

nouCOR

Together for Health

Non-financial information
statement 2025



nouCOR
Together for Health

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Letter from the CEO



2025 has been our fourth full year as Noucor Group, which has once again been marked by good results at all levels. Our products continue to strengthen their international presence across many key markets, demonstrating Noucor's strong capacity to compete in the more than 100 countries where it operates. From an economic perspective, the strong results achieved enable us to continue innovating and investing in new business and growth opportunities.

With regard to people, in 2025, the workforce has stabilised at around 500 employees, and Noucor continues to promote continuous training and the physical and emotional well-being of its staff through various ongoing programmes and initiatives, prioritising talent attraction and retention as a key strategic pillar.

Product innovation remains the main driving force behind Noucor as a healthcare company, with the aim of developing new medicines that provide solutions to global health challenges, always focused on improving access to medicines and enhancing patients' quality of life, while contributing to the challenges of sustainable development and the 2030 Agenda.

In this regard, in line with our commitment to non-financial reporting, which applies for the fourth year to the group formed by Noucor Group S.L. and its subsidiaries, we aim to continue complying with the requirements of Law 11/2018 on Non-Financial Information and Diversity through this report, which reflects Noucor's commitment to sustainability and provides information on the impact of our activities in environmental, social and labour matters, respect for human rights, and issues relating to the prevention of corruption and bribery, among others.

The information disclosed on these material issues, both for Noucor and our stakeholders, corresponds to the indicators of the Global Reporting Initiative's Sustainability Reporting Standards (GRI standards).



Once again, I would like to conclude this statement by expressing my gratitude to all the professionals who make up the Noucor Group for their dedication, effort, and professionalism in achieving the excellent results and milestones accomplished. I would also like to thank all our clients and partners worldwide for the trust they have placed in us, as well as our shareholders for their continued support of this project, which delivers significant value to society.

In the transparent context in which we work, I invite you to see the details of our initiatives and the results of the projects conducted in 2025 at Noucor, as set out in the Statement of Non-Financial Information.

David Perdigó, CEO

Product innovation remains the main driving force behind Noucor (...), with the aim of developing new medicines that provide solutions to global health challenges, always focused on improving access to medicines and enhancing patients' quality of life.



2. Features of the report





The consolidated Statement of Non-Financial Information forms part of the Management Report of Noucor Group S.L. and its Subsidiaries and has been prepared in line with the requirements of **Act 11/2018, of 28 December, on non-financial information and diversity**, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Act 22/2015, of 20 July, on auditing of accounts, with regard to non-financial information and diversity.

The Non-Financial Information Statement presented below includes information and data corresponding to the financial year from 1 January 2025 to 31 December 2025 of **Noucor Group, S.L. and its subsidiaries** (hereinafter, Noucor) and was prepared together with the annual accounts at the Board of Directors' ordinary meeting held on 31 March 2026.

Within this framework, through this document, Noucor complies with its duty to report on **environmental, social, economic, governance, personnel, human rights, and community impact** relevant to the organisation in the development of its activity.

For the Statement of Non-Financial Information, all subsidiaries of Noucor Group S.L. are considered under the name of Noucor. With regard to **environmental data**, these are reported as at 31/12/2025 and relate exclusively to the production sites located in Palau-Solità i Plegamans and Sant Fost de Campsentelles, as Noucor's main environmental impacts are concentrated in these facilities.

Sociedad	CNAE	NIF	Dirección Operativa
Noucor Group SL <i>(holding que consolida)</i>	6920	B06829485	 Avinguda Camí Reial, 51-57 08184 Palau-solità i Plegamans (Barcelona - SPAIN)
Noucor Health, S.A.	2120	A63279152	
Palau Pharma, S,L.	219	59730374	
Urquima, S.A.	2110	A08918369	 C/Arnau de Vilanova, 20 08105 Sant Fost de Campsentelles (Barcelona - SPAIN)

Information on **issues related to social, economic, personnel, human rights and community impacts** is provided for all companies, and with reference to the full reporting exercise of this report.

For the preparation of this **Statement of Non-Financial Information**, the guidelines, and requirements for the preparation of reports have been followed, using as a reference the standards of the **Global Reporting Initiative (GRI Standards)** in their current version:

- To publish a GRI table of contents
- To provide a statement of use
- Please notify GRI of the use of the standard as a reference for the preparation of this report to the following email address:
reportregistration@globalreporting.org

To determine the content and give an overview of the most significant impacts on the economy, the environment and people, the criteria established by GRI have been used as a basis:

- Stakeholder engagement
- Double Materiality Analysis

In addition, the GRI principles have been applied to ensure the quality of the information and the correct presentation of the information covered in this Report:

- Accuracy
- Balance
- Clarity
- Comparability
- Comprehensiveness
- Context of sustainability
- Timeliness
- Truthfulness



The information in this statement of non-financial information has been verified in accordance with ISAE Standard 3000, with limited assurance scope, by EQA as an independent assurance service provider in accordance with the law.

If you have any concerns or questions regarding this report and its contents, please send an email to the following address:

info@noucor.com



Our results enable us to further innovate and invest in new growth opportunities, while prioritizing talent acquisition and retention as a core objective



3. About Noucor

3.1 Our history

Noucor was established at the end of 2021 when a group of investors, led by the private equity firm MCH, acquired the entire B2B business of the Uriach Group, with the commitment to improve people's health and quality of life by contributing to a more sustainable world.

Noucor is a recently created chemical-pharmaceutical group, but with an extensive track record of almost two centuries in the sector, with a business focused on R&D, licensing, manufacturing, and supply of pharmaceutical products. The Group has specialised fine chemicals (APIs) and finished product manufacturing plants, giving the company a vertical integration that provides significant competitive advantages throughout its value chain.

Noucor was created with a clear international vocation, committed to research and alliances as levers for innovation and growth, and with the vision of becoming a trusted strategic partner at the international level for the development of pharmaceutical products with high added value and of the highest quality to meet the health needs of the world's population.

Noucor bases its international development and expansion on a firm commitment to the highest ethical standards and strict compliance with GMP standards and regulations in all countries and markets in which it operates. Noucor's value proposition is based on innovation, talent, and excellence in customer service, promoting the development of products adapted to their needs and accompanying them with close collaboration. Noucor is headquartered in Palau-solità

i Plegamans (province of Barcelona), and currently has two centres of activity:

1. Headquarters, pharmaceutical and food supplements plant and R&D&I centres in Palau-solità i Plegamans (Barcelona, Spain).
2. The chemical plant, Urquima, in Sant Fost de Campsentelles (Barcelona, Spain).

Noucor has an international presence in more than 100 countries, and its activities are therefore subject to a variety of socio-economic environments and regulatory frameworks, as well as to different risks inherent in the operations and the complexity of the products/services it offers.

Noucor focuses its activity on the development and marketing of new and generic chemical entities, highlighting its commitment to innovation through a wide range of new developments. These include both innovative molecules and high-value-added generic products in key therapeutic areas, such as respiratory, dermatology, women's health, and central nervous system treatment.

All of Noucor's new chemical entities are manufactured in its facilities, from R&D to commercialisation. Noucor is also distinguished by its dedication to the manufacture of oral solid dosage forms (such as tablets, film-coated tablets, and capsules) and semi-solid dosage forms (including ointments, creams, and gels), which it develops and produces for other companies.

During 2022, rupertadine, Noucor's flagship product, entered benchmark markets such as China, Saudi Arabia, and the United Arab Emirates, and consolidated its position in key

markets such as Japan and Canada. In the latter, it has reached the position of second place in the market share of antihistamines, demonstrating Noucor's strong ability to compete in the international market.

Throughout 2023, Noucor strengthened its position in the Canadian and Japanese markets with its antihistamine Rupatadine, while in 2024, it focused its efforts on preparing for its future launch in Australia and the United States.

During 2025, Noucor increased its investment in Research and Development (R&D) by 50% compared to the previous year, thereby strengthening the development of new medicines and laying the foundations for sustained growth in the coming years.

Since its founding, Noucor has maintained a firm commitment to the sustainability of its business model. This commitment has been consistently reflected in the recognition granted by EcoVadis, which awarded the Company a Silver Medal for its sustainable practices in both 2024 and 2025. This achievement positioned Noucor within the group of leading companies in the sector, reaffirming its commitment to sustainability.

Noucor currently has 17 projects in the R&D phase, with a continuous focus on innovation for the development of new solutions. In addition, the Company has 25 authorised DMFs and has obtained approval for 12 new dossiers, significantly advancing its projects. During 2025, Noucor also conducted two clinical studies, contributing to the progress of its research activities.

Noucor stands out for its international expansion, with a strong presence in external markets such as Japan, Canada, and Greece. The Company's outlook is to continue expanding its global reach and consolidating its position in existing markets.

In 2025, Noucor achieved revenues exceeding €112 million. During the same period, the company spent 10.8 million euros on improving its production facilities and 6.4 million euros on R&D activities.

Thanks to the efforts of its almost 500 collaborators and the trust of its customers, Noucor is positioned as a leading company in the chemical-pharmaceutical sector, both in the manufacture and marketing of active pharmaceutical ingredients and in the marketing of medicines and food supplements.

3.2 Noucor's activity

Noucor's activity is focused primarily on three areas:

- 1. Manufacture of Generics**
(API, Active Pharmaceutical Ingredients) and marketing of generic dossiers.)
- 2. Development and licensing of New Chemical Entities (NCEs).**
- 3. Development and manufacturing for other companies**
(CMO-Contract Manufacturing).



NOUCOR

Together for Health



Noucor's vocation as an international company and its firm commitment to R&D&I, as well as the great importance given to the quality of its products, processes and services, is a constant in the performance of Noucor's activities and an unwavering objective for the future, forming an integral part of the Group's culture and way of operating.

Noucor focuses on new processes that are scalable, efficient, safe, and environmentally friendly, from manufacturing grams to hundreds of kilograms, using everything from classical process chemistry technologies to the most advanced technologies and methodologies. The Group has multiple collaborations with external scientific centres, focused on product research and development and process improvement, for continuous improvement and operational excellence.



Noucor regularly receives visits and audits from different administrations and regulatory agencies, as well as from its partners and customers, in the fields of quality, safety, health and environment.

Noucor works under strict GMP guidelines and is regularly inspected by the world's leading health authorities, earning a favourable rating.

Noucor works with the highest Safety, Health and Environmental standards, obtaining, and renewing certifications in all its facilities.



Noucor supports partnerships and has numerous collaborations and ongoing projects with various universities and research organisations, both nationally and internationally. Among others, Noucor is a member of DCAT (Drug, Chemical & Associated Technologies Association, an international non-profit organisation that brings together companies involved in the biomedical industry) and the IQS Foundation (an entity that, among other objectives, promotes the development and dissemination of scientific knowledge).

Noucor is also a member of several federations and associations of companies in the sector, such as AFAQUIM, FEDEQUIM, AESEG, FEIQUE, CataloniaBio&HealthTech, CEJE and ANEFP.

Mission, vision, and values

Noucor's mission is to turn all its knowledge and expertise into high-quality products and reliable solutions for the healthcare ecosystem, working in close collaboration with its customers and suppliers.

Noucor's vision is to be the trusted strategic partner in the B2B (business-to-business) market for the development of pharmaceutical products with high added value, and with the maximum guarantee of quality to meet the health needs of the world's population.

3.3 Business Strategy and Corporate Governance

Noucor has established its governance framework for the development of its business strategy, focused on the achievement of a strategic plan 2021-2030, which has as its main objective the international growth of Noucor's current business and positioning it at the forefront of the chemical-pharmaceutical sector.

The highest governing body is the **General Meeting of Shareholders**, made up of all persons with a shareholding in Noucor.

The Group's senior management is entrusted to the **Board of Directors**, which has full authority to manage and represent Noucor in conducting its corporate purpose.

The Board of Directors consists of 7 members, one of whom is independent.

The executive management of Noucor is entrusted to a Steering Committee, led by the Group's CEO, David Perdigó, who assumes responsibility for the achievement of the objectives set annually, as well as the implementation of the Strategic Plan, in accordance with the values and global policy of the Company.

The values that define Noucor are as follows:



INNOVATION

"We reinvent ourselves to keep building"



COMMITMENT

"We believe in what we do, and we deliver"



TRUST:

"We trust in people"



PASSION FOR THE CUSTOMER

"Passionate about our customers"



UNITY

"Together for the same goal".

The members of the **Steering Committee** are tasked with developing and implementing the Strategic Plan, achieving the approved goals, objectives, and budgets, through the leadership of their teams and in accordance with Noucor's values and global policy.

The Steering Committee as of 31 December 2025 consists of the CEO and 5 other members, 4 men and 2 women:

- **CEO and Acting CCO:** David Perdigó

- **CSIO:** Montse Chavalera

- **CPO:** Josep Pérez de Tudela

- **COO:** Xavier Fité

- **Senior Head of Controlling:** Cristina Miracle

- **Senior Head of Finance:** Josep Arderius

As of 31 December 2025, the Group had a workforce of 499 employees. Responsibility for sustainability management lies with the CEO, who communicates the established goals and objectives to the members of the Management Committee and reports periodically to the Board of Directors on concerns and results relating to material matters.

3.4 Commitment to Sustainability

Noucor has integrated sustainability as a fundamental pillar within its business strategy, with the aim of contributing in the long term to the development of the Group's business and to sustainable development. This approach involves the inclusion of environmental, social, and ethical criteria in decision-making,

in addition to economic variables, with the vision of promoting a positive impact on the community and the environment in which it operates.

Noucor has a Head of EHS & Sustainability in charge of integrated sustainability management. In 2022, the company initiated the design and development of a global ESG strategic plan, structured in several phases: initial diagnosis, materiality analysis, strategy definition, and communication.

As part of this process, a sustainability training initiative was conducted in 2023, providing key information to all company staff on the strategic plan.

In the first half of 2024, the Sustainability Strategic Plan and its associated policy were presented to and approved by the Sustainability Committee and were implemented throughout 2025.

Noucor's purpose is focused on generating shared value for society and the planet and is guided by consistency with its values and ESG (*Environmental, Social and Governance*) criteria identified in the double materiality matrix and structured around its four management pillars:

- Responsible business
- Commitment to health and wellbeing
- Commitment to people
- Commitment to the environment.

Dialogue with stakeholders

Noucor identifies its strategic priorities taking into account the concerns and expectations of its stakeholders, obtained through dialogue through different channels, depending on the stakeholder group.

Noucor determines its strategic priorities through careful analysis of the concerns and expectations of its stakeholders. This process is conducted through active dialogue using various channels, adapted according to the relevant stakeholder group.

