

COMMITMENT, TRANSPARENCY AND ACCOUNTABILITY



2025 Sustainability Report

2022-2025 data

AGC Pharma Chemicals Europe, S.L.U.



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1. Our Sustainability Report

AGC Pharma Chemicals Europe, S.L.U. is publishing this **Sustainability Report** to report with both transparency and rigour on its performance in the areas of the environment, society and good governance.

The Explanatory Notes form part of the company's annual accounts and are drawn up in compliance with the Spanish **Non-Financial Information and Diversity Act [Ley 11/2018]**. The scope of the document is limited to the activities carried out in Spain by AGC Pharma Chemicals Europe and it is not consolidated for the AGC Group.

This report takes a **multi-year approach**, incorporating information and indicators for the period **2022– 2025** to provide a more complete picture of sustainability management, progress and trends.

The **GRI Standards** and the corporate guidelines of the AGC Group were used as a reference for its preparation. In addition, the information gathered serves as support for external sustainability assessments, including **EcoVadis**, and as a basis for continuous improvement of the company's performance.

During the period covered by this Report, AGC Pharma Chemicals Europe has also embarked on the progressive adaptation of its reporting system to the requirements of the **CSRD Directive**, in anticipation of its future application.

The company has made this document available to its stakeholders and has kept the usual communication channels open to collect comments and suggestions for improvement.



2. A Message From Jun Kurihara, Our CEO

I assumed the role of Chief Executive Officer of AGC Pharma Chemicals Europe in 2025 with enthusiasm, deep respect for the path taken to date and a strong sense of responsibility for the future of the company. From day one, I have seen the high level of professionalism, commitment and pride shown by the people who make up this organisation, and I want to start by expressing my sincere thanks for this.

As part of the AGC Group, we act on the conviction that sustainable progress is only possible through a long-term vision, rigorous management and cooperation between all parties involved. At AGC Pharma Chemicals Europe, this vision goes beyond a declaration of principles and translates into a concrete way of working every day, integrating sustainability into our industrial, strategic and human decisions.

In recent years, the company has made consistent progress in key areas such as environmental management, the health and safety of individuals, good governance and business ethics. We have strengthened our management systems, maintained the highest standards of quality and safety, and consolidated a culture based on transparency and continuous improvement. Recognitions such as Top Employer certification, awarded for the third consecutive year, reflect this sustained effort to build a strong, inclusive working environment focused on professional development and the well-being of people.

The year 2025 has marked a particularly important milestone in our sustainability journey. During the year, we strengthened our international positioning by joining the UN Global Compact, explicitly aligning our strategy and operations with its Ten Principles on Human Rights, Labour Standards, Environment and Anti-Corruption. We have also been recognised with the EcoVadis Platinum rating, an achievement that ranks us among the top 1% of companies worldwide for sustainability performance and reflects the collective commitment of the entire organisation.



At the same time, we are entering a key phase of growth and transformation. The expansion of our facilities in Malgrat de Mar (Barcelona), with the launch of a new production plant with LEED certification, is a clear example of how we approach industrial development: growth designed from the outset around the principles of sustainability, energy efficiency, security and respect for the local environment and community. This investment has enabled us to increase our productive capacity and strengthen our competitiveness, always from a responsible and long-term perspective.

Looking ahead, we continue to work on further integrating ESG criteria across our value chain and to prepare for new regulatory requirements for sustainability reporting, such as the Corporate Sustainability Reporting Directive (CSRD). Beyond regulatory compliance, we see this process as an opportunity to improve our management, strengthen the resilience of our organisation and create sustainable value for our customers, our people and society.

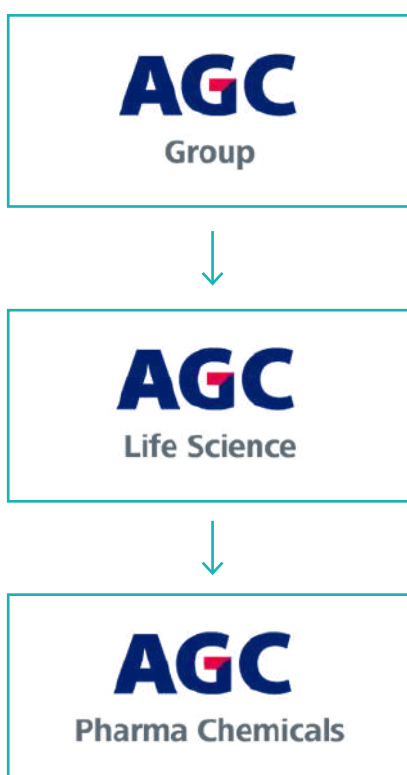
I would like to reiterate my thanks to all the people forming part of AGC Pharma Chemicals Europe. Your commitment, knowledge and responsible attitude are the foundation on which we will continue to build a strong, reliable and future-proof company aligned with the essence of the AGC Group: Your Dreams, Our Challenge.

3. Who we are and what we do, our business model

AGC Pharma Chemicals Europe, S.L.U. is a pharmaceutical contract development and manufacturing organisation (CDMO) specialising in active pharmaceutical ingredients (APIs) and intermediates. It is part of the **AGC Group**, a global Japanese industrial group.

Integrated into the **AGC Life Science** division, the company operates from its production centre in **Malgrat de Mar (Barcelona)**, where it provides services to international pharmaceutical and biotechnology companies, mainly in **Europe, the United States and Japan**.

Our business combines a strong industrial base with high technical expertise and operates under the most rigorous standards of **quality, safety and regulatory compliance** in a sector directly linked to the health of individuals.



3.1 Corporate information and scope

AGC Pharma Chemicals Europe, S.L.U. is a **single-member private limited company** with headquarters at **Camí de la Pomerada, 13, Malgrat de Mar (Barcelona)**.

The **sole shareholder** is **AGC Inc**, a company established in Japan and the **ultimate parent company of AGC Group**.

AGC Pharma Chemicals Europe **is not part of a consolidated group in Spain** for financial reporting purposes.

For tax purposes, the Company is subject to **Corporate Income Tax under the tax consolidation regime**, with **AGC Pedragosa, S.A.** acting as the entity responsible before the Tax Authority for filing and settling the consolidated Corporate Income Tax.

3.2 Our business

The business of AGC Pharma Chemicals in Malgrat de Mar (Barcelona) is structured around **three main lines**:

- The contract development and manufacturing of active pharmaceutical ingredients and intermediates.
- The manufacture and supply of a proprietary portfolio of APIs.
- The distribution of raw materials manufactured within the AGC Group.

As a CDMO, we offer services that cover the **entire product life cycle**, from early development to commercial manufacturing, working closely with our customers to ensure efficient, safe and high-quality solutions.

Our customers are primarily **pharmaceutical and biotechnology companies** from around the world, with a higher concentration in Europe, the United States and Japan. We maintain long-term relationships with these markets, based on quality, reliability and regulatory compliance.

Our **value chain** integrates R&D, production, quality control, regulatory management and distribution activities, relying on a network of qualified suppliers and logistics operators that meet demanding quality, safety, environmental and human rights criteria.



3.2.1 Strategy and value creation

AGC Pharma Chemicals Europe develops its business strategy with a **focus on long-term**, sustainable value creation, integrating economic growth, operational excellence and sustainability into decision-making. The company is part of the strategic Life Science business of the AGC Group, which continuously drives the development of CDMO business as one of the group's growth vectors.

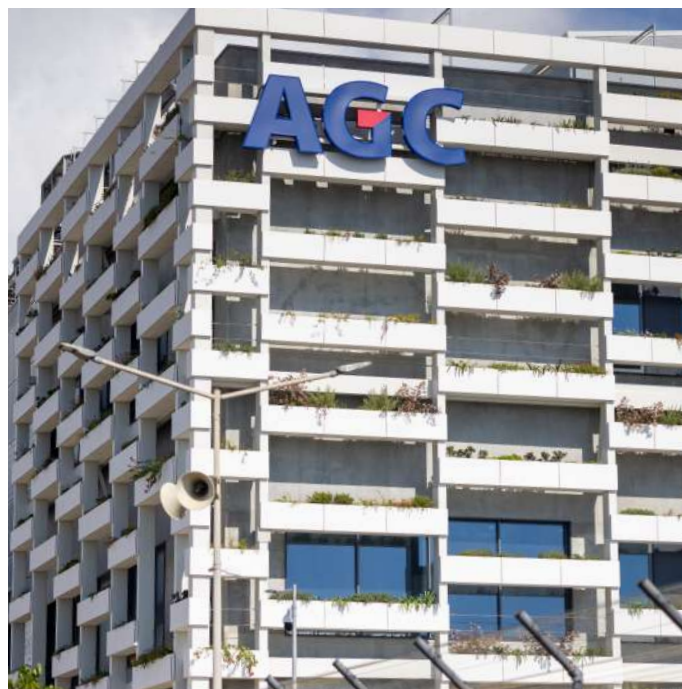
The strategy focuses on strengthening industrial and technological competitiveness, based on its strong chemical and pharmaceutical track record, which includes **over 60 years as manufacturer of active pharmaceutical ingredients (APIs) and over 40 years of experience as a CDMO**. This positioning enables comprehensive services across the entire product life cycle, from development to commercial production, ensuring high standards of quality, safety and regulatory compliance.

A key focus of the strategy is sustained investment in production capacities, digitalisation and infrastructure, aimed at ensuring supply reliability, operational flexibility and process efficiency. These investments contribute to **strengthening business resilience** and creating stable and long-term value for the AGC Group and its stakeholders.

Sustainability is a cross-cutting element of the strategy. AGC Pharma Chemicals Europe integrates ESG criteria in the management of its business, with a particular focus on environmental protection, human health and safety, ethics and good governance. This approach is reinforced by alignment with international initiatives such as the Pharmaceutical Supply Chain Initiative (PSCI), the Sustainable Development Goals (SDGs) and the Responsible Care principles, promoting a **responsible and transparent value chain**.

In addition, the strategy places a special emphasis on people and talent, which are considered key factors in operational excellence and innovation. The promotion of a safe and inclusive working environment oriented towards professional development helps create value for employees, customers, local communities and other stakeholders.

Overall, AGC Pharma Chemicals Europe's strategy is aimed at balancing growth, resilience and responsibility by positioning the company as a reliable and sustainable CDMO partner for the pharmaceutical industry, in line with the strategic and sustainability objectives of the AGC Group.



3.2.2 Governance

The company's governance structure and monitoring and oversight mechanisms are described in detail in the **Ethics and Good Governance** chapter, which sets out the principles, policies and systems in place to ensure responsible and transparent management.

3.2.3 Innovation

At AGC Pharma Chemicals Europe, **innovation is a key pillar of the business strategy** and an essential element for long-term value creation. The company is convinced that the development of innovative, safe and efficient solutions is essential to respond to the needs of the pharmaceutical industry and strengthen its position as a reliable CDMO partner.

Innovation activities are carried out in close collaboration with **AGC Group's research centre in Yokohama (Japan)**, which allows for sharing knowledge, developing new processes and exploring advanced technologies applicable to the development and production of active pharmaceutical ingredients. When designing and optimising processes, the R&D team applies criteria aligned with the principles of Green Chemistry, aimed at improving efficiency, reducing waste generation and minimising risks associated with operations.

We have an **R&D laboratory** and a **kilo laboratory**, both staffed with highly qualified personnel with strong expertise in synthetic organic chemistry and analytical chemistry. This infrastructure allows processes to be evaluated and optimised before their transfer to the production plants, thereby improving the understanding and control of reaction conditions.

The R&D laboratory has the capabilities to analyse process evolution and safety, study substance crystallisation, and characterise solid forms using techniques such as X-ray powder diffraction (XRPD). These tools are complemented by nuclear magnetic resonance equipment, Raman probes and advanced chromatographic techniques (GC/MS, HPLC and UPLC with UV/Vis, MS, TOF and ELSD detectors), which allows process development to be addressed from the initial route scouting phases to its preparation for industrial scaling.

The kilo laboratory has capacity for manufacturing small commercial batches (between 2 and 7 kg) in a cGMP environment, which allows us to carry out commercial campaigns for HPAPIs (OEL 0,1 to 1 µg/m³). In 2025, we also completed the construction of a high-containment laboratory to ensure the safe handling of these substances.

In line with our Company strategy, we will continue to **invest in innovation**, both in facilities and talent, to maintain high technical standards, strengthen operational excellence and offer sustainable and competitive solutions throughout the pharmaceutical value chain.

KPI	2025	2024	2023	2022
FTEs in R&D as of 31 December	39	35	24	19
Highly qualified FTEs (PhD)	19	18	12	10
Success rate in transfers to production	89%	85%	65%	59%
R&D investment (thousands of euros)	1 612	1 082	1 267	2 642



3.3 Membership of industry associations and other initiatives

AGC Pharma Chemicals Europe participates in industry associations and other initiatives as part of its commitment to the responsible development of the sector, the exchange of knowledge and the promotion of good practices in the industrial, environmental, social and governance fields.

The company is a member of the following entities and initiatives in the chemical and pharmaceutical sector:

- **AFAQUIM** (Asociación Española de Productos de Química Fina [Spanish Association of Fine Chemicals Products]), with representation on its board of directors and active participation in various committees.
- **Responsible Care®**, a voluntary initiative of the chemical sector led by **FEIQUE**, which is aimed at continuously improving performance in safety, health, the environment and social responsibility, with representation on the committee of coordinators.
- **COASHIQ**, a business association focused on industrial safety, occupational health and the environment, where the company leads the **Fine Chemicals Committee** and serves on its board of directors.

- **Pharmaceutical Supply Chain Initiative (PSCI)**, a global initiative to promote responsible practices in the pharmaceutical supply chain that is aligned with high standards in ethics, working conditions, health and safety, the environment and risk management. AGC Pharma Chemicals is a member of its Supplier Initiative.

Participation in these associations is **conducted in full compliance with antitrust regulations** and the principles of good governance.

AGC Pharma Chemicals Europe is also part of the **Bioregion of Catalonia** through the **Biocat Directory**, which brings together companies and organisations in the biotechnology and pharmaceutical sectors.

Lastly, the company participates in other **non-industry associations**, including:

- **CEJE** (Círculo Empresarial Japón–España [Japan–Spain Business Circle])
- **Asociación de Campings del Delta de la Tordera** [Association of Tordera Delta Campsites]
- **Suiyokai Barcelona**
- **AEDIPE** (Asociación Española de Dirección y Desarrollo de Personas [Spanish Association of People Management and Development])



OPENING CEREMONY S5

4. Our Approach To Sustainability

Since 2023, we have had a **Sustainability Policy** that establishes the reference framework for our management in ethics and good governance, the environment, people and health, and society.

This framework is supported by other corporate policies, such as the **Code of Conduct**, the **Quality Policy**, the **Safety, Health and Environment Policy** and the **Human Resources Policies**, which develop and integrate these commitments into the day-to-day management of the company.

For more information about our contribution to the SDGs, please visit [our website](#).

4.1 Our contribution to the Sustainable Development Goals

Building on this sustainability framework, we have identified the main lines of action in our strategy that directly contribute to the **UN Sustainable Development Goals (SDGs)**.

These lines reflect the areas in which our activity generates the greatest impact and where we can add more value, both through responsible management of the business and through our relationships with people, the environment and society. This approach allows us to prioritise our contribution to the SDGs, align with international sustainability standards and respond to the expectations of our stakeholders.

Our contribution to the SDGs is structured around four strategic commitments, aligned with the company's priority SDGs:



4.2 Materiality analysis and stakeholders

AGC Pharma Chemicals Europe has a **materiality analysis** identifying the most relevant sustainability issues for the company, considering both the impacts arising from its activity and the expectations of its key stakeholders. This analysis forms the basis for setting priorities, managing risks and opportunities and preparing the Statement of Non-Financial Information, in accordance with Ley 11/2018.

The current materiality analysis was developed in accordance with **GRI Standards** and **AA1000 principles** and was revised and updated between 2021 and 2023 to incorporate the material topics of the AGC Group, as well as customer and industry expectations. As a result, 21 material topics were identified, which have been grouped into four broad areas: ethics and good governance, environment, people and health, and society. The most recent revision reinforced the relevance of issues related to engagement with society and local populations.

The company's key stakeholders are shown in the **stakeholder map** below. The materiality matrix also provides a graphic representation of the relevance of the various topics from the perspective of the company and its stakeholders. The current materiality analysis and stakeholder map are the same as those published in the previous year's report and continue to adequately reflect the current priorities of AGC Pharma Chemicals Europe.

In line with the evolving European regulatory framework, the company monitors the double-materiality approach set out in the Corporate Sustainability Reporting Directive (CSRD), progressively adapting its analysis processes in accordance with regulatory clarifications and the implementation timeline.

Stakeholders:



In the **materiality matrix**, the horizontal axis represents the relevance of sustainability issues for the company while the vertical axis indicates their relevance for stakeholders. The numbers correspond to the identified material topics, grouped into four areas: ethics and good governance, environment, people and health, and health and society. The topics shaded in blue are considered material:

- **Ethics and good governance**
 - ① Anti-corruption and business integrity
 - ③ Responsible supply chain management
 - ⑤ Respect for human rights
- **Commitment to the environment**
 - ⑥ Water consumption
 - ⑦ Consumption, energy efficiency and the fight against climate change
 - ⑧ Waste management
 - ⑨ Wastewater management
 - ⑩ Emissions management
 - ⑪ Protection of the aquifer and the marine ecosystem
- **Commitment to people**
 - ⑪ Occupational health and safety
- **Commitment to health and society**
 - ⑱ Commitment to local communities
 - ⑲ Commitment to society
 - ⑳ Product quality and safety

Materiality matrix



4.3 Risk management

The AGC Group has a **corporate Enterprise Risk Management (ERM)** system, defined in the Core Risk Management Policies, which is a key component of the Group's corporate governance framework and integrated sustainability approach. This system is designed to systematically identify, assess and mitigate risks that may affect the achievement of strategic objectives and the creation of long-term value.

