11    | 23    | 17,70%  |
| 40-49     | 23  | 18    | 41    | 31,50%  |
| 50-59     | 33  | 11    | 44    | 33,80%  |
| 60+       | 5   | 4     | 9     | 6,90%   |

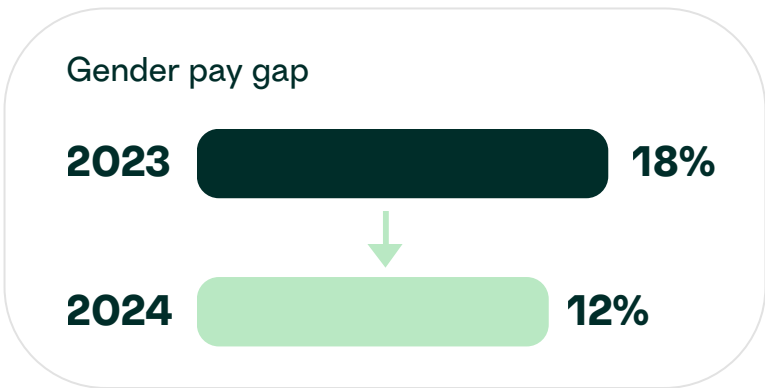
| Seniority | Men | Women | Total | % total |
|-----------|-----|-------|-------|---------|
| <1 year   | 0   | 5     | 5     | 3,80%   |
| 1-3 years | 18  | 12    | 30    | 23,10%  |
| 3-5 years | 9   | 8     | 17    | 13,10%  |
| 5-10      | 18  | 4     | 22    | 16,90%  |
| >10 years | 33  | 23    | 56    | 0,431   |

The company regularly monitors gender equality and remuneration indicators.

In 2024, the gender pay gap stood at approximately 12%, compared with 18% in 2023, representing an improvement in pay equity. In addition, all INKE employees receive remuneration above the minimum salary levels established under the applicable legal and collective bargaining framework.

All employees are covered by the General Collective Agreement for the Chemical Industry in Spain, which provides a common framework for employment conditions and labour rights. INKE respects freedom of association and the right to collective bargaining. Employee representation mechanisms are in place in accordance with the applicable legal framework, including an active Works Council at the company's main industrial site and ongoing dialogue with employees and their legal representatives.

As part of its commitment to employee health, wellbeing and work-life balance, INKE provides a range of benefits and initiatives that complement employees' working conditions. These include private health insurance and life insurance for the entire workforce, a corporate remote working policy for eligible positions, support for sports activities, and the daily provision of fresh fruit to employees across offices, manufacturing and laboratory environments. Through these initiatives, INKE seeks to promote healthy lifestyles, support work-life balance and foster a stable and positive working environment.



“ INKE seeks to promote healthy lifestyles, support work-life balance and foster a stable and positive working environment.”



# Health and Safety at work

Employee health and safety is a key priority for INKE. The company operates a comprehensive Occupational Health and Safety Management System, supported by an external prevention service, which includes workplace risk assessments, preventive controls, health surveillance activities and ongoing employee training.

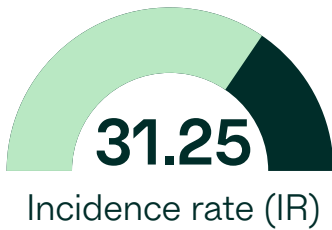
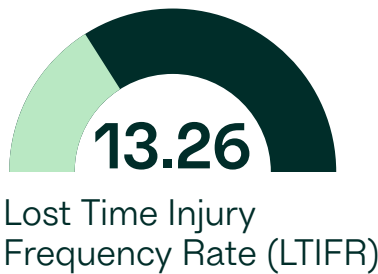
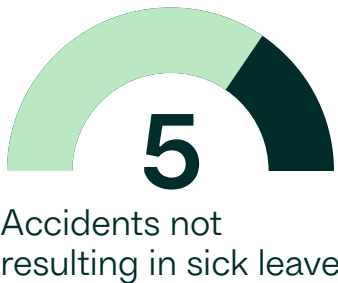
During 2025, no fatal accidents, serious injuries or health and safety penalties were recorded. Safety performance indicators are monitored on a regular basis through the Health and Safety Management System and reviewed by the relevant committees to identify improvement opportunities and strengthen preventive actions.