The Principal Stakeholders Identified are:

- Shareholders
- Investors and banks
- Workers
- Partners
- Customers/competitors
- Suppliers and contractors
- Public administration and regulatory agencies
- Business partnerships
- Society
- The media.

Noucor reviews, prioritises, discusses, responds to, and incorporates the results of the dialogue with these stakeholders in the materiality process. The results of this are documented, reported to the CEO, and taken into account for managing the key aspects of the strategy and for the disclosure of the results in this report, which the Board approves of the Directors.

The main stakeholders and the communication and dialogue channels that Noucor maintains with each of them are detailed below.

In order to maintain continuous and constructive dialogue with stakeholders, a double materiality analysis was conducted in 2025, enabling the identification, review and updating of stakeholder concerns, expectations, and priorities, ensuring their effective integration into strategy and corporate decision-making.

Double Materiality Analysis

Materiality is one of the most important requirements for preparing a sustainability report in accordance with the Global Reporting Initiative (GRI) international standards, as referenced in Law 11/2018 on Non-Financial Information and Diversity.

In 2025, Noucor took a significant step in its commitment to transparency and responsible management by updating its materiality analysis under the double materiality approach, aligning with the most demanding requirements of current sustainability reporting frameworks.

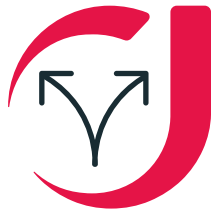
This analysis made it possible not only to review and update sustainability issues with potential economic, social, and environmental impacts identified in 2023, but also to incorporate a financial perspective, assessing how sustainability factors may affect the Group's performance and position.

The process included the participation of key stakeholders, whose input enriched and strengthened the results obtained. As a result, an updated double materiality matrix is presented, reflecting Noucor's strategic priorities for effectively integrating sustainability as a driver of competitiveness and value creation for all stakeholders.



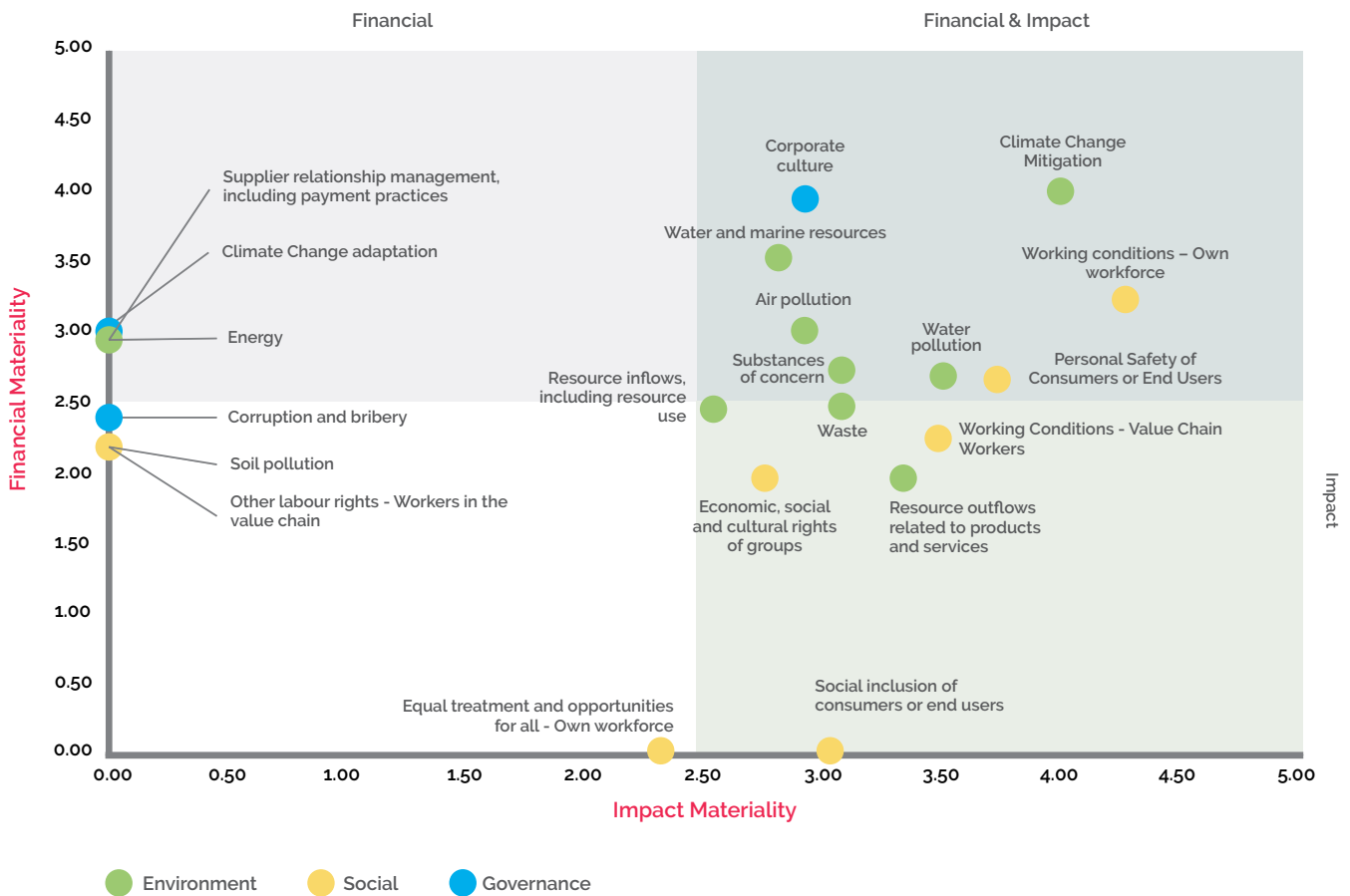
Stakeholder matrix

classification	Communication Channels
Internal stakeholders	
Noucor workers: The company's workforce is mainly composed of pharmaceutical/chemical professionals. This workforce is spread over two workplaces: Palau and Sant Fost.	Employees - Company: <ul style="list-style-type: none"> • Internal mail • Meetings • Surveys Company - employees: <ul style="list-style-type: none"> • HR Communications • Internal mail • Meetings • Evaluations
Noucor corporate management: The company's management consists of 3 women and 4 men, who are responsible for the organisation, planning, and achievement of the company's objectives.	Management - Company: Minutes of monthly meetings Company - Management: Minutes of monthly meetings
External stakeholders	
Shareholders, Investors and Financial Institutions: shareholders, banks.	Through meetings, calls, and email.
Public administrations and regulators: Municipalities, banks, certifiers, public entities.	Regulators - Company: Written communications through the official channels of each agency. Company - Regulators: E-mail and telephone numbers for this purpose.
Business associations: business associations, partner companies, universities, NGOs.	Through meetings, visits, calls, and e-mails.



In 2025, Noucor took a significant step forward in its commitment to transparency and responsible management by updating its materiality analysis using a double materiality approach

The updated double materiality matrix for 2025 is presented below.
 List of Noucor material issues 2025





Contribution to the Sustainable Development Goals (SDGs)

In the context of sustainability, since the United Nations approved the 17 Sustainable Development Goals (SDGs) in 2015, Noucor has integrated these goals into its commitments as part of its responsibility, contributing to the achievement of these goals and aligning itself with the international sustainability agenda.

The 17 Goals bring together 169 concrete targets and constitute a common sustainable development agenda for governments, civil society, and the private sector. Noucor's activities contribute directly to the achievement of the following SDGs that have been identified as priorities and that respond indirectly to the other SDGs:



SDG 3 (health and well-being)

We contribute to this goal through our products, bringing them to as many people as possible to meet their health needs.

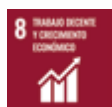
- Product quality and safety.
- Innovation.
- Research.
- Collaboration.
- Internationalisation.



SDG 12 (Responsible production and consumption)

We contribute to this goal through our responsible business model, as well as through good management of impacts, risks, and opportunities.

- Responsible use of consumables and resources.
- Promoting the circular economy.
- Value chain collaboration.
- Maximum efficiency and minimum negative impact.
- Care and protection of the environment.
- Transparency.



SDG 8 (Decent work and economic growth)

This goal is contributed to by promoting quality employment in a safe, healthy, diverse, inclusive, and supportive work environment.

- Career and talent development.
- Equality, diversity, inclusion, and non-discrimination.
- Occupational safety, health, and welfare.
- Ethics, compliance, and Code of Ethics.
- Organisational culture



SDG 16 (peace, justice, and strong institutions) and SDG 17 (partnerships to achieve the goals)

We contribute to these goals through ethical and responsible management, and by fostering collaboration with partnerships that enable us to develop our commitment to sustainability globally. Noucor's code of ethics establishes its principles and commitments for action and relationships, both internally and externally, and includes the interests of the people who work with the Group, its clients, health, and labour administrations, as well as the community that encompasses the whole of society.





4. Responsible business



Noucor is committed to maintaining an ongoing dialogue that builds trust with its stakeholders. Corporate decisions are made within a corporate governance framework incorporating sustainability as a fundamental part of Noucor's long-term vision. The Group acts ethically, responsibly, and transparently on the basis of its Code of Ethics and extends this way of working to its entire value chain.

Noucor understands responsible management as ethical, transparent, and responsible behaviour towards stakeholders, respect for human rights and the fight against all types of corruption, all of which are essential to ensure the Group's long-term sustainability.

Noucor has:

- Code of Ethics and internal regulations that develop its principles
- Economic, ethical, social, and environmental policies
- Due diligence procedures, plans, and initiatives
- Control mechanisms

Together, these elements reflect the Group's standards and principles to ensure responsible and effective management.

The Corporate Governance System ensures compliance with all these procedures and policies.

In 2022, the Board of Directors approved Noucor's Code of Ethics and Compliance Framework Policy and appointed the Compliance Committee as the body in charge of ensuring good corporate governance.

Subsequently, training in the Code of Ethics was given to all Noucor employees, who signed a document of adherence to the Code of Ethics and all the internal regulations that develop its principles.

4.1 Risk identification and management

Noucor proactively manages risks, which enables it to identify, measure and manage them in order to ensure the achievement of business objectives, minimisation of impacts, protection of assets, people, and the environment, and thus ensure the Group's long-term sustainability.

All risks that could have a significant impact on the achievement of the Group's objectives are assessed on a regular basis. The risk factors to which Noucor is exposed include:

- **Financial risks**, relating to the exposure of results and equity to changes in prices and other market variables, such as exchange rates, interest rates, commodity prices, and financial asset prices, among others. There is also credit risk, arising from the possibility that a counterparty to Noucor may fail to meet its contractual obligations, resulting in an economic or financial loss to the company. Rising energy costs complement these risks, increased prices of Asian raw materials resulting from the application of the CBAM mechanism, and the risk of penalties or restricted access to sustainable financing due to non-compliance with ESG commitments or environmental, labour, or social controversies.

- **Strategic risks**, defined as the uncertainty as to the behaviour of inherent business variables, such as the characteristics of demand, the supply of raw materials and the emergence of new competing products. These factors also include the concentration of API suppliers in Asian markets, which creates operational and regulatory compliance vulnerabilities in the supply chain, as well as the risk of loss of competitiveness or exclusion from tender processes due to increasing ESG requirements and Life Cycle Analysis data demanded by clients and key markets.
- **Operational risks**, referring to direct or indirect economic losses caused by inadequate internal processes, technological failures, human error or as a consequence of certain external events. Operational risks also include legal and fraud risks and risks associated with information technology and cybersecurity (cyber-attacks or security incidents that allow access to confidential information or cause a disruption of business activities). Additionally, risks have been identified relating to product quality, continuity of raw material supply and supplier management from an ESG perspective.
- **Compliance risks** arising from regulatory changes introduced by different regulators or changes in social, environmental, or legal regulations. These risks include possible criminal risks due to the potential liability of the company's directors and executives and the company itself, as well as risks arising from the potential negative impact associated with changes in the perception of different stakeholders. Noucor is aware of the reputational impact that behaviours or practices contrary to anti-corruption and anti-bribery regulations could have within the Company or among its main business partners and has sufficient internal mechanisms in place to prevent and mitigate such risks.
- **Climate and environmental risks**, associated with the physical effects of climate change on operations, including heatwaves, droughts and extreme weather events that may affect production continuity, water supply, and worker safety. Risks have also been identified relating to potential soil and groundwater contamination at facilities, which could result in significant remediation costs, administrative penalties, and reputational impact.
- **Occupational and social risks**, related to talent attraction and retention, absenteeism, and occupational health and safety conditions. The condition of equipment and work infrastructure, as well as the working environment, are factors that may affect both operational continuity and the Company's ESG assessment by clients and financial institutions.



- **Information and cybersecurity risks**

Noucor conducts an annual information and cybersecurity risk analysis in the field of information technology (IT). Each risk is classified according to its probability of occurrence and the impact it would have if it were to materialise. This process provides a specific value for each identified risk. Noucor also has a mitigation plan designed for each risk, which allows it to obtain an updated value of the mitigated risk.

Within the framework of **management systems across operational areas**,

Noucor reviews trends in applicable legal requirements and material issues identified in the double materiality matrix, including social, environmental, human rights, anti-corruption and bribery, cybersecurity, and broader societal issues. Non-legislated material issues are assessed and managed according to international frameworks.

The policies and control measures implemented at Noucor to reduce the identified risks are shown below:

Scope	Risk	Management and main policies and Management Systems in place
FINANCIAL	Economic performance and solvency	Audit report on the annual accounts issued by an independent auditor. Anti-corruption policy, present in all of Noucor's actions and mandatory for all Group employees..
	Failure to achieve expected growth and missed business opportunities	Business model based on research, quality and alliances with sustained growth and long-term vision. Organic growth and strategic investments or divestments.
STRATEGIC	Efficiency of the organisational structure	A cross-cutting corporate organisational structure that promotes synergies and leveraging of resources and capabilities.
	Malpractice by workers or other stakeholders	Code of Ethics People Policy Framework Compliance Channel
OPERATIONAL	Health and safety of employees and business continuity	Occupational Health and Safety Policy and ISO 45001 Management Systems are certified by an external accredited body, audited internally and externally on an annual basis BCP and its regular reviews.
	Environmental aspects of the activity	Environmental policy and Environmental Management System based on the ISO 14001 standard, certified by an accredited external body, audited internally and externally on an annual basis.
	Digitalisation, robotisation, cybersecurity and information security	Information Security Policies and Plan. Compliance, training, and awareness of employees to ensure detection and management of cyber-attacks and breaches of privacy, intellectual property, and confidentiality of information.
	Attracting and retaining talent	HR Framework Policy and Human Resources management model. The talent and development of our employees is a priority for the development of Noucor's business, which is why we develop policies to guarantee their development: – Recruitment and promotion policy – Welcome plan – Training and development policy – Performance assessment – Organisational climate – Telework policy – Wage policy
	Marketing of defective products	GMP's. Application of the requirements of each of the accredited authorities and agencies of each country in which Noucor operates.
	Supply chain malpractice	Code of Ethics. Assessment of supplier sustainability.
	Non-compliance with current regulations or ethical principles Derived from regulatory changes established by the various regulators or changes in ESG regulations Lack of transparency	Crime Prevention and Compliance Model. Code of Ethics and the Compliance Channel. OSH Management System. Environmental Management System. Quality Management System. Audited Annual Report and Statement of Non-Financial Information. Transparency on the web.