In this context, **AGC Pharma Chemicals Europe applies the corporate risk management model consistently and in alignment with the AGC Group**, assessing relevant risks according to their potential impact and likelihood of occurrence to prioritise prevention, control and mitigation measures.

The company also applies a **due diligence approach** to the management of significant risks and impacts in **environmental, social, personnel, human rights and ethics matters**. This approach is integrated into the ERM system, certified management systems (ISO 14001 and ISO 45001), compliance procedures and supplier qualification and evaluation processes, and is carried out in a cyclical manner through identification, evaluation, implementation of preventive measures, monitoring and continuous improvement.

The main risks identified in the 2025 review, along with the preventive actions implemented to manage them, are set out in the following table:

RISK	DESCRIPTION	PREVENTIVE ACTIONS
Infringement of the law	Risks related to infringement of the law, regulations and industry codes: Antitrust, anti-corruption, export control, chemicals, licences, permits, etc.	- Corporate policies and procedures - Multidisciplinary legal compliance assessments
Product or service non-conformities	Risks related to product responsibility, breach of customer agreements, falsification of technical data, etc.	- Quality Management System and EHS - Quality risk analysis for all products - Data integrity procedures
Business interruption	Business interruption due to fire, explosion, supply chain interruption, pandemic, climate change, natural disasters, natural resource crises, etc.	- Business continuity plan - Self-protection plan - Insurance policies
Environment and Safety	Poor preventive measures. Accident or serious incident. Inadequate response to unexpected events	- Certified EHS management system (ISO 14001 and 45001) - Self-protection plan
IT risks	Suspension and shutdown of IT systems (including information leakage, cyber attacks, etc.). Loss of availability of OT systems.	- Cyber-security measures - System Continuity Plan
Outsourcing	Lack of supply. Reputational risk where suppliers do not respect the environment, safety or human rights.	- Obligations for the supplier included in general terms of purchase - Supplier qualification system
Climate change	Floods Heavy rains Drought Emission limits	- Decarbonisation plan - Business continuity plan - Plan to reduce water consumption - Facility improvements to prevent flood damage

The risks and material impacts identified are reflected in the different chapters of this Report through indicators, results and management measures, and are periodically reviewed in the framework of the risk management system.

For management purposes, the company considers short-term risks to be those with immediate or operational potential for materialisation, such as those related to regulatory compliance, the safety of people, business continuity or IT risks. Medium-term risks are those linked to the evolution of the business and the supply chain, including those associated with outsourcing and supplier management, while long-term risks are those arising from structural factors such as climate change and energy transition processes.

This classification is regularly reviewed in the framework of the ERM and supports the prioritisation of preventive and mitigation measures. Risk management is applied consistently across all Group companies and is complemented by an **annual self-assessment process** and a specific **Business Continuity Management and Crisis Management** framework, aimed at strengthening operational resilience.

In 2025, business continuity and crisis management procedures were triggered once due to a nationwide power outage.

4.4 Commitments and acknowledgements

AGC Pharma Chemicals Europe participates in leading external initiatives and assessments that strengthen its commitment to **responsible and transparent management** and contribute to the **continuous improvement** of its environmental, social and governance performance. These frameworks allow the company's practices to be benchmarked against internationally recognised standards and lend credibility to its sustainability approach.

4.4.1 United Nations Global Compact

In 2025, AGC Pharma Chemicals Europe joined the UN Global Compact, reaffirming its commitment to the Ten Principles on Human Rights, Labour Standards, Environment and Anti-Corruption.

This commitment strengthens the company's **alignment with major international sustainability frameworks** and the 2030 Agenda for Sustainable Development, and serves as a global reference for the integration of environmental, social and good governance criteria into its management model.

4.4.2 Responsible Care®

AGC Pharma Chemicals Europe is part of Responsible Care®, a voluntary initiative of the chemical industry aimed at continuously improving safety, health and environmental protection, as well as strengthening ethics, transparency and social responsibility beyond regulatory compliance.

The company first received the Responsible Company Certificate in 2015, and has renewed it periodically ever since, most recently in 2025. With the arrival of the new CEO, the commitment to the **principles of Responsible Care®** was further ratified by signing the letter of commitment, reinforcing Management's engagement with this reference framework.

As a member, the company applies the programme's principles, has management systems aligned with its requirements, and participates in the self-assessment and indicator-reporting processes established by the initiative.

4.4.3 EcoVadis

AGC Pharma Chemicals Europe regularly submits its environmental, social and ethical performance for **EcoVadis® assessment**, which is an internationally recognised rating system that analyses sustainability practices in the areas of environment, labour and human rights, ethics and sustainable sourcing, based on international standards and documented evidence.



Recognition Page

In 2025, the company was awarded the **EcoVadis Platinum medal**, placing it among the top 1% of companies globally. This recognition reflects the continuous improvement of the organisation's sustainability policies, processes and practices, as well as its commitment to responsible and transparent management.

The EcoVadis assessment is also a key tool for identifying opportunities for improvement and strengthening the integration of ESG criteria in management and in relationships with customers and other stakeholders.

4.4.4 ISO 14001 and ISO 45001 certifications

AGC Pharma Chemicals Europe has an integrated management system certified to ISO 14001 and ISO 45001, covering environmental management and occupational health and safety.

These certifications bear witness to the implementation of systematic processes for the prevention of environmental impacts, protection of individuals and the continuous improvement of performance in these areas, and are maintained through regular audits.

4.4.5 Certificación Top Employer

In 2025, AGC Pharma Chemicals Europe renewed its Top Employer certification, awarded by the [Top Employers Institute](#), which recognises excellence in people management and best practices in areas such as organisational culture, talent development, well-being and diversity.

This recognition supports the company's commitment to continuous improvement in people management.

We are the **first CDMO in Spain** to achieve this certification, which reinforces our leadership in good labour practices, innovation in talent management and professional development.



5. Ethics and good governance

At AGC Pharma Chemicals Europe, we are firmly committed to **ethical, transparent and responsible management** in line with the corporate principles and policies of the AGC Group and with the highest standards of good corporate governance. Integrity, accountability and regulatory compliance are the foundation of our business culture.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



We conduct our production, business and R&D activities in an ethical and responsible manner

Our actions are governed by clear corporate policies, robust internal processes and control mechanisms that ensure **responsible and traceable decision-making**. We promote a fair, inclusive and equitable working environment based on respect for people, diversity and equal opportunities.

We also adopt a **continuous improvement** approach by regularly assessing our management systems and governance practices, thereby strengthening stakeholder trust and reinforcing our positive contribution to society.

These principles also extend to our supply chain, where we work collaboratively with suppliers and business partners to ensure that their operations follow the same values of ethics, integrity, compliance and sustainability that govern our own organisation.

5.1 Good corporate governance

The **Board of Directors** of AGC Pharma Chemicals Europe is composed of five members, with no independent directors. Its members receive no remuneration, allowances or insurance premiums for the performance of their duties. The Council meets four times a year, and the non-director secretary is responsible for the preparation and safekeeping of the minutes. In the exercise of its responsibilities, it maintains a direct relationship with the sole shareholder, **AGC Inc**, represented by its Chairman, Mr Yoshinori Hirai, in line with the governance model of the AGC Group.

The Executive Committee is composed of 12 members, three of whom are women (25%), and has an international composition with representation from Spain (7), Japan (3), Poland (1) and Belgium (1). The Executive Committee usually meets once a month. Its main duties include implementing the corporate guidelines of the AGC Group, overseeing the proper functioning of the organisation and complying with its obligations to report to the AGC Life Science business unit. Its activity is subject to periodic audits by the Corporate Internal Audit Division of the AGC Group. The Committee is also responsible for the annual review of management systems, ensuring their effectiveness and alignment with applicable corporate and regulatory standards.

5.2 Commitment to human rights

AGC Pharma Chemicals Europe is **committed to respecting and protecting human rights in all its activities**, in accordance with current legislation and the principles set out in its internal policies.

This commitment is reflected in the Human Rights and Labour Rights Policy and the company's Code of Conduct, which establish the principles of conduct applicable to everyone in the organisation and guide its relationships with third parties. In 2025, the company strengthened this commitment by joining the UN Global Compact, aligning its actions with the Ten Principles on Human Rights, Labour Standards, Environment and Anti-Corruption.

In its operations, the company promotes a **working environment** based on respect, equal opportunities and non-discrimination, and expressly rejects any form of forced, compulsory, or child labour, as well as any conduct that undermines human dignity.

From a **risk management** perspective, AGC Pharma Chemicals Europe integrates respect for human rights into its governance and control processes, regularly assessing potential risks associated with its activity and taking the necessary preventive measures.

During 2025, as in previous years, no relevant incidents related to human rights violations were identified in the scope of the company's activities.

Human rights management is integrated into the company's governance and internal control processes, incorporating measures aimed at preventing and mitigating potential adverse impacts. Any potential violation may be reported through the internal whistle-blowing channel, accessible to employees and third parties, which guarantees confidentiality and non-retaliation. Reports received are analysed in accordance with established procedures and, where appropriate, lead to corrective and remediation measures.



In carrying out our activities, we respect human rights, children's rights, and workers' rights.

5.3 Code of Conduct and Compliance Model

Legal compliance is a fundamental premise for all AGC Group activities. To ensure that our operations are conducted with integrity and in accordance with applicable law, the Group has a **Code of Conduct** that sets out the principles and requirements to be followed by everyone in the organisation during performance of their daily activities.

The Code of Conduct sets out the standards of behaviour that govern both our internal and external relationships and is structured around three key pillars:

- Act with integrity and fairness in business dealings.
- Ensure a safe, respectful and dignified working environment.
- Contribute positively to the well-being of the communities in which we operate.

The code covers both global Group requirements and specific regional adaptations, and knowledge of and adherence to it is mandatory for everyone in the AGC Group.

To ensure its proper application, the Group has a **network of Compliance Officers** at local, regional and corporate level, responsible for implementing procedures, overseeing regulatory compliance and developing training plans that support a strong ethical culture.

There are also local and corporate **communication and reporting channels (hotlines)** allowing for secure and confidential reporting of potential breaches or well-founded suspicions. All reports are investigated in accordance with established procedures, ensuring confidentiality and express prohibition of any form of retaliation.

As part of its commitment to continuous improvement, the Corporation conducts periodic audits to verify that compliance policies and procedures are effectively implemented and in line with AGC Group standards.

The **Code of Conduct** is publicly available at the following link: [Code-of-Conduct-ES.pdf](#).

AGC Pharma Chemicals Europe also has internal policies, guidelines and procedures that develop the principles of the Code of Conduct and facilitate its practical application. These are complemented by regular training programmes to raise awareness and strengthen the culture of compliance across the organisation.

The areas covered by the compliance system include, among others:

- Anti-bribery and anti-corruption
- Antitrust
- Insider trading
- Data protection and privacy
- Export and trade controls
- Anti-discrimination

The compliance system is supported by corporate document management and training tools that facilitate access to and understanding of procedures, complemented, where necessary, by specific online and in-person training actions.

To reinforce the culture of compliance, regular training sessions are held on key aspects of the Code of Conduct. In 2025, a specific training session on **Anti-fraud and the Management of Unethical Situations** was delivered, with 385 participants. In previous years, the topics covered were respectful communication and social-media use (2024), Equality, Fairness and Inclusion (2023) and working with third parties, reporting and anti-retaliation policy (2022).

System performance is monitored through a **compliance dashboard**, which allows for continuous monitoring and the detection of opportunities for improvement. Internal and external audits are also performed to assess the effectiveness of the controls in place.

The AGC Group, as a company listed in Japan, must comply with the Japanese version of the US Sarbanes-Oxley Act (J-SOX). In this context, AGC Pharma Chemicals Europe carries out an annual self-assessment of its internal control systems, which is regularly verified by the Group's Internal Audit division.

KPI	2025	2024	2023	2022
% people trained in the Code of Conduct	100	100	100	100
% participation in specific annual session	100	85 (*)	100	100
Non-compliances reported	2	4	0	0
% of reports investigated	100	100	NA	NA
Confirmed non-compliances	1	4	0	0
Use of the helpline	2	1	6	1

(*) People who were not trained at the end of 2024 completed the training in 2025

5.4 Data protection and information security

In matters of data protection and privacy, the company has a **Privacy Committee** with representation from Human Resources, Business Development and Marketing, Purchasing, Information Technologies, Operations and Compliance, supported by a specialised external consultancy that acts as Data Protection Officer (DPO).

In 2025, the Privacy Committee met four times, and minutes were drawn up for each session. Specific meetings were also held with various departments to review the Records of Processing Activities and other aspects related to personal data protection.

During financial year 2025, the DPO was not informed of any requests to exercise the right to erasure or security incidents requiring notification to the Spanish Data Protection Agency. However, any detected incident was duly recorded and managed according to the company's Security Incidents and Breaches Management Protocol.

With regard to information security, the AGC Group has corporate policies covering both information systems (IT) and operational technology (OT), with a global security organisation, local responsible persons, and escalation and communication procedures. In 2025, security measures were strengthened by, among other actions, the implementation of **Microsoft Information Protection** and the updating of protection tools, improving incident detection and prevention capabilities.

During financial year 2025, the company was not subject to any sanctioning proceedings in relation to data protection.

The data protection and information security dashboard is shown below:

KPI	2025	2024	2023	2022
Incidents reported to the Spanish Data Protection Agency (AEPD)	0	0	0	0
Registered security incidents	2	1	6	3
Ordinary meetings of the Data Protection Committee	4	5	3	4
Requests to exercise rights	0	0	0	0

5.5 Tax obligations

The AGC Group is committed to delivering value to all stakeholders. In so doing, the Group aims to contribute to the creation of a sustainable society, as defined in the AGC Tax Compliance Policy <https://www.agc.com/en/sustainability/criteria/index.html#ac12>.

The AGC Group recognises the **BEPS Action Plan** (a countermeasure against base erosion and profit shifting), established by the OECD/G20, as an important international tax framework to prevent international tax evasion and excessive tax planning, and to ensure transparency through the disclosure of fiscal information.

The AGC Group will avoid using excessive tax incentive schemes in countries or regions with low or zero tax rates.

Compliance is a fundamental principle that underlies all business activities of the AGC Group, as set out in the AGC Group Code of Conduct (7. Reports and Records). At AGC Pharma Chemicals Europe, we comply with the Law and with the company's accounting policies and standards. In financial year 2025, the income tax line recorded revenue of €425 063.

KPI	2025	2024	2023	2022
Profits in Spain (€)	119 063	3 687 343	7 334 840	9 369 739
Income taxes (€)	425 063	(527 453)	(893 847)	(828 516)

In 2025, we received **subsidies from the Tesorería General de la Seguridad Social** (General Social Security Treasury) in the amount of €26 359, corresponding to bonuses from the State Foundation for Employment Training for completed training activities.

KPI	2025	2024	2023	2022
General Social Security Treasury	26 359	81 791	43 176	74 919

During financial year 2025, the company applied tax deductions associated with three social contribution activities, for a total amount of €3 274, in accordance with the tax regulations in force.

5.6 Supply chain management

As described in our Charter of Corporate Conduct, the AGC Group works to establish mutually beneficial and appropriate relations with its business partners. In doing so, the Group seeks to promote good supply chain management.



Our Procurement Department plays the main role in sourcing raw materials and other materials and does so in accordance with the AGC Group's Purchasing Policy <https://www.agc.com/en/company/purchasing/index.html>.

The AGC Group's Purchasing Policy is part of the AGC Group's Common Policies, which apply to all Group activities and regions. These policies set out the basic rules and guidelines governing purchasing activities, ensuring consistency, good governance and regulatory compliance across the Group.

Within this framework, the purchasing function is governed by common, Group-wide principles aimed at:

- Ensuring sound corporate governance and adequate internal control in purchasing processes.
- Ensuring compliance with applicable laws, regulations and internal standards in all regions.
- Promoting transparent, responsible and consistent purchasing practices across all AGC Group entities.
- Aligning purchasing decisions with other Group corporate policies, including finance, risk management, business continuity, compliance and sustainability.

The Group's Common Policies constitute the reference framework for all local, regional and divisional purchasing rules, which must be aligned with these principles. Oversight and interpretation of these policies rest with the Internal Control function within each division.

To ensure that these criteria are applied, all Procurement personnel were **trained in sustainable purchasing** during 2024; however, due to staff turnover, the training will need to be repeated in 2026.

KPI	2025	2024	2023	2022
% of procurement staff with sustainability training (*)	80	100	37,5	100

(*) Long-term absences are not taken into account

As a pharmaceutical company, we have a robust **system in place for supplier qualification and evaluation**. Depending on their impact on the business, we conduct quality, safety, environmental and human rights assessments. The assessment is carried out within a multidisciplinary team with the help of different questionnaires.

At the end of 2024, we implemented a platform for evaluating our suppliers from an **ESG** (Environmental, Social, and Governance) perspective. Use of this tool has allowed us to dispense with some of the questionnaires previously sent out and managed on paper, thereby reducing our environmental impact, and we closed 2025 with 514 suppliers evaluated through this platform.