Although all recorded occupational accidents during the year were classified as minor, accident frequency indicators increased compared with 2024. As a result, INKE has reinforced its prevention initiatives for 2026, with a particular focus on the proactive identification and reporting of near misses and unsafe conditions, behavioural safety, and practical training on critical risk situations.

INKE also actively participates in COASHIQ (Chemical Industry Health and Safety Commission) benchmarking activities, enabling the company to compare its performance against industry peers, share best practices and identify further opportunities for improvement.

Looking ahead, INKE remains committed to continuously strengthening its safety culture and reducing workplace incidents through prevention, employee engagement and continuous improvement.

During 2025, INKE continued strengthening its prevention culture through awareness and training initiatives covering chemical handling, personal protective equipment (PPE), emergency preparedness and safe working practices.



# Labour relations, training and development

INKE is committed to providing a stable working environment that supports employee engagement, professional development and the long-term sustainability of the organisation. At the end of 2025, 100% of employees were on permanent contracts and the annual voluntary turnover rate stood at 3.8%, reflecting a high level of workforce stability and talent retention.

INKE promotes labour relations based on mutual respect and dialogue with employees and their representatives. All employees are covered by the General Collective Agreement for the Chemical Industry in Spain, which provides a common framework for employment conditions and labour rights. The company respects freedom of association and the right to collective bargaining, with employee representation mechanisms established in accordance with the applicable legal framework, including an active Works Council at INKE's main industrial site and ongoing dialogue with employees and their legal representatives.



100%

of the employees are covered by the General Collective Agreement for the Chemical Industry in Spain

Training and employee development are essential components of INKE's people management model and its ability to operate in a highly regulated and continuously evolving pharmaceutical environment. During 2025, the company delivered a total of 5,015 training hours, providing training to 100% of employees and averaging 35.1 training hours per employee. Training activities focused on developing technical and scientific capabilities, strengthening the quality (GMP) and safety culture, regulatory knowledge, digitalisation and cybersecurity, as well as leadership and people management skills.

A total of 96.4% of training hours were delivered during working hours, facilitating employee access to learning and professional development opportunities. In addition, INKE invested €116,762.52 in training during the year, reinforcing its commitment to continuous learning, employability and the development of the capabilities required to address the organisation's future challenges.

