

**REIG JOFRE
GROUP
SUPPLIER CODE
OF CONDUCT**

BARCELONA, NOV 2024

1. INTRODUCTION

At Reig Jofre, our purpose is to universalize health, bringing solutions from the most basic to the most innovative to people all over the world. We are dedicated to performing that key step between research and healing, with a steadfast focus on improving human health. In alignment with our purpose, Reig Jofre is committed to society, people, and the planet.

To achieve our objectives, it is imperative that all aspects of our supply chain reflect our core values and ethical principles. This Supplier Code of Conduct outlines the expectations and responsibilities we have for our business partners. We recognize that our suppliers are an extension of our company and play a vital role in our mission to create sustainable and positive value for society.

We believe that collaboration grounded in strong ethical and responsible principles not only strengthens our business relationships but also contributes to a positive impact on the community and the environment. This document addresses key areas such as legal compliance, labour rights, health and safety, environmental protection, and business integrity.

¹ Reig Jofré Group shall be understood to include Laboratorio Reig Jofre, S.A. and any group subsidiaries. Any reference to Reig Jofre shall be understood to refer to any of the group companies at any given time.

The Reig Jofre Group¹ Supplier Code of Conduct (hereinafter, the "Code") establishes the minimum standards of ethical and responsible behaviour that must be respected and complied with by all suppliers and related third parties associated with the company.

2. SCOPE OF APPLICATION

This Code applies to all Suppliers and third parties that collaborate and/or relate to Reig Jofre and must be complied with during the performance of all their activities, including dealings and agreements with any of the Group entities.

3. FAIR PERFORMANCE PRACTICES

3.1 Ethical principles

3.1.1 Integrity

Suppliers and third parties linked to Reig Jofre shall perform their activities with integrity, transparency and with the ethical standards detailed in this Code.

Reig Jofre does not tolerate any type of corruption, bribery or criminal or illicit act. The Code and the applicable legal provisions must be complied with in all cases, as well as acting with professionalism, fairness, honesty and respect in the development of activities.

Measures shall be implemented to prevent anti-competitive practices, as well as to combat embezzlement, counterfeiting,

money laundering, terrorist financing or influence peddling.

3.1.2 Respect

Treatment of employees must be based on dignity and respect. Harassment, physical or psychological coercion, verbal abuse or any other form of intimidation is not tolerated under any circumstances.

Disciplinary procedures must be clearly defined and properly communicated to workers.

3.1.3 Legal compliance standards

Reig Jofre considers it essential to respect human and labour rights. Local and international laws and regulations in this area must be complied with and the provisions of this Code must be respected in all cases.

3.2 Human Rights

3.2.1 Forced labour

Reig Jofre will not tolerate or promote any form of forced labour, slavery or human trafficking in the activities of its Suppliers and third parties.

Suppliers and third parties are prohibited from requesting any deposits or retaining identification documents from their workers. This ensures that all employees are treated fairly and have access to their personal belongings and documents without unnecessary restrictions.

Suppliers or third parties shall be responsible for the payment of all expenses related to workers when legally required to do so, without the former being able to claim such amount from the latter.

The right of workers to leave their job with reasonable notice is recognised.

In this sense, Reig Jofre will not tolerate or promote any form of work that violates the ILO Convention C029 on forced labour.

3.2.2 Child labour

Suppliers and third parties shall respect the legal age limit in their employment contracts.

Minors between 16 and 18 years of age shall be considered as "juveniles" and shall perform tasks that comply with the special conditions provided by law in the place where they conduct their activity, adjusting their work to the existing working hours, working conditions and training requirements.

In this sense, Reig Jofre will not tolerate or promote any form of work that violates ILO Convention C138 on minimum age or ILO Convention C182 on child labour.

In the event that national regulations contravene the content of ILO Conventions C138 and/or C182, the content of the latter shall prevail, unless the national regulations are more favourable to the child.

