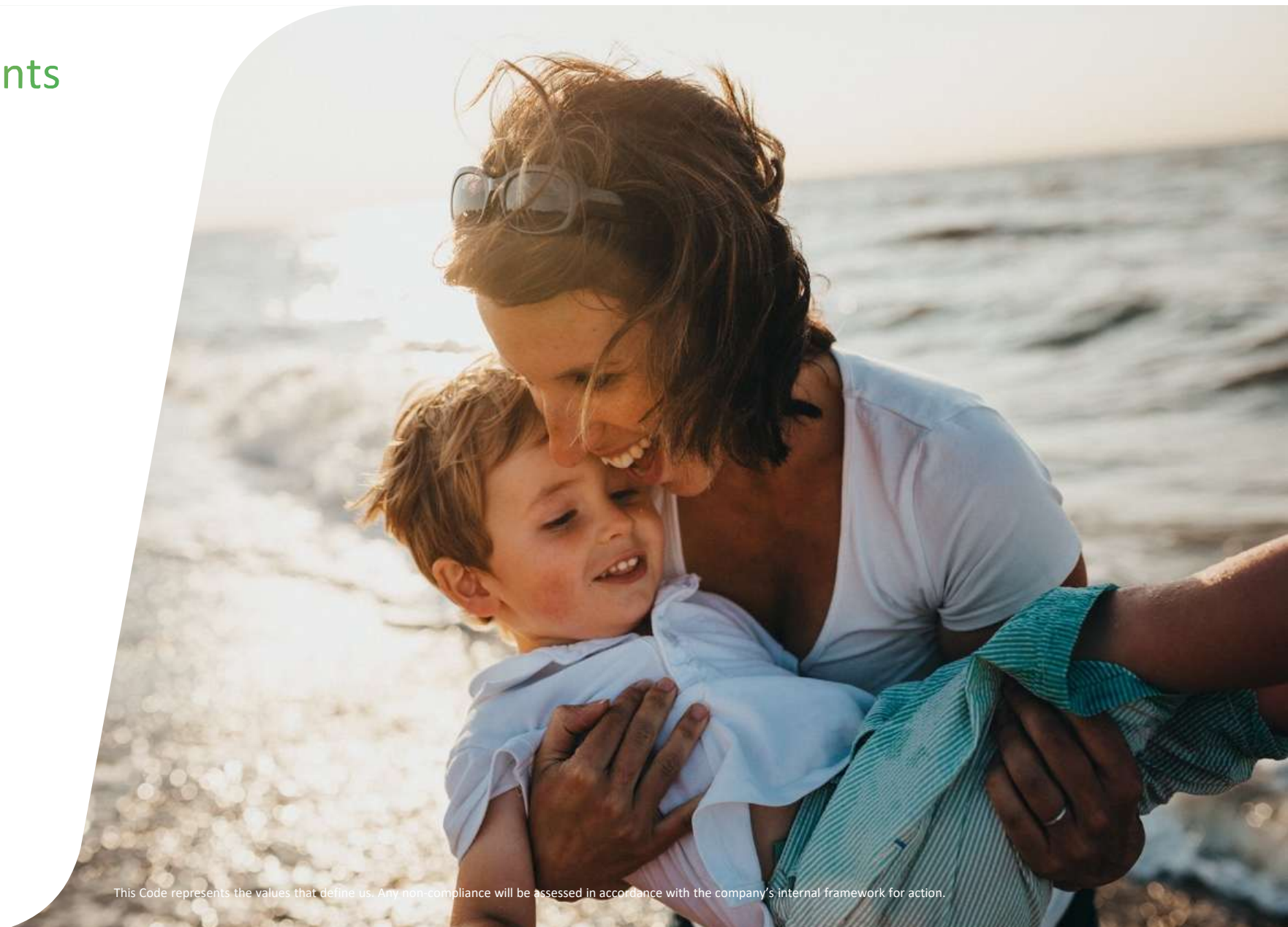


ETHICAL CODE

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1. Letter from the Chairwoman of the Board of Directors of Reig Jofre

The science that matters is also put into practice

At Reig Jofre, we believe that how we do things matters just as much as the results we achieve. Our purpose — to universalize the science that matters — not only guides our daily activity: it inspires the way we make decisions, build relationships, and engage with our environment.