Training  
hours

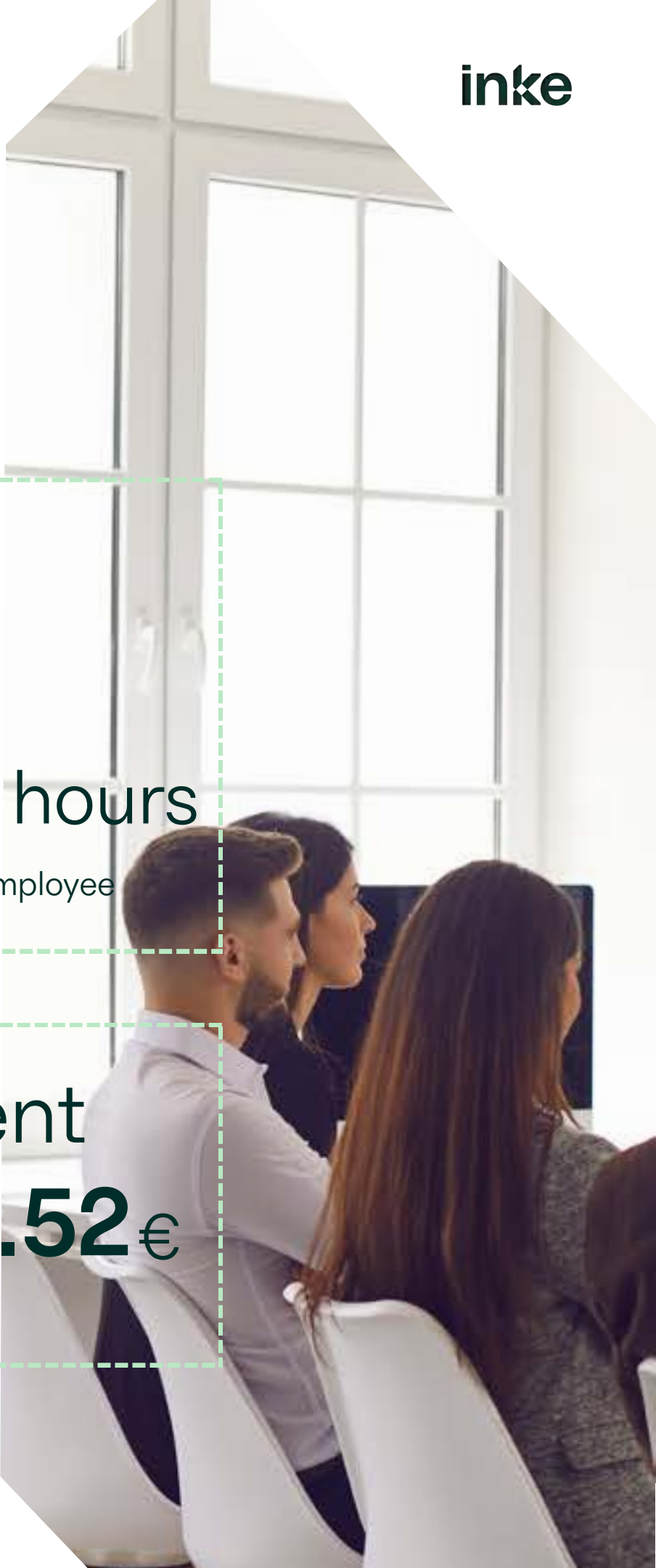
5,015 hours

35.1 training hours / employee

Investment

116,762.52 €

during 2025



INKE currently operates a formal performance management process for directors and selected management positions through its Variable Compensation Policy.

The system establishes corporate and individual objectives, incorporates ESG-related indicators and includes performance monitoring and assessment mechanisms, contributing to the alignment of management performance and incentives with the company's strategic and sustainability priorities.

As part of the evolution of its people management model, INKE is progressively developing a broader performance and professional development framework aimed at strengthening a culture of feedback, continuous learning and internal growth. The framework will be progressively extended to additional employee groups and complemented by specific initiatives in leadership development, talent management, individual development planning and career development.



# Sustainable supply chain

INKE recognises that its responsibility for sustainability does not stop at its own facility gates. The environmental and social practices of suppliers, partners and service providers form part of the company's broader impact and managing that impact responsibly is a strategic priority. In a sector as regulated and scrutinised as pharmaceuticals, supply chain integrity is not only an ethical imperative but a commercial one: the quality, safety and reputation of INKE's products are only as strong as the standards upheld by those who contribute to making them.

For this reason, 2025 marked a significant step forward in INKE's approach to supply chain sustainability. The company moved from a largely relationship-based model of supplier management to a more structured, criteria-driven framework, one that sets clear expectations, assesses risk systematically, and supports suppliers in meeting the standards that INKE holds itself to. This work is ongoing, but the foundations laid in 2025 represent a meaningful and lasting shift in how INKE manages its supply chain responsibilities.

## Building the foundations: standards and assessment

In 2025, INKE published its Supplier Code of Conduct, a formal statement of the ESG principles the company expects all suppliers to uphold. The Code covers the prohibition of child and forced labour, respect for human rights, fair wages and reasonable working conditions, health and safety standards, zero tolerance of corruption, and active environmental protection. By the end of 2025, suppliers accounting for more than 80% of INKE's procurement expenditure had already signed up to the Code, a significant achievement in the first year of implementation and more than the 55% of them has been assessed using sustainability-related criteria.

