



**PRIM**

**Prim Group Environmental Policy**

**Approved by the Board of Directors of Prim, SA**

**on January 24, 2025.**



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### I. OBJECT

We recognise the impact of the environment and climate change on people's health, and we therefore assume our responsibility in protecting the environment. This Policy defines PRIM's commitment to environmental sustainability, establishing continuous improvement, legal compliance and dialogue with our stakeholders as key principles.

Our company operates in a sector that is highly regulated by health regulations, which determine the implementation of advanced environmental practices. Thus, and with a firm commitment to promoting environmental sustainability, patient safety and hygiene will prevail in defining the scope of environmental criteria throughout the entire life cycle of our products.

We seek to optimize our environmental performance through concrete actions, such as reducing our carbon footprint, efficient use of resources, transitioning to a circular economy and collaborating with our value chain, aligned with the Sustainable Development Goals of the United Nations (UN).

By achieving these goals, we not only reduce our environmental impact, but also support our customers and suppliers in their transition to a more sustainable future.

### II. SCOPE

This Policy is a mandatory framework for PRIM, S.A. and all companies that make up the Prim Group, each of which is responsible for determining and complying with all regulatory requirements of the policy applicable to its operations.

The company fosters a culture of open communication where employees can express their concerns and suggestions related to sustainability.

### III. COMMITMENTS

The company prioritizes the actions necessary to prevent negative impacts and enhance the positive impacts of our operations, products and services that we offer to our clients, minimizing current and potential risks, as well as taking advantage of opportunities linked to the environment.

Based on this, we commit to:

- Ensure compliance with current legal requirements, internal regulations or other voluntary commitments made by the company, in all places where we operate.
- Promote environmental culture among our employees, encouraging their participation and involvement in the search for innovative solutions and ensuring that everyone knows and applies this policy.
- Integrate environmental protection into daily decision-making and business practices, incorporating environmental criteria into our due diligence processes for new suppliers and customers.
- Promote the company's environmental strategy and move towards achieving the objectives and goals defined in the short, medium and long term, reviewing our progress regularly at all levels of the organization.
- Measure and manage our environmental impact through key performance indicators with the aim of continuous improvement. Establish the necessary mechanisms for verification, control and auditing.
- Calculate the Carbon Footprint for Scopes 1, 2 and 3, following internationally recognized methodologies. Based on these results, the plans and programs established for their progressive reduction will be updated.
- Promote transparency by providing information on our progress externally through our channels and the Sustainability Report.
- Ensure adequate management of environmental risks and their integration into the company's risk management model.
- Evaluate the impacts, risks and opportunities associated with climate change and implement reduction and mitigation measures in our operations.
- Promote the application of the principles of the circular economy, seeking to optimize its useful life.
- Working with and developing our suppliers to encourage, whenever health regulations allow, the use of sustainable materials in the packaging of our products and design these packages for circularity.
- Minimize waste generation at our facilities and establish plans for sustainable waste management, ensuring compliance with regulations and the implementation of the waste management hierarchy: reduce, reuse, recycle.

- Ensure the protection and conservation of biodiversity, sustainable water management and the minimization of air emissions from our operations and the products we manufacture.
- Collaborate with our suppliers and business partners to promote sustainable practices in our value chain, supporting them in their journey towards decarbonization.

#### **IV. GOVERNANCE**

This Policy has been approved by the Board of Directors of PRIM, S.A., following verification by the Appointments, Remuneration and ESG Committee, and at the proposal of the ESG Department, which will oversee compliance with the Policy, its successive updates and the performance of the environmental sustainability strategy.

The ESG Department will assist the Environmental Department and the heads of the operational areas to adapt their internal procedures with the aim of achieving effective integration of environmental management in the organization, and will supervise such compliance. The ESG Department will verify the need for the necessary resources to achieve the principles, commitments and objectives set out in the Policy, proposing and collaborating with the CEO to establish the appropriate priorities in terms of the provision of said resources.

The ESG Department will establish the different deadlines for adapting the internal procedures of each operational area during the first half of 2025.

The ESG and Environmental departments report directly to the executive director, to whom they periodically report on the achievement of objectives and the progress of the strategy. Additionally, strategic operational decisions are discussed in the Steering Committee.

#### **V. DIVULGATION**

This Policy is public and is available both on the company's intranet and on its website.

Additionally, our environmental performance is reported at least annually through our Sustainability Report available on the company's [website www.prim.es](http://www.prim.es).

Policy proposed by the Executive Advisor .