3.2.3 Diversity and inclusion

Discrimination in employment on the basis of gender, race, nationality, religion, political opinion, affiliation, age, sexual orientation, disability or any other characteristic is prohibited.

The prohibition of discrimination is required both during the recruitment process and during the performance of duties or any activity related to the employment relationship, as well as in salary and promotions.

Likewise, Suppliers and third parties undertake to avoid any form of harassment or intimidation at work for any of the reasons described.

Treatment with respect, dignity and fairness must be promoted, and equal opportunities must be encouraged and guaranteed.

In this sense, Reig Jofre shall prioritize to engage Suppliers that guarantee the referred rights and do not contravene ILO Convention C111 on discrimination.

3.2.4 Freedom of Association and Collective Bargaining

Suppliers and Third Parties shall guarantee the rights of association, unionisation and collective bargaining, provided that the legislation in which the Supplier operates recognises such rights. In that sense, a collaborative and respectful attitude towards trade union activities must be adopted. Reig Jofre shall prioritize to engage Suppliers that guarantee the

referred rights and do not contravene ILO Convention C087.

3.3 Working practices

3.3.1 Working conditions: safety and health

A safe and healthy workplace shall be provided, ensuring adequate safety measures and access to minimum services, as well as the implementation of activities necessary to minimise occupational accidents and exposure to risks.

Suppliers and Third Parties shall provide workers with relevant training on occupational safety and risk prevention to ensure their adequate protection.

Periodic risk assessments will be carried out to verify compliance with all of the above.

In this sense, Reig Jofre will not tolerate or promote any form of work that violates ILO Convention C187 on occupational safety and health.

3.3.2 Fair compensation and working time

The compensation paid to workers must be at least equal to the legal minimum wage or to that established by agreement, if higher. This salary must be sufficient to guarantee the basic needs of the worker and his or her family and must be communicated in writing at the time of hiring, with the salary conditions and their particularities.

The salary must be paid in due time and form, in accordance with the applicable law, and in any case in the most convenient way for the employee.

Without the express authorisation of the employee, withholdings and/or deductions may not be made from the compensation for reasons other than those established by law.

The length of the working day shall be adjusted to the provisions of the applicable legislation or agreement, including overtime, breaks and paid holidays.

3.3.3 Responsible business practices

In case of subcontracting of certain branches of activity, Suppliers and third parties undertake to monitor compliance with contractual obligations, as well as the specificities of this Code.

Suppliers and Third Parties shall not offer workers gifts or gratuities, including those of little economic value, as well as any type of additional hospitality during any ongoing process with Reig Jofre.

Any incident or breach must be reported immediately to Reig Jofre.

3.4 Environment

Suppliers and third parties, in alignment with Reig Jofre, are expected to respect and protect the environment.

In this sense, Suppliers and third parties undertake to cooperate actively in achieving the objectives of corporate social

responsibility, such as to implement clean and ecological production measures, to manage waste responsibly, as well as to promote all practices that favour the protection of the environment.

In line with the above, Suppliers and third parties shall actively work to reduce emissions into the air, soil and waterways and make more efficient use of resources.

Suppliers and third parties shall assess the significant environmental impact of operations and establish and follow procedures that reflect their environmental responsibility.

Suppliers and third parties shall comply with national and international environmental legislation and regulations.

Environmental aspects will be taken into consideration throughout the entire production and distribution chain, from the production of raw materials to the sale of products to the end user.

In case of significant environmental impact, Reig Jofre reserves the right to request information about the operation and the measures applied to manage the environmental impact.

4. INFORMATION PROTECTION AND PRIVACY

4.1 Confidentiality

The relationship between Reig Jofre and the Suppliers and third parties is based on

the preservation of privacy and the protection of intellectual property, so the applicable laws on data protection, privacy and information security must be complied with in all cases. To this end, appropriate technical and organisational measures shall be implemented.

The receipt of confidential information shall be treated as confidential and non-disclosable and may not be used except as permitted by the agreement stipulated for the specific activity.