Alongside the Code, INKE introduced a Supplier Risk assesment procedure incorporating sustainability criteria based on the ISO 20400 guide to Sustainable Procurement and NIS2-aligned cybersecurity requirements. In 2025, an ESG risk assessment was conducted on critical suppliers, prioritised by country, sector and procurement volume to focus effort where the potential for risk is greatest. This work has informed a 5-year plan running through to the end of 2030, with the objective of achieving full sustainability assessment coverage across all critical suppliers. From 2025, specific ESG compliance clauses have also been included in new supply contracts as standard.



80%

Procurement expenditure covered by suppliers signed to the Supplier Code of Conduct

5-year

Plan towards full sustainability assessment of all critical suppliers by 2030

55%

Suppliers assessed using sustainability-related criteria

2025

Supplier Risk Assessment introduced with ISO 20400 & NIS2 criteria

## Sector collaboration

INKE's commitment to supply chain responsibility extends beyond its own supplier relationships. Since 2019, the company has undergone audits conducted under the framework of the Pharmaceutical Supply Chain Initiative (PSCI), an international non-profit coalition of pharmaceutical and healthcare companies dedicated to improving supply chain responsibility across the industry. The PSCI brings together some of the world's leading pharmaceutical companies around a shared set of principles covering ethics, labour rights, health and safety, environmental protection and sustainable procurement.

For INKE, being audited against the PSCI framework is both a mark of accountability and a source of practical value. It means that INKE's supply chain practices are subject to independent, internationally recognised scrutiny and that the company can demonstrate to its customers, many of whom are large pharmaceutical companies with their own stringent supply chain requirements, that it operates to robust standards of responsible sourcing.

**2019**  
PSCI audits

**2025**  
Supplier engagement

**2026**  
On-site ESG assessments

Continuous improvement through collaboration,  
transparency and independent verification

## Developing synergies with suppliers

INKE views its supplier relationships as a partnership rather than a transactional arrangement. In line with this, the company has begun offering training and practical support to key suppliers to strengthen their environmental and social management capabilities, including, for example, the sharing of best practice in chemical waste reduction. From 2026, INKE plans to introduce on-site sustainability assessments of critical suppliers, with a focus on verifying compliance with ESG standards and agreeing concrete improvement plans where gaps are identified.

Together, these initiatives represent a supply chain sustainability programme that is both ambitious in its scope and grounded in practical action, one that will continue to develop as INKE's procurement relationships deepen and its sustainability maturity grows.



# About this report

This Sustainability Report covers the period from 1 January to 31 December 2025, in line with the period covered by the financial reports.

However, as this is the first report produced by INKE, we have also included relevant information on developments over recent years, dating back to the company's foundation. All the quantitative KPIs, cover the period of 1 January to 31 December 2025, unless stated otherwise.

The aim of this report is to share transparent, balanced, accurate, clear and comparable information that reflects our impacts within the broader context of sustainable development, so that stakeholders can form a reasonable view of the organisation's performance.

For any enquiries regarding the Sustainability Report, please contact us at [hse@inke.es](mailto:hse@inke.es)

This is INKE Group's first sustainability report, covering the financial year 2025. The document has been prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME), complying with all the requirements of the Basic Module (B1 to B11) published by EFRAG.

Following an internal desktop-based materiality analysis, certain disclosures have been omitted from the report in accordance with the "If applicable" principle of the VSME standard.

The preparation of this report reflects INKE's commitment to transparency and the continuous improvement of its ESG (environmental, social and governance) performance.