Noucor studies and analyses in depth its relations with:

1) **Public administrations** for any reason related to the Group's activities:

- Reception and management of inspections by different authorities.
- Obtaining authorisations and licences related to the Group's activities.
- Underwriting and signing of public contracts.
- Application for grants and public funds.

2) The **management of the processes of contracting works and services with third parties**, mainly related to the activities conducted by the Group, by incorporating these aspects in the framework Purchasing Policy.

3) Conclusion of **donation agreements with public and private entities** through the Donations and Sponsorship Protocol approved by the Compliance Committee.

Noucor periodically updates the evolution of the impacts with the results of the different action plans incorporated in the management systems of the different areas of responsibility.

The Compliance Committee is responsible for the proper management and supervision of the effectiveness of the risk management systems, for identifying and discussing weaknesses and for reporting to the Board of Directors.

The Board of Directors is responsible for approving the risk management model and is informed of the development of its performance by means of risk management indicators.

Within the framework of the Anti-Corruption Policy, the Board of Directors and the Noucor Compliance Committee have approved the following protocols:

- Action protocol with Public Administrations.
- Donations and sponsorship protocol.
- Gifts and presents protocol.
- Inspection protocol.
- Protocol of powers of attorney and approval of expenditure.
- Money laundering protocol.

4.2 Ethics, human rights, and compliance

Noucor's ethical management and compliance model is based on responding to the Group's commitments and principles to ensure compliance by all employees and third parties through the current **Code of Ethics**, approved in July 2022 by the Board of Directors, and mandatory for all Noucor employees, which includes the principles and behaviours expected of all members of the Group.

This code reflects the values and ethical principles by which the Group and its employees must abide, with the aim of respecting human rights and complying with the legal requirements and regulations applicable to each of the activities conducted.



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At Noucor, a culture of ethics and compliance is constantly promoted and developed. There is a Crime Prevention Model in continuous review and evolution, which incorporates all the Group's actions and activities, as well as the anti-fraud, anti-corruption, IT crime, environmental crime, and Whistleblower Channel control processes.

The Code of Ethics is the guide used to apply Noucor's values to its daily activities, as well as to transmit them to key stakeholders.

All Noucor employees are obliged to know and apply the Code of Ethics and the policies that develop its principles, and must agree to comply with all its provisions. In addition, all have been trained and are aware of the organisation's policies and practices for responsible conduct and the channel for raising concerns, complaints, or allegations of misconduct. To ensure this with new recruits, Noucor's onboarding process includes training new employees in the company's Code of Ethics.

The **Compliance Committee** is the body in charge of ensuring good governance and rigour in the behaviour of all employees, monitoring policies relating to regulatory and compliance issues and reporting periodically to the Board of Directors.

As an internal control tool, Noucor has implemented a **whistleblowing channel** available to all its employees to channel concerns, queries, complaints or reports related to ethics and compliance policies and procedures, which follows the requirements established by **Directive (EU) 2019/1937**, whose purpose is to provide a secure system

so that the Group's employees can channel their concerns, queries, complaints and reports related to ethics and compliance procedures and protocols of good practices, through their hierarchical superior, department head, human resources, the legal department or the company's works council.

Also, all Group companies where this is required by law have set up an Equality Committee to manage queries, complaints and reports made through the whistle-blowing channel.

Contractors and third parties who do business with Noucor are obliged to be familiar with and accept Noucor's Code of Ethics.

During 2025, the whistleblowing channel received three reports, which were processed by the Compliance Committee in accordance with Noucor's internal regulations. These complaints have already been resolved and closed.

In 2025, Noucor did not receive any significant fines or sanctions¹ in relation to incidents of non-compliance with voluntary codes, sectoral codes, human rights, or legislation, including, among others, in the economic, labour, social and environmental fields.

1. The emissions indicator includes the results corresponding to Scopes 1 and 2.

4.3 Sustainable Procurement

Noucor has a **Global Sustainable Procurement Policy** that defines the relationship framework and the criteria applied in the supplier selection and evaluation processes. With the aim of promoting the Group's principles along the entire value chain, Noucor is dedicated to establishing stable business relationships with its suppliers, encouraging collaboration in continuous improvement initiatives on the path to sustainability.

Noucor's Procurement department has an integrated supplier and tender management software system, which includes an ESG (environmental, social and governance) assessment questionnaire for suppliers exceeding a certain turnover threshold. During 2025, Noucor reviewed and updated this questionnaire and created a dashboard to monitor ESG indicators, enabling detailed tracking of results. Throughout the year, 27 new supplier assessments were recorded and in 2026 this process is expected to be extended to all Company suppliers.

A new Code of Conduct has also been implemented and distributed to all suppliers. To date, 8.79% of suppliers have accepted and signed the document. In 2026, the distribution and acceptance process will be completed for the remaining suppliers. Previously, suppliers had already adopted Noucor's Code of Ethics as part of the previous ESG assessment, which had an acceptance rate of 89%, laying the groundwork for this update.

Noucor's commitment to the value chain is materialised in the following actions:

- Proactively participates in **customer-initiated sustainability programmes**.
- A **responsible business practices clause** covering ethics, human rights, labour, and environment is included in the supply contracts signed with suppliers.
- Evaluation of all suppliers, using a **proprietary questionnaire that includes social, ethical, environmental, and economic issues**.

Audits of raw material suppliers are conducted in accordance with an annual plan established by the Quality area. These audits assess the quality and risk of operations and suppliers that may have a significant risk of regulatory and human rights violations.

A total of 38 audits were conducted in 2025, all of which led to the implementation of improvement plans. No consideration has been given to terminating the business relationship with any of the suppliers assessed.

Noucor firmly believes that local cooperation leads to more sustainable practices, both ethically, environmentally, and socially. In line with this commitment to contribute to the generation of value in nearby communities, Noucor favours the hiring of local suppliers, whenever possible. In 2025, local suppliers accounted for 46.2% of the total number of suppliers.

Geographical distribution of suppliers	2024	2025
No. of suppliers proximity ²	567	415
No. of other national suppliers	218	272
No. of international supplier	215	212
Total number of suppliers	1,000	899

% of supplier expenditure	2024	2025
Local suppliers	62.25%	59.9%
Other national suppliers	16.92%	18.6%
International suppliers	20.84%	21.5%

4.4 Profits and taxes

Noucor fulfils its commitments in terms of tax payment and transparency. Within good corporate governance practices, policies, principles, and values are established that govern the ethical behaviour of the company and affect all the people who form part of Noucor.

All of Noucor's policies also seek to maintain the integrity of accounting records and financial statements.

In addition to the Code of Ethics, specific anti-corruption, anti-bribery and anti-money laundering procedures are in place at Noucor as it identifies, depending on the type and value of the financial transaction, which company employee has been assigned responsibility for contracting with third parties or who may be responsible for authorising the expenditure to be made, or who is authorised to order the disbursement of funds on behalf of Noucor. In

addition, there is also a purchasing procedure where the different transactions are defined, as well as the levels of authorisation required to make them effective.

All profits¹ generated by Noucor in 2025 correspond entirely to companies located in Spain and amount to €225 thousand. Total taxes paid on a consolidated basis in 2025 amounted to €7,413 thousand.

Compliance with the tax strategy is monitored by Noucor's governing bodies and reported in the consolidated annual accounts.

4.5 Subsidies received

In 2025, Noucor received €1,844 thousand in government financial assistance, mainly consisting of R&D tax credits and the implicit subsidy arising from loans granted at below-market interest rates.


2. Suppliers classified as local are those whose tax identification number corresponds to the province of Barcelona.

3. Pre-tax profits



5. Commitment to health and wellbeing





Noucor's mission is to turn all its knowledge and expertise into high-quality products and reliable solutions for the healthcare ecosystem, working in close collaboration with its customers and suppliers. Thus, Noucor's health and wellbeing policies are aimed at its employees, its products and society in general. Noucor's business model is based on offering new chemical entities with the highest quality, collaborating with stakeholders, with whom we share the same objective.

Noucor, as a manufacturer of finished pharmaceutical products, has manufacturing certifications from different health authorities. Among other things, it is registered with the US Food and Drug Administration (FDA) for the purpose of exporting medicines to the United States of America. This project is of great strategic importance to Noucor, and the Group has allocated the necessary resources to ensure its success.

5.1 Quality and information of our products

Policy and management systems

Noucor's quality system covers all business processes that may affect product quality, patient safety, or regulatory compliance. Noucor's Quality Policy is promoted by the management, communicated and understood at all levels of the company. In this way, the Group aims to produce products of the highest quality.

To guarantee quality, Noucor has a system that follows the principles and guidelines of the Good Manufacturing Practice (GMP), the

Law 29/2006, of 26 July 2006, on Guarantees and Rational Use of Medicines, and equivalent guidelines such as the ICH (International Conference on Harmonisation). Compliance with these regulations is periodically audited by the health authorities of the countries in which Noucor operates and trades, as well as by some customers.

Noucor's quality system is made up of a wide range of procedures and processes, including the **Master Validation Plan**, which includes the actions to be carried out on all the elements linked to the GMP to ensure that they operate reproducibly, correctly and in accordance with their requirements, in order to ensure that the products manufactured meet all the quality and safety requirements. The Validation Master Plan includes manufacturing equipment and methods, services and facilities, analytical instruments and methods, computerised systems, and personnel (training and qualification).

Any changes to GMP-validated systems must be validated through the requirements of the Master Validation Plan, thus ensuring product quality. Deviations, if they occur, are corrected through the **corrective and preventive action system** (CAPA).

Noucor has the following manufacturing certifications from the health authorities at its two production sites:

Palau-Solità i Plegamans	Urquima
STANDARDS OF GOOD MANUFACTURING PRACTICE FOR MEDICINAL PRODUCTS (EU-GMP) Health Department of the Generalitat de Catalunya	STANDARDS OF GOOD MANUFACTURING PRACTICE FOR ACTIVE PHARMACEUTICAL INGREDIENTS (EU-GMP) Health Department of the Generalitat de Catalunya
CERTIFICATE OF COMPLIANCE WITH GOOD MANUFACTURING PRACTICE (GMP) FOR COSMETIC PRODUCTS Spanish Agency for Medicines and Health Products (AEMPS)	STANDARDS FOR GOOD MANUFACTURING OF ACTIVE PHARMACEUTICAL INGREDIENTS US Food and Drug Administration (US FDA)
FOOD SAFETY SYSTEM ISO 22000:2018 Société Générale de Surveillance (SGS)	ACCREDITATION CERTIFICATE OF FOREIGN DRUG MANUFACTURER Minister of Health, Labour, and welfare. Japan Rupatadine Fumarate
GMP FOR FOOD SUPPLEMENTS ACCORDING 21 CFR Société Générale de Surveillance (SGS)	CERTIFICATE OF GOOD MANUFACTURING PRACTICE FOR PHARMACEUTICAL SUPPLIES Ministry of Health - National Health Monitoring Agency (ANVISA) Bilastine
CE Mark Certificate Kiwa Cermet Italia- Medical Devices Division Fisiocrem Spray	
DRUGS GMP COMPLIANCE Pharmaceuticals and Medical Devices Agency (PMDA), Japan Rupatadine 10 mg tablets	

During 2025, the corresponding follow-up audits have been conducted for the ISO standards implemented: ISO 22000:2018 (Food safety management systems) and 22716:2008 (Cosmetic products. Good manufacturing practices).

During 2025, one inspection by health authorities was conducted at Urquima.

Noucor's production sites are regularly visited and audited by its partners and customers. In 2025, Urquimahad 1 internal audit conducted by an external subcontracted company, and 22 external customer audits were received. At Palau, eight external client audits were conducted.

The results of all audits and inspections have been satisfactory.

5.2 Safety

Product safety

Noucor takes the utmost measures in its processes to ensure the health and safety of consumers::

- Noucor's Quality System ensures that all products are designed and developed in accordance with GMP.
- Production and control operations are clearly specified in written form and GMP requirements are adopted.
- Products are not released for marketing before authorised persons have certified that each production batch has been produced and controlled in accordance with the established requirements.
- Satisfactory arrangements are in place to ensure that active substances and medicinal products that are manufactured are stored and distributed in such a way that quality is maintained throughout their shelf life.

Patient safety

At the Palau solità i Plegamans plant, all measures are taken to guarantee the health and safety of patients, in compliance with sector regulations, including the following measures:

- **Market release authorisation of each manufacturing batch**, with review of each manufactured batch to confirm that the product meets its specifications and conforms to the conditions of authorisation prior to placing the product on the market.



- **Product stability monitoring.**
- **Product quality review** with the implementation of an annual quality monitoring programme for all our products.
- **Pharmacovigilance**, with the implementation of a Pharmacovigilance system for all medicines that are marketed with the aim of detecting any type of adverse reaction and signals that occur during the marketing of the medicine. At Noucor, safety reports (Periodic Safety Updated Report) are periodically submitted to the health authorities for each of the products marketed, in order to assess the risk/benefit of the product.

For reporting adverse reactions, the spontaneous notification method is used, reported by health professionals or users to the authorities. In this respect, information sessions are held throughout the year to raise staff awareness of the importance of channelling this type of information to the people in charge of the organisation.

A Risk Management Plan is developed for all Noucor products, in which significant risks are classified as identified or potential risks. Identified risks are those for which there is sufficient evidence of a relationship with the use of the product. Potential risks are those for which an association with the use of the medicinal product is possible based on the available data, but this association has not yet been established and requires further evaluation.

In this context, **100% of Noucor's products**, whether they are medicines, food supplements, medical devices or cosmetics, are assessed for their impact on the health and safety of their consumers and are developed for improvement.

During 2025, there have been **no cases of non-compliance with regulations relating to the health or safety** of products marketed by Noucor that have resulted in fines, sanctions or warnings from authorities, agencies, or administrations.