The obligation of confidentiality continues after the termination of the relationship with Reig Jofre.

4.2 Cybersecurity

To ensure confidentiality, Suppliers and third parties shall adopt robust encryption and authentication measures, such as two-step authentication on bank accounts. Security protocols for incident management – especially those related to phishing – need to be established and staff trained.

Reig Jofre requires its Suppliers and third parties to comply with both technical and organizational security measures, where strict controls over sensitive systems, robust encryption, the use of two-factor authentication systems, limiting privileges, keeping a record of activities to minimize risks, as well as training and awareness plans in Information Security, and protocols that ensure a coordinated and efficient response to any internal incident,

are established. The aforementioned incident protection systems shall be in place on an ongoing basis and shall be regularly monitored and updated.

The implementation of data loss prevention software and a real-time event alerting system will also be required to ensure that events are detected without undue delay and that immediate action can be taken as soon as an alert is raised.

In line with the foregoing, Suppliers and third parties undertake to have a contingency and business continuity plan in place to ensure minimum service levels under extreme conditions.

To verify compliance with all of the above, Reig Jofre Group reserves the right to audit Suppliers and/or third parties to verify compliance with the guidelines of conduct mentioned in this clause.

4.3 Privacy incidents

In case of occurrence or suspicion of incidents related to the above points, involving disclosure or loss of information, unauthorized access to confidential information or systems, or any type of theft, damage or cyber intrusion, Reig Jofre must be informed immediately, that is within 24 hours from the incident and provide further details within 72 hours from its detection.

5. CONFLICTS OF INTEREST

Suppliers and third parties must take care to avoid any type of transaction that may

materialize in a conflict of interest and compromise objectivity, independence or loyalty to Reig Jofre.

They undertake to refrain from actions or decisions in relation to Reig Jofre based on personal interest. In the event of such a relationship, immediate notification of the conflict situation will be required.

6. COMPLIANCE WITH THE CODE

6.1 Control and audit

Reig Jofre reserves the right to carry out inspections to verify compliance with the Code and the correct functioning of the activities. To ensure the above, Suppliers and third parties undertake to provide the means and access to the necessary facilities and tools

6.2 Responsibility

Suppliers and third parties shall implement programmes to put this Code into practice, assigning a representative to be responsible for its mandatory application and compliance.

Suppliers and third parties are required to make every effort to ensure that all employees or any persons involved in their activities are informed about the contents of this Code. It should be made available to them as necessary or appropriate, to ensure their understanding and compliance.

6.3 Channels for reporting non-compliance

In case of concern or suspicion of non-compliance with applicable law and/or the Reig Jofre Code, persons bound by the Code and affected third parties must report the situation, confidentially and anonymously through the Ethical Channel available in www.reigjofre.com.

To ensure compliance with the Code, the Ethics Committee may, on its own initiative or at the request of a whistleblower in good faith and with a legitimate interest, carry out the relevant actions to resolve the transgression and ensure the proper functioning of the activity based on the provisions of the Code.

If the infringement is not remedied, Reig Jofre reserves the right to review the business relationship and take appropriate corrective measures.

6.4 Review and update

The Code will be reviewed and updated periodically, based on the accumulated experience, new commitments made by Reig Jofre with Suppliers and third parties, and the considerations of the Ethics Committee of Reig Jofre, according to the reported incidents.

Reig Jofre encourages Suppliers and third parties to provide ideas that contribute to the improvement of the labour, social, economic or environmental environment.

7. ADHERENCE

Adherence to the Code of Conduct is mandatory to establish a business relationship with Reig Jofre. Suppliers and third parties undertake to abide by the Code, which acts as a complement to any contract subscribed with Reig Jofre.

The Code sets minimum standards favouring workers, the environment, and other relevant aspects. The most supportive regulations for these objectives must be applied.

To adhere to the standards of conduct outlined in this Code, the most stringent local or international standards shall take precedence. This ensures that Suppliers and third parties act with integrity and due diligence.