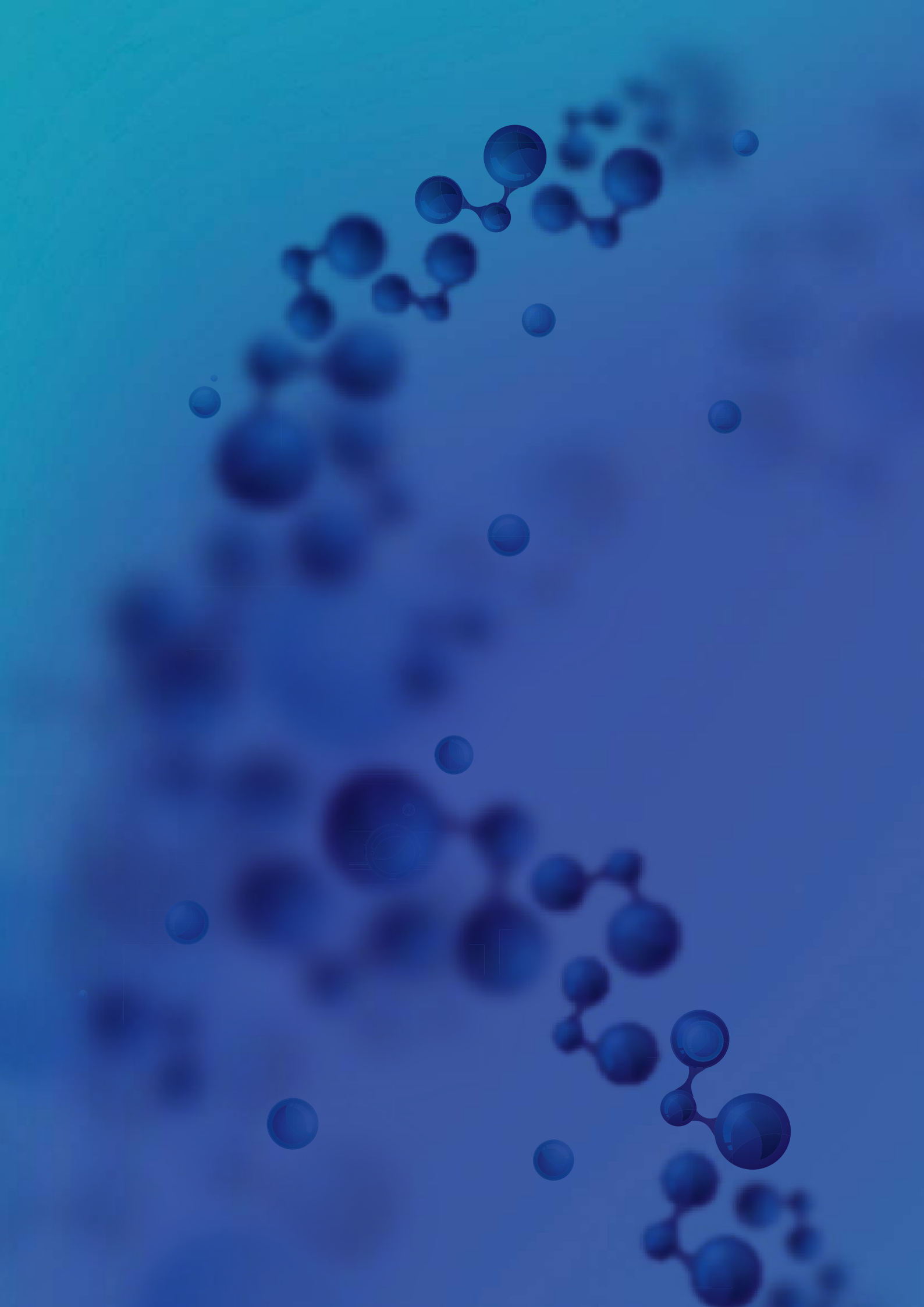
AT THE
CORE
OF A
BETTER
LIFE

SUSTAINABILITY REPORT 2024

SUANFARMA



WE ARE COMMITTED TO **EXCELLENCE**

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Letters to stakeholders

Dear Stakeholders,

In today's pharmaceutical landscape, trust is not something that can be claimed, it must be continuously earned. It grows from the coherence between what we say and what we do, from the values we uphold in every decision and from the tangible, lasting impact we make on people's lives and the environment.
This Sustainability Report goes beyond metrics and milestones. It reflects our strategic direction and our deep sense of responsibility. It tells the story of how Suanfarma is intentionally combining industrial strength with environmental awareness, harnessing scientific progress to generate meaningful value and shaping a business model that balances short-term results with long-term resilience.