5.3 Commitment to access to health care

Noucor cooperates with different organisations to improve access to health and promote the active health of all people, both its employees and society in general.

Internal programme

Within the framework of Noucor's healthy company model, training and health campaigns are conducted for the Group's employees aimed, among other things, at acquiring healthy habits, such as nutrition and cardiovascular prevention.

In addition, Noucor has a Wellness Plan through which a wide range of benefits and activities are offered to employees in different areas. These include:

- Mental health.
- Physical health (physiotherapy, yoga classes, mindfulness, among others).
- Nutrition.
- Social welfare.
- Flexible workday.

In addition, we have 1 defibrillator in each work centre, ready to act quickly in case of cardiac arrest of the people who work in these facilities, whether they are staff, subcontractors, or suppliers. This equipment has been made available to the public health emergency service for use by the population in the event of an emergency near our facilities.

External programme

Noucor has procedures in place to identify the needs of society and prioritise its contribution based on principles such as need, proximity and value creation.

Following these principles, Noucor's main lines of social action are:

- Access to health and vulnerable people
- Job placement and entrepreneurship
- Support for local development and culture

Below are the donations made in 2025 to organisations with recognised experience and reputation, as well as to social action projects addressing needs aligned with Noucor's priority areas:



One hundred percent of Noucor's products—ranging from pharmaceuticals and dietary supplements to medical devices and cosmetics—are rigorously assessed for their impact on consumer health and safety, and are specifically developed to enhance well-being.

Social Action Projects 2025	Foundation/NGO	Destination country	Amount (€)
Access to employment for people with functional diversity	Randstad Foundation	Spain	€12,000
Promotion of the defence of the rights and dignity of persons with intellectual disabilities	Fundación 1957 pro persones amb diversitat funcional	Spain	€2,500
Fostering knowledge and collaboration between academia and business	IQS Foundation	Spain	€6,000
Boosting the improvement of the quality of life of cancer patients and their families	Fundació Privada Oncolliga Girona	Spain	€1,000
Support for the wellbeing of elderly people in the local community	Casal d'Avis de Sant Fost de Campsentelles	Spain	€19,652



During 2025, the total amount of donations made amounted to **41,152 euros**.

In addition, in the year 2025, a sponsorship of €2,200 has been made for the indoor football team of the Can Calet neighbourhood (Sant Fost de Campsentelles Barri Can Calet, C.F.S.).

The measures adopted to guarantee the health and safety of consumers are those mentioned above, which are included in Noucor's quality system.

5.4 Complaints and customer service

Noucor has implemented a management and customer service model designed to streamline the reception and resolution of complaints and queries related to its products and services. The main objective of this service is to resolve promptly, clearly, and transparently any concerns, complaints or claims raised by customers.

Claims/complaints received in 2025

During 2025, Noucor received a total of 143 complaints, of which 31 were deemed unfounded and 112 were considered valid. All complaints have been registered, and at year-end a total of 123 have been investigated and resolved, with 20 complaints pending analysis and final resolution at the time of drafting this report. For the rest, actions have been defined and implemented to prevent the recurrence of the causes of the complaints.

	Total Complaints 2022	Total Complaints 2023	Total Complaints 2024	Total Complaints 2025
Total no. received	114	222	209	143
Total no. closed	110	197	180	123
% requests closed	96.5%	88.74%	86.12%	86.01%





6. Commitment to people



Noucor is firmly committed to people and to the creation of quality employment developed in a safe, healthy, diverse, inclusive, and supportive work environment, where learning, talent and leadership are promoted in an innovative framework, and where digitalisation plays a fundamental role in the transformation towards new forms of organisation and work.

Noucor supports the creation of quality employment through permanent contracts and pays special attention to labour relations. Noucor promotes a healthy, safe, and healthy working environment by implementing a Management System based on the international standard ISO 45001, which is audited internally and externally on an annual basis.

The promotion of equality and diversity is part of Noucor's organisational culture, being present in all Human Resources management processes. Equal opportunities and respect for diversity are part of the Group's values and the principles set out in Noucor's Code of Ethics.

In addition, Noucor has established a framework policy for people management, which focuses on the implementation of initiatives aimed at work-life balance and employee well-being. This approach is primarily aimed at promoting professional development, providing training opportunities and promoting equal opportunities at all levels of the organisation.

The Group fosters a collaborative and entrepreneurial culture, with a global vision focused on agility and the achievement of results, always based on the values and principles of responsible and ethical behaviour, as set out in the Code of Ethics.



6.1 Staffing structure

The **average number of employees** in 2025 was 499, of which 50.1% were women and 49.9% men. 91.6% of the workforce has a permanent contract and works full-time, and the remaining 8.4% are full-time temporary workers.

All of Noucor's employees work in Spain, at the centres in Catalonia.

Below is detailed information on the total number of employees, counted as the average workforce for the year 2025, by gender, age, professional category, and type of employment contract:

Total number of employees by gender

	2024		2025	
	Men	Women	Men	Women
Total	255	245	249	250

Total number of employees by professional category

Año	Total	Directors	Managers	Coordinators	Admin. and operators
2024	500	27	37	33	403
2025	499	26	43	27	403

Total de empleados por edad

	2024			2025		
	<30	30-50	>50	<30	30-50	>50
Total	52	173	275	59	180	260

Noucor has maintained virtually the same total workforce since 2024. The professional category that recorded the greatest increase was managers, with an increase of 6 employees in 2025.

The distribution of the average workforce by type of contract and type of working day by gender, age and professional category is shown below:

Total number of employees by type of contract

	2024		2025	
	Indefinite	Temporary	Indefinite	Temporary
Total	460	40	457	42

	Indefinite		Temporary	
	Full-time	Part-time	Full-time	Part-time
Men	225	-	23	-
Women	232	-	19	-
Total	457	-	42	-

Professional Category	Indefinite		Temporary	
	Full-time	Part-time	Full-time	Part-time
Directors	25	-	-	-
Managers	43	-	-	-
Coordinators	28	-	1	-
Admin. and operators	361	-	41	-
Total	457	-	42	-

Edad	Indefinite		Temporary	
	Full-time	Part-time	Full-time	Part-time
<30	40	-	19	-
30-50	243	-	18	-
>50	174	-	5	-
Total	457	-	42	-

Detailed information on redundancies for the financial year 1 January to 31 December 2025, by gender, age, and professional category:

	Directors		Managers		Coordinators		Admin. and operators	
	Hombre	Mujer	Hombre	Mujer	Hombre	Mujer	Hombre	Mujer
<30	-	-	-	-	-	-	-	-
30-50	-	-	1	-	-	-	4	7
>50	-	-	-	-	-	-	-	-
Total	-	-	1	-	-	-	4	7

6.2 Diversity, equality, and inclusion

Noucor is committed to diversity, the reduction of inequalities and social inclusion, and rejects any type of discrimination, whether for reasons of race, gender, culture, religion, age, opinion or any other personal or social condition, making decisions on selection, promotion and remuneration based on objective data on qualifications, achievements and performance, promoting these values from the Board of Directors and Management to all employees.

Noucor, with all its activity centred in Spain, promotes cultural diversity among its workforce, which is mainly composed of Spanish employees. Although 97% of the workforce is of Spanish nationality, the company also employs staff of various nationalities, with a total of 16 countries represented in the 2025 financial year.

Noucor fosters a climate of **respect, dignity, and equal opportunities** to create an appropriate working environment that favours the achievement of personal and professional objectives in a balanced manner. The Group fosters a career path based on objective performance and capability data, and maintains a proactive attitude towards training and developing new skills to retain and reinforce talent.

As stated in Noucor's Code of Ethics, **respect** and non-discrimination are one of its fundamental pillars. How the organisation treats its employees and how they treat each other defines and underpins the Group's corporate culture and values. All employees have the same working conditions and welfare standards.

In the same context, all Noucor employees, regardless of their position and responsibility, have the duty to treat each other with **dignity** and **respect**, in order to achieve a pleasant and optimal working environment for their personal and professional development. The organisation rejects and prohibits any manifestation of harassment or abuse of authority, as well as any other conduct that may generate an intimidating or offensive environment for people, and therefore, in the event that an attitude not in accordance with these principles is detected, the corresponding corrective and disciplinary measures will be adopted, as well as measures for the protection of the people affected.

Noucor's **Equality Policy** includes a firm commitment to equal treatment and opportunities. Noucor has an equality plan drawn up in 2022 in accordance with Royal Decree 901/2020 for the effective equality of men and women, which applies to all Group entities, as well as meeting the legal requirement for Group companies with more than 50 employees.

This equality plan makes it possible to detect any pay gaps and, if necessary, to take corrective measures, to monitor pay developments and to prevent any deviations in terms of equal pay.

At Noucor we do not tolerate harassment practices of any kind, or actions that may cause discrimination or humiliation. Failure to comply with the Code of Ethics may result in disciplinary action, if deemed appropriate.

Noucor has a **protocol for sexual or gender-based harassment** which stipulates that the person affected or whoever becomes aware of situations of harassment must report it in writing to the compliance channel, explaining the incident as clearly and specifically as possible. This protocol is communicated to all levels of the organisation through publication on the corporate intranet.

The **Compliance Committee** is the body designated to receive and investigate notifications issued by Noucor in relation to harassment cases. As a preventive measure, all employees receive Compliance training.

During 2025, the Compliance Channel received three reports related to workplace harassment. These reports were investigated, resolved, and closed within the timeframe established by the applicable procedure.

Inclusion and accessibility

Noucor is also committed to **people with functional diversity**. During 2025, the Company had a relationship with different special entities to promote the inclusion and employment of people with difficulties of inclusion in the workplace. Noucor continues to work with Fundación Randstad, Fundació 1957, Fundación Portola and Fundación Fupar, among others. The Company's objective is to support foundations and entities that work with these groups with difficulties in order to help in their inclusion. Noucor prioritises different company activities with entities that promote inclusion.

During the year, Noucor added 8 people with disabilities to its workforce in its work centres, which represents 1.6% of the average workforce for the period.



Noucor's production centres have **accessibility** measures to facilitate access, mobility, and evacuation in case of emergency for people with reduced mobility and hearing impairment. Among the implementations conducted are access ramps, adapted toilets, and the installation of lifts in the offices.

6.3 Work organisation and social relations

Noucor respects and guarantees the basic rights of association and collective bargaining of all employees, in accordance with current legislation and the collective bargaining

agreement for the chemical industry, a principle that is also enshrined in the Group's Code of Ethics. The trade union elections determine the composition of the works council and the staff delegates. The works council is the interlocutor with the employer's representatives and the agents involved in collective bargaining. Elected representatives are given union time credit **to enable them to perform their duties. 100% of Noucor's employees are covered by the company's collective bargaining agreement** and are covered by labour legislation and the guidelines of the Group's Code of Ethics.

As for the **organisation of working time**, it is organised in three shifts (morning, afternoon, and evening) for those employees in the production environment, and in split shifts for the rest. In the case of overtime, it is preferably compensated by time off, provided that it does not disrupt the normal production process. Compensation for time off, or remuneration in its absence, is subject to the company's internal regulations, always under the criteria of voluntariness and the maximum annual number of overtime hours established in the Workers' Statute.

Noucor has an **employment calendar** with the working days, and public holidays established by the country's legislation. In addition, measures regulated by collective agreements are available to provide for the organisation of working time and to ensure compliance with labour legislation on social relations.

Noucor tries as far as possible not to make organisational changes that could affect employees in their personal lives, but if necessary, the person concerned is always informed well in advance.

Noucor has implemented **measures to reconcile** personal, family, and professional life that allow its employees flexibility according to their personal circumstances, such as paternity and maternity, care for family members, childcare, etc. In this context, Noucor has an internal telework policy (Flex and Work), approved in February 2023.

The Company has fully implemented the Digital Disconnection Policy, with the aim of promoting a flexible organisational culture and enabling a better work-life balance.

In addition, Noucor has implemented other measures such as canteen service, medical service, wellness plan, and coach service, all of which are aimed at facilitating work-life balance and well-being.

6.4 Training and development

Noucor encourages the continuous development of the skills and competencies of its employees, offering training that improves the technical qualifications required by people in the performance of their duties, as well as contributing to the growth of attitudes and skills for their personal and professional development, promoting employability in order to be more resilient.

Noucor's Code of Ethics includes the promotion of professional development, based on equal opportunities and work-life balance, indicating that the organisation is committed to ensuring equal opportunities and acting without discrimination of any kind on grounds of age, race, colour, sex, religion, political opinion, national background, social origin, or disability.

Noucor's training policy covers both mandatory technical training and the development of skills and competencies. In June 2024, the company launched the Noucor Academy, a platform designed to provide both mandatory and voluntary training to its employees, focused on their professional growth. In addition, the implementation of this platform has made it possible to digitise a significant part of the training content of the onboarding process, thus facilitating a more agile and effective integration into the organisation's culture and work methodologies.

Noucor has procedures in place to identify training needs, incorporate them into the training plan each year and establish the necessary resources for their implementation.

Training delivered in 2025 amounted to 8,617 hours. This corresponds to an average of 17.3 training hours per employee.

Hours of training by professional category	No. HOURS	
	2024	2025
Directors	773	529
Managers	1,275	1,705
Coord./Technicians	3,668	3,142
Admin. and operators	2,413	3,241
Total	8,129	8,617

Hours of training by gender	No. HOURS	
	2024	2025
Women	5,504	
Men	3,113	

Noucor has a **Talent Management Committee** whose objective is to identify the people with the greatest potential in the Group's companies, through performance evaluations, which are the basis for identifying and managing internal talent and promoting the professional growth of the teams.

6.5 Remuneration

Noucor has a remuneration policy defined within the framework of the equality plan, which is also in line with sector-specific criteria. In this way, the Group promotes equal treatment of men and women. Noucor's remuneration model rewards the level of responsibility and professional career of each employee, ensuring internal equity and external competitiveness.

For Noucor, it is essential to establish a competitive and motivating remuneration system for its professionals, with the aim of favouring their consolidation and being a differentiating factor with respect to the competition. To this end, the following basic principles of compensation are established:

- Favour the **attraction, recruitment, and retention of the best professionals**, taking into account external remuneration levels.
- Examine Noucor's position **vis-à-vis the competition** in order to respond to market trends.
- **Recognise and reward** the dedication, effort, and performance of all professionals through appropriate promotions.
- Promote **internal fairness** by establishing a remuneration system based on responsibilities and performance.

Remuneration includes variable capital stock and social benefits, retirement benefits, among others. Variable capital stock is linked to the achievement of objectives of an individual, a team and Noucor as a whole. Noucor promotes a flexible remuneration system that adapts to the needs of each professional and allows a better work-life balance.