KPI	2025	2024	2023	2022	2021
Total number of suppliers	1 148	979	886	605	573
% of new suppliers that have signed the Code of Conduct	83,36	76,53	88,35	95,96	96,55
% of suppliers with contracts that include environmental, labour and human rights clauses	100	100	100	100	100
Number of suppliers with corporate responsibility assessments	514	210	85	81	61

In addition, at the end of 2024, the **onboarding process for new suppliers** was digitised, thereby reducing paper consumption and improving communication with our suppliers.

Our quality system also provides for **supplier audits**. In 2025, eight audits were carried out on material suppliers and eight on service companies.

For service providers with staff working at our facilities, we use the business activities coordination platform to confirm that the company is duly incorporated, that it is up to date with its Social Security payments, that its personnel are registered, and that it meets its occupational risk prevention obligations.

As part of our strong supplier relationships, we have established systems to ensure payments are made within agreed time frames. The average supplier payment period, which is recorded in the annual accounts, is calculated in accordance with the ICAC Resolution, both as regards the criteria and the methodology set out in that resolution.

KPI	2025	2024	2023	2022
Average supplier payment period	55	54	52	52

Up to 2023, we defined kilometre-zero suppliers as those located within a radius of 15 km of our facilities, primarily including the towns of Malgrat de Mar, Santa Susanna, Pineda de Mar, Calella, Palafolls, Blanes, Lloret de Mar, Fogars de la Selva, Hostalric and Maçanet de la Selva.

The data presented up to that year are based on this definition.

As of 2024, and given the global reach of our supply network, we have decided to broaden the definition of kilometre-zero supplier. Therefore, we now regard suppliers located anywhere in Catalonia as **local (kilometre-zero) suppliers**. This change allows us to reflect our impact on the local business fabric more accurately.

KPI	2025	2024	2023	2022
Total number of suppliers	1 148	979	886	605
Total purchasing volume (€ millions)	81,0	93,6	92,8	72,7
Number of kilometre-zero suppliers	420	404	67	50
% of kilometre-zero suppliers	36,58	41,43	7,56	8,26
% of purchases from kilometre-zero suppliers	41,97	45,03	1,11	1,58

For several years now, we have incorporated proximity as one of the relevant criteria in our supplier selection process, prioritising, where possible, those considered 'kilometre-zero suppliers', in order to boost economic development in the local area around our operations.



6. Commitment to the environment

At AGC Pharma Chemicals Europe, we are firmly committed to **protecting the environment**. Our production plant is located in an environmentally sensitive setting, above the La Tordera aquifer and close to the Mediterranean Sea, which reinforces our responsibility to preserve the soil, groundwater and air quality.

Our **Health, Safety and Environmental Policy** guides our commitment to reducing the impact of our operations on people and the environment and to promoting the responsible use of resources.

In 2025, the company reviewed and updated this Policy as part of a continuous improvement process to ensure its alignment with the operational and regulatory context, reinforcing aspects such as the management of environmental impact throughout the life cycle and the preservation of the surroundings, while maintaining its alignment with the corporate guidelines of the AGC Group.

This commitment is structured through our **Integrated Management System**, certified to **ISO 14001** and **ISO 45001**, which enables us to systematically identify and manage the environmental impacts associated with our activities, both under normal operating conditions and in foreseeable emergency situations.

Our approach is one of **prevention and continuous improvement**, in which we periodically assess environmental risks and opportunities, define objectives and action programmes and monitor them through indicators. Senior management monitors environmental performance and legal compliance on an annual basis, ensuring the allocation of necessary resources for responsible and effective management.

Within this framework, the company applies the precautionary principle, prioritising prevention at source and operational control of significant environmental aspects before resorting to corrective measures.



6.1 Environmental management

To prevent and manage the environmental risks associated with its activity, AGC Pharma Chemicals Europe identifies, through defined criteria, the **environmental aspects** with the greatest impact, which are integrated into the **risk and opportunity analysis** and the definition of applicable control measures. For all other aspects, operational controls and monitoring programmes are established to ensure regulatory compliance and follow through on the commitments undertaken.

As part of its focus on **continuous improvement**, the company periodically evaluates its organisational context and reviews the key elements of environmental management to optimise its performance. In this process, Senior Management oversees compliance with legal requirements and the proper management of environmental risks, ensuring the availability of the necessary resources.

To support this, AGC Pharma Chemicals Europe has specific human and financial resources allocated to environmental management and makes investments exclusively for environmental protection. As an additional safeguard against possible environmental damage, the company has an environmental damage remediation policy in place with coverage of up to €20 million.

KPI	2025	2024	2023	2022
Number of people engaged in environmental management	12	11	11	11
Environmental management expenditure (€ thousands)	3 626	3 549	3 547	3 110
Investments in the environment (thousands of €)	140	272	1 224	734

Note: The investment figure includes only those whose sole objective is environmental protection.

6.2 Responsible consumption and production

Responsible production is part of the company's operational approach and is based on the **efficient management of the resources** required to conduct our business. Our goal is to optimise the consumption of water, energy and raw materials, reduce inefficiencies, and minimise waste generation and environmental impacts at source, in line with the principles of Sustainable Development Goal 12.

The nature of our production activity, characterised by the manufacture of different products throughout the year, implies an inherent variability in processes and associated consumption. To manage it responsibly, we apply control and continuous improvement criteria that allow us to adjust operating conditions and optimise the use of resources, thereby avoiding unnecessary consumption of raw materials, process auxiliaries, water and energy.

With regard to the consumption of **raw materials**, we work to **improve the performance of production processes**, prioritising operational stability and the reduction of reprocessing and losses. This approach contributes to a more efficient use of resources and a reduction of by-products and waste generated during manufacturing.



We design, operate and control our processes so that we do not waste resources or create unnecessary impacts

Water consumption is managed with criteria of efficiency and rationalisation, taking into account the context of water stress and the need to ensure responsible use of this resource. Process optimisation and the prevention of operational deviations reduce the amount of water associated with production activity without compromising the quality or safety of operations.

We also promote **efficient energy use**, integrating operational and technical improvements aimed at reducing energy consumption per unit of production and increasing the overall efficiency of facilities. These actions contribute to progressively decoupling production activity from energy consumption and associated emissions.

This preventive approach prioritises the reduction of consumption and impacts at source, before resorting to environmental treatment systems. Impacts that cannot be avoided by optimising production are managed through specific control and treatment infrastructures, described in the following section.

6.2.1 Water consumption

Water is an essential natural resource for our activities. It is used as a raw material, as a heat-transfer fluid, in cleaning processes and in infrastructure (steam generation, gas scrubbers, fire protection systems, etc.). As it is a limited resource, its use is managed according to criteria of control and efficiency.

We have six authorised, constructed and protected wells from which we draw water for the various uses of the plant. In addition, we consume a small amount of municipal water. In 2025, the total volume of water consumed represented approximately 16% of the authorised annual volume (1 160 000 m³), well below the permitted limit.

KPI	2025	2024	2023	2022
Well water consumption (m ³)	182 511	143 556	149 142	221 231
Municipal water consumption (m ³)	4 919	3 788	4 735	5 068
Total water consumption (m ³)	187 430	147 344	153 877	226 299
Reduction from the previous year	-27%	4%	32%	21%

The increase in consumption recorded in 2025 compared with the previous year is mainly linked to the commissioning and qualification of the new production building, which involved additional water consumption during the testing and operational qualification phases. These increases were tied to one-off activities such as equipment tests, cleaning of facilities, operation of ancillary systems and use of utilities, and do not reflect a structural increase in consumption associated with routine operations.

In recent years, in the context of drought and the reduction measures applicable across the basin, we have reinforced efficient water management through optimisation measures, particularly in infrastructure. These measures allowed for greater reductions in consumption than required during the most restrictive period.

At the beginning of 2025, we renewed our **DUCA (Declaración del Uso y la Contaminación del Agua [Water Use and Pollution Declaration])** and reported updated water consumption, water uses and discharge emission values



6.2.2 Energy consumption and efficiency



We are reducing our energy consumption and greenhouse gas emissions

Efficient energy management is part of the responsible production approach of AGC Pharma Chemicals Europe. Our goal is to **optimise the energy consumption** associated with production activities, improve the efficiency of facilities, and reduce operational inefficiencies by integrating these principles into day-to-day process planning and operation.

The plant's energy consumption is mainly associated with the production facilities and climate control systems of the buildings. Natural gas is used primarily for steam generation and emission treatment, while diesel is used occasionally in gensets, fire pumps and as an alternative fuel in one of the boilers. Fuel consumption in company vehicles corresponds to the use of diesel and petrol in the corporate fleet. Plug-in hybrid models are assumed to travel 60% of their kilometres in electric mode.

The following table shows the trend in the **plant's total energy consumption** by source type in recent years:

KPI	2025	2024	2023	2022	2021	2020	2019
Total energy consumption (MWh) by source	21 778	19 912	19 863	20 062	20 289	19 417	20 267
• Electricity (MWh)	12 454	11 712	11 941	12 095	12 224	11 890	11 564
• Natural gas (MWh)	8 810	7 983	7 223	6 935	7 855	7 128	8 281
• Diesel (MWh)	356	84	565	900	51	240	63
• Diesel/petrol in company vehicles (MWh)	158	133	133	132	159	159	159
Change in total consumption from the previous year	+9,4%	+0,2%	-1,0 %	-1,1%	+4,5%	-4,2%	--

Measures are implemented on an ongoing basis to reduce total energy consumption and improve the efficiency of facilities. In this regard, the new synthesis plant 5 incorporates a **biophilic façade** with integrated **photovoltaic panels**, a **solar thermal system** for the production of domestic hot water and a **steam condensate recovery system**, helping to reduce the energy demand of the process and improve its thermal efficiency.

In parallel, specific energy improvement actions have been undertaken in recent years, such as analysis of the plant's main consumers, definition of monitoring indicators by process or installation and implementation of predictive tools for estimating energy consumption based on production mix, thereby contributing to the company's continuous improvement in energy performance.

Changes in energy consumption are influenced by variability in production activity and the mix of products manufactured throughout the year. In 2025, consumption was also affected by the commissioning and qualification of the new production building, which required additional consumption during the testing and validation phases, as well as by the incorporation of permanent infrastructure, such as air conditioning in production and auxiliary spaces. Once the commissioning phase is complete, the building will be fully integrated into the plant's overall energy management system, applying control, monitoring and efficiency improvement criteria.

6.2.3 Raw materials

As a pharmaceutical manufacturing company, the environmental impacts of AGC Pharma Chemicals Europe are linked to the consumption of raw materials, the volume and type of which largely depend on the mix of products manufactured each year, characteristic of our activity as a CDMO.

In this context, the company works to **optimise its use of raw materials** by improving process performance, reducing reprocessing and applying good operating practices, with the aim of minimising losses and waste associated with production.

Manufacturing is performed following validated batch records that define the raw materials to be used and the operating conditions of the process, which allows for **precise and reproducible control** of associated consumption and contributes to the efficient management of resources from the design of the production process.



Raw materials are managed throughout their life cycle, integrating environmental criteria into supplier qualification, stock management, production operations and waste management, in accordance with the Health, Safety and Environment Policy.

Whenever technically feasible, green chemistry principles are applied in the development and improvement of production processes, to ensure the selection of substances with lower hazard and reduce the environmental impact of operations while always meeting the regulatory and quality requirements of the pharmaceutical sector.

The quantities of raw materials consumed in recent years were as follows:

KPI	2025	2024	2023	2022
Consumption of raw materials for production (tonnes)	6 112	6 832	7 203	8 096

Solvents represent the main fraction of raw materials consumed. For a more efficient solvent use, the company promotes their external recovery and reuse in production where technically feasible, helping to reduce the consumption of virgin raw materials.

6.3 Responsible management of waste, emissions and effluents

AGC Pharma Chemicals Europe manages the waste, emissions and effluents generated by its industrial activity responsibly, with the aim of **preventing and minimising their environmental impact** and ensuring compliance with legal requirements and the Integrated Environmental Authorisation.

Production is carried out in accordance with validated batch records and operating procedures that set not only the conditions of the production process but also the instructions for managing the waste, emissions and wastewater associated with each manufacturing operation. This approach integrates environmental management from the design and execution of production, ensuring **systematic and consistent control** of the impacts generated. To ensure its proper implementation, the company provides ongoing training to staff and conducts periodic inspections in the various areas.

The management of these vectors is integrated into the Environmental Management System, which identifies process-related impacts, defines preventive and control measures and monitors them through specific indicators, prioritising prevention at source over downstream treatment solutions when technically feasible.

6.3.1 Waste management

The company has specific procedures for the segregation, storage and management of waste, which are made available to authorised handlers and transporters, ensuring traceability and compliance with applicable regulations at every stage of the process.

Waste is classified by hazard and destination, prioritising options for reuse, recycling and recovery over disposal routes whenever possible. This approach is complemented by actions aimed at reducing waste at source and continuously improving waste management processes.

In recent years, specific projects have been undertaken to reduce the amount of waste generated and to optimise its treatment. These include the consolidation of the **sludge dewatering system at the wastewater treatment plant** without the need to add lime, which has significantly reduced the amount of waste generated and modified its management route from stabilisation to incineration with energy recovery.

KPI	2025	2024	2023	2022
Generation of waste (tonnes), of which:	7 467	8 035	9 462	9 257
• Non-hazardous	254	188	242	302
• Hazardous	7 213	7 847	9 220	8 955
Percentage recovered	57%	57%	56%	56%

In addition, in 2025, distilled ethylene glycol began to be managed as a by-product. Work is also ongoing to identify effluents generated during production that can be treated internally at the treatment plant, helping to reduce the environmental impact associated with the activity.

The following table shows the waste management routes.

Treatment routes Hazardous waste	2025	2024	2023	2022
Sub-routes for preparation for reuse and recovery				
TOTAL (tonnes), of which:	4 043	4 431	5 060	4 948
• Reuse (R0314, R0404, R0414)	23,2	27,2	35,8	27,5
• Recovery (R0201)	3 680	4 228	5 021	4 916
• Recycling (R0309)	22	0	0	1,4
• Unknown recovery (R1303, R1302, R1301, R1202, R4)	6,6	2,5	3,6	3,5
• By-product	311	172,8	0	0
Sub-routes for elimination or disposal				
TOTAL (tonnes), of which:	3 170	3 417	4 159	4 007
• Incineration (D1001)	944	664	726	542
• Physico-chemical treatment (D0901)	830	419	626	332
• Stabilisation (D0902)	562	685	1 023	1 417
• Evaporation (D0905, D0904)	827	1 640	1 776	1 711
• Controlled landfill (D0503)	0	0	0	0,7
• Unknown disposal (D1501, D1502)	7	8,7	7,8	4,6
Treatment routes Non-hazardous waste	2025	2024	2023	2022
Sub-routes for preparation for reuse and recovery				
TOTAL (tonnes), of which:	246 7	182 5	210	238
• Composting (R0301, R1210)	26,6	0,34	0	2,0
• Recycling or recovery (R305, R0306, R0307, R0401, R0406, R0503)	14,0	22,1	95,6	130
• Reuse (R0309, R0314, R0404, R0414)	82,0	84,9	99,88	86,0
• Manufacture of cement (R0504)	0	0	0	15,2
• Unknown recovery (R8, R13, R1201, R1202, R1203, R1205, R1301, R1302, R1303)	124,0	75,2	14,8	5,2
Sub-routes for disposal or elimination				
TOTAL (tonnes), of which:	7,54	5,3	32	64
• Incineration (D1001)	0	0	0	0,02
• Stabilisation (D0902)	0	0	1,06	26,3
• Unknown disposal (D1501, D1301)	7,5	5,3	31	37,8

Given the nature of our activity, the application of specific measures with regard to food waste is irrelevant. At the end of 2024, we started segregating organic matter in canteens to reduce the amount of waste sent to landfill. Thanks to this measure, in 2025, we separated 3,14 tonnes of this compostable waste.

Since we do not manufacture medicinal products, the management of expired medicinal products or market returns does not apply to us, except those from our medical service, which are managed in accordance with current regulations through authorised channels to ensure proper disposal.

KPI	2025	2024	2023	2022
Expired medicines and medical supplies (kg)	4,4	29	31	16



6.3.2 Wastewater management

6 CLEAN WATER AND SANITATION

We treat wastewater, control air emissions and manage the waste we generate as we continuously seek to reduce our environmental footprint

We have identified wastewater management as a material topic for AGC Pharma Chemicals Europe for two main reasons:

- We generate wastewater with a high load and a composition that varies throughout the year, which requires close monitoring of plant operation to ensure adequate treatment.
- Our treated water is discharged into the Mediterranean Sea. It is our responsibility to ensure that this discharge does not have a negative impact on the marine ecosystem.

We operate a **wastewater treatment plant (WWTP)** where we apply a combination of processes to treat the wastewater generated at our facilities. It removes pollutants effectively and ensures that the treated water meets environmental standards before it is discharged to the environment.

In 2025, a study was carried out to **evaluate alternative treatment options** with the aim of increasing the capacity of our wastewater treatment plant, as well as to internally handle hazardous waste that is currently sent to external waste managers. In 2026, pilots of the selected options will be conducted: anaerobic treatment to increase the current treatment capacity, and distillation/evaporation to treat waste internally.