# Appendix

VSME Index

# VSME Index

Reference tables in accordance with the VSME Basic Module.

| Disclosure                |                                                                                                                                                                             | Page         | Section/Comments                                                                    |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-------------------------------------------------------------------------------------|
| Generic information       |                                                                                                                                                                             |              |                                                                                     |
| B1: Basis for preparation |                                                                                                                                                                             |              |                                                                                     |
| B1                        | B1-01: Module choice                                                                                                                                                        | 45           | Report prepared in accordance with the VSME Basic Module (B1-B11).                  |
| B1                        | B1-02: Omissions of classified or sensitive information                                                                                                                     | 45           | Omissions are explained under the “If applicable” principle.                        |
| B1                        | B1-03: Scope of the report: individual basis or consolidated (including subsidiaries)                                                                                       | 6, 45        | INKE Group reporting perimeter and reporting scope explained.                       |
| B1                        | B1-04: List of subsidiaries included in the report                                                                                                                          | 6            | Footnote defining INKE Group perimeter.                                             |
| B1                        | B1-05: The undertaking’s legal form                                                                                                                                         | 6, 9         | INKE S.A. identified as the operational company and manufacturing entity.           |
| B1                        | B1-06: NACE sector classification code(s)                                                                                                                                   | 14           | CNAE/NACE 2110: manufacture of basic pharmaceutical products.                       |
| B1                        | B1-07: Size of the balance sheet (in Euro)                                                                                                                                  | Not reported |                                                                                     |
| B1                        | B1-08: Turnover (in Euro)                                                                                                                                                   | 14           | Net sales 2025 reported.                                                            |
| B1                        | B1-09: Number of employees in headcount or full-time equivalents                                                                                                            | 9, 14, 38    | 130 employees reported; workforce disclosures developed in the Social section.      |
| B1                        | B1-10: Country of primary operations and location of significant asset(s)                                                                                                   | 9, 46        | Primary operations in Spain; significant asset located in Castellbisbal, Barcelona. |
| B1                        | B1-11: Geolocation of sites owned, leased or managed                                                                                                                        | 9, 46        | Industrial headquarters / manufacturing site in Castellbisbal; address disclosed.   |
| B1                        | B1-12: Description of sustainability-related labels or certifications obtained (including, if applicable, the certifying or issuing bodies, the date, and the rating/score) | 9, 29, 30    | ISO 9001, ISO 14001, GMP-related certifications and SBTi validation disclosed.      |

| B2: Practices, policies and future initiatives for transitioning towards a more sustainable economy |                                                                                                                                                                                                                     |                     |                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| B2                                                                                                  | B2-01: Statement on the existence of specific practices, policies, or initiatives on sustainability topics                                                                                                          | 16-17, 23-27, 29-44 | Sustainability governance, ESG policies, material topics and sustainability practices disclosed.                                                             |
| B2                                                                                                  | B2-02: Statement on the existence of the policies on sustainability issues, whether they are publicly available, and any separate environmental, social or governance policies for addressing sustainability issues | 17, 26              | Corporate ESG-related policies and availability through internal / corporate channels disclosed.                                                             |
| B2                                                                                                  | B2-03: Statement on any future initiatives or forward-looking plans that are being implemented on sustainability issues                                                                                             | 6, 30-32, 38, 42-44 | Future initiatives disclosed: ESG perimeter integration, decarbonisation and climate resilience, Equality Plan, people development and supplier ESG roadmap. |
| B2                                                                                                  | B2-04: Effective participation of workers, users, or other stakeholders/communities in governance                                                                                                                   | 16                  | Materiality assessment incorporated input from employees, customers, suppliers and local community representatives.                                          |
| B2                                                                                                  | B2-05: The financial investment in the capital or assets of social economy entities referred to in the Council Recommendation of 29 September 2023 (excluding donations and contributions)                          | Not reported        |                                                                                                                                                              |
| B2                                                                                                  | B2-06: Limits to the distribution of profits connected to the mutualistic nature or to the nature of the activities consisting in services of general economic interest (SGEI)                                      | Not reported        |                                                                                                                                                              |
| Environmental disclosures                                                                           |                                                                                                                                                                                                                     |                     |                                                                                                                                                              |
| B3: Energy and greenhouse gas emissions                                                             |                                                                                                                                                                                                                     |                     |                                                                                                                                                              |
| B3                                                                                                  | B3-01: Total energy consumption                                                                                                                                                                                     | 32                  | Total energy consumption KPI reported.                                                                                                                       |
| B3                                                                                                  | B3-02: Gross Greenhouse Gas (GHG) emissions (according to the 2004 GHG Protocol) for Scope 1 and 2                                                                                                                  | 30-31               | Scope 1 and Scope 2 GHG emissions inventory and performance disclosed.                                                                                       |
| B3                                                                                                  | B3-03: Gross Greenhouse Gas (GHG) emissions (according to the 2004 GHG Protocol) for Scope 3                                                                                                                        | 30                  | Scope 3 emissions quantified.                                                                                                                                |
| B3                                                                                                  | B3-04: GHG intensity                                                                                                                                                                                                | 30-32               | Emissions and production / consumption data support intensity-related disclosure.                                                                            |
| B4: Pollution of air, water and soil                                                                |                                                                                                                                                                                                                     |                     |                                                                                                                                                              |
| B4                                                                                                  | B4-01: Amount of pollutant emissions                                                                                                                                                                                | 33                  | PRTR air pollutant figures disclosed.                                                                                                                        |
| B4                                                                                                  | B4-02: Means of pollutant emissions (water, soil, air)                                                                                                                                                              | 33                  | Air emissions and wastewater discharges described.                                                                                                           |
| B4                                                                                                  | B4-03: Link for public disclosure of pollutants                                                                                                                                                                     | 33                  | PRTR public disclosure link included.                                                                                                                        |

