



Occupational Health and Safety Policy

March 2026

3rd Edition



Occupational Health and Safety Policy

ROVI's objective is to promote a *preventive culture* by developing a safe working environment where the integrity of people and both physical and emotional well-being are guaranteed.

The ROVI Group is composed of a group of companies that are distinguished by the activities carried out and geographical areas:

COMPANY	LOCATION	ACTIVITY
Laboratorios Farmacéuticos ROVI S.A.	Granada	Research and development of medicines and medical devices. Manufacture of active substances
	Madrid	Control of the manufacture of medicines and medical devices.
	Alcalá de Henares	Research and development of medicines and medical devices.
	Madrid and Portugal	
ROVI GMBH. ROVI Biotech Limited. ROVI Biotech, S.R.L. S.A.S.U. ROVI	Germany & Austria United Kingdom Italy France	Marketing authorisations for medicinal products - Medical devices
Pan Química Farmacéutica S.A.	Madrid	Marketing of medicines and health products. Manufacture and sale of pressotherapy garments.
ROVI Pharma Industrial Services S.A.U.	Alcalá de Henares	Production, storage and packaging of pharmaceutical specialties.
	Madrid	Manufacture and packaging of medicines and medical devices in low-volume injectable pharmaceutical forms. Conducting Analysis
	San Sebastián de los Reyes	Manufacture and packaging of medicines and medical devices in low-volume injectable pharmaceutical forms. Manufacture of active ingredients
ROVI Escúzar S.L.	Granada	Manufacture of active substances
Cells IA Technologies S.L.	Madrid	Transformation of pathological anatomy through artificial intelligence.
ROIS Phoenix Inc.	Phoenix	Production, storage and packaging of pharmaceutical specialties.



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We have a health and safety management system certified by ISO 45001 that allows us to evaluate and implement tools and technologies that contribute not only to injury prevention and risk minimization, but also to generate a positive impact on the health of employees. The new locations will have the same certifications in upcoming future as well.

The principles and commitments set out in this policy are disseminated to all *stakeholders* so that everyone is aware of the importance of ensuring their safety, health and well-being, as well as that of other people in the environment.

- Complying with current legal requirements, to anticipate changes and implementing internal rules that are more restrictive than what the legislation requires.
- Evaluating our performance through objectives and goals that allow us to evolve and promote continuous improvement.
- Defining corporate indicators aimed at preventing incidents and accidents and investigating those that have been avoided by establishing measures so that they do not happen again.
- Identifying the risks and opportunities of our activity and establishing action plans that minimize possible damage to people and the environment.
- Providing personal protective equipment and studying improvements to collective protections to ensure the prevention of risks at work.
- Training and coaching all personnel so that they have the knowledge in preventive matters for the development of the activity in their workplace.
- Considering the *consultation and participation* of the company's personnel and their representatives as a fundamental part of our preventive culture.
- Promoting a healthy work environment and valuing the collaboration of our employees, contractors, temporary employment agencies and stakeholders in health and safety management and continuous improvement.
- Integrating gender and generational diversity perspectives, as well as any other personal characteristics in preventive management.

This Policy constitutes ROVI's firm commitment to Occupational Health and Safety, the purpose of which is to develop the activity protecting the integrity of people in a safe and healthy work environment.

Juan López-Belmonte Encina Chief Executive
Officer
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Juan López-Belmonte Encina
Chief Executive Officer
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