This Ethical Code is not just a regulatory framework.

It reflects our way of being in the world: rigorous, consistent, committed.

A compass that accompanies every person at Reig Jofre in their day-to-day work, helping us act with integrity, strengthen the trust of those around us, and build a business culture based on respect, responsibility and the value of doing things well.

In a complex and global environment like ours, this culture cannot remain an intention — it must be real, shared practice. For this reason, this Code represents a collective commitment: from the Board of Directors to every collaborator in the Group, including our partners, suppliers and intermediaries. We are all called to act according to the same principles that we defend as a company.

Our values — Action Driven, Human Side of Science, Tradition of Innovation and Impact Makers — are not a declaration of intent: they are present in every decision, every relationship, every advancement. And this Ethical Code is the tool that ensures we never lose sight of who we are or who we aspire to be.

Because at Reig Jofre, the science that matters is also put into practice.

Isabel Reig
Chairwoman of the Board of Directors

2. Introduction, purpose and scope of the Ethical Code



2. Introduction, purpose and scope of the Ethical Code

The present Ethical Code is a fundamental tool within Reig Jofre's Compliance System. It is applied centrally to all the companies that form part of the Group, and it provides everyone who collaborates with us a common framework for action, aligned with our principles and with current regulations in the pharmaceutical sector, as well as with best practices in sustainability, integrity, and good governance.

Above all, this Code reflects what we believe: that principles are not meant to be stated, but to be put into practice.

2.1. Objective

This Ethical Code outlines the principles, values and behaviors that must guide our decisions and actions every day. It is the foundation of our corporate culture — a culture that places ethics, transparency, responsibility and excellence at the center without ever losing sight of people.

It is not only about complying with the law: we strive to act correctly, coherently and in alignment with our purpose and values.

2.2. Scope

This Ethical Code is mandatory for all individuals who are part of Reig Jofre: members of the Board of Directors, Management Committee, shareholders, employees and collaborators, regardless of their position or role.

We are also committed to fostering relationships with suppliers, partners and third parties who share our values of integrity and respect.

At Reig Jofre, acting ethically is not optional — it is part of our identity.

This Code represents the values that define us. Any non-compliance will be assessed in accordance with the company's internal framework for action.

3. Mission, Vision and Values of Reig Jofre



3. Mission, Vision and Values of Reig Jofre

3.1. Mission

Our mission is clear: to ensure that essential solutions reach everyone.

To achieve this, we develop, manufacture, market, and distribute medicines and health solutions that make a difference—from the most critical treatments to everyday care or prevention—always focused on real people’s needs. We are the key link between the laboratory and life, and we work with one objective: to make rigorous, useful science accessible to those who need it.

3.2. Vision

We aim to lead global access to essential health. To do so, we are committed to innovation, international expansion, specialized manufacturing, and the development of trusted brands across hospital, medical recommendation, pharmacy, consumer, and online channels. From our facilities to every distribution point, from our scientific team to each healthcare professional, we share the same vision: to improve people’s health and lives with sustainable, reliable, and effective solutions.

3. Mission, Vision and Values of Reig Jofre

3.3. Corporate Values

At Reig Jofre, we do things differently because we believe in the power of purpose, and the way we act reflects this conviction. Our corporate culture is based on four key values:

Human side of science

We are approachable and accessible. We speak from person to person. Universality allows us to understand the humanity within all of us.

Tradition of Innovation

We are always on the move, seeking to anticipate the needs of patients and the technologies behind the most advanced medicines. Since our beginnings, our capacity for resilience and innovation has enabled—and continues to enable—us to grow sustainably and with a strong commitment to health and the industry, overcoming each of our challenges.

