

## 1. Introduction

**NOUCOR** is a pharmaceutical company dedicated to providing solutions that improve people's quality of life while ensuring the company's Sustainability.

Research, development and manufacture of its own medicines and third-party products, its contribution to people's well-being and development, as well as respect for the environment, are the driving forces behind the Company's efforts to improve people's health and contribute to a more sustainable world.

## 2. General Aims

This Sustainability Policy sets out the common principles and commitments to which Noucor has voluntarily adhered in its relationship with its stakeholders.

The policy aims to establish the general framework of activities for the management of the Sustainability practices adopted by Noucor and to serve as a basis for their integration into the Company's Business Model and Strategies.

Noucor interprets Sustainability as a company's responsibility for its impact on society and the environment. To fulfil this responsibility, Noucor is committed to integrating ethical, social and environmental concerns into its business strategy and core operations in close collaboration with its stakeholders with the aim of:

- Maximising the creation of shared value for its investors and other stakeholders, as well as for society at large.
- Fostering a culture of ethical behaviour that enhances corporate transparency.
- Enhancing the company's reputation and external recognition.
- Identifying, preventing and mitigating potential adverse impacts caused by its activity.

This Sustainability Policy is aligned with Noucor's Code of Ethics, which sets out the company's expectations of its employees and includes the values and ethical standards that apply to its activity and its relationship with its stakeholders.

## 3. Commitments and Responsible Practices

### 3.1 – General Principles

Noucor establishes the following commitments to Sustainability:

- Driving the fulfilment of the organisation's purpose and continue to promote Noucor's corporate values.
- Complying with current legislation applicable to the organisation.
- To align their conduct with the principles contained in the Code of Ethics and in the rest of the established rules and procedures which govern the behaviour of all Noucor employees in the performance of their activities.
- Establishing procedures for relations, dialogue and participation with the local environment that facilitate the social acceptance and integration of Noucor in the communities where it operates.
- To further the Company's strategic objectives.
- Managing in a responsible manner the risks and opportunities derived from changes in the environment, as well as to maximise the positive impacts of its activity in the localities where the organisation operates and minimise, as far as possible, the negative impacts generated. Therefore, short-term approaches should be avoided and adequate consideration of the interests of all stakeholders should be ensured.
- To strengthen their management systems through responsible practices in key areas such as the prevention of illegal conduct, taxation, respect for human rights and diversity, among others. All of this

with the aim of advancing towards excellence and the continuous improvement of results for customers, suppliers, staff and society in general.

- Encouraging the adoption of advanced management practices in its supply chain on environmental, social or ethical issues in order to reduce and minimise their impact.
- To regularly, transparently, promptly and reliably inform the different stakeholders about the main sustainability elements relevant to the Company, the objectives set and the results achieved, through responsible communication practices that avoid manipulation of information and protect integrity and honour.
- Contributing to the recognition of the organisation and to the enhancement of its reputation.

### 3.2 Good Governance

Noucor establishes the following commitments in terms of good governance:

- Maximising, in a sustained manner, the value of the Company, taking into account the interests of stakeholders with full respect for the requirements of transparency, objectivity and reliability.
- Optimising and continuously improving the application of the Company's Code of Ethics, ensuring its robustness and effectiveness, generating a culture of compliance within the organisation, extending it to the parties with which it relates.
- Ensuring the best standards of Quality and Trust.
- Raising awareness of the importance of the *Compliance Channel*, as an essential source of information to be able to know and act in the event of possible non-compliance.
- Reinforcing good practices in our supply chain through suppliers' adherence to Noucor's Code of Ethics, which seeks commitment to Corporate Social Responsibility, the fight against climate change and respect for internationally recognised human and labour rights.

### 3.3 Social Responsibility

Noucor establishes the following commitments in terms of Social Responsibility:

- Ensuring a safe and healthy working environment, promoting occupational health and safety and supply chain safety.
- Demanding the utmost respect for and compliance with the Code of Ethics by employees and those who interact with the company in their respective areas of relationship.
- Manufacturing innovative medicines and medical solutions of the highest quality and safety that meet the needs of patients around the world, through business partnerships that secure their supply.
- Respecting and supporting internationally recognised human rights in all areas in which Noucor operates, of those who collaborate with the company and of those who are affected by its activity, avoiding any complicity in any kind of human rights abuse.
- To have a talent management model, based on the recognition of merit, equal opportunities and diversity, aimed at fostering the Company's professional development.
- Developing a culture of innovation by fostering efficient work, taking advantage of the knowledge, talent, skills and experience of those who are part of the company and those who relate to it.
- Contributing to the socio-economic development of local communities, giving priority to those areas in which the company operates, through sustainable social action models.
- Guaranteeing Equality, Diversity and Inclusion, establishing an enriching and welcoming work environment, free of any discrimination.

### 3.4 Environment

Noucor establishes the following environmental commitments:

- Respecting the environment through the rational use of resources and using all available control mechanisms to minimise the pollution produced by the products and processes of its industrial activity.
- Fighting climate change by using energy efficiently and reducing our carbon footprint, extending our commitment along the entire supply chain.
- Minimising the negative environmental impacts of our operations, especially in terms of air pollution, by reducing greenhouse gas emissions to achieve net zero emissions by 2050.
- Encouraging and promote energy efficiency in all processes and operations of our organisation.
- Promoting the sustainable use of raw materials and natural resources
- Minimising water consumption in industrial processes and to manage the use of water resources responsibly and efficiently.
- Promoting the circular economy and responsible waste management.
- Collaborating with the competent environmental authorities and agencies.
- Protecting and preserving biodiversity, ensuring its conservation.

#### **4. Responsibilities, monitoring and supervision system**

This Policy is approved by Noucor's Management Committee (CODI) in the person of its Chief Executive Officer (CEO), which also adopts the necessary means for its implementation and supervises the development and implementation of the Policy, and receives reports on its application and results.

To facilitate the tasks of control, supervision and monitoring of the internal implementation of this Policy, the CODI, through the Sustainability Committee, will be responsible for internally supervising the coordination of all related activities and, in particular, for proposing corporate strategies and plans, establishing management and control measures and reviewing Sustainability programmes and initiatives.

This Committee is made up of the different business areas and corporate departments with representation at the highest hierarchical level and is chaired by Noucor's Chief Executive Officer (CEO).

Noucor undertakes to provide sufficient information on the implementation, development and results of this policy.

Palau-solità i Plegamans, 2 July 2024



**David Perdigo Castin**

Chief Executive Officer (CEO)