|                                                         |                                                                                                     |              |                                                                                                                                     |
|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------|-------------------------------------------------------------------------------------------------------------------------------------|
| B5: Biodiversity                                        |                                                                                                     |              |                                                                                                                                     |
| B5                                                      | B5-01: Number of sites the company owns, manages, or leases in or near biodiversity-sensitive areas | 36           | Operational site location reviewed against Natura 2000 mapping; 0% of operational sites located within Natura 2000 protected areas. |
| B5                                                      | B5-02: Area of sites the company owns, manages, or leases in or near biodiversity-sensitive areas   | Not reported |                                                                                                                                     |
| B5                                                      | B5-03: Name of sensitive areas in or near which the sites are located                               | 36           | No Natura 2000 protected areas identified for the operational site.                                                                 |
| B5                                                      | B5-04: Specification of whether the sites are located in or near sensitive areas                    | 36           | The report states the site is not located within a Natura 2000 protected area.                                                      |
| B5                                                      | B5-05: Total land use                                                                               | Not reported |                                                                                                                                     |
| B5                                                      | B5-06: Total sealed area                                                                            | Not reported |                                                                                                                                     |
| B5                                                      | B5-07: Total nature-oriented area on-site                                                           | Not reported |                                                                                                                                     |
| B5                                                      | B5-08: Total nature-oriented area off-site                                                          | Not reported |                                                                                                                                     |
| B6: Water                                               |                                                                                                     |              |                                                                                                                                     |
| B6                                                      | B6-01: Total water withdrawal                                                                       | 34           | Water withdrawal / consumption data disclosed.                                                                                      |
| B6                                                      | B6-02: Amount of water withdrawn from sites located in areas of high-water stress                   | 20, 34       | Water scarcity context and water withdrawal / consumption data disclosed.                                                           |
| B6                                                      | B6-03: Water consumption                                                                            | 34           | Total water consumption disclosed.                                                                                                  |
| B6                                                      | B6-04: Water consumption at sites located in areas of high-water stress                             | 20, 34       | Water scarcity context and water consumption data disclosed.                                                                        |
| B7: Resource use, circular economy and waste management |                                                                                                     |              |                                                                                                                                     |
| B7                                                      | B7-01: Disclose on whether the company applies circular economy principles                          | 21, 35       | Circular economy approach and waste management principles disclosed.                                                                |
| B7                                                      | B7-02: Details on how the company applies circular economy principles                               | 21, 35       | Waste minimisation, sorting, recycling and recovery described.                                                                      |
| B7                                                      | B7-03: Total annual waste generation (hazardous)                                                    | 35           | Total hazardous waste generated disclosed.                                                                                          |
| B7                                                      | B7-04: Total annual waste generation (non-hazardous)                                                | 35           | Total non-hazardous waste generated disclosed.                                                                                      |
| B7                                                      | B7-05: Total annual waste diverted to recycling or reuse                                            | 35           | Waste recovery rate disclosed.                                                                                                      |
| B7                                                      | B7-06: Annual mass flow of relevant materials used                                                  | Not reported |                                                                                                                                     |