Impact makers

We are committed to always seeking the greatest impact on health for the greatest number of people, prioritizing the efficiency of our activities and operations so that our actions and solutions generate a positive impact on society. Our commitment also extends to the honest relationships we build with our ecosystem, which allow us to play a role in accelerating innovation.

Action-driven

We are doers; we make things happen, advancing and accelerating access to health solutions. Cutting-edge science and technology enable us to move from scientific discovery to action, creating value and making health universal.

4. Our Commitment to Integrity and Compliance



4. Our Commitment to Integrity and Compliance

At Reig Jofre, we understand that doing things right is not only a legal requirement but an ethical choice that forms part of who we are. Every action we take and every decision we make reflects our commitment to integrity, responsibility, and the trust placed in us by our patients, customers, partners, and collaborators.

That is why the commitments set out below are not merely rules to follow: they are a statement of intent—a way of working and relating that allows us to build a solid, reliable, and transparent environment.

4.1. Compliance with the Law: Our Starting Point

All of Reig Jofre's activities are carried out with absolute respect for the applicable legislation. We operate with the conviction that legality is not a limit but a foundation upon which to build positive impact and lasting relationships.

Our sector—the pharmaceutical industry—is highly regulated, as it should be. Complying with all regulations, licenses, and authorizations is not optional: it is essential. In this regard, our commitment to the law goes hand in hand with our commitment to people's health, safety, and well-being.

Through our Compliance System, Reig Jofre promotes protocols, policies, and controls that ensure that everything we do aligns not only with legal obligations but also with the ethical principles that guide our corporate culture. In many cases, we even go beyond what regulations require, because we understand compliance as a demonstration of responsibility and respect toward all our stakeholders.

4. Our Commitment to Integrity and Compliance

4.1.1. Commitment to Pharmaceutical Sector Regulation

At Reig Jofre, we operate in one of the most demanding sectors in the world: healthcare. And we do so with the full conviction that strict requirements are not obstacles, but guarantees for those who matter most to us: the patients.

For this reason, we rigorously comply with all regulations governing the manufacturing, distribution, marketing, and monitoring of medicines. From pharmacovigilance to the promotion of medical products, our activities are governed by quality, safety, and efficacy standards that are—and must be—of the highest level.

This commitment is also reflected in our voluntary adherence to the Pharmaceutical Industry Code of Good Practices. We believe in a way of working that places ethics and transparency at the center of our relationships with healthcare professionals, authorities, and society. Every message, action, and decision we take aims to be rigorous, responsible, and respectful of both regulations and people. Because only in this way do we build trust and ensure that meaningful science reaches those who truly need it.

4.2. Commitment of the Board of Directors and Executive Team

At Reig Jofre, the commitment to integrity permeates all actions. The Board of Directors and executive team not only support this Ethical Code: they live it, embody it, and drive it in every decision.

Their role is not only to set the Group's strategic direction but also to serve as role models in how things are done. Through their daily example, they promote a culture based on ethics, compliance, and alignment with our values, raising the bar for what we expect of ourselves.

Moreover, they ensure that the team is equipped with the tools, knowledge, and environment necessary for this Code to be more than just a document, but a reality that is reflected in every interaction, process, and outcome. Because when principles are shared from leadership, they become culture.

4. Our Commitment to Integrity and Compliance

4.3. Commitment to Society

At **Reig Jofre**, our commitment to society is a strategic commitment that guides the Group's decisions and enables us to generate a positive impact on society. For this reason, we act ethically and sustainably, creating a positive impact on both people and the planet, aligning Reig Jofre's activities with the United Nations Sustainable Development Goals (SDGs) and promoting initiatives that contribute to social, economic, and environmental well-being.

Reig Jofre's activities focus on seven priority SDGs:

1

(SDG-3) Good Health and Well-Being: As a pharmaceutical company, Reig Jofre's mission is to work toward making health accessible to all, providing innovative solutions that create a meaningful impact on society and improve people's health and well-being.

2

(SDG-5) Gender Equality: Diversity, equity, and inclusion (DEI) are promoted through the Human Resources Team and the Equality Committee. Equality is fostered so that all employees have the same opportunities.

