

BIOIBERICA GROUP GENERAL CORPORATE POLICY

At BIOIBERICA S.A.U. (hereinafter, **BIOIBERICA** or the Organization interchangeably) we promote a culture of continuous innovation at all levels of the Organization, integrating management practices that ensure the quality of our products and services, care for the environment, the health and safety of people, as well as strict compliance with legal and regulatory requirements. All of this is done with a commitment to conducting our business under the principles of fair competition, serving the interests of our customers and respecting our competitors in the market.

This Policy constitutes the framework of reference for the actions and performance of all **BIOIBERICA's** internal and external collaborators and has materialized in the following commitments:

1.- COMMITMENT TO INNOVATION

Promote processes, resources and environments that enable the development and implementation of new products and services that improve current and future processes, satisfying the needs of customers and the expectations of stakeholders.

Foster synergies with SARIA Group companies, as well as establish strategic alliances with universities, research centers and other organizations to promote the co-creation of innovative solutions.

2.- COMMITMENT TO PRODUCT QUALITY AND SAFETY

Ensure compliance with good manufacturing practices at all stages of the supply chain, producing safe, legal and authentic products, and taking responsibility for these products vis-à-vis our customers.

Guarantee the quality, safety and authenticity of our products through the effective implementation of an Integrated Management System, based on our own standards and industry benchmarks, certified by accredited bodies.

Maintain a focus on continuous improvement, systematically reviewing the effectiveness of our processes based on results and feedback obtained, with the primary objective of satisfying our customers and consumers.

3.- COMMITMENT TO THE ENVIRONMENT AND ENERGY EFFICIENCY

Incorporate environmental criteria into all product development decisions, minimizing the impact of our operations.

Assess the life cycle of our products, promoting sustainable and efficient alternatives, with special attention to the conservation of natural resources, the reduction of negative impacts and the prevention of accidental emissions.

Apply a continuous improvement approach to energy and environmental performance, based on innovation, responsible management, efficient energy use and the adoption of renewable energies, with a view to energy self-sufficiency.

Make the necessary information on the environmental impacts of our activities available to stakeholders, maintaining an open and transparent dialogue.

4.- COMMITMENT TO SUSTAINABILITY

Integrate sustainability into all our operations, promoting practices that add value to the Organisation, the community and the environment.

Promote sustainable development initiatives that benefit local communities and contribute to reducing our carbon footprint.

Maintain and improve the plan to reduce food loss and waste, complying with applicable regulations and promoting the recovery of our products, as well as collaborating with third parties to prevent waste in the food chain.

Ensure the transparency and availability of relevant data to measure our sustainability performance, continuously improving internal and external communication and reporting processes.

5.- COMMITMENT TO REGULATORY COMPLIANCE AND THE CODE OF CONDUCT

Strictly comply with the laws and regulations in force in the countries where we operate, as well as with the Code of Conduct and the Organization's internal policies and procedures.

Maintain a zero-tolerance philosophy towards unlawful conduct, corrupt practices, or unethical professional behavior.

Promote a culture of compliance through the conduct of the directors and senior management themselves, leading by example and reacting firmly and quickly to risks or breaches.

Provide the *Compliance* body with sufficient independence, authority and autonomy to prevent and manage risks, design control measures and monitor the effectiveness of the System.

Foster training and communication on *compliance* matters, ensuring that everyone in the organization is aware of and understands the rules and commitments necessary for the performance of their duties.

Protect those who report suspicious events or misconducts, ensuring that there are no reprisals, and apply, where appropriate, disciplinary, corrective or sanctioning measures in accordance with current labor regulations.

Ensure the continuous improvement of the Criminal *Compliance* and Anti-Bribery Management System.

6.- COMMITMENT TO PEOPLE

Respect the dignity and fundamental rights of all people, ensuring an inclusive working environment in accordance with current legislation, the Conventions of the International Labor Organization and the guiding principles of human dignity.

Recognize that the Organization's employees are **BIOIBERICA's** main asset, promoting their active participation in improving the quality of work and their own well-being.

Provide continuous training and encourage professional development, reinforcing education and awareness in occupational safety and risk prevention, innovation and technical skills.

Constantly improve working conditions, minimizing risks to people's health and safety, and adopting preventive measures against incidents or accidents.

Ensure that contractors, suppliers and visitors comply with equivalent standards in terms of quality, safety and prevention, the environment, energy efficiency and social responsibility.

Reinforce the shared responsibility of all individuals in risk prevention, avoiding behavior that creates unnecessary risks for themselves, third parties or the environment.

BIOIBERICA's Health and Safety Policy is integrated into SARIA FOOD & PHARMA's Health and Safety Policy.

7.- COMMITMENT TO THE POLICY

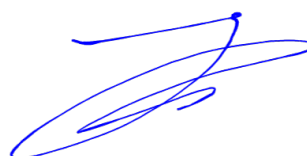
All **BIOIBERICA** employees are responsible for implementing and promoting this Policy, contributing to the success of our Management System, sustainable development, innovation, product quality and safety, and the Organization's corporate social responsibility.

This Policy applies to all **BIOIBERICA** employees, Directors and Administrators, including subsidiaries over which it exerts effective control.

Policy updated on September 25, 2025 by:

A blue ink signature of Luis Solera Blasco, featuring a stylized 'L' and 'S'.

Luis Solera Blasco
CEO

A blue ink signature of Hendrikus Joannes Antonius Van Boxtel, featuring a stylized 'H' and 'J'.

Hendrikus Joannes Antonius Van Boxtel
Director