Within the framework of this policy and the remuneration and benefits procedure, each area manager proposes the remuneration of his or

her employees to the Personnel Division, taking into account the market, individual capacity, skills, and development opportunities.

Below are the average salaries by gender, age, and professional category:

Total	Directors ⁴			Managers			Coordinators			Admin. and operators		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Men	-	93,532.03	96,296.11	-	67,099.39	67,136.70	-	46,787.27	48,787.99	32,848.57	36,161.71	37,695.99
Women	-	89,088.47	109,495.13	-	63,967.11	61,994.79	-	66,827.00	54,734.11	29,590.44	37,249.81	38,519.05
Total	-	182,620.50	205,791.24	-	131,066.51	129,131.49	-	113,614.27	103,522.10	62,439.00	73,411.51	76,215.04

The differences observed in the average pay of some groups by category, age and gender are mainly due to factors such as seniority and classification in the same occupational groups of different categories.

The average pay reported and used for the calculation of the pay gap corresponds to the theoretical⁵ annual gross pay to be received. The standardised remuneration has been taken into account in the calculations⁶.

The average remuneration of the directors, including variable remuneration, allowances, indemnities, and payments to long-term savings schemes, is 68,790.87 euros. Remuneration is not indicated by gender because all board members are men.

The gender pay gap data⁷ is 0.43%. It is detailed below by professional category. Noucor's pay gap has undergone a significant change from one year to the next. In 2024, the company recorded a pay gap of -1.62%, in contrast to a pay gap of 0.43% in 2025.

Pay gap by professional category

Year	Directors	Managers	Coordinators	Admin. and operators
2024	6.65%	8.46%	-12.61%	-2.49%
2025	-4.14%	5.87%	-20.03%	-0.44%



4. The average remuneration of the professional category 'Directors' does not include the salary of the CEO.

5. **Average remuneration:** Average remuneration: the base salaries of all base salaries (gross annual + actual variable) of the same professional category for the entire financial year 2025, divided by the total number of persons in that category.

6. **Standardised remuneration:** fixed salary + equalised variable, i.e. equalised to full and annualised working days.

7. **Gender pay gap:** is the difference between men's gross wages and women's gross wages, divided by men's gross wages, expressed as a percentage of men's gross wages.

6.6 Health and safety at work

Noucor conducts its activities considering occupational risks, the minimisation of their impact and regulatory compliance, ensuring a safe and healthy working environment through the Health and **Safety Policy** and the implementation of a **Management System** certified according to the international standard **ISO 45001**. The system has the necessary procedures and controls to conduct the identification and evaluation of hazards and risks, the implementation of preventive measures, training and information, participation, as well as the means for notification, investigation and communication of accidental and emergency situations that may occur.

To conduct these activities, Noucor has a Joint Prevention Service and the necessary human and material resources. The performance of the Management System is regularly monitored through key indicators, scheduled safety inspections, and annual internal and external audits.



Accidents at work and occupational illnesses

During 2025, five workplace accidents resulting in sick leave were reported, of which two involved men and three involved women, none of which were serious. Nor have any occupational illnesses been reported at any of Noucor's workplaces.

Occupational accidents 2025 in employed persons	Noucor Total		Palau		Urquima	
	Man	Woman	Man	Woman	Man	Woman
Number of accidents without sick leave	3	2	3	2	-	-
Number of accidents with sick leave	2	3	1	2	1	1
Number of accidents <i>in itinere</i> ⁸ with sick leave	-	2	-	1	-	1
Number of accidents <i>in itinere</i> without sick leave	-	-	-	-	-	-
Number of occupational illnesses	-	-	-	-	-	-
Frequency index ⁹	4.38	6.37	6.33	2.52	7.18	13.34
Severity index ¹⁰	0.026	0.108	0.022	0.113	0.036	0.08

8. *In itinere* accidents are not included in the calculation of severity and frequency rates.

9. For the frequency index, the theoretical hours worked by gender have been taken into account

$$I.F.= \frac{\text{Number of accidents} \times 10^6}{\text{Number of hours worked}}$$

All accidents have been recorded, investigated, and reported. In all cases, action plans have been established with corrective measures to avoid repetition.

In accordance with current legislation and collective bargaining agreements, Noucor safeguards labour rights. These agreements include, among others, aspects related to occupational safety and health with emphasis on the implementation of preventive measures, promotion of relations and dialogue with workers' representatives. Noucor employees are fully covered by the health and safety system.

All Group workplaces have joint occupational health and safety committees that meet at least once every quarter. During 2025, a total of four regular quarterly meetings were held at Noucor's work centres.

Total number of hours of Absenteeism

A total of 56,851.09 hours of absenteeism were recorded in 2025. The following is a breakdown of absence hours by category:

Absenteeism	
Category	Hours
For common illnesses	49,056.64
For accidents at work	577.36
For other reasons	7,217.09
Total	56,851.09

Total absence hours	
Year	Hours
2024	63,399
2025	56,851.09

During 2025, a total of 56,851.09 hours of absenteeism were recorded at Noucor, relating to sick leave due to common and occupational contingencies; a 10.3% decrease compared to the previous year.

Promoting health and well-being at work

Noucor has a Joint Prevention Service (SPPM) that covers the group's companies: Noucor Group S.L., Urquima S.A. and Noucor Health S.A. The organisation and resources of this service are detailed in its articles of incorporation. Likewise, the Occupational Medicine discipline is managed through an External Prevention Service, contracted to the company Valora Prevención.

Noucor has a medical team for the continuous monitoring of the health of its employees. The main objective is to prevent occupational illnesses, to develop specific medical examinations at our facilities, to raise awareness of the importance of health care, and to promote a culture of safety and physical, emotional, and mental well-being.

In order to ensure legal compliance with health aspects in the workplace, Noucor takes a holistic approach to health management, incorporating it into all Group policies.

The medical check-ups established by current legislation are conducted annually, depending on the profiles previously established according to the risk assessment of each job, the annual report of the Medical Service and the associated epidemiological study.



All of the Group's sites have joint health and safety committees in place, which meet at least once every quarter.



Activities related to healthy habits, nutrition, cardiovascular prevention, training, and health campaigns are also conducted on a regular basis.

All Noucor staff have at their disposal the "BH Wellness" programme designed to provide emotional and psychological wellbeing. The programme has a telephone line available 24 hours a day, 365 days a year and has an app and a portal with healthy content, including:

- Coaching sessions
- Thematic webinars
- Personalised psychological support
- Healthy lifestyle programmes
- Relaxation techniques



7. Commitment to the environment

7.1 Environmental management

Noucor demonstrates its firm commitment to the environment, preservation and care of the surroundings through its Environmental Policy, integrated with safety, health, and sustainable development. In addition, it supports this commitment with the implementation of an Environmental Management System aligned with international standards ISO 14001 and ISO 45001. This system is audited internally and externally on an annual basis.

The Group conducts its business in a responsible manner, ensuring strict compliance with current regulations and considering the management of risks identified by the system's procedures. It also focuses on minimising environmental impacts and adopts the best available practices and technologies to optimise resources and prevent pollution.

Noucor has preventive control and active response processes in case of damage or emergencies. Monthly reports are made to the CSMA (Environmental Safety Committee) to middle management and plant managers, and quarterly to the Steering Committee.

Noucor also has procedures for the identification of environmental risks. An assessment of the environmental risks and impacts associated with the Group's activities is conducted annually at each work centre. In addition, these risks and impacts are monitored every six months.

In relation to the amount of provisions and guarantees for environmental risks, the organisation has taken out environmental liability insurance with an aggregate limit of 3,000,000 euros for the Sant Fost de Campsentelles and Palau solità i Plegamans production centres.

In 2025, a total investment of 2,080,925 euros has been made in Noucor, focused on the prevention of environmental risks.

7.2 Consumption Optimisation

The optimisation of resources and their efficient use, as well as their responsible management, are fundamental environmental commitments for Noucor. The management of energy and water consumption is adapted according to the diversity of the portfolio of products manufactured.

For Noucor, the consumption of resources is a key aspect of its management, applying measures for greater control and reduction of these, and committing to the best available technologies, the promotion of renewable energy and the awareness of all the people involved.

During 2025, a series of environmental initiatives were implemented at Noucor's work centres to optimise consumption, as detailed below:

- Carbon footprint calculation in accordance with the GHG Protocol for Noucor as an organisation and decarbonisation plan 2023–2030. Expected 50% reduction of GHG emissions by 2030.
- Installation of electricity meters by sector at the Palau site (80% implementation), to improve the monitoring and control of electricity consumption.
- Implementation of supply and return temperature control in the water circuit of the HVAC system at the Palau site, optimising natural gas consumption and reducing energy expenditure on heating and cooling.
- Optimisation of the solar panel system, improving the performance of renewable electricity generation.

Consumption	Total		Centro Palau		Urquima	
	2024	2025	2024	2025	2024	2025
Principal raw materials (t)	4,916	2,208	2,985	447	1,931	1,761
Electricity (grid) (MWh)	10,898	13,281	6,527	8,312	4,371	4,969
Electricity (self-generated) (MWh)	1,788	1,725	1,788	1,725	-	-
Diesel (L) (Transport)	484.64	417.6	-	-	484.64	417.6
Diesel (L) (Fixed installations)	535.82	3,675.06	-	2,000	535.82	1,675.06
Natural gas (MWh)	11,780.29	13,148.48	6,427.93	6,949.29	5,352.36	6,199.19
Water (m ³) well extraction	13,541	14,527	9,493	11,869	4,048	2,658
Water (m ³) public network	29,059	34,531	11,761	15,895	17,298	18,636
Water (m ³) total	42,600	49,058	21,254	27,764	21,346	21,294

As a result of these actions, in 2025, 100% of the electricity consumed by the Company was either self-generated from renewable sources or purchased with certification of 100% renewable origin.

The principal raw materials consumed for the development of the activity are active ingredients, natural extracts, and excipients for the manufacture of the different health solutions that Noucor offers its customers. During the 2025 financial year, a significant reduction of 55% in total raw material consumption was recorded compared to 2024, decreasing from 4,916 to 2,208 tonnes. This reduction is mainly concentrated at the Palau site, where consumption fell by 85%, reflecting the optimisation of production processes and improved demand planning. Also relevant is the packaging material used in placing the products on the market.

The main source of Noucor's consumption is related to the operations conducted in the production processes. Consumption management is a very important aspect

for Noucor, with significant resources being allocated and regular improvements and investments being made for this purpose.

With regard to water consumption, it should be noted that there are no local limitations on mains water consumption in the localities where Noucor's production centres are located. Nevertheless, the Company has established the following lines of action in relation to water use and water resource management:

- Strict regulatory compliance with applicable water legislation at local, regional, national, and European levels, including regulations on discharges and industrial emissions.
- Environmental protection and pollution prevention through appropriate management of wastewater generated by operations, incorporating specific treatment processes to reduce potentially hazardous substances.

- Efficient and responsible use of water resources, optimising consumption through continuous process improvement, internal recirculation where feasible, and the implementation of more efficient technologies.
- Assessment and management of risks and opportunities associated with water use and discharge, minimising environmental impacts and anticipating possible regulatory or operational changes.
- Application of a continuous improvement and life-cycle approach, assessing the impact of water at all stages of the production process.
- Training and awareness-raising for staff, fostering a culture of rational water use and compliance with good environmental practices.
- Transparent communication with stakeholders, including public authorities, local communities, and other interested parties, regarding the management of water resources.

This policy applies to all activities, production processes, auxiliary services, and operations that may affect water resources at Noucor's facilities, and it is reviewed periodically to ensure its adequacy and effectiveness.

7.3 Climate Change

Noucor's commitment to reducing greenhouse gas (GHG) emissions as part of the fight against climate change is implicit in the execution of its operations and industrial activities.

The main lines of action that guide Noucor's actions aimed at reducing greenhouse gas emissions are as follows:

- Investments aimed at improving energy efficiency in facilities.
- Optimising processes to reduce consumption.
- Gradual plan to incorporate renewable energy.
- Promotion of responsible behaviour related to the use of energy, gas, and water.

The initiatives conducted at Noucor to adapt to the consequences of climate change and achieve emission reduction targets are:

- Contract for the purchase of electricity from 100% renewable energy sources.
- Establishment and monitoring of an energy efficiency action plan.
- Generation of 1,725,417 kWh for self-consumption through the photovoltaic panels installed at the Palau site.
- Corporate mobility plan aimed at reducing GHG emissions associated with commuting between home and work.
- Maintenance plan for scrubbers at the Sant Fost site, aimed at minimising pollutant atmospheric emissions generated in industrial processes.
- Plan de mantenimiento de equipos de combustión, dirigido al control y reducción de emisiones de GEI, CO y NOx.
- Maintenance plan for combustion equipment, aimed at monitoring and reducing GHG, CO and NOx emissions.

- Segregation of water from detergent cleaning operations at the Palau site, in order to minimise the generation of hazardous liquid waste, managed through the Production team's activity plan.
- Reduction of well water consumption at the Urquima plant through the closure of cooling circuits and enhanced training for operators, with the aim of optimising water use and improving efficiency in industrial processes.
- Monitoring of CO₂ emissions arising from natural gas and diesel consumption, resulting from electricity generation and the use of Company vehicles. This process enables the Company to assess and monitor progress in relation to emissions, as well as to establish the most effective measures for their reduction.

In this context, during 2025, the project to install a regenerative thermal oxidiser (RTO) at the Sant Fost site was undertaken, aimed at the treatment and reduction of emissions of volatile organic compounds (VOCs) generated in industrial processes. This project, with an investment of approximately €3 million over a two-year period, is currently in the design and implementation phase and represents a structural technological improvement aimed at controlling atmospheric emissions and strengthening the plant's environmental performance.

Below are the global results of the estimated carbon footprint for the year 2025, calculated according to the calculator of the Climate Change Office of Catalonia (OCCC).

In 2025, Noucor's carbon footprint was 11,236.26 t CO₂ eq.

GHM Emissions (tCO₂ eq)	2024	2025
SCOPE 1. GHG emissions associated with the consumption of fossil fuels in installations.	2,146.53	2,412.74
SCOPE 1. GHG emissions associated with the consumption of transport-related fuels.	69.95	81.18
SCOPE 1. GHG emissions associated with F-Gas refills.	178.19	82.41
SCOPE 2. GHG emissions associated with electricity consumption.	-	-
SCOPE 3.	2,039.78	8,659.93
Total GHG emissions	4,434.15	11,236.26

Set out below is the trend in Noucor's GHG emissions (Scopes 1 and 2) in 2024 and 2025:

GHG emissions tCO ₂ eq	
2024	2025
2,394.67	2,576.33

The emissions indicator is set out below, showing the result of the carbon footprint¹ relative to Noucor's revenue, in tonnes of CO₂ per million euros of revenue.