3

(SDG-8) Decent Work and Economic Growth: The Group encourages a motivating work environment with policies for work-life balance, flexibility, internal promotion, talent development, and social benefits, promoting stable and quality employment.

4

(SDG-9) Industry, Innovation, and Infrastructure: Innovation and quality are promoted in everything the company does—products, technology, processes, activities, and ways of working. In addition to scientific research and innovation, technological advancements are essential to finding solutions to health, economic, and environmental challenges.

5

(SDG-12) Responsible Production and Consumption: The Group is moving toward a circular economy model, reducing waste, and making responsible use of natural resources. It is committed to minimizing the environmental footprint of its business and industrial activities.

6

(SDG-13) Climate Action and Environment: Efforts are made to reduce environmental impact through efficient resource management, process optimization, and the promotion of sustainable practices throughout the value chain.

7

(SDG-17) Partnerships for the Goals: Collaboration with other organizations is promoted to share knowledge, expertise, technology, and resources. Partnerships also include hospitals, universities, and organizations in the fields of health and sustainability.

4. Our Commitment to Integrity and Compliance

Actions and initiatives with a societal impact at Reig Jofre are led and coordinated by the Innovation and Sustainability Team, with the goal of integrating sustainability through an innovative approach and across all key areas of the Group. The aim is to maximize Reig Jofre's positive impact, both internally and in society, ensuring that actions effectively contribute to sustainable development and the global well-being of people.

4.4. Commitment to the People of Reig Jofre

At Reig Jofre, we firmly believe that an ethical culture begins with respect for people. The way we work and interact must reflect the values that define us as a company. Because when we take care of people, we also uphold the purpose that unites us.

4.4.1. Respectful Treatment and Zero Tolerance for Discrimination

No one should feel that their dignity can be questioned. At Reig Jofre, we work every day to ensure our environment is safe, fair, and free from any form of discrimination or harassment.

Everyone deserves to be treated with respect, regardless of their origin, gender, age, beliefs, or any other personal circumstance. There is no place in our culture for abusive, offensive, or dignity-undermining behavior. Should such situations occur, we act firmly to remedy the harm and take the necessary measures. Caring for each other is the foundation of our work.

4.4.2. Equal Opportunities and Work-Life Balance

We believe in talent, merit, effort, and commitment. Therefore, at Reig Jofre, every selection or promotion process is based on objective criteria that value integrity, learning ability, innovation and adaptability, as well as experience and leadership skills.

We also believe that a healthy company is one that takes care of its people. We encourage work-life balance through programs and measures that support reconciliation, because we know that only then do the best ideas flourish and the best teams form. We strive for an inclusive and motivating environment that promotes well-executed work and positions Reig Jofre as an organization that leads through social responsibility and deep respect for every individual.

4. Our Commitment to Integrity and Compliance

4.5. Relationship with Our Stakeholders

4.5.1. Relationship with Shareholders

At Reig Jofre, creating value is not just a financial goal: it reflects responsible management, focused on long-term sustainable impact and committed to the environment and society. Our shareholders are an essential part of this project, and their trust drives us to continue growing with excellence.

Every decision we make is guided by a clear purpose: to universalize meaningful science. This means investing in innovation, ensuring the quality of our products, operating with the highest rigor in all our processes, and delivering our solutions to as many people as possible, wherever they are.

We are committed to maintaining fluid, clear, and honest communication with our shareholders, providing accessible, timely, and accurate information. Trust is built through actions, and transparency and good governance form the foundation of the relationship we seek to strengthen with those who accompany us on this journey.

4.5.2. Relationship with Customers

At Reig Jofre, our customers are the driving force that connects us directly with people's health. Every commercial interaction is an opportunity to demonstrate who we are, how we work, and the values that guide us.

We are committed to providing safe, effective, and high-quality products, developed with scientific rigor, ethical responsibility, and in strict compliance with pharmaceutical industry regulations. We understand that trust is earned through actions, and only through excellence can we meet the real needs of the market and society.