In 2025, adjustments were also applied to certain operating parameters, allowing the same level of performance to be achieved while consuming 66% less oxygen and 24% less ethylene glycol.

KPI	2025	2024	2023	2022
Inflow to the WWTP (m³)	41 508	34 600	38 991	59 066
COD – WWTP inlet (tonnes)	725	771	765	1 012
Ammonium – WWTP inlet (tonnes)	34	36	29	34
COD removal efficiency (%)	99,00	99,24	99,00	99,19
Ammonium removal efficiency (%)	99,67	99,67	99,16	98,84
Number of exceedances of the discharge limit	0	2	0	0

Unlike the previous year, in 2025, there were no incidents that compromised the discharge limits.

6.3.3 Air emissions

Our activities generate air emissions that can be diffuse or ducted. We aim to reduce diffuse emissions wherever possible; for example, in recent years, we have fitted all fume cupboards with **activated carbon filters** and installed **pressure-vacuum valves** on the most critical tanks.

We have various decentralised systems for the treatment of ducted emissions, such as gas scrubbers, carbon filters and a **thermal oxidation plant** where streams with significant concentrations of volatile organic compounds are treated centrally.

AGC Pharma Chemicals Europe complies with the legal requirements applicable to emissions, performing atmospheric controls and source-emission measurements to ensure that it does not exceed emission limits.

We also report the annual **solvent balance** in accordance with volatile organic compound emissions regulations. The results obtained show that our emissions of volatile organic compounds are below the 15% limit established in the current environmental authorisation, even with the increase recorded in 2024 compared to the previous year.

KPI	2025	2024	2023	2022
Emissions of volatile organic compounds (VOCs) (t) (*)	239,0	260,1	226,9	208,3
Percentage of VOC emissions relative to use (**)	8,8%	9,0%	6,0%	5,4%
Emissions of nitrogen oxides (NOx) (kg) (***)	2 069	1 806	1 775	1 807
Emissions of sulphur oxides (SOx) (kg) (***)	118	29	188	299
Emissions of particulate matter (PM) (kg) (***)	4,14	1,0	6,6	10,5

Note:

(*) The VOC emissions value includes channelled and diffuse emissions.

(**) The reported value is the result of the solvent balance.

(***) The reported value is calculated from fuel consumption using the emission factors of the Spanish State Pollutant Release and Transfer Register (PRTR).

We also take preventive measures to minimise our acoustic and light impact and perform periodic inspections required by the facility's environmental authorisation. We also take these vectors into account in new projects.

6.3.4 Climate change action

Climate change is a material topic for the AGC Group and is integrated into its sustainability strategy and risk management. In this context, the Group committed in 2021 to achieving climate neutrality by 2050 and, in 2022, joined the Science Based Targets initiative (SBTi), setting greenhouse gas (GHG) emission reduction targets aligned with climate science, validated in 2023.

In line with these corporate commitments, AGC Pharma Chemicals Europe has defined the following **emissions reduction targets**:

Scope	Definition	2030 target (compared with 2019)
Scope 1	Direct emissions	30% reduction
Scope 2	Indirect emissions from purchased electricity	50% reduction relative to sales
Scope 3	Other indirect emissions	30% reduction in categories 1 (purchased goods and services) and 5 (treatment of waste). Identify improvement opportunities related to the transport of people, raw materials and products (categories 4, 6, 7 and 9).

In 2023, we developed a **Decarbonisation Plan**, supported by a **technical roadmap for projects**, which combines energy efficiency initiatives, heat recovery, process electrification, the incorporation of renewable energy and specific actions to reduce emissions associated with cooling and climate control systems. This approach makes it possible to prioritise investments with a direct impact on Scope 1 emissions reduction and to make steady progress towards the reduction targets set for 2030.

In accordance with this plan, projects have been implemented to **progressively reduce emissions associated with refrigerant gases with global warming potential**, by partially replacing equipment and adopting alternative technologies with a lower climate impact. These actions significantly reduce emissions from refrigeration and air-conditioning systems; however, due to technical and operational requirements, their complete elimination is not yet planned.

We calculate **Scope 1** CO₂ emissions taking into account fuel consumption (see Chapter 6.2.2 Energy consumption and efficiency) and refrigerant gas leaks.

KPI	2025	2024	2023	2022	2021	2020	2019
Refrigerant gas leaks (t CO ₂)	113	50	432	39	45	296	477

As regards **Scope 2**, we only consume electricity with a **Guarantee of Origin certificate**; as it is sourced from renewables, emissions associated with purchased electricity are zero.

Using the emission factors published by the Climate Change Office of the Government of Catalonia, and based on energy consumption data and refrigerant gas emissions, we calculate Scope 1 and 2 greenhouse gas (GHG) emissions and the percentage reductions versus 2019.

KPI	2025	2024	2023	2022	2021	2020	2019
Scope 1 + 2 GHG emissions (t CO ₂), of which:	1 850	1 585	1 962	1 603	1 550	1 716	2 065
• Scope 1 (t CO ₂)	1 850	1 585	1 962	1 603	1 550	1 716	2 065
• Scope 2 (t CO ₂)	0	0	0	0	0	0	0
Reduction vs 2019 (%)	10%	23%	5%	22%	25%	17%	--

The trend in these indicators shows that year-on-year variations are mainly driven by the consumption of natural gas and refrigerant gas leaks, which have a significant impact on Scope 1 emissions, despite the progressive reduction measures implemented in cooling systems.



In terms of intensity, reductions per million euros of revenue are more significant:

KPI	2025	2024	2023	2022	2021	2020	2019
GHG emissions 1 + 2 per million € revenue	20	17	22	19	16	18	29
Reduction vs 2019 (%)	29	40	23	35	43	36	--

To calculate **Scope 3** emissions, in 2022, we calculated for the first time the previous year's emissions using the Quantis **Greenhouse Gas Protocol** calculator (<https://ghgprotocol.org/>). This exercise identified the most relevant categories on which to focus our efforts: **Category 1 (purchased goods and services)** and **Category 5 (waste management)**.

Since then, we have worked to improve estimates and include new categories in the calculation, recalculating values from previous years in order to use **2019** as the reference year. In 2024, we began using the **2025 Catalan Climate Change Office** calculator to estimate the emissions associated with the transport of raw materials and sold products.



KPI	2025	2024	2023	2022	2021	2020	2019
Scope 3 GHG emissions (t CO₂)	21 274	21 366	22 504	22 789	25 166	26 465	21 881
• Cat. 1: Purchased Goods and Services	18 703	18 522	19 411	19 956	21 917	23 212	18 790
• Cat. 4: Transportation of raw materials	726	593	450	342	661	735	587
• Cat. 5: Waste management	1 340	1 502	1 903	1 759	1 855	1 930	1 932
• Cat. 6: Business travel	127	33	23	42	16	11	47
• Cat. 7: Employee commuting	309	498	434	419	404	350	373
• Cat 9: Downstream Transportation and Distribution	69	218	283	271	313	227	152

For years, we have been committed to sustainable mobility and provide electric chargers for cars, scooters and bicycles. Since 2025, we have also provided charging for electric motorcycles.

At the end of 2025, we carried out a sustainable mobility awareness campaign for the entire workforce, which included a **mobility survey**. This survey has allowed us to understand employee commuting habits and refine our calculation of the carbon footprint associated with **commuting**.

In 2025, the **Scope 1** emissions reduction rate has slowed compared to 2019, due to increased natural gas consumption and refrigerant gas leaks. **Scope 3** results also fell short of expectations, especially as regards the purchase of raw materials. This behaviour is influenced by the **production mix** and the fact that we operate in the pharmaceutical sector as a **CDMO**, which limits our margin for modifying certain raw materials due to the nature of the products and processes. However, the company remains committed to identifying improvement opportunities **in collaboration with customers and suppliers**, with the goal of minimising environmental impact across the value chain.

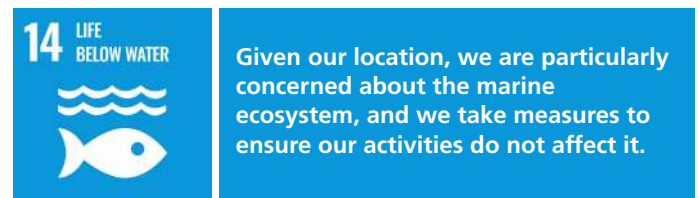
These measures include infrastructure improvements, business continuity plans and specific actions for efficient water management. For example, the area where the new Synthesis 5 plant has been built has been raised by 1,2 metres to protect the facilities from flooding.

In addition to mitigation measures, we have adopted climate change adaptation measures to strengthen the resilience of our facilities and operations to physical risks such as flooding, heavy rainfall and drought.

6.4 Protection of biodiversity

Our facilities are not located within protected areas or zones of high biodiversity value. However, we are situated on the **Maresme coast**, close to protected natural spaces forming part of the Natura 2000 network and Catalonia's Plan for Areas of Natural Interest, such as the mouth of the River Tordera.

The plant's environmental impact assessment describes the biotic environment in which we operate. The vegetation includes species characteristic of riparian and wetland habitats, such as poplar, ash, elm, willow and black poplar. With regard to wildlife, identified species include birds such as gulls, swallows, swifts and pigeons; amphibians and reptiles such as frogs and lizards; and mammals such as bats, small rodents and domestic cats.



Given our coastal location, the biodiversity efforts of AGC Pharma Chemicals Europe focus on ensuring that the marine ecosystem is not affected by our activities.

To this end, we operate wastewater treatment facilities and emissions control systems that ensure compliance with the limits established in our Integrated Environmental Authorisation and that the impacts generated are compatible with the environment in which we operate. We also hold the necessary permits — occupation of the public maritime-terrestrial domain and discharge authorisation — to discharge our treated wastewater into the Mediterranean Sea via a 650-metre submarine outfall, with a discharge point 20 metres deep.

A **Submarine Outfall Monitoring and Control Programme** is carried out annually, including video inspections to verify the condition of the installation, as well as analyses of samples of water, sediment and marine organisms. These analyses allow us to verify that the characteristics of the discharge comply with the authorised limits and that there are no significant impacts on the marine ecosystem, as shown in the following table of ecological parameters.

In view of the results obtained in the Monitoring and Control Programmes of recent years, it is concluded that the marine discharge is compatible with the environment and does not generate significant impacts on the marine ecosystem.

KPI	2025	2024	2023	2022
Species richness (number of species observed)	17	17	15	18
Density (individuals/m²)	425	1 475	875	1 050
Species diversity (Shannon–Weaver index)	2,6	2,3	2,4	2,6
Evenness (degree of community maturity)	0,9	0,83	0,89	0,96

6.5 Protection of soil and groundwater

At AGC Pharma Chemicals Europe, soil and groundwater protection is managed through a preventive approach aimed at continuous improvement, taking into account both the nature of our industrial activity and the past development of the site. The company is aware of the environmental importance of the **Baja Tordera aquifer** on which our facilities depend, as do local communities, irrigators and other economic activities in the area.

Over the years, a number of soil and groundwater characterisation studies have been carried out, including the preliminary soil report (2007), the status report (2017) and the supplementary report (2018). These studies have allowed for a detailed understanding of the condition of the subsoil and the definition of actions required for its protection and improvement.

A dedicated project to prevent soil and groundwater pollution was launched in 2019, focusing on the identification, removal and protection of potentially critical points, such as buried pipes and inspection chambers. We also ensure that the storage of chemicals is carried out exclusively in specifically designed and adequately protected areas, minimising any risk of contamination.

To ensure the integrity and proper functioning of buried infrastructure, the company conducts periodic inspections using filming systems in pipes and inspection chambers. Following the submission of the last status report in 2018, the competent authorities requested regular groundwater monitoring campaigns as well as an assessment of different subsoil remediation techniques.

In compliance with these requirements, **two new groundwater monitoring campaigns** have been carried out in 2025. In addition, following the satisfactory results obtained in the **bioremediation pilot project** developed in 2024, the company has defined a subsoil remediation project, currently in the approval and planning phase. The aim of this project is to progressively improve the quality of soil and groundwater and to ensure the long-term protection of the Baja Tordera aquifer.

7. Commitment to people



7.1 Principles of people management

AGC bases its talent management on seven principles that drive people development and organisational performance:

- **Values:** Commitment to Customer Centricity, Challenge, Operational and Team Excellence, Flexibility and Innovation.
- **Diversity:** Promotion of diversity and inclusion as a driver of competitiveness.
- **Development:** Fostering personal and professional growth.
- **Satisfaction and pride:** Support in achieving goals and feeling proud of their work.
- **Working conditions:** Ensuring a safe and healthy environment.
- **Communication: Promotion of open, two-way communication.**
- **Evaluation and recognition:** Performance measurement and recognition of individual and collective contributions.

These principles have been put into practice through initiatives rolled out since 2019, including: recruitment and onboarding, a communication plan, empowerment projects and performance appraisal (FLOW), local awards, definition of the leadership model, the leadership school and career development plans.

3 GOOD HEALTH AND WELL-BEING



Our corporate culture supports the personal and professional development of employees, promoting teamwork while acknowledging individual contributions.

7.1.1 Our Employee Value Proposition (EVP)

In 2024, we defined our employee value proposition (EVP) to clearly communicate the benefits and values offered by AGC Pharma Chemicals and reinforce our position as an employer brand. The EVP was built from focus groups and the mission, vision and values that shape our Corporate Culture. The result is a proposal aligned with the internal purpose of the company and the expectations of our team.

INTERNAL PURPOSE

"With our people and experience, we contribute to a healthier future."



Our value proposition is structured around the following pillars:

- **TEAM:** We work collaboratively and with passion to achieve shared goals.
- **INNOVATION:** We encourage creativity and an innovation-oriented mindset.
- **MOTIVATION:** We create the conditions for personal growth and professional development.
- **EXCELLENCE:** We provide resources and support to achieve excellence in everything we do.

The first letter of each of these pillars forms our slogan: Time for Future.

These actions help reinforce a constructive and proactive culture, which we call Blue Culture. Find out more about our value proposition [Why AGC Pharma Chemicals?](#)



7.2 People management

Our people are the company's main asset. We therefore foster their development and well-being by creating a safe and motivating environment. To achieve this, we offer training plans, have applied performance appraisals since 2025, operate **recognition systems** and conduct regular engagement surveys and psychosocial assessments.

The following table shows engagement survey trends over recent years:

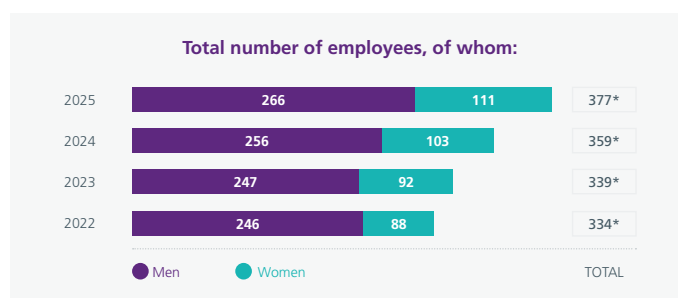
KPI	2025	2024	2023	2022
Engagement	66%	70%	64%	62%
Enablement	67%	69%	61%	58%
Participation Rate	77%	67%	87%	73%

We encourage internal collaboration through spaces for cross-team exchange and promote teamwork and participation in continuous improvement. In addition, we maintain an ongoing relationship with worker representatives and support work-life balance by offering various social benefits.

7.2.1 People: our greatest asset

At the end of 2025, AGC Pharma Chemicals Europe had 377 employees, 18 more than in 2024 (+5,01%), not including seconded staff from other Group companies. All staff work at the Malgrat de Mar site, and 33,68% use a hybrid model with 1 to 4 days of remote work. The distribution by sex, age and professional group is shown in the following tables.

The table below shows the workforce as of 31 December, broken down by sex:



(*) Expatriate staff not included.

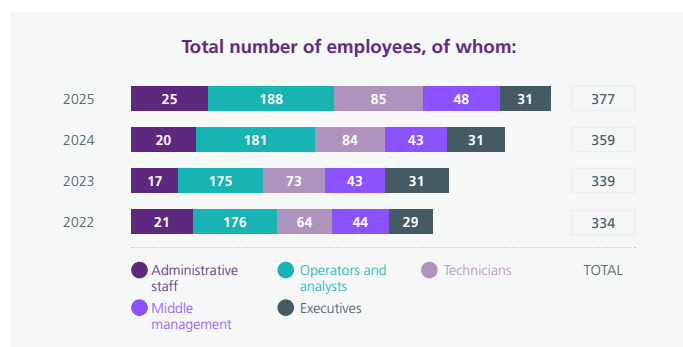
Since 2018, we have prioritised hiring women when candidates have the same qualifications. Thanks to this approach, female representation has increased progressively: Since 2022, it has grown by 3,10 percentage points, from 26,34% to 29,44%.

The age distribution of the workforce as of 31 December is shown below:



At the end of 2025, the average age of the workforce was 44,30 years, slightly below that of the previous year. The sector's inherent job stability and our human resources policies support a low turnover and high tenure, which reached 14,55 years. A total of 59,15% of staff have more than 10 years with the company. In 2025, three people celebrated their 10th anniversary and one reached 25 years at AGC Pharma Chemicals Europe.

The following table shows the distribution of the workforce by position at the close of 2025:



Only in the Administrative group do women predominate (76%), while in all other groups the majority are men, reaching 77,66% in the case of operators.

The 30–50 age bracket accounts for most of the workforce, except among executives and middle management, where the percentage of people aged 30–50 is roughly equal to that of people aged over 50. Among technical staff, 29,73% are women and most (81,82%) are between 30 and 50 years of age.