Invoicing	
2024	2025
123.16 million euros	112.97 million euros

Taking into account the revenue data and emissions recorded in 2025, which amounted to 11,236.26 tonnes of CO₂ equivalent, the emissions indicator amounts to a total of 99.46 tonnes of CO₂ equivalent per million euros of revenue.

Below is a comparison of this indicator in the years 2024 and 2025.

Tn CO ₂ / million euros invoiced	
2024	2025
19.44	22.80

The activity in which Noucor is involved is one of the activities in climatic sectors considered to have a high impact, corresponding to the manufacture of active ingredients for the pharmaceutical industry.

Noucor has defined a project based on the GHG Protocol for the calculation of the carbon footprint, using 2022 as the base year. Based on the results obtained in this study, a decarbonisation plan has been developed for the period 2024-2030, with the aim of mitigating climate change.

7.4 Industrial emissions

Noucor complies with the applicable legal requirements regarding emissions. One of the Group's aims is to reduce atmospheric emissions of all types of pollutants, including light and noise pollution, not only on the basis of environmental emission limits, but as a continuous improvement objective in relation to the environmental impact of the organisation itself.

At the fine chemicals production centre, Urquima, solvent balances are conducted annually, in compliance with the legislation on emissions of volatile organic compounds, and the results of the parameters are reported at the European level, in the PRTR Register (**European Pollutants Release and Transfer Register**). All values are within the legal limits and within those established in Urquima's environmental authorisation.

10. For the severity index, the theoretical hours worked by gender have been taken into account. I.G. = $\frac{\text{Number of days lost} \times 10^3}{\text{Number of hours worked}}$

Noucor's production plants are equipped with systems for the treatment of emissions from the production processes, such as condensers, with a cooling mixture for the condensation of volatiles and "scrubbers" for scrubbing gases, as well as filters for solids.

In relation to the main emissions of polluting gases linked to the Palau-solità i Plegamans and Sant Fost de Campsentelles (Urquima) centres, in 2025 the regulatory controls were conducted in accordance with the corresponding environmental licences/authorisations, as well as the self-monitoring established in the environmental management system. In all cases, the results have been satisfactory.

Acoustic measurements are taken regularly, as well as sound measurements in the outdoor environment and light pollution controls. In both cases, the results are within the limits set by local regulations.

7.5 Economía circular

Circular economy is integrated into Noucor's environmental management, where available resources are optimised to the maximum by following the 3R principles: Reduction, Reuse and Recycling.

Noucor prioritises the reuse of materials whenever possible, considering as waste only those elements that have no other use. At both plants, procedures are implemented to recondition raw material packaging, allowing it to be reused for different purposes. This practice not only reduces the need to purchase new packaging, but also minimises the waste management associated with it.

As a result of Noucor's commitment to the circular economy, concrete measures have been taken:

- Reuse of canteen glass containers, where all glass bottles from the canteen are segregated for further treatment and reuse by the supplier.
- Specific segregation of mandrels and film.
- Reuse of drums, containers, and glass. Reuse of packaging in different areas of the plant, e.g. production drums, laboratory glass containers, cardboard packaging from suppliers. In addition, cleaning and reuse is conducted where appropriate instead of buying more packaging.

Waste management

Responsible waste management is central to Noucor's environmental strategy. The company uses resources responsibly, trying to minimise waste generation as much as possible.

Noucor prioritises waste minimisation at source, focusing on optimising management and improving segregation, as well as actively promoting reuse and encouraging recycling in the company's workplaces. To achieve this goal, the company conducts internal training programmes on proper waste segregation, encourages the reuse of packaging, and communicates internal news focused on recycling and proper waste segregation at source.



In addition, various initiatives are being promoted to improve waste treatment. Particularly noteworthy is the commissioning, during 2025, of an evaporator at the Urquima plant, a measure that has contributed to reducing the generation of hazardous waste.

In addition, the company encourages the selective collection of all recoverable materials it generates in the course of its activities, with a focus on materials such as paper, cardboard, and plastic.

Every year, Noucor makes the waste declaration, in compliance with the legislation on this matter, which is reported to the competent administration.

The waste generated at Noucor is managed according to its classification. The waste generated in 2025, broken down by centre and by type of waste, is presented below:

Classification	Urquima		Palau		Total	
	2024	2025	2024	2025	2024	2025
Hazardous waste (Tn)	3,834.52	3,218.84	135.97	139.91	3,970.49	3,358.75
Non-hazardous waste (Tn)	51.57	26.36	324.21	291.17	375.78	317.53
Total	3,886.09	3,245.2	460.18	431.08	4,346.27	3,676.28

The waste classified by type of treatment is set out below:

Treatment of Hazardous Materials	Urquima		Palau		Total	
	2024	2025	2024	2025	2024	2025
Recovery (Tn)	2,150.56	2,069.90	22.85	22.90	2,173.41	2,092.8
Disposal (Tn)	1,683.96	1,148.94	113.12	117.01	1,797.08	1,265.95
Total	3,834.52	3,218.84	135.97	139.91	3,970.49	3,358.75

Treatment of Non-Hazardous Materials	Urquima		Palau		Total	
	2024	2025	2024	2025	2024	2025
Recovery (Tn)	49.55	22.85	210.45	215.19	260	238.04
Disposal (Tn)	2.02	3.51	113.78	75.98	115.8	79.49
Total	51.57	26.36	324.23	291.17	375.8	317.53

In 2025, Noucor stood out for allocating 63.40% of its waste to recovery processes, and the rest to disposal, through authorised waste managers.

The information for each type of waste and its destination is detailed in the Annual Declaration of Industrial Waste (DARI) that the organisation prepares, for each productive work centre, in each financial year at the request of the legislation in force for the relevant administrations.

Food waste

Noucor acts responsibly on a daily basis in the fight against food waste through the measures adopted in the canteen and through solidarity initiatives. To this end, it has intermediate organic waste collection points in its facilities, located in strategic areas, where each segregation point has a sign indicating the waste to be deposited. In addition, the Company has a specific waste segregation system using separate containers for organic waste, paper, and glass, ensuring their proper management and recovery.

In order to reduce its food waste, Noucor has implemented some measures to adjust the production of the canteen meals to the real needs of each day. These actions are conducted through the catering service provider:

- System for reservation and selection of dishes by individuals through a webapp enabled by the catering service provider in the Preordering functionality.
- System for choosing menus in advance in take away form.

As a solidarity action, Noucor's commitment to the food recycling project 'Recooperem', an initiative of the Consell Comarcal del Vallès Occidental in the province of Barcelona, focused on preventing the loss and waste of food, stands out.

The following is a summary of the data for 2025 showing the type of treatment applied to food waste residues:

The total volume managed amounts to 13.73 tonnes, of which 12.01 tonnes correspond to the Palau site and 1.72 tonnes to Urquima. All food waste generated was sent for recovery processes, with no tonnes sent for disposal.

Effluent management

Noucor's production plants have Industrial Wastewater Treatment Plants (WWTP), which have control systems that guarantee their correct operation, as well as the quality of the water discharged, in accordance with the provisions of the legislation.

To analyse the quality of wastewater, Noucor has its own laboratory with specific procedures for management and self-monitoring, and the services of an accredited external laboratory that conducts monthly controls of analytical parameters of wastewater at the outlet of the treatment unit and before connection to the public sewage system at the two centres.

Noucor has also defined and implemented various measures aimed at improving treatment efficiency and reducing the environmental impact of its discharges. At the Urquima plant, a wastewater treatability study has been completed in order to analyse and adapt the existing treatment system, enabling its operation to be optimised and aligned with the current characteristics of the industrial effluents.

At the Palau plant, on the other hand, a wastewater treatment plant pilot project has been promoted and is currently planned for future implementation. During 2025, studies were conducted on the plant's wastewater treatment, and the necessary investments (CAPEX and OPEX) were defined, laying the foundations for progress towards its implementation.

The volume of water discharged by Noucor in 2025 through the sewerage network totalled 24,309 m³, of which 11,992 m³ correspond to the Urquima plant and 12,317 m³ to Palau.

Classification	Total		Urquima		Palau	
	2024	2025	2024	2025	2024	2025
Recovery (Tn)	7.2	13.73	-	1.72	7.2	12.01
Disposal (Tn)	-	-	-	-	-	-
Total	7.2	13.73	-	1.72	7.2	12.01

Agua vertida (m ³)Agua	Urquima	Palau	Total
2024	13,751	9,322	23,073
2025	11,992	12,317	24,129

7.6 Environmental taxonomy

The EU's Sustainable Growth Financing Action Plan is set out as a strategic framework for promoting sustainable finance. Its main objective is to improve transparency in financial operations by including non-financial risks in the assessment, covering environmental, social and governance aspects that may have a relevant negative impact, either actual or potential, on the value of the investment. In this context, the European Taxonomy is the tool to classify economic activities according to their contribution and potential impact on sustainability.

The Taxonomy is structured around six environmental objectives: climate change mitigation, climate change adaptation, pollution prevention and control, transition to a circular economy, protection of water and marine resources, and protection and restoration of biodiversity and ecosystems. The current regulatory framework sets out the selection criteria for determining whether the company's activity is considered an economic activity that makes a substantial contribution to climate change mitigation or adaptation, and whether this economic activity does not cause significant harm to any of the other environmental objectives.

In 2025, Noucor completed, for the first time, the analysis of alignment with the EU Taxonomy, reinforcing its commitment to sustainability transparency and addressing the requirements of the European sustainable finance regulatory framework.

The study made it possible to identify a significant set of eligible economic activities, reflecting the Company's operational diversity



The EU Taxonomy is the key tool for classifying economic activities based on their tangible contribution to sustainability and their impact on environmental objectives.

and its exposure to sectors with potential for environmental contribution:

- Renovation of water abstraction, treatment, and distribution systems
- Renovation of wastewater collection and treatment
- Collection and transport of non-hazardous waste in fractions segregated at source
- Recovery of materials from non-hazardous waste
- Collection and transport of hazardous and non-hazardous waste
- Collection and transport of hazardous waste
- Treatment of hazardous waste
- Data processing, hosting, and related activities
- Education

The financial KPIs obtained for the 2025 financial year are as follows:



KPI	Eligible
CAPEX	3.23%
OPEX	2.44%
Invoicing	0%

These results establish the baseline from which Noucor will continue to deepen its technical alignment analysis in future years, progressing towards greater integration of sustainability criteria into its investment and operational strategy.

7.7 Protection of biodiversity

Noucor's activity does not directly affect biodiversity as none of its production centres are located near areas of special interest or protected areas in the field of biodiversity. Due to the above, no biodiversity preservation or restoration measures have been put in place.



8. Corporate carbon footprint 2025.
Decarbonization
roadmap 2025-2030



8.1. Executive summary

El presente informe determina la Huella de Carbono corporativa de NOUCOR GROUP correspondiente al ejercicio 2025, siguiendo los criterios establecidos en el GHG Protocol y la normativa nacional aplicable (Real Decreto 214/2025 y Ley 7/2021). El estudio abarca las instalaciones de la empresa NOUCOR HEALTH, S.A. ubicada en Palau-Solità i Plegamans y la empresa URQUIMA, S.A., ubicada en Sant Fost de Campsentelles.















La huella de carbono determina el impacto ambiental de la empresa a partir de las emisiones de GEI de los Alcances 1, 2 y 3, siguiendo los límites organizativos por control operacional. La cuantificación se ha realizado con datos de actividad verificados, aplicando factores de emisión oficiales y metodologías directas e indirectas, garantizando trazabilidad, representatividad y evaluación de la

incertidumbre. Para el cálculo de las emisiones de Alcance 1 y 2 se han utilizado los factores de emisión proporcionados por el MITECO, el IDAE y Red Eléctrica de España (REE), aplicando el método *Location-Based*, publicados para el año 2025. Los factores de emisión correspondientes al Alcance 3 se han obtenido de la Oficina Catalana del Cambio Climático, Ecoinvent 3.11, el ICAO Carbon Emissions Calculator (ICEC) y DEFRA, con datos publicados del 2024.

Las emisiones totales del grupo en 2025 ascienden a 11.236,26 t CO₂eq bajo el enfoque *Market Based* y 12.281,53 t CO₂eq bajo el enfoque *Location Based*. Ambos centros disponen de suministro eléctrico respaldado por garantías de origen renovable, lo que sitúa las emisiones de Alcance 2 a cero bajo el enfoque *Market Based*. La Tabla 1 recoge los resultados absolutos para el conjunto de las dos empresas.

2025

Table 1. Global absolute emissions results

Scope	Type of activity	ICO ₂	ICH ₄	IN ₂ O	IHFCs	ICO ₂ eq CO ₂	ICO ₂ eq CH ₄	ICO ₂ eq N ₂ O	ICO ₂ eq HFCs	ICO ₂ eq
Scope 1.1	 Stationary combustion sources	2,406.79	0.21	0.00	0.00	2,406.79	5.92	0.03	0.00	2,412.74
Scope 1.2	 Road transport	80.39	0.00	0.00	0.00	80.39	0.01	0.77	0.00	81.17
Scope 1.2	 Rail, maritime and air transport	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Scope 1.2	 Machinery operation	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00
Scope 1.3	 Fugitive emissions	0.00	0.00	0.00	-	4.51	0.00	0.00	-	82.413
Scope 1.4	 Emisiones de proceso	0.00	0.00	0.00	0.00	0.00	0.000	0.00	0.00	0.000
Alcance 1 – Total		2,487.18	0.21	0.00	0.001	2,491.69	5.93	0.79	1.53	2,576.32
Scope 2.1	 Purchased electricity for Buildings	-	-	-	-	-	-	-	-	0.00
Scope 2.2	 Purchased electricity for Vehicles	-	-	-	-	-	-	-	-	0.00
Scope 2.3	 Purchased cooling, steam and heat	-	-	-	-	-	-	-	-	0.00
Alcance 2 – Total		-	-	-	-	-	-	-	-	0.00
Scope 3.1	 Emisiones bienes consumo y servicios	-	-	-	-	-	-	-	-	6,957.18
Scope 3.4	 Emisiones transporte aguas arriba	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	98.12
Scope 3.5	 Emisiones de residuos	-	-	-	-	-	-	-	-	407.00
Scope 3.6	 Emisiones de viajes comerciales	7.36	0.00	0.00	-	7.36	0.02	0.02	-	89.61
Scope 3.7	 Emisiones de viajes in-itinere	-	-	-	-	-	-	-	-	688.98
Scope 3.8	 Emisiones activos arrendados aguas arriba	-	-	-	-	-	-	-	-	0.03
Scope 3.9	 Emisiones transporte aguas abajo	0.00	0.00	0.00	-	0.00	0.00	0.00	-	419.01
Scope 3 – Total		7.36	0.00	0.00	0.00	7.36	0.02	0.02	0.00	8,659.93
TOTAL (tCO₂eq)						2,499.06	5.95	0.82	1.53	11,236.25

It should be noted that the relative results have not been aggregated because they are based on different activity indicators (units of product and tonnes of product) and are therefore not comparable.