All our commercial relationships are based on transparency, respect, and professionalism. We provide clear information, promote informed decision-making, and seek to build lasting relationships that generate mutual value. Our commitment is to offer more than solutions: it is to live up to the trust placed in us to advance accessible, safe, and shared healthcare.

4. Our Commitment to Integrity and Compliance

4.5.3. Ethical Business Relationships with Suppliers

At Reig Jofre, we understand that our suppliers not only provide us with goods or services: they are part of a value chain that directly impacts people's health and the planet. For this reason, every business relationship is also an opportunity to reinforce our commitment to quality, ethics, and sustainability.

We work exclusively with partners who share our values and standards: rigor, regulatory compliance, respect for the environment, and a commitment to excellence. We expect the same from them as we do from ourselves: that the essentials are non-negotiable. Integrity guides all our decisions. Offering, accepting, or authorizing any undue advantage in these relationships is strictly prohibited. Decisions must always be based on objective and transparent criteria: quality, ethics, price, experience, sustainability, and compliance.

We aim to build strong and lasting relationships that add value to what we do and help us fulfill our purpose: to universalize meaningful science, also through responsible and coherent relationships with all our partners.

Additionally, Reig Jofre has a Supplier Code of Conduct that regulates these relationships and ensures collaboration aligned with our principles.

4.5.4. Relación con la Administración Pública

At Reig Jofre, we understand that collaborating with public authorities is a way to contribute to the proper functioning of the healthcare system and universal access to essential solutions.

As part of a highly regulated sector, we rigorously comply with all applicable regulations and requirements, operating responsibly and in harmony with institutional and healthcare standards.

Team members who interact with public organizations do so with transparency, integrity, and mutual respect, maintaining constant, open, and professional dialogue with the authorities. We act with honesty and a collaborative spirit, thereby reinforcing our commitment to the common good and our purpose: to ensure that meaningful science reaches more people.

4. Our Commitment to Integrity and Compliance

4.5.5. Commitment to Integrity: Anti-Corruption and Gifts

At Reig Jofre, we believe that trust is built through transparency, consistency, and ethics in every decision. That is why we maintain a firm and clear stance: zero tolerance toward any form of corruption or conduct that jeopardizes our integrity.

This includes any type of bribery or irregular practice, whether in relations with public authorities, clients, suppliers, or any other third party. Gifts, invitations, or courtesies must always comply with our internal policies and strictly adhere to applicable regulations.

To protect impartiality in our professional relationships, we avoid any situation that could raise doubts or compromise objectivity. If any ambiguous or suspicious situation arises, we rely on individual responsibility to report it through the Ethical Channel.

Integrity is non-negotiable. It is a principle that defines us, guides us, and reinforces our purpose: to deliver meaningful science responsibly, honestly, and with a service-oriented mindset.

4.5.6. Anti-Money Laundering

At Reig Jofre, we act responsibly and transparently in everything we do. That is why we reaffirm our firm commitment to legality and integrity, ensuring that our operations—and those of our collaborators—are free from any practices related to money laundering or the financing of illicit activities. Our commitment to health begins with doing things correctly from the very start.

4.5.7. Fair Competition and Competition Defense

We believe that genuine progress is built on solid values. At Reig Jofre, we compete fairly, honestly, and transparently, avoiding any practices that could distort the market or undermine free competition. We firmly reject actions such as price manipulation or artificial market allocation. We support a fair competitive environment that promotes innovation, respects consumer rights, and contributes to the ethical and sustainable development of our sector.

4. Our Commitment to Integrity and Compliance

4.6. Code of Conduct

4.6.1. Respect for People and Their Privacy

At Reig Jofre, we believe that respect is non-negotiable: it is the foundation of everything. Defending the dignity, integrity, and fundamental rights of individuals is part of our commitment to an inclusive, safe culture based on fair treatment. We do not tolerate any form of harassment, abuse, intimidation, or offensive behavior, in any form. We want every person on our team to feel that they can grow and develop in an environment that cares for, values, and listens to them.