At AGC Pharma Chemicals, job stability is a cornerstone of people management. By ensuring this, we can strengthen team satisfaction and support more effective talent management. In this regard, in 2025, 94,16% of contracts were permanent.

Almost all company hires are full-time. In recent years, only one part-time contract has been concluded, at the request of the employee (a production operator between the ages of 30 and 50 years) to facilitate work-life balance.

KPI	2025	2024	2023	2022
Number of contracts (annual average)	361	353	342	328

Data on temporary contracts is shown below.

KPI	2025	2024	2023	2022
Number of contracts as of 31/12, of which:	377	359	339	334
• Number of permanent contracts	355	341	333	320
• Number of temporary contracts	22	18	6	14
Percentage of temporary contracts	5,84%	5,01%	1,77%	4,87%
Number of temporary contracts by sex:				
• Women	10	10	2	5
• Men	12	8	4	11
Number of temporary contracts by position:				
• Administrative staff	3	3	0	2
• Operators and analysts	16	11	3	0
• Technicians	3	4	3	14

In 2025, 21 people left the company, 5 of whom were women (23,80%).

KPI	2025	2024	2023	2022
Number of people who left the company by sex:	21	15	23	10
• Women	5	2	7	2
• Men	16	13	16	8
Number of people who left the company by reason:	21	15	23	10
• Dismissal for objective reasons	1	4	1	1
• Disciplinary dismissal	1	-	2	1
• Voluntary resignation	6	3	5	5
• Exhaustion of temporary incapacity	3	2	4	1
• Failed probationary period	1	-	1	-
• End of contract	4	1	4	2
• Retirement	3	4	5	-
• Leave of absence	2	1	1	-



7.2.2 New hires

We work to attract talent by always selecting the person with the best fit, ensuring equal opportunities and evaluating profiles without bias. All other things being equal, we prioritise hiring women and people with disabilities compatible with the role.

In 2025, we hired 34 new people, classified by age, position, sex, type of contract and working day according to the table below.

KPI	2025	2024	2023	2022
Number of new hires, of whom by position:	34	35	28	25
• Administrative staff	2	4	1	4
• Operators and analysts	19	15	11	5
• Technicians	11	16	12	13
• Middle management	2	0	0	2
• Executives	0	0	4	1
Number of new hires, of whom by sex:	34	35	28	25
• Women	12	13	10	11
• Men	22	22	18	14
Number of new hires, of whom by age:	34	35	28	25
• Under 30	17	13	8	11
• Between 30 and 50	17	17	20	13
• Over 50	0	5	0	1
Number of new hires, of whom by type:	34	35	28	25
• Temporary contract	20	16	7	8
• Permanent contract	14	19	21	17
Number of new hires, of whom by working day:	34	35	28	25
• Part-time	0	0	1	1
• Full-time	34	35	27	24

Of the 34 new hires in 2025, 12 were women (35,29%).

We have an onboarding process designed to accompany new hires in their first few months and facilitate their progressive integration into the company. The plan includes follow-up interviews in the first and second months, formal feedback in the third month, an additional review at six months and a final interview at the end of the first year.

In addition, each new hire is assigned an “Aibou” (a Japanese term meaning partner or support person), who accompanies them during their first two months. This person acts as a close point of contact, helping the newcomer feel supported, answering any questions and integrating them both into the team and the culture and day-to-day of the organisation.

Most new hires had the support of an Aibou, except for those who had already completed extended internships, had previously worked with us through a temporary employment agency, had held earlier contracts of more than six months, or who were rejoining the company.

Culture and Strategy sessions are held every six months to present our vision, mission, values and strategic objectives to new recruits.

All these actions contribute to the retention of new hires, which is reflected in the percentage of people who remain with the company at the end of the year following their recruitment.

KPI	2025	2024	2023	2022
Percentage of people hired during the previous year who remained with the company as of 31 December	88%	93%	84%	91%

7.2.3 Talent management

We recognise individuals as an essential pillar of the company's growth and foster a working environment that promotes their well-being. Through high standards of excellence and teamwork, we promote a positive, inclusive and diverse culture where all opinions are valued. In addition, we work to provide a space that supports the personal and professional growth and development of our entire workforce.

7.2.3.1 Attraction and retention of talent

At AGC Pharma Chemicals Europe, we understand **talent attraction and retention** as an ongoing process that starts with the recruitment of new hires and is consolidated through their development, support and growth within the organisation.

To attract young talent and facilitate their entry into the professional world, we maintain ongoing partnerships with universities and professional training centres, both through internship arrangements and **DUAL training** programmes. In 2025, six people participated in DUAL training (four men and two women); two subsequently joined the company (one woman and one man), and three continued their training in 2025. That same year, seven university students and ten vocational students completed internships.

Talent retention is also supported by internal promotion and rotation policies that recognise employee potential and promote their professional development. In 2025, there were eleven internal promotions, 45% of which were women, as well as four internal rotations, contributing to the acquisition of new skills and greater internal mobility.

KPI	2025	2024	2023	2022
Number of promotions	11	5	6	17
• Women	5	2	2	4
• Men	6	3	4	13
Number of rotations	4	7	7	9
• Women	1	4	4	3
• Men	3	3	3	6

These actions are complemented by development initiatives such as the **Leadership School**, launched in 2022 to strengthen the capabilities of people who lead teams and accompany the company's cultural transformation process. Since its inception, 87 people have participated in this initiative, which concluded in July 2025.

7.2.3.2 Training

In a highly competitive and constantly evolving sector, at AGC Pharma Chemicals Europe, we drive **continuous training** as a key lever to strengthen the capabilities, professional development and employability of our team.

In 2025, **15,008 hours of training** were delivered, averaging **3 hours per person**, compared with 50,60 hours in 2024. This evolution reflects the adaptation of training plans to the real needs of each year and the scheduling of multi-year programmes initiated in previous years, namely the **Leadership School**, which concluded in 2025, and an **operational training programme** for production staff that is due to conclude in 2026.

The following table sets out the **distribution of training hours by professional group**, enabling analysis of the scope of the training provided by type of position.

KPI	2025	2024	2023	2022
Number of hours of training of which by role:	15 008*	18 166	17 456	17 662
• Administrative staff	518	363	324	431
• Operators and analysts	7 631	10 528	9 393	9 043
• Technicians	3 388	4 257	4 229	4 021
• Middle management	2 363	1 920	1 993	2 540
• Executives	1 108	1 098	1 514	1 625
Training hours per employee	39,28	50,6	51,5	52,9

(*) In 2025, the criterion for calculating training hours was changed to include the hours completed by all employees on the company payroll over the year, instead of considering only the training hours of staff as of 31 December, as was previously the case.

AGC Pharma Chemicals Europe has **biennial training plans** designed to meet the specific needs of each area and which incorporate across-the-board actions on health, safety and the environment. These plans are agreed by the Training Committee and approved by Management, ensuring alignment with the company's strategy and priorities.

In addition, **individualised training actions** are delivered, tailored to the specific needs of individuals and teams, with a total of 20 actions carried out in 2025.

A significant part of the training delivered focuses on **health, safety and environmental protection**, reinforcing the company's commitment to a safe working environment and sustainable performance. The following table shows trends in training hours specifically linked to these areas.

KPI	2025	2024	2023	2022
Hours of EHS training of which:	3 367*	3 751	3 976	3 390
• Health and Safety training	3 056	3 450	3 426	3 249
• Environmental training	311	301	550	141
Hours of EHS training per employee	8,59	10,4	11,7	10,1

(*) In 2025, the criterion for calculating training hours was changed to include the hours completed by all employees on the company payroll over the year, instead of considering only the training hours of staff as of 31 December, as was previously the case.



7.2.4 Work-life balance

We support employee well-being through measures that facilitate **work-life balance** and help reduce the risk of **double presence**. The working day is **8 hours a day**, with an annual maximum of 1,752 hours, in accordance with the labour regulations and the applicable collective bargaining agreement. We have a **time-tracking system** to ensure that working time is logged and that working and rest times are adhered to.

Depending on the nature of a given role, working time is organised under different scheduling models. In 2025, **43,45% of the workforce** worked in **continuous-process shifts**, while the rest had **flexible working hours**, with mandatory bands and the possibility of adapting start and finish times.

The time-tracking system supports **responsible management of working time** for staff with flexible working hours, allowing hours to be accumulated in periods of increased workload and taken later. In addition to 21 days' holiday established by the collective agreement, employees with flexible hours are entitled to four additional days and half-days, depending on their time balance.

KPI	2025	2024	2023	2022
Total number of contracts, of which:	377	359	339	334
Number of people with flexible working hours, of whom by sex:	208	196	174	191
• Women	82	81	70	69
• Men	126	115	104	122
Number of people in continuous process, of whom by sex:	149	156	160	138
• Women	22	21	21	19
• Men	149	135	139	119
Number of people on special schedules for work reasons (*), of whom by sex:	20	7	5	5
• Women	7	2	0	0
• Men	13	5	5	5

(*) Logistics and R&D staff (Monday to Friday, morning or afternoon) or mechanical supervision staff (weekend).

Labour law and the collective agreement provide for **leave and work-life balance measures**, which are fully integrated into the labour practices of AGC Pharma Chemicals Europe.

The following table includes data on those who took parental leave in 2025:

KPI	2025	2024	2023	2022
Number of people who took parental leave, of which by sex:	8	10	4	5
• Women	4	4	0	1
• Men	4	6	4	4

75% of those who took parental leave in 2024 returned to work and remained with the company for the **subsequent 12 months**. The **25%** who did not continue with the company did so **by choice** (one woman and one man).

Employees with **legal guardianship of children up to 12 years of age**, with **dependants**, or who are **victims of gender-based violence** may request reduced working hours and, where the organisation allows, choose their schedule. It is also possible to request **leave of absence to care for children or family members for up to three years**.

KPI	2025	2024	2023	2022
Number of people with reduced working hours, of whom by sex:	27	28	25	30
• Women	8	14	11	16
• Men	19	14	14	14
Number of people on voluntary leave, of whom by sex:	5	2	2	1
• Women	2	0	1	0
• Men	3	2	1	1
Number of people on leave of absence to care for children or family members in their care, of whom by sex:	2	1	0	0
• Women	1	0	0	0
• Men	1	1	0	0

In 2021, a **remote work policy** was agreed with worker representatives to respond to needs arising during the pandemic. As of **31 December 2025**, a total of **127 people** use this form of **hybrid work**, with **one to four days** of off-site work.

KPI	2025	2024	2023	2022
Number of people working remotely, of whom by sex:	127	139	112	106
• Women	49	58	43	35
• Men	78	81	69	71

In 2022, a **digital disconnection policy** was agreed to ensure an adequate balance, especially for people working remotely, avoiding permanent availability and associated stress.

For operational reasons, the company maintains **on-call systems** to ensure a rapid response to emergencies or facility failures. This out-of-hours availability is **financially compensated**, in accordance with established criteria.

7.2.5 Social benefits

At AGC Pharma Chemicals Europe, we offer a set of **social and employment** benefits aimed at improving employee well-being and supporting work-life balance, complementing the remuneration package and reinforcing the company's value proposition as an employer.

The company offers a range of **benefits** to all staff, tailored to different life stages and personal needs, including:

- Maternity benefits
- School support
- Life and accident insurance
- Children's camps
- Social club
- Long-service awards
- Loans and advances
- Subsidised vending
- Christmas hamper (or its value on a gift card)
- Discount programme
- Flexible remuneration plan (training, health insurance, childcare vouchers, travel vouchers and a savings plan)

In addition, people working on **flexible schedules**, both full-time and reduced for family reasons, have a **restaurant card** with a daily amount of **11 euros** to cover the cost of lunch during their working day.

In **health and well-being**, we have an **in-house medical service** and run various **health promotion actions**, such as preventive campaigns (including gynaecological and urological campaigns for over-50s) and workshops aimed at emotional well-being, open to the entire workforce. The company also facilitates access to psychological support tools through specific digital solutions (ifeel app).

In addition, the company negotiates a **group health insurance policy** open to employees, their partners and children. The cost of the policy is borne entirely by the employee, although purchasing it via the flexible remuneration plan offers tax advantages.



7.2.6 Absenteeism

Absenteeism at AGC Pharma Chemicals Europe is managed with a **preventive and supportive approach**, recognising that absences may be related to health, well-being or personal situations requiring monitoring and support.

We **systematically monitor absenteeism**, analysing trends and types to identify opportunities for improvement and define preventive actions, in coordination with the medical service and the areas involved, and always respecting the confidentiality of personal information.

In **2025, the Absenteeism Management Programme** was launched as part of the **"Contigo somos mejor"** ("Together We Are Better") initiative to reinforce a structured, homogeneous approach to absence management. The programme aims to facilitate **employee support**, the **early detection** of situations that could lead to prolonged absences and an **appropriate return to work**, in coordination with the company's health and well-being resources.

Work-life balance measures, flexible schedules, health promotion and emotional well-being are just some of the actions that contribute to **reducing the impact of absenteeism** and supporting job continuity.

The table below shows key absenteeism data for recent years.

KPI	2025	2024	2023	2022
Hours of absenteeism	58 499	38 654	42 269	38 962
Absenteeism rate	9,09%	6,38%	7,00%	6,44%

Note: Absenteeism calculated in accordance with Article 36 of the 21st General Collective Agreement for the Chemical Industry. The absenteeism rate is calculated by dividing the number of hours of absence due to common contingencies for the entire workforce by the number of theoretical hours, and multiplying the result by 100.

7.2.7 Remuneration

AGC Pharma Chemicals Europe implements a **remuneration policy** based on criteria of fairness, transparency and competitiveness, aligned with the applicable collective agreement and with the current regulatory framework. The pay policy does not establish gender pay distinctions and is applied consistently for roles of equal value.

In 2025, the **average staff remuneration** stood at **€50 252**, an increase on the previous year's figure. This increase was mainly due to the **regularisation of the CPI** under the Collective Agreement for the Chemical Industry.

The trends in average pay are analysed below, with **breakdowns by sex, position and age group**, to allow for assessment of the pay structure and internal coherence. The figures reflect only fixed gross annual salary.

KPI	2025	2024	2023	2022
Average workforce remuneration, by sex:	50 252 €	49 453 €	44 152 €	42 874 €
• Women	51 192 €	49 936 €	45 885 €	45 005 €
• Men	49 859 €	49 259 €	43 518 €	42 112 €
Average workforce remuneration, by position:	50 252 €	49 453 €	44 152 €	42 874 €
• Administrative staff	44 103 €	41 590 €	38 268 €	35 702 €
• Operators and analysts	40 624 €	40 165 €	35 632 €	35 157 €
• Technicians	50 337 €	49 368 €	44 330 €	43 999 €
• Middle management	56 311 €	55 474 €	49 338 €	48 111 €
• Executives	103 981 €	100 638 €	87 869 €	84 476 €
Average workforce remuneration, by age:	50 252 €	49 453 €	44 152 €	42 874 €
• Under 30	35 787 €	35 374 €	31 780 €	30 433 €
• Between 30 and 50	49 399 €	48 208 €	42 916 €	42 132 €
• Over 50	58 174 €	57 520 €	51 727 €	48 656 €

As part of the monitoring of **equal pay**, the company calculates the **equity ratio**, defined as the ratio of the highest total remuneration to the median salary. In recent years, this indicator has been **below 5**, reflecting a balanced remuneration structure with moderate differences between the different levels of compensation.

KPI	2025	2024	2023	2022
Relationship between the highest total remuneration and the median	4,71	4,66	4,71	4,45

The company also regularly calculates the **pay gap** based on **gross hourly pay** as a tool for analysing and monitoring pay equality. The results obtained confirm the absence of structural salary differences by gender.

KPI	2025	2024	2023	2022
Gross hourly wage for women (€)	29,22	28,50	26,17	25,69
Gross hourly wage for men (€)	28,46	28,12	24,84	24,04
Pay gap	-2,67%	-1,37%	- 5,37%	- 6,87%

On average, in 2025, women at the company received a gross hourly wage 2,67% higher than that of men.

When comparing pay by role, only in certain categories — administrative, operational and technical — did men earn a higher salary than women. By contrast, in **middle management** and **executive** groups, women receive **8,01%** and **17,66%** more than their male counterparts, respectively.

KPI	2025	2024	2023	2022
Pay gap, by position:				
• Administrative staff	0,06%	11,10%	6,25%	3,53%
• Operators and analysts	7,38%	4,23%	0,80%	-2,91%
• Technicians	0,17%	7,36%	8,01%	3,51%
• Middle management	-8,01%	-9,73%	-8,48%	-9,40%
• Executives	-17,66%	-12,13%	-12,29%	-4,37%

7.2.8 Executive remuneration

Executive pay at AGC Pharma Chemicals Europe is established according to a defined remuneration framework based on criteria of fairness and alignment with the company's objectives, and is linked to both individual performance and overall results.

The **fixed remuneration** of executives is complemented by **variable remuneration** associated with the degree of achievement of objectives, defined according to the responsibilities of the role and the strategic priorities of the organisation.

In addition, the company has in place a **Pension Plan**, implemented in accordance with the regulations in force, providing complementary benefits independent of Social Security for those included. As of 31 **December 2025**, a total of **31 people** were enrolled in this plan.

Information on **average remuneration**, **variable remuneration** and **contributions to the Pension Plan** for executives, broken down by sex, is shown in the tables below.