Table 2. Relative environmental impact results (Market-Based) – NOUCOR HEALTH, S.A.

Calculation year		
2025	97.65	tCO ₂ eq / M uds
	0.15	tCO ₂ eq / m ²
	13.69	tCO ₂ eq / empleados

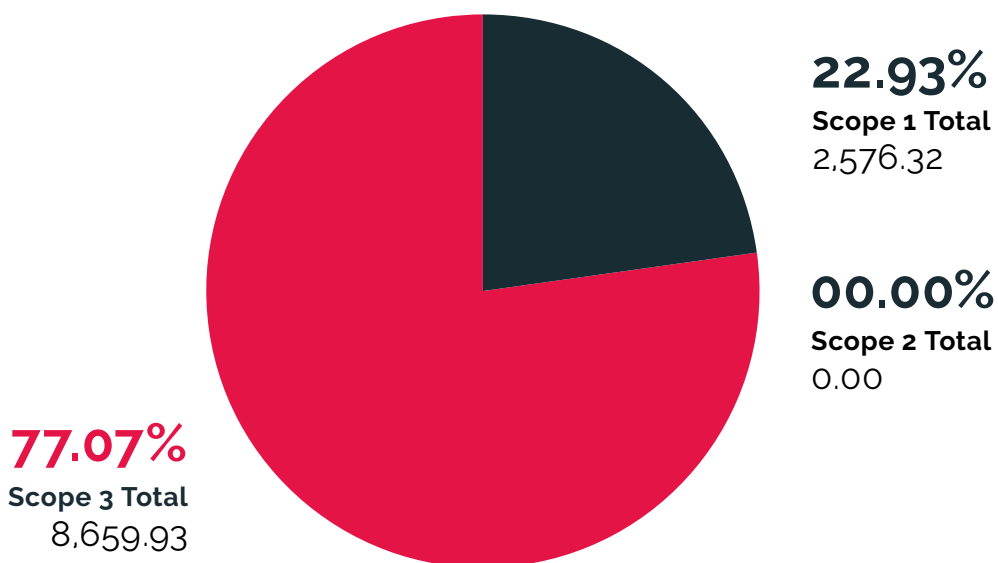
Tabla 3. Relative environmental impact results (Market-Based) – URQUIMA, S.A.

Calculation year		
2025	23.47	tCO ₂ eq / t

The total absolute values resulting from the calculation of GHG emissions for the base calculation year are shown in Figure 1.

Figure 1. Global tCO₂eq results

Results (tCO₂eq)





Scope 3 accounts for 77% of the Group's total emissions

and is therefore the main source of emissions, with purchased goods and services (Category 3.1) being the dominant category. Scope 1 accounts for the remaining 23%, with stationary combustion as the main source, while Scope 2 emissions are zero under the Market-Based approach, thanks to electricity supplied with renewable origin guarantees at both sites.

The emissions, broken down by scope, are presented in Figures 2, 3, and 4 below.

Figure 2. Global Scope 1 emissions (Market-Based)

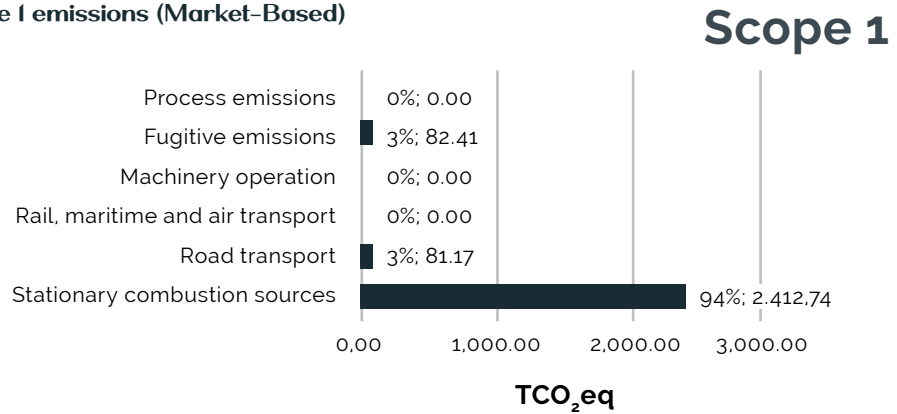


Figure 3. Global Scope 2 emissions (Market-Based)

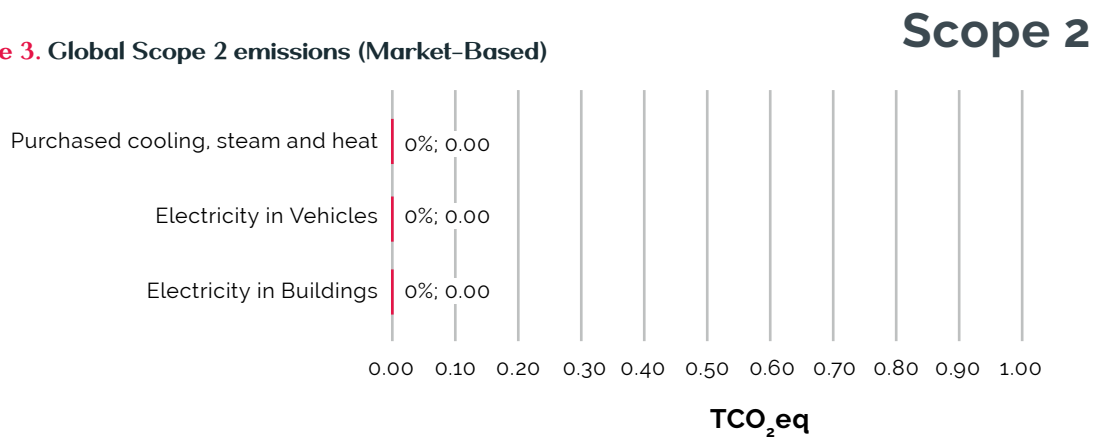
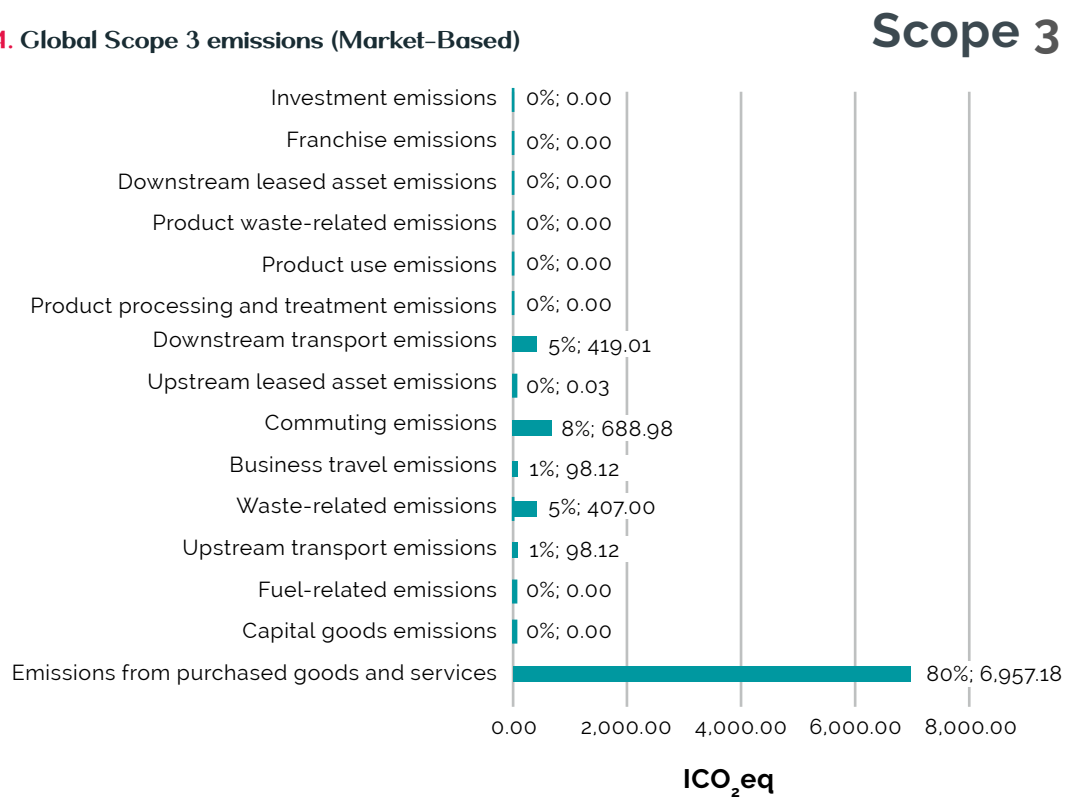


Figure 4. Global Scope 3 emissions (Market-Based)



8.2. Decarbonization Roadmap

Carbon reduction initiatives identified at both sites are part of NOUCOR GROUP's corporate emissions-reduction strategy, aligned to limit global warming to 1.5°C under the Paris Agreement. Overall, the Group has identified 20 decarbonisation measures (8 at URQUIMA and 12 at NOUCOR HEALTH), with a combined investment of €2,708,432, to be phased between 2026 and 2030.

The implementation of these measures would enable an estimated 35.2% reduction in the Group's emissions by 2030, as shown in Table 3.

The 2030 reduction targets by scope, with 2025 as the base year, are presented in Table 5. The combined reduction of 35.2% is calculated based on the Group's total global emissions (12,281.56 tCO₂eq), weighted according to each scope's contribution. The percentages by scope are calculated independently against their respective emissions baseline and are therefore not directly additive to obtain the total.

In the long term, the hypothetical projection indicates that NOUCOR HEALTH, S.A. could achieve carbon neutrality by around 2033, while URQUIMA, S.A. projects a cumulative reduction of 75% by 2050. In both cases, achieving carbon neutrality will require identifying and implementing additional decarbonisation measures beyond 2030, as well as the possible use of emissions offsetting mechanisms for hard-to-abate emissions.

Table 4. Expected annual emissions reduction (%)

Years	Expected reduction (%)	Cumulative reduction (%)
2026	1.7%	1.7%
2027	3.9%	5.6%
2028	11.5%	16.4%
2029	11.9%	26.3%
2030	12.1%	35.2%

Table 5. Emission reduction targets by scope and site (2025–2030)

Overall results	
Scope 1	34.7%
Scope 2	4.3%
Scope 3	6.7%
Total	35.2%

Note: The Scope 2 reduction percentage applies exclusively to the Location-Based approach, as emissions under the Market-Based approach are zero at both sites because the electricity supply is backed by guarantees of renewable origin.



8.3. Conclusions

This study has made it possible to quantify the carbon footprint of NOUCOR GROUP, considering both direct and indirect emissions under the GHG Protocol guidelines for the Group's two sites: NOUCOR HEALTH, S.A. (Palau-Solità i Plegamans) and URQUIMA, S.A. (Sant Fost de Campsentelles). The calculation covers Scope 1 emissions (direct emissions from owned sources), Scope 2 emissions (indirect emissions from electricity consumption) and Scope 3 emissions (other indirect emissions across the value chain).

The key performance indicators (KPIs) for both production sites were also calculated and compared, enabling identification of differences in emissions intensity per unit of production, per facility surface area, and per number of employees.

When comparing the carbon footprint for the 2025 financial year with that of 2024, a significant increase is evident: emissions rose from 4,468.91 tCO₂eq in 2024 to 11,236.26 tCO₂eq in 2025. This increase is mainly due to the inclusion, in the 2025 financial year, of Scope 3 Category 1 (Purchased goods and services), in accordance with the GHG Protocol methodology, a category that was not considered in the previous year. Scope 1 emissions remain stable at both sites, confirming that the increase is not attributable to higher production activity, but rather to broader inventory coverage.

Consequently, the 2025 carbon footprint calculation has been adopted as the baseline for developing the new **NOUCOR GROUP 2025–2030 Decarbonization Roadmap**, with reference to the previous financial year's Decarbonisation Plan, while accounting for the continued implementation of measures already planned during the current year. The Plan will be reviewed and updated to incorporate specific actions associated with the newly included category.

Finally, it should be noted that both entities are committed to the Paris Agreement, which aims to limit global warming to 1.5°C above pre-industrial levels. NOUCOR GROUP is moving in this direction through a specific decarbonisation plan comprising 20 identified measures and a combined investment of €2,708,432 scheduled between 2026 and 2030, which would make it possible to achieve an estimated combined reduction of 35.2% in the Group's emissions by 2030, equivalent to a reduction of 4,327.13 tCO₂eq compared with the 2025 baseline year.



NOUCOR

is moving in this direction through a specific decarbonisation roadmap comprising 20 identified initiatives and a combined investment of €2,708,432 scheduled between 2026 and 2030. This strategy is projected to achieve an estimated 35.2% reduction in the Group's emissions by 2030.




Appendix



Appendix I: External verification report

Verification Statement



Independent Verification Statement of the Non-Financial Information Statement of NOUCOR GROUP S.L. and its Subsidiaries for Financial Year 2025

To the Shareholders or the Management Body of NOUCOR GROUP S.L.:

In accordance with Article 49 of the Spanish Commercial Code, we have performed a limited assurance verification of the Non-Financial Information Statement (hereinafter, the NFI Statement) for the financial year ended 31 December 2025, of NOUCOR GROUP S.L. (hereinafter "the Group") and its subsidiaries, which forms part of its consolidated Management Report for the same period.

The content of the consolidated Management Report includes additional information beyond that required by current commercial regulations on non-financial reporting, which has not been subject to our verification work. In this regard, our work has been strictly limited to verifying the information identified in Annex 2: TABLE OF CONTENTS OF LAW 11/2018 WITH REFERENCE TO GRI, included in the aforementioned Non-Financial Information Statement.

