

Quibim

Sustainability Policy

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1. Purpose

The values of Quibim, reflected in the “*Quibiomics*”, imply a total commitment to the highest standards of integrity, excellence, and respect for the law and human rights. Thus, Quibim requires its activity to be conducted according to such principles and with the utmost respect for any applicable laws, whether national or international.

This Sustainability Policy (the “**Policy**”) defines and sets out the general principles, main management and control objectives, and guidelines to be followed by Quibim with regard to sustainable development. The Policy shall govern the behavior of all managers, executives, employees and external collaborators of Quibim in the conduct of business. The Policy will govern the interactions between Quibim and any third party.

With this Policy, Quibim acknowledges that sustainability shall be at the heart of its business strategy. Quibim recognizes that its operations can contribute to creating a more sustainable world, and it shall own the responsibility of improving its sustainability performance through the way the business is run, and thereby contributing to the achievement of the Sustainable Development Goals approved by the United Nations (SDGs).

2. Scope

This Policy shall apply to:

- Quibim, S.L., Quibim, Inc., Quibim, Ltd. and the other companies in the group (“**Quibim**”).
- Quibim's employees, executives, managers, service providers and independent professionals acting on behalf of Quibim (the “**Quibim Professionals**”).
- This Policy shall also apply, to the extent relevant, to the joint ventures, temporary joint ventures (*uniones temporales de empresas*) and other equivalent associations over which Quibim has management control.

This Policy shall serve as a reference when establishing and developing local sustainability policies and systems within Quibim, which will be consistent and in line with it.

When applying this Policy, consideration shall be taken of the nature, scale and complexity of the risks inherent in the business model and the operations carried out within Quibim, as well as respect for applicable local and sectoral regulations. It is the responsibility of all parties involved to request information and guidance when addressing new or unusual situations. In the event of doubt, the Legal Department of Quibim should be consulted before acting.

3. Applicable Regulations

Quibim is an international group that operates in different countries. Each country may have specific sustainability legislation. This means that Quibim is subject to compliance with very varied sustainability regulations (the “**Sustainability Regulations**”), which are at the core of Quibim’s commitment to adopting sustainable practices, reporting on those practices and tracking them over time.

This Policy takes inspiration from the United Nations’ 2030 Agenda for Sustainable Development, particularly the SDGs, and mandates compliance with all applicable Sustainability Regulations in the countries where Quibim operates.

4. General principles and provisions

4.1 General principles

Quibim will pursue its sustainability goals on the basis of the following general principles, which are already applied in its various management policies:

- Integrity.
- Respect for science.
- Dedicated to advancing Medicine for the benefit of mankind.
- Major commitment to solving social problems in the field of health.
- Transparency.
- Decision-making is driven by objectivity and knowledge.
- Creating long-term value for all stakeholders.
- Compliance with applicable law at any given time.

4.2 Policy provisions

Quibim considers sustainability in all its day-to-day operations, both in relation to its clients and its internal processes. As such, devising and executing the sustainability strategy is an organization-wide effort.

Quibim will have specific sustainability goals and measures, which are the following at the date this Policy was drawn up:

- Understanding our stakeholders’ expectations in relation to best practices in sustainability and responding to stakeholders transparently about Quibim’s commitments and performance.
- Understanding how sustainability trends impact Quibim’s business strategies globally, and locally contribute to and improve social values and community benefits, fostering the promotion of a more prominent role for the biotechnology industry in sustainable development.

- Fostering the development of the sustainability strategy within the organization, promoting related training for employees and transferring Quibim's culture of sustainability to the entire value chain.
- Ensuring the direct and indirect environmental and social impact generated by Quibim's operations, mainly as it refers to the climate, progressively aligning its strategy with the objectives of the Paris Agreement (2016) and the Glasgow Climate Pact (2021).
- Maintaining our facilities to reduce environmental impact and implementing several programs in video conferencing, workplace flexibility, recycling, paperless offices, and energy conservation, aiming to maximize the re-usage of resources at the most efficient level possible.
- Supporting remote work and providing employees with remote access to applications, programs, data and collaboration tools to reduce the environmental cost associated with commuting, office space usage and team travel.
- Quibim will progressively incorporate more climate change opportunities and climate-related risks into its strategy, processes and risk management, including improving the assessment, developing additional mitigation measures, setting renewable energy consumption targets and reducing carbon emissions in the performance of its own activities.
- Valuing diverse skills and contributions by improving diversity and equality.
- Implementing preventive measures of illegal behavior and fighting against corruption, having approved an Anti-Corruption Policy, which conveys Quibim's *zero-tolerance* policy of any practice that may be classified as corruption or fraud.
- Increasing the development of strategies which will be of benefit to human health and wellbeing.
- Fostering privacy and data protection as foundational pillars of Quibim's business model, by constantly building privacy-enhancing features into our products, processes and systems.

5. Governance and oversight

The Legal Department, managed by the Chief Corporate Officer will be aware of the degree of application of this Policy, relying on the information provided by the managers of the areas to which it applies, and will take the necessary measures if it is not being correctly implemented. The Heads of the areas affected by the Policy will guarantee, within their respective areas of responsibility and where applicable, the provision of sufficient means, systems and organization for its compliance.

Any of the Quibim's Professionals who take and implement decisions with sustainability implications shall consider whether the principles and provisions herein may be compromised. In the event of doubt, the Legal Department of Quibim should be consulted.

If any event requires changes to this Policy, the Legal Department will revise and submit to Quibim's Executive Committee any updates and modifications deemed necessary or appropriate.

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