Those in leadership positions have an even greater responsibility: to serve as role models in promoting a culture based on respect, equity, and collaboration. The same applies to every external interaction: we act with professionalism, ethics, and consistency.

In addition, we protect the privacy and personal information of our collaborators, ensuring its handling in accordance with current legislation and with the utmost responsibility.

4.6.2. Occupational Health and Safety

Caring for people also begins with ensuring their physical and emotional well-being in the workplace. At Reig Jofre, occupational health and safety are not mere formalities—they are a priority. We promote a culture of proactive prevention that identifies and minimizes risks and fosters safe spaces for everyone.

Every collaborator plays a key role: understanding and applying safety rules and contributing to an environment where caring for oneself—and others—is part of everyday practice.

4. Our Commitment to Integrity and Compliance

4.6.3. Environmental Protection

Caring for health also means caring for the planet. At Reig Jofre, we understand that protecting the environment is part of our responsibility. We are committed to managing resources efficiently, reducing the impact of our activities, and promoting conscious consumption aligned with sustainability principles. We comply with all environmental regulations and work actively to ensure that our positive impact extends to the environment in which we operate. Because the future of health also depends on the future of the planet.

4.6.4. Confidential Information

At Reig Jofre, protecting information is not only a legal responsibility: it is a sign of respect for our work, our teams, and all the people we interact with.

For this reason, every collaborator has a duty to safeguard the confidentiality of all sensitive data accessed in the course of their professional activity. This includes strategic, technical, financial, or personal information that, by its nature, deserves the utmost discretion and care.

This commitment does not end with the professional relationship; it continues even after leaving the Group. The trust placed in us by our clients, suppliers, partners, and colleagues is built through responsibility and rigor.

The following types of information are considered confidential, among others:

- Financial, accounting, and business projection information.
- Growth strategies, mergers, and acquisitions.
- Commercial and operational practices.
- Personal data of employees, patients, and healthcare professionals.
- Intellectual and industrial property (such as patents, trademarks, trade secrets, or regulatory registrations).
- Any key regulatory documentation.

In addition to protecting information, we are committed to always communicating accurate, verified, and responsible information, avoiding the sharing of incorrect or incomplete data that could cause confusion or harm the company.

Because meaningful science is also built on integrity, rigor, and shared trust.

4. Our Commitment to Integrity and Compliance

4.6.5. Intellectual and Industrial Property

At Reig Jofre, every idea, project, and solution is born from collective talent. Protecting this knowledge is also a way of safeguarding our purpose: to ensure that meaningful science can reach further.

Everything we develop—products, platforms, technologies, programs, software, manuals, studies, reports, or any other creation—forms part of the Group’s intellectual and industrial property when created within the scope of professional activity or using Group resources. These are valuable assets that reflect our commitment to innovation, excellence, and shared knowledge.

Therefore, all collaborators must act responsibly and respectfully toward intellectual and industrial property, whether belonging to Reig Jofre or third parties. This includes trademarks, patents, licenses, trade names, or the know-how accumulated over our history. To ensure this protection, all collaborators sign confidentiality agreements upon joining and upon leaving the Group. In this way, we ensure that the information and projects we participate in remain protected as part of a legacy we build together.

Caring for what we create is also caring for who we are.

4.6.6. Use and Protection of Group Resources

At Reig Jofre, every person has the tools necessary to perform their work excellently. Computers, machinery, devices, applications, and workspaces are resources that allow us to advance efficiently and responsibly in our shared purpose: to universalize meaningful science.

Although we use these resources daily, they remain the property of the Group and must be cared for accordingly. Using them responsibly means not only protecting them physically but also respecting their professional purpose and making proper use of them.

Similarly, and always in compliance with applicable regulations, Reig Jofre reserves the right to access, in a proportionate and justified manner, the corporate resources provided to its collaborators. This measure aims to ensure security, proper functioning of operations, and protection of common interests. Caring for the Group’s resources is another way of safeguarding the trust we place in one another and ensuring that every tool serves a real and positive impact.