KPI	2025	2024	2023	2022
Average remuneration of executives, by sex:				
• Women	115 748 €	108 599 €	94 906 €	86 857 €
• Men	98 378 €	96 847 €	84 518 €	83 223 €
Average bonuses to executives (€), by sex:				
• Women	15 137	13 763	13 886	12 453
• Men	17 362	16 314	14 857	13 465
• Men	14 078	12 548	13 423	11 920
Average Pension Plan for executives (€), by sex:				
• Women	7 372	6 606	5 784	5 299
• Women	9 802	8 791	7 025	6 103
• Men	6 157	5 571	5 127	4 897

7.2.9 Industrial relations

At AGC Pharma Chemicals Europe, we maintain industrial relations based on dialogue and collaboration with the legal representatives of workers, in accordance with current labour regulations and the applicable collective agreement.

The company has a **Works Council** that participates in various information and consultation fora, with which **regular meetings** are held to monitor activity and exchange relevant information on the evolution of the business and key labour variables. The Works Council comprises 13 members (2 women and 11 men) and participates in various joint committees with representatives of the company.

These bodies include:

- Health and Safety Committee, comprising three prevention delegates — one of whom is also an environmental delegate — and three company representatives. Of its six members, one is a woman.
- Monitoring Commission for the Equality, Diversity Management and LGTBIQ+ Plans, composed of two staff representatives, one technician and the Human Resources Director. It is composed of two women and two men.
- Training Commission, with two employee representatives, one technician and the Director of Human Resources; one of the four members is a woman.

The entire workforce is covered by collective bargaining agreements. The following agreements were reached in 2025:

- Electromechanic holidays agreement: Procedure for requesting holidays and their allocation.
- Working hours agreement: agreement for requesting 0,25 days of holiday (4 requests per year)

These agreements reinforce our commitment to work-life balance, flexibility and optimisation of internal resources.

7.3 Equality and non-discrimination

At AGC Pharma Chemicals Europe, we are firmly committed to equal opportunities. We value all people equally and guarantee them the same rights and obligations within the social context in which they live and work. Diversity and equal treatment are core pillars of our organisation, so we integrate these principles into our messages and practices, applying them rigorously and adopting the measures and mechanisms necessary to ensure their compliance.



7.3.1 Gender equality

In 2018, we signed our first **Equality Plan** and, in 2023, agreed the second, with a term of four years. This plan defines the objectives and actions needed to ensure full equality of opportunity and to raise awareness among the workforce and our wider environment.

The plan incorporates measures aimed at ensuring equal treatment and eliminating any gender-based discrimination, including:

- Consideration of the different needs of women and men in job design, including the **adaptation of spaces for pregnant or breastfeeding workers**.
- **Explicit actions rejecting gender-based violence** and recognition of the rights of working women who are victims of such violence.
- Development of a **bias-free recruitment guide** designed to prevent any form of discrimination and promote fair recruitment processes.
- Delivery of specific **training on equality**.

To ensure compliance with the plan, we have an Equality Commission in place to assess and monitor the planned actions. The commission meets every two months and is formed by two works council representatives and two representatives of company management.

In 2025, we implemented the Protocol for the Protection of the Victim of Gender-based Violence, which is one of the actions in the scope of our current Equality Plan.

The trend in the percentage of female staff at the company is shown below, evidencing the progressive consolidation of positions held by women:

KPI	2025	2024	2023	2022
Percentage of female workforce in the company as of 31 December	29,44%	28,69%	27,14%	26,35%

It should be noted that, for operator positions, the number of applications from men in recruitment processes is higher than those from women (72% male vs 28% female).



The company's goal for 2026 is to achieve a female presence of 30%, an increase of 0,56 percentage points.

7.3.2 Diversity, equity and inclusion

Diversity is one of AGC's shared values, and this commitment is reflected in our Diversity, Equity and Inclusion Policy, communicated across the organisation. Its purpose is to promote a diverse, equitable and inclusive working environment in which everyone feels valued, respected and empowered to contribute to the company's success.

Recognising that diversity enriches teams, 2024 saw the development of our first Diversity Management Plan, which sets out 22 actions structured into five areas of action:

- Communication and Corporate Social Responsibility
- Training, recruitment and promotion
- Working conditions, work-life balance, shared responsibility and occupational health
- Prevention of harassment and workplace bullying
- Institutional and business relations

To drive and monitor these actions, the **Diversity Management Plan Monitoring Commission** was set up, comprising representatives of the Works Council and Management, which meets regularly. Likewise, in 2024, the LGTBIQ+ Commission was created, with the same composition, to comply with Royal Decree 1026/2024 on the equality and non-discrimination of LGTBI people in companies.

In line with this commitment, since **2022, we have marked LGTBIQ+ Pride Day** as an internal awareness initiative. In **2025**, the campaign was promoted under the slogan **#OrgullosasDeTi** ["Proud Of You"], reinforcing values of respect and inclusion in the organisation.



With the aim of understanding the internal situation and raising awareness of the value that diversity brings, **a study on workforce diversity was conducted for the first time in 2022**. Among other aspects, the analysis includes **distribution by generation, educational level, professional group and length of service**, and the results are shown in the tables below.

KPI	2025	2024	2023	2022
Distribution of the workforce by generation	377	359	339	334
• Baby Boomers (1946–1964)	3,18%	4,18%	5,60%	8,68%
• Generation X (1965–1980)	54,64%	57,66%	61,06%	61,38%
• Millennials (1981–1996)	31,30%	30,08%	27,14%	27,75%
• Generation Z (1997–2012)	10,88%	8,08%	4,19%	3,77%
Distribution of the workforce by educational level	377	359	339	334
• Secondary education	3,45%	3,62%	3,54%	5,39%
• A-level education	9,81%	10,86%	12,09%	12,87%
• Vocational training	48,01%	46,52%	46,31%	46,41%
• University studies	38,73%	39,00%	38,05%	35,33%

In 2025, **the number of staff with vocational training increased** to 181 (compared with 167 in 2024), making it the largest group, followed by those with university studies, who numbered 146 in 2025.

The experience of our staff drives team excellence.

This is enriched both by the perspectives of people joining from other organisations and by those starting their professional career at AGC Pharma Chemicals, all of whom help strengthen our collective talent and performance.

KPI	2025	2024	2023	2022
Distribution of the workforce by length of service	377	359	339	334
• 0 to 9 years	40,85%	36,77%	32,15%	29,34%
• 10 to 20 years	27,85%	29,25%	35,10%	38,02%
• 20 to 30 years	25,99%	26,74%	28,02%	27,24%
• 30 to 40 years	5,31%	7,29%	4,13%	3,89%
• Over 40 years	0,00%	0,00%	0,59%	1,50%

In terms of the geographical origin of our workforce, 16 people are non-Spanish. Of these, eight are South American, two are African and the rest are from different European countries.

At AGC Pharma Chemicals Europe, we actively promote **inclusion by integrating different perspectives, knowledge and experiences**, with the conviction that diversity contributes to the well-being of individuals and strengthens the collective performance of teams.

7.3.3 People with disabilities and accessibility

At AGC Pharma Chemicals Europe, we promote **equal opportunities and non-discrimination for people with disabilities**, ensuring a respectful and accessible working environment in accordance with current regulations and the principles set out in our Diversity, Equity and Inclusion Policy.

In 2025, the workforce included **seven people with disabilities** (1,86% of the total): three men (two operators and one administrative worker) and four women (one technician, two administrative workers and one operator). In addition, we have **authorisation for exceptional measures** from the Government of Catalonia and collaborate with special employment centres such as Anwar Protección S.L. and Fundación Aspronis.

The medical service assesses workstations to determine whether adaptations or additional equipment are required. These employees also have specific benefits, such as nearby parking spaces and an additional day of paid leave.

In terms of **accessibility**, our facilities include adapted parking spaces, accessible meeting rooms and adapted toilets, changing rooms and showers. Although full accessibility to some industrial areas is not possible due to their use, glazing has been incorporated to allow viewing of production areas without the need for physical access. This approach will be applied in all future company projects.

7.3.4 Prevention of harassment and workplace bullying

At AGC Pharma Chemicals Europe, we have **zero tolerance for harassment** regardless of its origin, cause or form. We consider workplace bullying to be any offensive, humiliating or harmful conduct carried out continuously in the workplace, either among peers or in ascending or descending hierarchical relationships. To prevent and address it, we have a specific anti-bullying protocol that guarantees the confidentiality of the persons involved and incorporates corrective and preventive measures.

We also have a **protocol for the prevention and treatment of sexual and gender-based harassment**, aimed at raising awareness among staff and providing clear guidelines for identifying, preventing and acting on behaviours that undermine people's dignity. Both protocols are circulated internally, are available on **AGC Connect** and are included in the **Welcome Manual**.

The investigation of complaints falls to the **Monitoring Commission for the Equality Plan**, comprising two women and two men. No complaints linked to the bullying and harassment protocols were recorded in 2025.

7.4 Occupational health, safety and well-being

The health, safety and well-being of our employees are a strategic priority for AGC Pharma Chemicals Europe. Our industrial activity is carried out under the principle that **no production takes place without first ensuring people's health and safety**, as set out in the AGC Group's corporate policy on environment, health, safety and quality.

This commitment is delivered through an **integrated management system** aligned with **ISO 14001 and ISO 45001** that covers occupational risk prevention, environmental protection and serious accident prevention. The system is regularly reviewed by senior management, who monitor safety and prevention performance, compliance with legal requirements and achievement of goals to drive continuous improvement.

AGC Pharma Chemicals Europe promotes a preventive approach based on the anticipation of risks, the participation of employees, and the integration of health and safety criteria in the design of processes, facilities and new projects. A healthy working environment is also promoted through initiatives aimed at physical and emotional well-being, health promotion and emergency preparedness.

7.4.1 Prevention management

Occupational risk prevention management at AGC Pharma Chemicals Europe is based on the systematic **identification, assessment and control of risks** associated with facilities, processes and workstations, to ensure healthy and safe working conditions for all employees.

This function is developed through an **SPP** (Servicio de Prevención Propio [In-house Prevention Service]) that integrates the technical specialities of occupational safety, industrial hygiene and ergonomics, and applied psychology, and has the external support of the occupational medicine speciality. In 2025, the prevention team was strengthened to consolidate its level of specialisation and management capacity.

The SPP acts as a technical advisory body in the design, implementation and coordination of preventive action plans and programmes, assessment of risk factors, definition of control measures, planning of health and safety training and the drafting and implementation of emergency plans. Preventive management is carried out in coordination with the **Health and Safety Committee**, in which management and employee representatives participate, ensuring consultation, participation and continuous improvement of working conditions.

All employees receive specific information on the risks associated with their position and the applicable preventive measures through **Risk and Measures Reports**, which are regularly updated and form part of the on-boarding process for new hires. In accordance with the risks identified, the company provides the necessary **personal protective equipment** and performs hygienic, ergonomic and psychosocial assessments to ensure a safe working environment.

The company allocates **specific human and financial resources** to ensure effective management of occupational risk prevention. These resources ensure the proper functioning of the preventive system, compliance with legal requirements and continuous improvement of safety and health performance. The table below shows trends in the main indicators associated with preventive management over recent years.

KPI	2025	2024	2023	2022
Number of people working in occupational health and safety management	9	8	8	8
Occupational health and safety expenditure (€ thousands)	1 271	1 111	1 107	924
Health and safety investments (€ thousands)	512	168	110	205

Note: The investment figure includes only those whose sole objective is health and safety.



7.4.2 Health protection

3 GOOD HEALTH AND WELL-BEING



We provide a safe and healthy working environment for employees.

The protection of employee health is central to the prevention system of AGC Pharma Chemicals Europe and is addressed holistically, taking into account the risks associated with each post and the activities carried out at the plant.

The company conducts **health surveillance** in collaboration with its specialised provider, **Quirón Prevención**, in accordance with the specific risks identified in job assessments. This surveillance is complemented by annual **epidemiological studies**, which allow for an aggregate analysis of the impact of working conditions on the health of the workforce and planning of preventive actions for the subsequent period based on the results obtained.

AGC Pharma Chemicals Europe has adequate facilities and resources to provide first aid for both occupational and non-occupational cases. Health coverage includes medical and nursing care, enabling an immediate response to accidents or medical emergencies, as well as monitoring workers' health.

In addition to its occupational medicine activities, the company runs regular prevention and health promotion campaigns to promote a healthy lifestyle and prevent disease. These actions cover, among other areas, healthy eating, the prevention of cardiovascular and oncological diseases, vaccination and health awareness, thereby contributing to improved physical well-being among staff.

Health protection is complemented by **specific emotional** health actions, providing psychological support and resources for employees, reinforcing a comprehensive approach to health in the workplace. We offer all staff a psychological support app that can be accessed via computer or mobile phone. It allows users to complete self-assessments, access resources such as videos, audio and reading materials, and a safe space for therapy via chat or video call. By the end of the year, 94 people had registered on the platform.

7.4.3 Accident rate

The prevention of occupational accidents is a core component of AGC Pharma Chemicals Europe's occupational health and safety management system. The company works systematically to identify risks and implement preventive measures to avoid accidents and incidents during its activities.

When an accident or incident occurs, an internal investigation is launched to identify the causes and define corrective actions to prevent recurrence.

Accident performance is assessed using indicators such as the number of lost-time accidents, frequency rate, number of days lost and severity index, calculated on the basis of hours actually worked and according to consistent criteria. Detailed accident rates and trends are presented below using the relevant indicators:

KPI	2025	2024	2023	2022
Number of hours worked, of which by sex:	568 307(*)	532 995(*)	609 163	611 223
• Women	161 504	146 737	164 028	153 522
• Men	406 803	386 257	445 135	457 701
Number of lost-time accidents, of which by sex:	8	0	2	3
• Women	1	0	0	1
• Men	7	0	2	2
Total frequency rate of lost-time accidents (**), by sex:	14,07	0	3,28	4,91
• Women	6,19	0	0	6,51
• Men	17,20	0	4,49	4,37
Number of days lost, by sex:	288	0	9	95
• Women	4	0	0	60
• Men	284(****)	0	9	35
Total severity rate (***), by sex:	506	0	15	155
• Women	25	0	0	391
• Men	698	0	20	76

(*) Due to the implementation of the new time-keeping system, this number does not include annual leave that was included in previous years.

(**) Number of accidents per million hours worked.

(***) Days lost per million hours worked.

(****) One person was still on sick leave as of 31/12/2025. Lost days are counted up to that date.

During 2025, the following events related to occupational health and safety were recorded:

- **Non-lost-time accidents at the workplace:** there were **13 non-lost-time accidents** among our own staff (9 women and 4 men) and **6 non-lost-time accidents** among subcontracted staff (all men).
- **In-mission accidents: one in-mission accident** occurred while travelling to a training course, following which **two people** took short-term sick leave (2 men) and **one** was able to return to work after medical attention (1 woman).

- **Commuting accidents:** four commuting accidents were recorded (two women and two men), all without sick leave.

- **Types of workplace accidents:** most accidents involved **musculoskeletal injuries**, falls or blows, or chemical splashes.

- **Incidents: 30 incidents** (non-injury events) were reported, none of which required activation of the Self-Protection Plan.

There have been no fatal accidents and no occupational illnesses or diseases in recent years.

7.4.4 Emergency preparedness

AGC Pharma Chemicals Europe has a **Self-Protection Plan** that sets out the emergency response procedures to protect people, facilities and the environment. The plan defines the organisation of the response, the available resources and the roles assigned, and is periodically reviewed to ensure that it remains suited to the company's business and facilities.

All employees receive **regular emergency training**, according to their role in the Self-Protection Plan. In addition, the company has **specialised trained personnel** to intervene in emergency situations, including first responders and company firefighters, who have the necessary equipment and perform regular drills to maintain their operational training.

Emergency drills are conducted annually to check the effectiveness of the procedures, assess response times and detect opportunities for improvement. In 2025, a drill was conducted to test an emergency scenario at the new production plant, verifying the coordination of response teams and the evacuation and shelter systems.

The results of drills and any real emergency situation are analysed to make the necessary improvements to the Self-Protection Plan and reinforce preparedness for possible incidents.

KPI	2025	2024	2023	2022
Number of people trained as first responders, of whom by sex:	22	20	20	20
• Women	6	2	2	2
• Men	16	18	18	18
Number of people trained as volunteer firefighters, of whom by sex:	31	30	30	27
• Women	2	2	2	2
• Men	29	28	28	25
Number of people trained as company firefighters, of whom by sex:	15	16	16	14
• Women	0	0	0	0
• Men	15	16	16	14



We carry out one annual drill and an evacuation and shelter exercise with all employees and contractors present at the worksite. In the 2025 drill, we simulated an incipient fire in the new Synthesis 5 Production Plant.

8. Commitment to health and society

8.1 Social contribution

15

LIFE
ON LAND

We have identified priority lines of action (environment, local community, health and future generations) on which to focus our social contribution.

11

SUSTAINABLE CITIES
AND COMMUNITIES

We take into account the needs and expectations of our stakeholders, especially those identified in the towns where our production sites are located.

AGC Pharma Chemicals Europe, S.L.U. is actively engaged with society through a structured social contribution model, managed by a Social Contribution Committee and regulated by a specific internal procedure.

Initiatives are planned and evaluated annually, ensuring their alignment with the company's strategy and the needs of its stakeholders, particularly the local community of Malgrat de Mar, where our production site is located.

In 2025, actions were structured around our **four lines of action**, as detailed below.

