

Sustainability Policy

Pharma Mar Group

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- 3.2 Social and Innovation
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PURPOSE

The purpose of this policy is to lay the foundations for PharmaMar’s actions in the area of sustainability¹. It establishes the company’s environmental, social and

governance principles and commitments with the aim of creating long-term value for the company and its stakeholders.

¹ “PharmaMar Group”, “PharmaMar” and “Group” shall hereinafter be used indistinctly to refer collectively to the entities comprising the PharmaMar Group.

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SCOPE

This policy applies to all employees of the PharmaMar Group companies. The company will promote awareness of the commitments and principles

established in this policy and will invite those with whom it maintains business relations to apply such commitments and principles.

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COMMITMENTS AND PRINCIPLES OF ACTION

PharmaMar's sustainability policy is based on best national and international standards, recommendations and practices.

The commitments and principles of action established by the company cover three general areas: environmental, social and innovation, governance and culture.

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3.1 Environmental

RESPECT THE ENVIRONMENT AND MAXIMIZE POSITIVE IMPACT

Commitment: To protect, preserve and engage in rational use of resources, minimizing environmental impact and paying particular attention to marine resources and climate change risks.

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PRINCIPLES OF ACTION

- Comply with applicable environmental regulations.
 - Establish programs for the protection of biodiversity and to minimize negative environmental impacts.
 - Promote actions aimed at mitigating climate change and progressively reducing the company's carbon footprint.
 - Promote ongoing organizational improvements and engage in rational use of resources,
- developing circular economy initiatives.
 - Build a culture of environmental protection among employees and suppliers.
 - Raise awareness in the company of environmental issues and, specifically, of biodiversity.
 - Set targets and publicly report on the established targets and their achievement.



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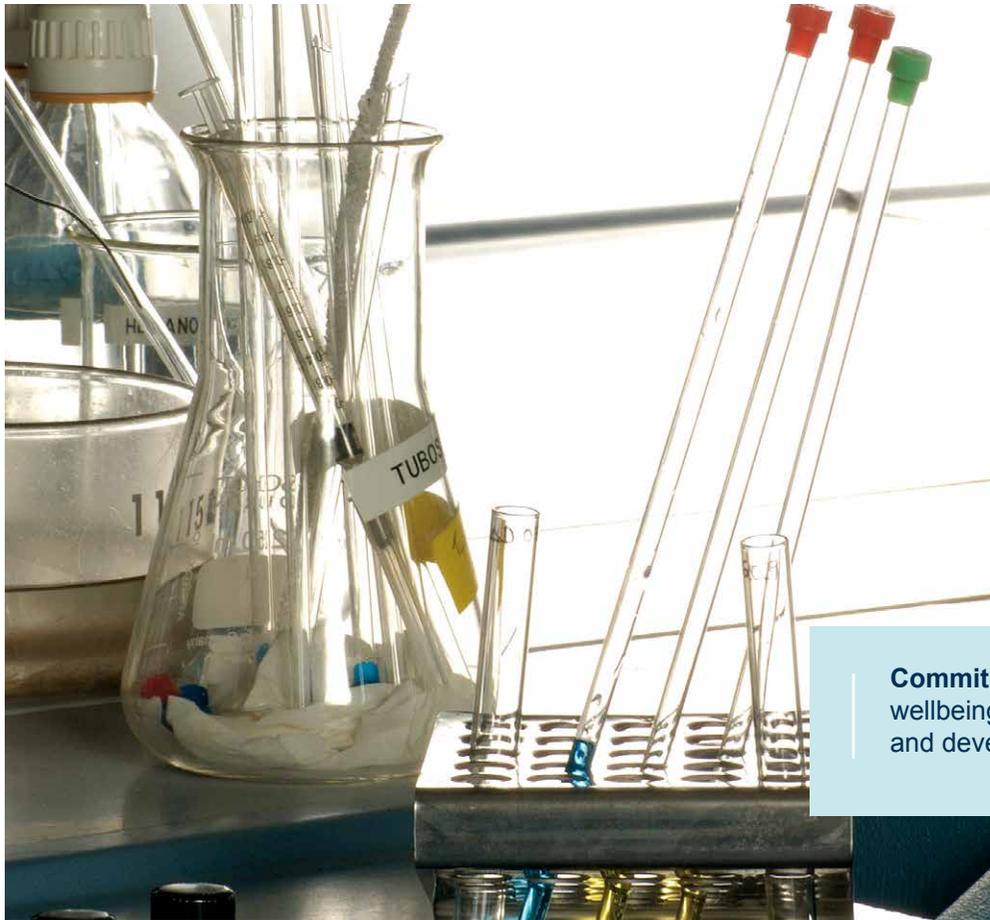
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3.2 Social and Innovation