4. Our Commitment to Integrity and Compliance

4.6.7. Quality of Marketed Products and Services

At Reig Jofre, the trust of those who receive our products is a non-negotiable commitment. Quality is not just a goal—it is the foundation on which we build every solution. We strive to ensure that every product fully complies with national and international pharmaceutical regulations, guaranteeing its safety, efficacy, and real usefulness for patients. Moreover, we believe in continuous improvement. That is why we actively implement quality policies that allow us to anticipate, prevent errors, and raise our standards, always with a sustainable perspective that minimizes the impact of our activities on the environment.

4.6.8. Handling of Information and Knowledge

Transparency is an essential pillar of how we understand and manage our business, with a particular commitment to Data Integrity. Therefore, every operation, expense, and financial decision is recorded clearly, accurately, and truthfully. Not only because regulations require it, but because it is the only way to act consistently with our values. Additionally, our financial management undergoes an annual independent external audit. In this way, we ensure that all economic information we share faithfully reflects our business reality, in accordance with accounting standards and financial reporting principles.

Clarity is part of our commitment to everyone who places their trust in us.

4. Our Commitment to Integrity and Compliance

4.6.9. Impartiality and Conflicts of Interest

Making decisions responsibly requires, above all, being impartial. At Reig Jofre, we understand that personal interests should never interfere with professional conduct or the collective interest.

Therefore, if a situation arises that could create a conflict between personal interests and those of the Group or our collaborators, we ask for transparency, honesty, and action. Specifically, all members of the Group are expected to act according to these principles:

Independence: Not placing personal interests above the commitment to Reig Jofre.

Abstention: Avoiding participation in decisions where a potential conflict of interest exists.

Communication: Clearly and promptly reporting any situation that could constitute a conflict.

5. The Ethics Committee and the Ethics Channel



5. The Ethics Committee and the Ethics Channel

At Reig Jofre, we believe that integrity is not proclaimed—it is built every day. For this reason, the Ethics Committee, appointed by the Board of Directors, is the body responsible for ensuring compliance with this Ethical Code and the proper functioning of the entire Compliance System.

To reinforce this commitment, we have established a secure and confidential channel: the Ethics Channel, which allows anyone to report situations that may contradict our principles, values, or applicable regulations. It is a tool in service of transparency and available to everyone within our environment.

You can access the Ethics Channel through:

- <https://reigjofre.integrityline.app>
- <https://reigjofre.integrityline.com>

You can also request an in-person meeting with a representative of the Ethics Committee, if you prefer. Additionally, the channel allows anonymous reporting whenever desired.

Through the Ethics Channel, the following can be reported:

Breaches of the Ethical Code or the Compliance System.

Possible violations of applicable law or well-founded indications or suspicions of serious or very serious criminal or administrative offenses.

Risks that could affect Reig Jofre's reputation.

Questions or inquiries related to the compliance or interpretation of the Compliance System.

5. The Ethics Committee and the Ethics Channel

5.1. Breach of the Ethical Code

At Reig Jofre, trust is built on actions. Ethical compliance is one of them.

A breach of this Ethical Code, the Compliance System, or the law can have serious consequences for the Group, as well as for those who violate or ignore it.

Our reputation, built with effort over decades, is one of our most valuable assets. If an internal investigation confirms a violation, Reig Jofre will act proportionately and in accordance with labor regulations, applying the appropriate disciplinary measures.

This may also apply to individuals who, knowing of a breach, failed to report it.

The objective is not to punish, but to protect the collective commitment that unites us and projects us toward the future.

6. Dissemination of the Ethical Code



6. Dissemination of the Ethical Code

This Code is not just another document: it is the foundation on which we build our way of working, making decisions, and interacting with others. For this reason, it is provided to all Group collaborators, and receipt is confirmed through signature.

At Reig Jofre, we also believe that shared knowledge is the basis of commitment. Therefore, we will promote training activities on our Compliance System, especially regarding pharmaceutical industry regulations.

These training sessions are designed both for internal team members and for external collaborators with whom we work daily. And because transparency is also part of who we are, this Ethical Code is **available for consultation on our corporate website:**

www.reigjofre.com

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