Supporting future generations – Initiatives aimed at education, scientific dissemination and support for youth training:

- **Educational visits to the site** for primary, secondary, vocational and university students. Entities: schools in Malgrat de Mar and Blanes; University of Barcelona; IQS; La Salle Business School.
- **Promotion of STEM vocations**, with a particular focus on gender equality (International Day of Women and Girls in Science). Entities: local schools.
- **Financial support** for educational and research projects. Entities: IQS Foundation; Malgrat City Council (A-level Award).

Harmony with local communities – Actions aimed at strengthening ties with the most immediate social environment, taking into account that a significant number of the initiatives developed under other lines of action are carried out in Malgrat de Mar, thereby contributing in a cross-cutting way to strengthening the relationship with the local community:

- **Collaboration with cultural associations** of the municipality. Entities: Cercle Artístic de Malgrat [Malgrat Artistic Circle] and Grupo Sardanista Malgrateca La Barretina [“La Barretina” Malgrat Sardana Association].
- **Ad-hoc support for neighbourhood initiatives**, through donations of items with no residual value.

Conservation of the natural environment –

Initiatives focused on environmental awareness and environmental protection:

- **Collaboration with marine conservation organisations, combining financial support and educational activities.** Entity: CRAM (Centre de Recuperación de Animales Marinos [Centre for the Recovery of Marine Animals]).

Health promotion – Actions focused on health, inclusion and social well-being.

- **Support for healthcare and social organisations** through financial donations. Entities: ACHE (Asociación Corea Huntington Española [Spanish Huntington's Disease Association]); Adecco (solidarity campaigns); Rodapeus; Socialesport.
- **Sponsorship of local charity events** linked to cancer research and awareness, such as the La Nocturna charity walk to raises fund for Fundació Joan Petit, Nens amb Càncer [the Joan Petit, Children with Cancer Foundation] and La Nocturna Rosa, for breast cancer.
- **Campaigns to collect books and toys for charity** and in-kind contribution from the company. Entities: Il·lusions Solidaries, Red Cross, Ventijol Special Education Centre.

KPI	2025	2024	2023	2022
Social contribution expenditure (€)	19 070	19 593	19 284	19 954
Number of activities carried out	24	24	24	25
Number of people involved in the activities (*)	107	82	75	1,001
Hours spent on the activities	365	363	209	965

(*) The number may exceed the workforce because, if the same person takes part in three activities, they are counted three times.

A notable development in 2025 was the collaboration with the **Spanish Huntington's Disease Association, ACHE**, following a request from an employee, which reinforces the company's commitment to supporting **rare diseases** and highlights the active involvement of staff in shaping social contribution initiatives.

Also in 2025, for the first time, we began collaborating with Malgrat de Mar Town Council by sponsoring a new award for the best research project in the field of health or technology, as part of its programme recognising research projects carried out by sixth-form at the town's secondary schools.

8.2 Communication with stakeholders

AGC Pharma Chemicals develops a communication strategy aimed at **maintaining a transparent, consistent and ongoing dialogue with its main stakeholders**, aligning corporate messages with the business strategy, sustainability commitments and AGC Group values.

8.2.1 Internal communication

Internal communication is a fundamental pillar for fostering engagement, strategic alignment and a sense of belonging among AGC Pharma Chemicals' employees. The company keeps staff regularly informed about the **business situation and financial performance**, promoting transparency and open dialogue.



One of the main tools for internal communication is the **Town Hall Meetings**, where Management shares key business information and provides a Q&A space for employees.

Two Town Hall sessions are held each year, usually in **March and September or October**, organised over several sessions to facilitate attendance by production staff working rotating shifts.

KPI	10 2025	03 2025	09 2024	02 2024	02 2023
Number of Town Hall participants	184	163	181	163	139
Content score (rated 1 to 5)	4,1	4,5	4,6	4,9	4,7

In addition, the company has **several internal corporate channels**, such as email, digital screens in the plant and the **AGC Connect** platform, to ensure agile, accessible and continuous communication across the organisation. These channels are complemented by other **internal events** that reinforce cohesion, pride of belonging and relationships with the families of employees. In September 2025, coinciding with the inauguration of the new Synthesis 5 production plant, we organised a Family Day attended by 692 people, including 200 employees. The success of the day was made possible thanks to the collaboration of 60 volunteers.

AGC Pharma Chemicals also drives the **communication of its Employee Value Proposition (EVP)**, reinforcing corporate culture, shared values and positioning of the company as an attractive employer. This communication is delivered through internal materials, employer-branding campaigns and actions coordinated with the Human Resources department.

In line with a culture of **fluid, two-way communication**, the company operates a **suggestions system** that allows employees to put forward proposals related to **safety, the environment and sustainability**. The suggestions received are channelled to the relevant departments, where they are evaluated and managed, and the person who submitted them is kept informed of their progress. A suggestion to reduce the use of single-use plastic in vending machines was received in 2025.

8.2.2 External communication and public relations

Externally, AGC Pharma Chemicals undertakes **public relations and corporate communications** activities aimed at customers, institutions, industry associations, specialist media and other key players in the pharmaceutical setting. These actions include the **distribution of press releases** on corporate milestones, sustainability initiatives and participation in international associations and

initiatives, such as **joining the United Nations Global Compact**, communicated through corporate content, website articles and posts on professional platforms. For more information, see: [AGC Pharma Chemicals se une al Pacto Mundial de las Naciones Unidas](#). [AGC Pharma Chemicals joins the UN Global Compact].

The company maintains an **active presence at industry events and forums**, coordinating both pre-event communication and post-event coverage of national and international fairs and congresses. These actions are complemented by internal communications addressed to the entire organisation, with the aim of encouraging participation and strengthening the sense of belonging.

For example, in 2025, to mark the Japan–Catalonia Year, AGC took part in several activities organised by the Government of Catalonia and the Consulate of Japan, reinforcing the company's presence in international initiatives and its ties with relevant institutional stakeholders. See here for an example: [AGC Pharma Chemicals participa en un encuentro institucional entre Japón y Cataluña - AGC Pharma Chemicals](#) [AGC Pharma Chemicals takes part in an institutional meeting between Japan and Catalonia – AGC Pharma Chemicals]

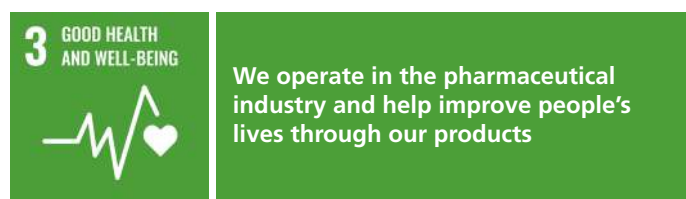
AGC Pharma Chemicals also maintains a close and ongoing relationship with key institutional stakeholders, such as Malgrat de Mar Town Council. For example, all local schools have the opportunity to visit the plant in their final year.

With regard to local and regional media, the company has in place a **specific action protocol** serving to provide a swift, coordinated and professional response to any request for information.

The company has established procedures for handling complaints and claims, whether from suppliers, customers, the authorities or the general public. In 2025, **a single complaint related to odours was received from the nearby community**, which was managed according to internal procedures, **within the framework of environmental performance and relations with the surrounding area**.

In the digital sphere, AGC Pharma Chemicals is present on the professional social media platform **LinkedIn** (<https://www.linkedin.com/company/agc-pharma-chemicals/mycompany/>), where, at the end of 2025, it had **more than 27,800 followers**. In addition, the company has a **corporate website** (<https://www.agcpharmachemicals.com/>) that includes a dedicated enquiries section, as well as a **contact email address**, to facilitate communication with the different stakeholders.

8.3 End-consumer health



The active ingredients we manufacture are used in human and veterinary medicines, so they have a direct impact on health. Although our direct customer is not the end patient, we are firmly committed to their well-being, a commitment reflected in our mission: **to improve people's health by providing products and services of the highest quality**.

We currently manufacture active ingredients and intermediates for use in diverse therapeutic areas, including cardiovascular and metabolism, gastrointestinal and respiratory. To ensure the safe use of our products, we inform customers about their physico-chemical properties and hazards through the relevant Material Safety Data Sheets (MSDS) and appropriate labelling.

Senior management has drawn up a **Quality Policy** under which we have developed a robust management system that incorporates the requirements applicable to the production of active pharmaceutical ingredients. This system is based on the following international standards, among others:

- **ICH Q10:** Pharmaceutical Quality System
- **ICH Q7:** Good Manufacturing Practice for Active Pharmaceutical Ingredients.
- **Good Distribution Practice for Active Pharmaceutical Ingredients.**
- **ICH Q9:** Quality Risk Management.

In addition to these international standards, our customers may occasionally establish specific requirements for their product, process or market. These requirements are incorporated into the quality agreements we sign with them, and our management system is designed to meet these additional demands.

The Quality Management System of AGC Pharma Chemicals Europe, S.L.U. is designed and implemented with the following fundamental objectives:

- Ensure the supply of products with the quality characteristics required by patients, healthcare professionals, regulatory authorities — including compliance with regulatory dossiers — and other internal and external customers.
- Establish and maintain a state of control through systems that monitor processes and product quality, ensuring their continued alignment with applicable standards.
- Facilitate continuous improvement in order to increase the ability to consistently meet quality requirements. To this end, the system promotes the use of analysis and prioritisation tools based on risk assessment, supported by scientific criteria and process understanding.

The Management Committee regularly reviews the quality system. Each year, specific objectives are defined and a set of indicators is established to monitor performance. These are reviewed on a monthly and quarterly basis, as well as through a comprehensive annual review. This review includes analysis of trends, comparison with previous years and evaluation of the effectiveness of the actions implemented, thus ensuring adherence to quality policy and continuous improvement of the system.

AGC Pharma Chemicals Europe, S.L.U. holds a GMP (Good Manufacturing Practices) Certificate issued by the Spanish health authority — the Government of Catalonia, Ministry of Health, by delegation of the Spanish Agency for Medicinal Products and Medical Devices (AEMPS) — certifying compliance with good manufacturing practices for medicinal products. We also hold the annual certificate of registration in the RUESA (Registro Público Unificado de Empresas de Sustancias Activas [Public Unified Register of Active-Substance Companies]) for manufacturers, importers or distributors of active pharmaceutical ingredients, issued by the AEMPS. Both certificates are essential for our operations.

We are regularly audited by the Health Authorities, achieving excellent results. Since 2004, we have received no FDA audit observations or critical or major findings in EMA or PMDA audits. In 2025, we also received a total of eight customer audits, which were passed with equally satisfactory results.

Inspections	2025	2024	2023	2022
Health authorities	0	AEMPS (Spain)	FDA (USA) PMDA (Japan)	0
Customers	8	8	5	1

This comprehensive approach to product quality and safety is complemented by a structured complaints management system that allows us to identify possible deviations early, analyse their causes and continuously reinforce our processes, thus ensuring the protection of the health of the end consumer.



8.4 Complaints management

AGC Pharma Chemicals Europe, S.L.U. has specific internal procedures for managing complaints, returns and any other customer communication related to the quality of the products we manufacture or market. These procedures also cover environmental complaints and those related to occupational health and safety.

any communication received from a customer that involves queries, requests for additional information or clarifications is assessed on a case-by-case basis. When the communication constitutes a complaint relating to a product, the environment or occupational health and safety, the corresponding investigation is launched, involving all relevant areas to coordinate the necessary analyses.

The objective of this process is to identify the root cause of the incident and to define and implement the appropriate corrective and preventive actions to avoid recurrence, regardless of the customer affected. All complaints are recorded and managed via the relevant form in our Quality Management System, ensuring traceability and follow-up.

There are different mechanisms by which stakeholders can submit complaints. The channels for receiving and responding to complaints include **email**, for both internal and external stakeholders, and a **corporate platform** for handling internal communications.

Complaints are always handled according to the processes established in the Quality Management System, ensuring a rigorous analysis of the discrepancies detected and the implementation of appropriate corrective and preventive measures. This approach addresses both the needs of the customer and the expectations of audit teams and the health authorities.

In 2025, a single justified quality complaint was received, which affected two product batches. The product was ultimately used by the customer, so no associated return was made.

Complaints	2025	2024	2023	2022
Number of quality complaints (justified)	1	2	3	2

9. Epilogue

This Sustainability Report reflects how AGC Pharma Chemicals Europe understands its role as an organisation: to act with commitment, report with transparency and assume responsibility for the impacts arising from its activity.

Commitment translates into concrete decisions and actions aimed at ensuring ethical behaviour, a safe and respectful working environment, environmental protection and a positive contribution to society. **Transparency** is demonstrated by our efforts to communicate our progress, results and challenges accurately and honestly, providing stakeholders with relevant and verifiable information.

Accountability involves acknowledging that sustainability is an ongoing process that requires constant review, dialogue and continuous improvement.

Throughout this Report, we have shared our performance in these areas, aware that only through the involvement of staff, customers, suppliers, public authorities and the local community can we move forward consistently and sustainably.

This document is not an end point, but an exercise in accountability and another step forward on a path that requires consistency, learning and long-term vision. To all the people and organisations accompanying us on this journey, thank you for your trust and collaboration!

10. Content index of Law 11/2018

In this Sustainability Report, AGC Pharma Chemicals Europe has reported the information cited in this content index of Law 11/2018 on non-financial reporting and diversity.

CONTENTS OF LAW 11/2018		CHAPTER	COMMENTS
GENERAL ASPECTS			
Description of the group's business model	A brief description of the group's business model, which shall include: its business environment, its organisation and structure, the markets in which it operates, its objectives and strategies and the main factors and trends that may affect its future development.	3. Who we are and what we do, our business model	
Policies	Policies applied by the group, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and verification and control, and the measures adopted.	3.2.2 Governance 4. Our sustainability approach 4.3 Risk management 5.3 Code of Conduct and Compliance Model 5.1 Good corporate governance 5.2 Commitment to human rights 5.4 Data protection and information security	Each chapter of the report describes the reference policies and includes information on results and indicators.
Results	The results of these policies, including key performance indicators to monitor and assess progress and support comparability	5.6 Supply chain management 7.2.9 Industrial relations 7.2.1 People: our greatest asset 7.2.3 Talent management 7.2.4 Work-life balance 7.2.7 Remuneration 8.3 End-consumer health	

CONTENTS OF LAW 11/2018		CHAPTER	COMMENTS
GENERAL ASPECTS			
Main risks	Main risks linked to the group's activities, business relationships, products or services, and how the group manages these risks, explaining the procedures used to detect and assess them. This should include information on the impacts identified, providing a breakdown thereof, in particular on the main short, medium and long-term risks.	4.3 Risk management	
Indicators	Key indicators that meet the criteria of comparability, materiality, relevance and reliability. In particular, standards of generally applied key indicators that comply with European Commission guidelines on key indicators and the Global Reporting Initiative standards will be used. These indicators must be useful. The information presented must be accurate, comparable and verifiable.	11. Index of GRI standards content	Throughout the report, indicators are included for the different aspects covered. Chapter 10 relates the contents of the report to GRI standards.
INFORMATION ON ENVIRONMENTAL ISSUES			
General	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	6. Commitment to the environment 7.4 Occupational health, safety and well-being	
	Environmental assessment or certification procedures.	4.4 Commitments and acknowledgements	
	Resources allocated to environmental risk prevention.	6.1 Environmental management	
	Application of the precautionary principle.	6. Commitment to the environment	
	Provisions and guarantees for environmental risks.	6.1 Environmental management	

CONTENTS OF LAW 11/2018		CHAPTER	COMMENTS
INFORMATION ON ENVIRONMENTAL ISSUES			
Pollution	Measures to prevent, reduce or repair carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution.	6.3.4 Climate change action 6.3.3 Air emissions	
Circular economy and waste prevention and management	Measures for the prevention, recycling, reuse, other forms of recovery and disposal of waste.	6.3.1 Waste management	
	Actions to combat food waste.	6.3.1 Waste management	Not relevant to the activity
Sustainable use of resources	Water consumption and water supply according to local constraints	6.2.1 Water consumption	
	Consumption of raw materials, and measures taken to improve the efficiency of their use	6.2.3 Raw materials	
	Direct and indirect consumption, measures taken to improve energy efficiency, Use of renewable energy	6.2.2 Energy consumption and efficiency 6.3.4 Climate change action	
Climate change	Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	6.3.4 Climate change action	
	Measures taken to adapt to the consequences of climate change	6.3.4 Climate change action	
	Voluntary medium and long-term targets to reduce greenhouse gas emissions and the means implemented to achieve them	6.3.4 Climate change action	
Protection of biodiversity	Measures taken to preserve or restore biodiversity	6.4 Protection of biodiversity	
	Impacts caused by activities or operations in protected areas	6.4 Protection of biodiversity	No impacts have occurred