PROMOTE SOCIALLY RESPONSIBLE BEHAVIORS AND INNOVATION

Commitment: To promote an environment of wellbeing and social progress and drive research and development of new therapeutic treatments.

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PRINCIPLES OF ACTION

- Promote professional development of PharmaMar people in a motivating and inclusive environment with opportunities for advancement.
- Promote diversity and equal opportunities in talent selection and retention and in the treatment of individuals.
- Promote gender diversity, working towards having a significant number of female senior executives.
- Maintain a safe and healthy workplace by eliminating dangers, reducing risks and adopting preventive measures that allow for continuous improvements to prevention, and promoting and protecting health.
- Comply with current legislation, paying particular attention to the principles of the United Nations Universal Declaration of Human Rights.
- Develop a strong international collaboration on research.
- Promote research and development of innovative products to provide



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health care professionals with new tools.

- Promote development of the biopharmaceutical industry and society in general, collaborating with different interest groups.
- Contribute to economic development by maintaining and creating jobs

and through support actions in local communities, regularly measuring the company's social contribution.

- Set targets and publicly report on the established targets and their achievement.



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3.3 Governance and culture

PROMOTE A CULTURE OF ETHICS AND INTEGRITY

Commitment: To lead and guide activities in line with best corporate governance, ethics and integrity practices.

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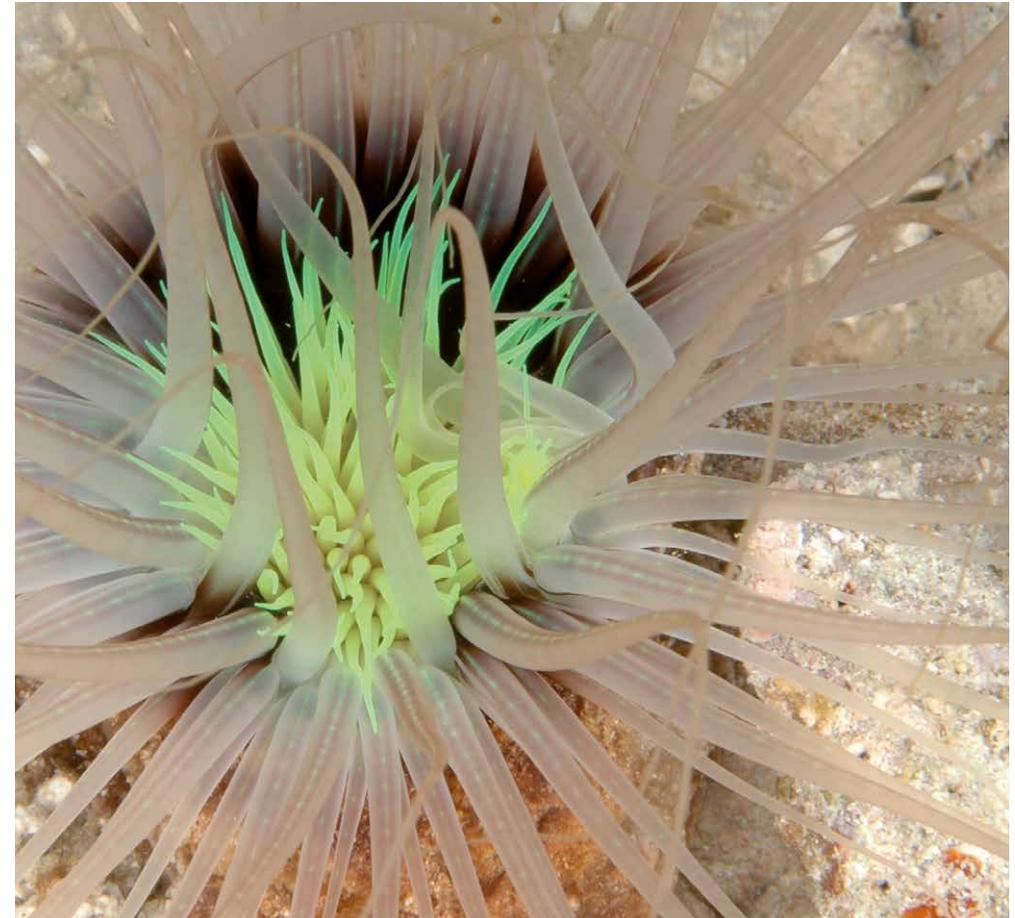
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PRINCIPLES OF ACTION