Management Responsibility

The organization's Management is responsible for the preparation, content, and presentation of the NFI Statement in accordance with Law 11/2018, of 28 December. This responsibility includes the design, implementation, and monitoring of internal controls deemed necessary to ensure that the NFI Statement is free from material misstatement. The NFI Statement has been prepared in accordance with the contents established by current commercial regulations, selected as described for each matter in Annex 2: TABLE OF CONTENTS OF LAW 11/2018 WITH REFERENCE TO GRI of the aforementioned NFI Statement. Furthermore, the organization's Management is responsible for defining, implementing, adapting, and maintaining the management systems from which the information necessary for preparing the NFI Statement is obtained, as well as for monitoring compliance with the requirements set out in Law 11/2018, of 28 December.

Independence and Competence


The audit team has complied with independence, impartiality, and other ethical requirements, basing its work on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. EQA is an independent provider of verification services as defined in Law 11/2018.

Number: 02.715.367

Verification Date: 30 / 03 / 2026 Page 1 de 3

European Quality Assurance Spain, S.L. (EQA España) - Calle Joaquín Bau nº 2 | 1ª Planta | Escalera Derecha | 28036 Madrid
Queda sujeto al "Procedimiento de Certificación y Condiciones Generales" establecido por EQA

Verification Statement



Objective of the Verification

The objective of the verification is to ensure that the information reported by the organization in the Non-Financial Information Statement of NOUCOR GROUP S.L., version dated 10 March 2026, is accurate, complete, transparent, and free from errors or omissions.

Our Responsibility

EQA's responsibility is limited to expressing our conclusions in an independent limited assurance verification statement, based on the procedures performed and the evidence obtained. The engagement has been carried out in accordance with a proprietary methodology and the requirements of the International Standard UNE-EN ISO/IEC 17029 "Conformity assessment. General principles and requirements for validation and verification bodies".

The scope of a limited assurance engagement is substantially lower than that of a reasonable assurance engagement and, therefore, the level of assurance provided is lower.

The procedures performed are based on the professional judgment of the experts involved in the process and include inquiries, process observation, document review, analytical procedures, and sampling-based review tests, which generally include the following:

- Meetings with personnel from the various departments of the Organization involved, to understand the business model, policies and management approaches applied, the main risks related to these matters, and to obtain the necessary information for the review.
- Review of the processes used by the organization to determine material aspects in relation to its activities.
- Analysis of the procedures used to collect and validate the data and information presented in the NFI Statement.
- Analysis of the alignment of the NFI Statement with the provisions of Law 11/2018.
- Verification of data based on sample selection, and performance of substantive tests on the quantitative and qualitative information contained in the NFI Statement.

Number: 02.715.367

Verification Date: 30 / 03 / 2026 Page 2 de 3

European Quality Assurance Spain, S.L. (EQA España) - Calle Joaquín Bau nº 2 | 1ª Planta | Escalera Derecha | 28036 Madrid
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Verification Statement



Verification Conclusions

As a result of the procedures performed and the evidence obtained, nothing has come to our attention that would lead us to believe that the information contained in the NFI Statement of NOUCOR GROUP S.L. and its subsidiaries for the financial year ended 31 December 2025 is not properly presented, or that there are deviations or material omissions that would indicate that the report does not comply with the requirements of Law 11/2018 as set out in the aforementioned NFI Statement.

Use and Distribution

This Verification Statement is issued to the Management of NOUCOR GROUP S.L. in accordance with the terms of the contract signed between both parties. This statement has been prepared in response to the requirements established by current commercial regulations in Spain and may therefore not be suitable for other purposes or jurisdictions.



Esperanza Martínez García
Certification Director

Number: 02.715.367

Verification Date: 30 / 03 / 2026 Page 3 de 3

European Quality Assurance Spain, S.L. (EQA España) - Calle Joaquín Bau nº 2 | 1ª Planta | Escalera Derecha | 28036 Madrid
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Appendix II: Table of contents Law 11/2018 with reference to GRI

Below are the sections of the Statement of Non-Financial Information where the contents required by Law 11/2018 of 28 December on information with reference to the GRI standards are answered.

Statement of use	Noucor has prepared this sustainability report for the period from 1 January to 31 December 2025 using the GRI standards as a reference.	
GRI I	Fundamentals 2021	
LAW 11/2018	GRI Indicator	Section EINF
General Issues		
(a) a brief description of the group's business model , including its business environment, organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends likely to affect its future development.	2-1 (2021) Organisational details	2.1
	2-2 (2021) Entities included in sustainability reporting	2.1
	2-3 (2021) Reporting period, frequency and point of contact	2.1
	2-4 (2021) Updating information	n.a
	2-5 (2021) External verification	2.1 / Anexo1
	2-6 (2021) Activities, value chain, and other business relationships	3.1/3.2 /5.1/5.3
	2-7 (2021) Employees	6.1
	2-8 (2021) Non-employee workers	4.3
	2-16 (2021) Communication of critical concerns	3.3/4.1
	2-27 Compliance with legislation and regulations	4.2
(b) a description of the group's policies with respect to such issues, including the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and control, including what measures have been taken.	3-3 (2021) Management of material issues	4.1
	2-22 (2021) Sustainable development strategy statement	3.3
	2-23 (2021) Commitments and policies	4.1
	2-24 (2021) Incorporating commitments into policies	3.4/4.1
	2-25 (2021) Processes to remedy negative impacts	4.1/4.2/4.3
	2-26 (2021) Mechanisms for seeking advice and raising concerns	4.1/4.2
	2-9 (2021) Governance structure and composition	3.3
	2-10 (2021) Appointment and selection of the highest governance body	3.3
	2-12 (2021) Role of the highest governance body in overseeing the management of impacts	3.3
2-13 (2021) Delegation of responsibilities for impact management	3.3	

Declaración de uso	Noucor has prepared this sustainability report for the period from 1 January to 31 December 2025 using the GRI standards as a reference.	
GRI I	Fundamentals 2021	
LAW 11/2018	GRI Indicator	Section EINF
(c) the main risks related to those issues associated with the group's activities, including, where relevant and commensurate, its business relationships, products or services that may have an adverse impact in those areas, and how the group manages those risks, explaining the procedures used to identify and assess those risks in accordance with the relevant national, European or international frameworks for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts , in particular the main short, medium, and long-term risks.	2-14 (2021) Role of the highest governance body in sustainability reporting	2.1/3.4
	2-17 (2021) Collective knowledge of the highest governance body	3.3
	2-15 (2021) Conflicts of interest	4.1
	2-16 (2021) Communication of critical concerns	3.2/4.2/5.4
	3-1 (2021) Process for determining material issues	3.4
	3-2 (2021) List of material issues	3.4
	3-3 (2021) Management of material issues	Throughout the EINF
Information on environmental issues		
Detailed information on current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety, environmental assessment, or certification procedures; resources devoted to the prevention of environmental risks; application of the precautionary principle, amount of provisions and guarantees for environmental risks.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	71
- Pollution: measures to prevent, reduce or remediate carbon emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution.	305-7 (2016) Nitrogen oxides, sulphur oxides, and other significant emissions to air.	7.4
- Circular economy and waste prevention and management: waste prevention measures, recycling, reuse, other forms of recovery and disposal; actions to combat food waste.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	75
	303-2 (2018) Management of impacts related to water discharges	75
	306-1 (2020) Waste generation and significant waste-related impacts	75

Declaración de uso	Noucor has prepared this sustainability report for the period from 1 January to 31 December 2025 using the GRI standards as a reference.	
GRI I	Fundamentals 2021	
LAW II/2018	GRI Indicator	Section EINF
	306-2 (2020) Management of significant waste-related impacts	75
	306-3 (2020) Waste generated	75
	306-4 (2020) Waste not destined for disposal	75
	306-5 (2020) Waste for disposal	75
	Food waste	6.6/75
- Sustainable use of resources: water consumption and water supply in accordance with local constraints; consumption of raw materials and measures taken to improve the efficiency of their use; direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energy.	3-3 (2021) Management of material issues	7.2
	301-1 (2016) Materials used by weight or volume	7.2
	302-1 (2016) Energy consumption within the organisation	7.2
	303-5 (2018) Water consumption	7.2
- Climate change: the significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces; the measures taken to adapt to the consequences of climate change; the reduction targets voluntarily set in the medium and long term to reduce greenhouse gas emissions and the means implemented to this end.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	73
	305-1 (2016) Direct GHG emissions (Scope 1)	73
	305-2 (2016) Indirect GHG emissions from energy generation (Scope 2)	73
	305-5 (2016) Reduction of GHG emissions	73
- Protecting biodiversity: measures taken to preserve or restore biodiversity; impacts caused by activities or operations in protected areas.	304-2 (2016) Significant impacts of activities, products, and services on biodiversity	77 Non-material
	304-3 (2016) Protected or restored habitats	77 Non-material
Information on social and personnel issues		
2- Employment: total number and distribution of employees by gender, age, country and job classification; total number and distribution of types of employment contracts, average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and job classification, number of dismissals by gender, age and job classification; average remuneration and its evolution broken down by gender, age and job classification or equal value; pay gap, remuneration for equal or average positions in the company, average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments disaggregated by gender, implementation of policies of disconnection from work, employees with disabilities.	2-7 (2021) Employees	6.1
	2-19 (2021) Remuneration policies	6.5
	2-20 (2021) Process for determining remuneration	6.5
	405-1 (2016) Diversity of governing bodies and employees	3.3/6.1/6.2
	405-2 (2016) Ratio between basic salary and remuneration of women and men.	6.5

Declaración de uso	Noucor has prepared this sustainability report for the period from 1 January to 31 December 2025 using the GRI standards as a reference.	
GRI I	Fundamentals 2021	
LAW 11/2018	GRI Indicator	Section EINF
– Work organisation: organisation of working time; number of hours of absenteeism; measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	6.3
	Policies on disconnecting from work	6.3
	Reconciliation measures	6.2
	Absenteeism	6.6
– Health and safety: health and safety conditions at work; accidents at work, in particular their frequency and severity, as well as occupational illnesses; broken down by sex.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	6.6
	403-1 (2018) Occupational health and safety management system	6.6
	403-2 (2018) Hazard identification, risk assessment, and incident investigation	6.6
	403-3 (2018) Occupational health services	6.6
	403-4 (2018) Worker participation, consultation and communication on occupational health and safety at work	6.6
	403-5 (2018) Training of workers on occupational health and safety at work	6.6
	403-6 (2018) Promoting the health of workers	6.6
	403-8 (2018) Workers covered by the occupational health and safety management system	6.6
	403-9 (2018) Injuries due to accidents at work	6.6
	403-10 (2018) Occupational illnesses and disorders	6.6
– Social relations: organisation of social dialogue, including procedures for informing, consulting, and negotiating with staff; percentage of employees covered by collective agreements per country; the balance of collective agreements, particularly in the field of health and safety at work.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	6.3
	2-30 (2021) Collective bargaining agreements	6.3
– Training: the policies implemented in the field of training; the total number of training hours per professional category.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	6.4
	404-1 (2016) hours of training per year per employee	6.4

Declaración de uso	Noucor has prepared this sustainability report for the period from 1 January to 31 December 2025 using the GRI standards as a reference.	
GRI I	Fundamentals 2021	
LAW II/2018	GRI Indicator	Section EINF
<p>- Equality and diversity: measures adopted to promote equal treatment and opportunities between women and men; equality plans (Chapter III of Organic Law 3/2007, of 22 March 2007, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility of people with disabilities; the policy against all types of discrimination and, where appropriate, diversity management.</p>	2-7 (2021)-Employees	6.1/6.2
	406-1 (2016) Cases of discrimination and corrective action	4.2

Information on respect for human rights

<p>Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses; reporting of human rights abuses; promotion and enforcement of the provisions of the International Labour Organisation's core conventions related to respect for freedom of association and the right to collective bargaining; elimination of discrimination in respect of employment and occupation; elimination of forced or compulsory labour; effective abolition of child labour.</p>	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	4.2
	2-23 (2021) Commitments and policies	4.1
	406-1 (2016) Cases of discrimination and corrective action taken	4.2
	409-1 (2016) Operations and suppliers with significant risk of cases of forced or compulsory labour	4.3
	407-1 (2016) Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	4.3
	408-1 (2016) Operations and suppliers with a significant risk of child labour cases	4.2
	412-1 (2016) Operations subject to human rights impact assessment or review	4.2
	412-2 (2016) Employee training on human rights policies or procedures	4.2/5.3
	412-3 (2016) Significant investment agreements and contracts with human rights clauses or subject to human rights screening	4.2
	414-2 (2016) Negative social impacts in the supply chain and measures taken	4.3

Declaración de uso	Noucor has prepared this sustainability report for the period from 1 January to 31 December 2025 using the GRI standards as a reference.	
GRI I	Fundamentals 2021	
LAW 11/2018	GRI Indicator	Section EINF
Information relating to the fight against corruption and bribery		
Measures taken to prevent corruption and bribery; measures to combat money laundering, contributions to foundations and non-profit organisations.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	4.1
	205-1 (2016) Operations assessed for corruption-related risks	4.1
	205-2 (2016) Communication and training on anti-corruption policies and procedures	4.2/5.3
	205-2 (2016) confirmed incidents of corruption and actions taken	4.2
	Contributions to foundations and non-profit organisations	5.3
Information on the company		
- The company's commitment to sustainable development: the impact of the company's activity on employment and local development; the impact of the company's activity on local populations and the territory; the relations maintained with local community stakeholders and the methods of dialogue with them; partnership or sponsorship actions.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	3.3/3.4/4.1/ 5.3
	2-28 (2021) Membership in associations	3.2
	2-29 (2021) Approach to stakeholder engagement	3.4
	203-1 (2016) Investments in infrastructure and supported services	5.3
- Subcontracting and suppliers: inclusion of social, gender equality and environmental issues in the procurement policy; consideration in relations with suppliers and subcontractors of their social and environmental responsibility; monitoring and auditing systems and results of audits.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	4.3
	204-1 (2016) Share of expenditure on local suppliers	4.3
	308-1 (2016) New suppliers that have passed evaluation and selection filters in accordance with environmental criteria	4.3
	414-1 (2016) New suppliers that have passed selection filters according to the social criteria	4.3
- Consumers: consumer health and safety measures; complaint systems, complaints received and resolution of complaints.	3-3-d (2021) Describe the actions taken to manage the topic and related impacts	5.1/5.2/5.3/5.4
	416-1 (2016) Assessment of health and safety impacts of product or service categories	5.1/5.2
	416-2 (2016) Cases of non-compliance concerning health and safety impacts of products and services	5.2
- Fiscal information: profits earned country by country; taxes on profits paid and public subsidies received.	207-2 (2019) Fiscal governance, control, and risk management	4.1/4.4
	207-4 (2019) reporting by country	2.1
	Public subsidies received	4.5



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