CONTENTS OF LAW 11/2018		CHAPTER	COMMENTS
INFORMATION ON SOCIAL MATTERS RELATING TO THE WORKFORCE			
Employment	Total number and distribution of employees by sex, age, country and professional category	7.2.1 People: our greatest asset 7.3.2 Diversity, equity and inclusion	
	Total number and distribution of types of employment contract, annual average of permanent, temporary and part-time contracts by sex, age and professional category	7.2.1 People: our greatest asset	
	Number of dismissals by sex, age and professional category	7.2.1 People: our greatest asset	
	Average remuneration and its evolution broken down by sex, age and professional category	7.2.7 Remuneration	
	Pay gap	7.2.7 Remuneration	
	Equal pay for equal work or company-wide average	7.2.7 Remuneration	
	Average remuneration of directors and executives, including variable remuneration, allowances, severance, long-term savings plan scheme contributions and any other payments broken down by sex	7.2.8 Executive remuneration	Members of the Board of Directors do not receive any remuneration, allowances or insurance premiums from AGC Pharma Chemicals Europe.
	Implementation of policies on the right to disconnect	7.2.4 Work-life balance	
	Employees with disabilities	7.3.3 People with disabilities and accessibility	
Work organisation	Organisation of working time	7.2.4 Work-life balance	
	Number of hours of absenteeism	7.2.6 Absenteeism	
	Measures to facilitate work-life balance and encourage both parents to exercise their responsibilities equally.	7.2.4 Work-life balance	

CONTENTS OF LAW 11/2018		CHAPTER	COMMENTS
INFORMATION ON SOCIAL MATTERS RELATING TO THE WORKFORCE			
Health and safety	Occupational health and safety conditions	7.4 Occupational health, safety and well-being	
	Occupational accidents (frequency and severity) broken down by sex	7.4.3 Accident rate	
	Occupational illnesses broken down by sex	7.4.3 Accident rate	
Industrial relations	Organisation of social dialogue, including procedures for informing and consulting the workforce and negotiating with them	7.2.9 Industrial relations	
	Percentage of employees covered by collective agreements by country	7.2.9 Industrial relations	Our entire workforce is covered by collective bargaining agreements.
	Summary of collective agreements, particularly with regard to occupational health and safety	7.2.9 Industrial relations 7.4 Occupational health, safety and well-being	
Training	Policies implemented in the field of training	7.2.3 Talent management	
	Total number of training hours by professional category	7.2.3 Talent management	
Accessibility	Universal accessibility for people with disabilities	7.3.3 People with disabilities and accessibility	
Equality	Measures taken to promote equality and equal opportunities between men and women	7.3.1 Gender equality	
	Equality plans	7.3.1 Gender equality	
	Measures taken to promote employment	8.1 Social contribution	
	Protocols against sexual and gender-based harassment	7.3.4. Prevention of harassment and workplace bullying	
	Integration and universal accessibility for people with disabilities	7.3.3 People with disabilities and accessibility	
	Policy against all forms of discrimination and, where appropriate, diversity management	7.3.1 Gender equality 7.3.2 Diversity, equity and inclusion	

CONTENTS OF LAW 11/2018		CHAPTER	COMMENTS
INFORMATION ON RESPECT FOR HUMAN RIGHTS			
Human rights	Implementation of human rights due diligence procedures	5.2 Commitment to human rights	
	Prevention of risks of human rights violations and, where applicable, measures to mitigate, manage and remedy any abuses committed	5.2 Commitment to human rights	
	Complaints of human rights violations	5.2 Commitment to human rights 5.3 Code of Conduct and Compliance Model	No violations have been identified
	Promotion of and compliance with the provisions of the ILO fundamental conventions related to respect for freedom of association and the right to collective bargaining	5.2 Commitment to human rights	
	Elimination of discrimination in employment and work	7.3 Equality and non-discrimination	
	Elimination of forced or compulsory labour and the effective abolition of child labour	5.2 Commitment to human rights	
INFORMATION ON ANTI-CORRUPTION			
Corruption and bribery	Measures taken to prevent corruption and bribery	5.3 Code of Conduct and Compliance Model	
	Measures to combat money laundering	5.3 Code of Conduct and Compliance Model	
	Contributions to foundations and non-profit organisations	8.1 Social contribution	
INFORMATION ON SOCIETY			
Company commitments to sustainable development	Impact of company activity on employment and local development	8.1 Social contribution	
	Impact of company activity on local populations and the region	5.6 Supply chain management	
	Relationships with local community actors and forms of dialogue with them	4.2 Materiality analysis and stakeholders 8.1 Social contribution	
	Partnership or sponsorship actions	8.1 Social contribution	

CONTENTS OF LAW 11/2018		CHAPTER	COMMENTS
INFORMATION ON SOCIETY			
Outsourcing and suppliers	Inclusion of social, gender equality and environmental issues in the purchasing policy	5.6 Supply chain management	
	Consideration of suppliers' and subcontractors' social and environmental responsibility in business relationships	5.6 Supply chain management	
	Monitoring and auditing systems and their results	5.6 Supply chain management	In addition to quality audits, health, safety, environmental protection, emergency management and respect for human rights are assessed by questionnaires.
Consumers	Measures for consumer health and safety	8.3 End-consumer health	
	Complaint systems, complaints received and their resolution	8.4 Complaints management	
Tax information	Profits obtained by country	5.5 Tax obligations	
	Corporate income tax paid	5.5 Tax obligations	
	Public subsidies received	5.5 Tax obligations	

11. Index of GRI standards content

AGC Pharma Chemicals Europe has prepared this Sustainability Report for the year 2025 in accordance with GRI 1: Foundation 2021 and has reported the information set out in this GRI content index.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	3.2 Our business
	2-2 Entities included in the organisation's sustainability reporting	1. Our sustainability report
	2-3 Reporting period, frequency and contact point	1. Our sustainability report
	2-4 Restatements of information	1. Our sustainability report
	2-5 Activities, value chain and other business relationships	3. Who we are and what we do, our business model
	2-6 Employees	7.2.1 People: our greatest asset
	2-7 Workers who are not employees (staff of other companies)	7.2.1 People: our greatest asset
	2-8 Governance structure and composition	3.2.2 Governance 5.1 Good corporate governance
	2-9 Nomination and selection of the highest governance body	Not included
	2-10 Chair of the highest governance body	5.1 Good corporate governance
	2-11 Role of the highest governance body in overseeing the management of impacts	Not included
	2-12 Delegation of responsibility for managing impacts	Not included
	2-13 Role of the highest governance body in sustainability reporting	5.1 Good corporate governance
	2-14 Conflicts of interest	Not included

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-15 Communication of critical concerns	Not included
	2-16 Collective knowledge of the highest governance body	Not included
	2-17 Evaluation of the performance of the highest governance body	Not included
	2-18 Remuneration policies	Not included
	2-19 Process to determine remuneration	Not included
	2-20 Annual total compensation ratio	Not included
	2-21 Statement on sustainable development strategy	4. Our approach to sustainability
	2-22 Policy commitments	EHS: 6. Commitment to the environment HR: 5. Ethics and good governance People: 7. Commitment to people
	2-23 Embedding policy commitments	Not included
	2-24 Processes to remediate negative impacts	4.3 Risk management 5.2 Commitment to human rights
	2-25 Mechanisms for seeking advice and raising concerns	5.3 Code of Conduct and Compliance Model
	2-26 Compliance with laws and regulations	4.3 Risk management 5.1 Good corporate governance 6. Commitment to the environment 5.2 Commitment to human rights 7.3.3 Persons with disabilities and accessibility
	2-27 Membership of associations	3.3 Membership of industry associations and other initiatives
	2-28 Approach to stakeholder engagement	4.2 Materiality analysis and stakeholders
	2-29 Collective bargaining agreements	7.2 People management
GRI 3: Material Topics 2021	3-1 Process to determine material topics	4.2 Materiality analysis and stakeholders
	3-2 List of material topics	4.2 Materiality analysis and stakeholders
	3-3 Management of material topics	Entire report
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	5.5 Tax obligations 7.2.7 Remuneration 8.1 Social contribution
	201-2 Financial implications and other risks and opportunities due to climate change	Not included
	201-3 Defined benefit plan obligations and other retirement plans	Not included
	201-4 Financial assistance received from government	5.5. Tax obligations

GRI STANDARD	DISCLOSURE	LOCATION
GRI 202: Market Presence 2016	202-1 Ratio of standard entry-level wage by gender compared to local minimum wage	Not included
	202-2 Proportion of senior management hired from the local community	5.1 Good corporate governance
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not included
	203-2 Significant indirect economic impacts	Not included
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5.6 Supply chain management
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	4.3 Risk management
	205-2 Communication and training about anti-corruption policies and procedures	5.3 Code of Conduct and Compliance Model
	205-3 Confirmed incidents of corruption and actions taken	5.3 Code of Conduct and Compliance Model
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	5.3 Code of Conduct and Compliance Model
GRI 207: Tax 2019	207-1 Approach to tax	3.2 Our business
	207-2 Tax governance, control and risk management	Not included
	207-3 Stakeholder engagement and management of concerns related to tax	Not included
	207-4 Country-by-country reporting	Not applicable
GRI 301: Materials 2016	301-1 Materials used by weight or volume	6.2.3 Raw materials
	301-2 Recycled input materials used	6.2.3 Raw materials
	301-3 Reclaimed products and their packaging materials	6.2.3 Raw materials
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	6.2.2 Energy consumption and efficiency
	302-2 Energy consumption outside of the organisation	6.2.2 Energy consumption and efficiency
	302-3 Energy intensity	Not included
	302-4 Reduction of energy consumption	6.2.2 Energy consumption and efficiency
	302-5 Reductions in energy requirements of products and services	Not included
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	6.2.1 Water consumption
	303-2 Management of water discharge-related impacts	6.3.2 Wastewater management
	303-3 Water withdrawal	6.2.1 Water consumption
	303-4 Water discharge	6.3.2 Wastewater management
	303-5 Water consumption	6.2.1 Water consumption

GRI STANDARD	DISCLOSURE	LOCATION
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity value outside protected areas	6.4 Protection of biodiversity
	304-2 Significant impacts of activities, products, and services on biodiversity	Not applicable
	304-3 Habitats protected or restored	Not applicable
	304-4 ICUN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	6.3.4 Climate change action
	305-2 Energy indirect (Scope 2) GHG emissions	6.3.4 Climate change action
	305-3 Other indirect (Scope 3) GHG emissions	6.3.4 Climate change action
	305-4 GHG emissions intensity	Not currently calculated (see 6.3.4 Climate change action)
	305-5 Reduction of GHG emissions	6.2.2 Energy consumption and efficiency 6.3.4 Climate change action
	305-6 Emissions of ozone-depleting substances (ODS)	6.3.4 Climate change action
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	6.3.3 Air emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	6.3.1 Waste management
	306-2 Management of significant waste-related impacts	6.3.1 Waste management
	306-3 Waste generated	6.3.1 Waste management
	306-4 Waste diverted from disposal	6.3.1 Waste management
	306-5 Waste directed to disposal	6.3.1 Waste management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5.6 Supply chain management
	308-2 Negative environmental impacts in the supply chain and actions taken	None identified
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	7.2.1 People: our greatest asset
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Only that they do not receive restaurant vouchers (see 7.2.5 Social benefits)
	401-3 Parental leave (co-responsibility)	7.2.4 Work-life balance
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not included. The provisions of the Workers' Statute and the collective bargaining agreement of the Chemical Industry apply.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	7.4.1 Prevention management
	403-2 Hazard identification, risk assessment, and incident investigation	7.4.1 Prevention management 7.4.3 Accident rate
	403-3 Occupational health services	7.4.2 Health protection
	403-4 Worker participation, consultation, and communication on OHS	Structured through the Health and Safety Committee (see 7.4.2 Prevention management and 7.2.9 Industrial relations)
	403-5 Worker training on OHS	7.2.3 Talent management
	403-6 Promotion of worker health	7.4.2 Health protection
	403-7 Prevention and mitigation of OHS impacts directly linked by business relationships	Not included
	403-8 Workers covered by an OHS management system	The system covers all the people, facilities and activities of the company
	403-9 Work-related injuries	7.4.3 Accident rate
	403-10 Work-related ill health	7.4.3 Accident rate
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	7.2.3 Talent Management – Training
	404-2 Programs for upgrading employee skills and transition assistance programs	7.2.3 Talent Management – Training
	404-3 Percentage of employees receiving regular performance and career development reviews	7.2 People management
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.1 Good corporate governance 7.2.1 People: our greatest asset
	405-2 Ratio of basic salary and remuneration of women to men	Includes only gender pay gap (see 7.2.6 Remuneration)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	None in 2022, 2023, 2024 or 2025
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None known. This risk is assessed in the qualification process. (See 5.6. Supply chain management)
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None known. This risk is assessed in the qualification process. (See 5.6. Supply chain management)
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None known. This risk is assessed in the qualification process. (See 5.6. Supply chain management)
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Security personnel verify that subcontracted staff are registered with Social Security.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None reported.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	8.1 Social contribution
	413-2 Operations with significant actual and potential negative impacts on local communities	None Identified
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5.6 Supply chain management
	414-2 Negative social impacts in the supply chain and actions taken	None identified
GRI 415: Public Policy 2016	415-1 Political contributions	None in 2022, 2023, 2024 or 2025
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	8.3 End-consumer health
	416-2 Incidents of non-compliance concerning the health and safety impacts of product and services	8.4 Complaints management
GRI 417: Marketing and Labeling 2016	417-1 Requirements for products and service information and labeling	8.3 End-consumer health
	417-2 Incidents of non-compliance concerning product and service information and labeling	None in 2022, 2023, 2024 or 2025
	417-3 Incidents of non-compliance concerning marketing communications	None in 2022, 2023, 2024 or 2025
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None in 2022, 2023, 2024 or 2025

12. Glossary of Acronyms

- **AA1000:** AA1000 standard (*AccountAbility*) for accountability and stakeholder engagement processes.
- **AEMPS:** Agencia Española de Medicamentos y Productos Sanitarios [Spanish Agency for Medicinal Products and Medical Devices].
- **AFAQUIM:** Asociación Española de Productos de Química Fina [Spanish Association of Fine Chemicals Products].
- **API:** Active Pharmaceutical Ingredient.
- **BEPS:** Base Erosion and Profit Shifting.
- **CDMO:** Contract Development & Manufacturing Organisation.
- **CEJE:** Círculo Empresarial Japón-España [Japan-Spain Business Circle].
- **CEO:** Chief Executive Officer.
- **cGMP:** Current Good Manufacturing Practices.
- **COASHIQ:** Comisión Autónoma de Seguridad e Higiene en el Trabajo de Industrias Químicas [Autonomous Commission on Occupational Health and Safety in Chemical Industries].
- **COD:** Chemical oxygen demand.
- **CPI:** Consumer Price Index.
- **CSRD:** Corporate Sustainability Reporting Directive.
- **DPO:** Data Protection Officer.
- **DUCA:** Declaración del Uso y la Contaminación del Agua [Declaration of Water Use and Pollution].
- **ELSD:** Evaporative Light Scattering Detector.
- **EHS (Environment, Health & Safety):** The department responsible for environmental management, health and safety at work.
- **EMA:** European Medicines Agency.
- **ERM:** Enterprise Risk Management.
- **ESG:** Environmental, Social & Governance.
- **EVP:** Employee Value Proposition.
- **FDA:** United States Food and Drug Administration.
- **FEIQUE:** Federación Empresarial de la Industria Química Española [Business Federation of the Spanish Chemical Industry].
- **FLOW:** Internal performance appraisal system.
- **GC/MS:** Gas chromatography/mass spectrometry.
- **GHG:** Greenhouse gases.
- **GRI:** Global Reporting Initiative.
- **HPAPI:** High-Potency API.
- **HPLC:** High-Performance Liquid Chromatography.
- **HR (Human Resources):** The department responsible for people management, talent development and industrial relations.
- **ICAC:** Instituto de Contabilidad y Auditoría de Cuentas [Institute of Accounting and Auditing].
- **ICH:** International Council for Harmonisation.
- **IQS:** *Institut Químic de Sarrià* [Chemical Institute of Sarrià].
- **ISO:** International Organization for Standardization (ISO).
- **IT:** Information technology.
- **JSOX:** Japanese version of the Sarbanes-Oxley Act (internal control).
- **LEED:** Leadership in Energy and Environmental Design.
- **LGTBI:** Lesbian, Gay, Trans, Bisexual and Intersex.
- **LGTBIQ+:** Lesbian, Gay, Trans, Bisexual, Intersex, Queer and other identities (+).
- **MS:** Mass spectrometry.
- **MSDS:** Material Safety Data Sheet.
- **OECD/G20:** Organisation for Economic Co-operation and Development / Group of Twenty.
- **OEL:** Occupational Exposure Limit.
- **OT:** Operational technology.
- **PGA:** Programa de Gestión del Absentismo [Absenteeism Management Programme].
- **PMDA:** Pharmaceuticals and Medical Devices Agency (Japan).
- **PRTR:** Pollutant Release and Transfer Register.
- **RUESA:** Unified Register of Accredited Companies for the contracting and coordination of business activities.
- **PSCI:** Pharmaceutical Supply Chain Initiative.
- **R&D:** Research and development.

- **SBTi:** Science Based Targets initiative.
- **SDGs:** Sustainable Development Goals.
- **SPP:** Servicio de Prevención Propio [In-house prevention service].
- **STEM:** Science, Technology, Engineering & Mathematics.
- **TOF:** Time of Flight (mass spectrometry).
- **TTE:** Empresa de Trabajo Temporal [Temporary Employment Agency].
- **UPLC:** Ultra Performance Liquid Chromatography.
- **UV/Vis:** Ultraviolet/Visible.
- **VOC:** Volatile organic compounds.
- **WWTP:** Wastewater treatment plant.
- **XRPD:** X-Ray Powder Diffraction.



AGC Pharma Chemicals, with offices in Barcelona and Japan, is an innovative contract development and manufacturing organisation (CDMO) serving the global pharmaceutical industry. The company specialises in the development and production of active pharmaceutical ingredients (APIs) and their intermediates.



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