- Maintain high corporate governance and ethical standards, regularly reviewing PharmaMar's practices to ensure they are aligned with the benchmark standards.
- Promote a sustainable culture and ethical behavior by all employees in their daily work, in particular in their relations with company stakeholders.
- Actively promote listening and collaboration among different stakeholders. Enable channels for communication and inquiries that ensure the availability of sufficient, accurate, useful and complete information on the Group.
- Set targets and publicly report on the established targets and their achievement.



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ENGAGEMENT WITH STAKEHOLDERS

PharmaMar is committed to creating value for its primary stakeholders. To this end, PharmaMar:

- In its Code of Conduct, establishes the principles and values that

should guide all individuals within the PharmaMar Group companies in their relations with stakeholders.

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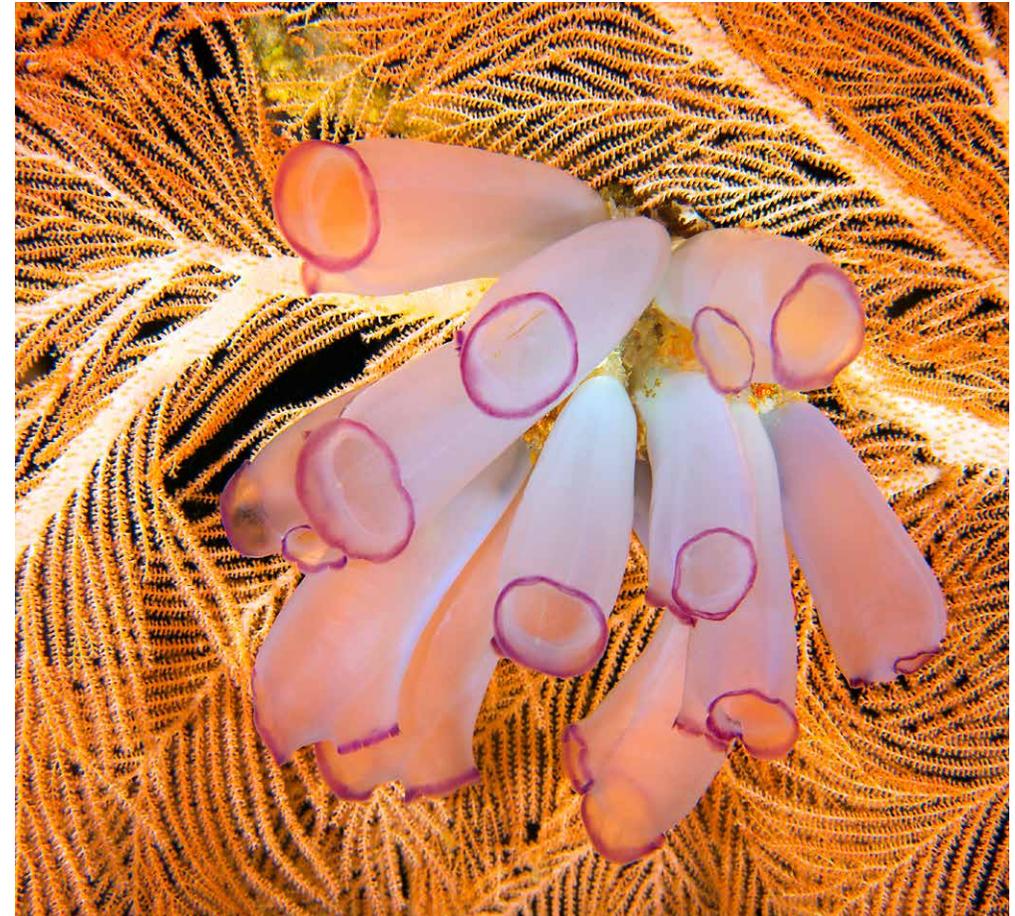
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- Builds long-term relationships based in trust, respect, transparency, collaboration and sustainable mutual benefit.
- Identifies and incorporates stakeholder expectations in its decision making processes and addresses the needs of its stakeholders.
- Enables channels for communication and inquiries that ensure the availability of sufficient, accurate, useful and complete information on the Group.