| Social disclosures                                               |                                                                                                                                                                                                                   |        |                                                                                                                       |
|------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----------------------------------------------------------------------------------------------------------------------|
| B8: Workforce – General characteristics                          |                                                                                                                                                                                                                   |        |                                                                                                                       |
| B8                                                               | B8-01: Number of employees by contract type                                                                                                                                                                       | 38, 41 | 100% permanent contracts disclosed.                                                                                   |
| B8                                                               | B8-02: Number of employees by gender                                                                                                                                                                              | 38     | Workforce gender distribution disclosed.                                                                              |
| B8                                                               | B8-03: Number of employees by country                                                                                                                                                                             | 38     | Five nationalities reported.                                                                                          |
| B8                                                               | B8-04: Employee turnover rate                                                                                                                                                                                     | 41     | Voluntary turnover rate of 3.8% disclosed.                                                                            |
| B9: Workforce – Health and safety                                |                                                                                                                                                                                                                   |        |                                                                                                                       |
| B9                                                               | B9-01: Number of recordable work-related accidents                                                                                                                                                                | 40     | Work-related accidents resulting in sick leave, commuting accidents and accidents without sick leave disclosed.       |
| B9                                                               | B9-02: Rate of recordable work-related accidents                                                                                                                                                                  | 40     | LTIFR, severity rate and incidence rate disclosed.                                                                    |
| B9                                                               | B9-03: Number of fatalities as a result of work-related injuries and work-related ill health                                                                                                                      | 40     | No fatal accidents reported.                                                                                          |
| B9: Workforce – Remuneration, collective bargaining and training |                                                                                                                                                                                                                   |        |                                                                                                                       |
| B10                                                              | B10-01: The employees receive pay that is equal or above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law or through a collective bargaining agreement | 39     | All employees receive remuneration above applicable legal and collective bargaining minimum levels.                   |
| B10                                                              | B10-02: Percentage gap in pay between its female and male employees                                                                                                                                               | 39     | Gender pay gap monitored and reported: 12% in 2024.                                                                   |
| B10                                                              | B10-03: Percentage of employees covered by collective bargaining agreements                                                                                                                                       | 39, 41 | 100% of employees covered by the General Collective Agreement for the Chemical Industry in Spain.                     |
| B10                                                              | B10-04: Average annual training hours per employee                                                                                                                                                                | 41     | 5,015 training hours delivered; average 35.1 training hours per employee.                                             |
| Governance disclosures                                           |                                                                                                                                                                                                                   |        |                                                                                                                       |
| B11: Convictions and fines for corruption and bribery            |                                                                                                                                                                                                                   |        |                                                                                                                       |
| B11                                                              | B11-01: Number of convictions for violations of anti-corruption and anti-bribery laws                                                                                                                             | 27     | No incidents, ongoing legal proceedings, sanctions or convictions related to corruption or bribery reported for 2025. |
| B11                                                              | B11-02: Total amount of fines incurred for the violation of anti-corruption and anti-bribery laws                                                                                                                 | 27     | No significant sanctions related to corruption reported for 2025.                                                     |



We are committed to driving sustainable progress through innovation, responsibility and collaboration

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