

SUSTAINABILITY POLICY

1. OBJECTIVE

This Policy aims to establish and specify the principles that guide sustainability management and future commitments with stakeholders, forming the framework for Persán Group's actions in the field of Sustainable Development. It is based on compliance with our Ethics Code, which is the cornerstone of our activities.

It also serves as a basis for defining our objectives, programs, and actions, which are detailed individually in the annual Sustainability Plan. These plans allow for the management and control of non-financial risks in environmental, social, and governance areas, promoting sustainable development and contributing to long-term value creation responsibly, considering all stakeholders.

We consider sustainability an essential element of our corporate culture, fully integrating it into our strategy. This is reflected in our purpose:

“Continuing to build the future, providing personal and home care solutions that care for you and your environment.

We believe in the combination of talent and commitment with technology to drive today and tomorrow, sharing with our collaborators the challenge of making everyday life easier with a positive global impact on society and the planet.

Persán, we create the future we believe in”

All the above allows us to align our commitments and objectives with international frameworks such as, but not limited to, the Paris Agreement objectives; the Principles of the Global Compact; the 2030 Agenda, and the Sustainable Development Goals approved by the United Nations.

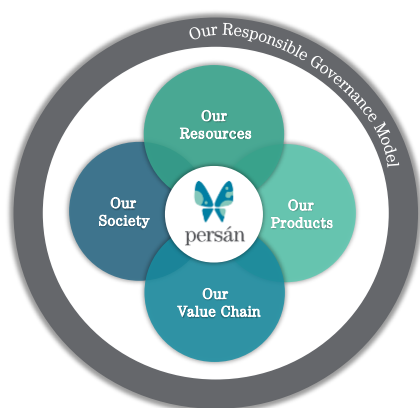
2. SCOPE

This Policy covers the entire value chain of Persán Group, applying to all activities, operations, employees, contractors, and other stakeholders of the Organization. This includes all the production centers.

To this end, we have defined a series of commitments to improve the health of the planet and people, which will apply in all our spheres and present and future relationships.

3. OUR COMMITMENTS

The purpose of this Policy is to ensure that the commitments and objectives defined in our annual Sustainability Plan are achieved, based on the Organization's purpose and responsible business model. These are articulated around the following pillars:



Our products

We are committed to developing safe products and packaging for people and respectful for the environment. We work to align the properties of our products with the safety, quality, and sustainability needs of our customers and consumers, considering both the formula and the packaging of the final product and its lifecycle.

Our resources

At Persán Group, we ensure compliance with current laws and regulations in all our activities and facilities. We actively contribute to climate change mitigation through science-based targets and responsible management of greenhouse gas emissions. In this context, we have committed to reducing absolute Scope 1 and 2 emissions by 50.6% by 2030, using 2023 as the baseline year. In addition, we are driving the decarbonization of our supply chain by committing to ensure that suppliers accounting for 80% of our emissions associated with purchased goods and services have science-based climate targets in place by 2030. These commitments are part of our climate roadmap, which includes a commitment to achieve net-zero emissions by 2050 and to source 100% renewable electricity by 2033. We are also continuously working to optimize the use of natural resources in our operations, promoting energy efficiency,

responsible water management, waste minimization, and air pollution prevention as fundamental pillars of our sustainability strategy.

Our value chain

We actively promote the well-being and professional development of our employees, continuously updating our equality plans and working to achieve diversity certification. Additionally, we are committed to continuously improving the efficiency of our employee training, ensuring that our development programs are effective and beneficial for all. We also integrate environmental, social, and governance criteria into our commercial relationships with suppliers and adopt a due diligence approach in our supply chain.

Our society

We are dedicated to generating a positive impact on society through various programs and actions through our Foundation. This focuses on the labor insertion of vulnerable groups, offering guidance, labor intermediation, and employment training. Additionally, it supports education through university scholarships for students with economic difficulties and carries out direct social actions to combat poverty and promote fundamental values that underpin all its initiatives.

Our responsible sustainability governance model

We continuously promote awareness and sustainability values at all levels of the organization. To this end, we are committed to updating and developing new policies, procedures, and action plans that improve performance and integrity. Thus, we prepare non-financial reports that reflect our annual progress.

We are committed to ensuring that the tax strategy is fully aligned with international standards and the regulations of all the countries where we operate, guaranteeing a compliance model based on good tax practices and transparency. Additionally, we have an organization and management model with zero tolerance for corruption, fraud, and bribery, ensuring ethical and responsible governance.

All these commitments translate into objectives and performance indicators recorded in the Sustainability Plan 2024-27 dashboard. The projects and tasks to achieve these objectives are led by the *Green Team*, a group composed of the sustainability department and other key departments for the Plan's execution. The *Green Team* meets quarterly to coordinate and direct the tasks of each project. Finally, it is the sustainability team's responsibility to report and align the Management Committee and the Board of Directors on all achievements made.

4. ASSOCIATED POLICIES

This Policy is accompanied and complemented by the following policies and codes to ensure that environmental, social, and governance sustainability is a transversal aspect:

- Code of Ethics.
- Quality, Environment, and Safety Policy.
- Responsible Purchasing Policy.
- Supplier Code of Conduct.
- Occupational Risk Prevention Policy.
- Criminal Compliance Policy.
- Anti-Corruption Policy.

5. POLICY COMPLIANCE SUPERVISION

Annually, the Management Committee will receive the Sustainability Plan proposal from the Sustainability Department, detailing all actions and objectives defined to comply with the Policy's principles and commitments for the next three (3) years. After its supervision, the Sustainability Plan will be submitted to the Board of Directors for approval. Additionally, the Management Committee will annually supervise the degree of compliance with the Sustainability Plan.

The latest approved version of this Policy will be available on Persán Group's corporate website (www.persan.es).



Cristina González
Chief Sustainability Officer