- Publicly reports on the company's performance in the area of sustainability and shares its performance and management practices with stakeholders.
- Promotes dissemination of this policy and the commitments and principles of action established herein, inviting all parties who collaborate with PharmaMar to adopt these commitments and principles.
- Sets targets and publicly reports on the established targets and their achievement.



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SUSTAINABILITY RESPONSIBILITIES

PharmaMar's **Board of Directors** directs and oversees the company's position and performance in the area of sustainability, as well as the public information drawn up in this regard. The Board is the ultimate body responsible for the sustainability policy, the company's sustainability strategy, relations with stakeholders

and for evaluating and monitoring non-financial risks.

In carrying out this task, the Board of Directors is assisted by the **Appointments and Compensation and Sustainability Committee**, which has the following duties:



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- To evaluate and periodically review the system of corporate governance and the sustainability policy, so that they fulfill their mission of promoting the social interest and take into account, as appropriate, the legitimate interests of other stakeholders.
- To supervise that the Company's actions in the area of sustainability (environmental, social and corporate governance) are in line with the strategy and policies approved by the Board of Directors and, if appropriate, to propose recommendations to improve the Company's position in this area, submitting the corresponding report or proposal to the Board of Directors.

- To supervise compliance with the rules of corporate governance and the internal codes of conduct of the Company, also ensuring that the corporate culture is aligned with its purpose and values.
- To supervise the application of the general policy regarding the communication of economic-financial, non-financial and corporate information, and communications with shareholders and investors, proxy advisors and other stakeholders. Likewise, the way in which the entity communicates and relates to small and medium shareholders will be monitored.
- To monitor and assess the engagement processes for different stakeholders.



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- To establish the general principles that guide the preparation of the statement of non-financial information.
- To review and validate, prior to its approval by the Board of Directors, the statement of non-financial information that the Company must make public.
- To analyze the actions and proposals in matters of sustainability that are proposed or agreed upon by the different business units of the Company.

- Any other related to the matters of its competence and that are requested by the Board of Directors.

The Appointments and Compensation and Sustainability Committee shall regularly report to the Board of Directors on the performance of its sustainability duties.

Furthermore, it shall ensure that variable compensation takes into account the sustainability targets.

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POLICY APPROVAL AND MONITORING

This policy shall enter into effect on the date of approval by the Board of Directors.

In order to ensure this policy is aligned with the principles, trends and requirements on this matter, the policy is sent to the Board of Directors for regular review.



VALUES

Selected values focused on PATIENTS



HOPE & ACCOUNTABILITY

We are motivated to offer **hope** to patients with unmet medical needs, including in rare diseases, and are **accountable** to patients as well as ourselves to deliver on this.

Selected values focused on the PLANET (SCIENCE)



UNIQUE

We are a **unique** company inspired by marine exploration for the discovery of novel medicines.

Selected values focused on PARTNERS (WORK)



COMMITMENT

We are in an innovation business with the know-how to pursue our objectives, and the **commitment** to drive optimal outcomes for all our stakeholders.

Selected values focused on PROVIDERS (RESPONSIBILITY)



RIGOR

We are prepared to carry out the development of our products consistently, with **rigor** to the scientific process, under the dictated specifications.

Selected values focused on PEOPLE (RESPONSIBILITY)



RESPECT

Our company treats with **respect** and integrity our stakeholders.



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