We are not adapting by chance. We are evolving by design.
Our growth is rooted in a culture of continuous improvement. Across our CDMO network and Group-wide operations, we are investing in process excellence, advancing energy efficiency and approaching innovation not as a trend to follow, but as a discipline to master. Because operational excellence is not an endpoint. It is a daily practice, embedded in how we think, decide and act.

Environmental responsibility is no longer a choice. It is part of the license to operate.
We are reducing emissions, modernizing our energy systems and moving toward renewable solutions. These are not isolated initiatives; they are part of a systemic shift. As a company with a tangible environmental footprint, we recognize our duty to lead a transition toward a lower-impact, science-driven industry.

But sustainability must also be human.
Behind every batch we produce, every system we optimize, there are people: dedicated professionals, engaged communities and partners who expect more than compliance. They expect commitment. That's why we continue to focus on workplace well-being, health and safety and purposeful community engagement.

Above all, we believe that responsibility must be shared.
Sustainability is not a separate agenda. It is part of our business strategy, embedded across functions, connected to leadership and designed to create long-term value. It is through this integration, of purpose and performance, that we strengthen our resilience as a company and our trustworthiness as a partner.

This is the path we have chosen. It may not be the simplest, nor the quickest. But it is the one most aligned with our values and with the future we are committed to helping shape.

Thank you for walking this path with us.
Your continued partnership makes this journey possible and meaningful.

Sincerely,
Pere Mañé Godina
CEO Suanfarma Group

Dear Stakeholders,

Today, more than ever, industrial leadership is measured not only by performance, but by purpose. At Suanfarma CDMO, we believe that the way we operate must reflect the future that we want to help shaping: efficient, responsible and with a view to society.
This Sustainability Report is the tangible result of that belief transformed in concrete action points. It captures our efforts across four key dimensions: operational improvement, environmental responsibility, social engagement and long-term value creation.

We are building smarter, leaner, more resilient operations.
Continuous improvement remains central to our industrial strategy. Across our manufacturing sites, we are implementing selected projects to increase efficiency, reduce waste and accelerate innovation. These initiatives are not isolated, they are part of a systemic approach that reinforces our commitment to quality, agility and sustainability.

We are addressing environmental challenges with measurable actions.
We have made tangible progress in reducing our environmental footprint: from energy optimization to emissions control and renewable energy integration. These results are not only aligned with our ESG roadmap but are essential to the long-term competitiveness and responsibility of our operations.

We are committed to creating impact beyond manufacturing.
People are at the core of our work: from the well-being of our teams to our engagement with local communities. We continue to invest in safety, inclusion and shared value initiatives that strengthen both our organization and our social ecosystem.

And above all, we act with a long-term perspective.
Sustainability is a collective responsibility: one that requires alignment, transparency and consistency across all levels of our industrial network. We are shaping a culture where performance and responsibility go hand in hand, today and in the years to come.

This report is not an end point: it is a milestone in a journey we are proud to share with you. **Because every decision we take today must be strong enough to stand tomorrow**.

Sincerely,
Gian Nicola Berti
Industrial Director SF CDMO

Promoting better health, our vision and mission

For 30 years we have been dedicated to the research and development of scientifically proven ingredients for the pharmaceutical and veterinary industries, offering our clients a comprehensive service under the highest quality standards and certifications from the main regulatory agencies in the world.

Vision

- CREATE MORE VALUE FOR OUR COMMUNITY
- REDUCE OUR ENVIRONMENTAL FOOTPRINT
- DEVELOP OUR POTENTIAL

Mission

- MAINTAIN THE COMMITMENT
- PROMOTE A CORPORATE CULTURE
- CONTRIBUTE TO IMPROVING QUALITY OF LIFE
- CREATE VALUE FOR CUSTOMERS

Our Values

OUR VALUES DEFINE US. EVERYTHING WE DO IS GUIDED BY OUR CORPORATE VALUES, WHICH DEFINE THE WAY WE WORK .

COMMITMENT

- Dedication and responsibility to fulfill our goals and mission.
- Commitment to improving people's health.
- Meeting with appropriate ethical and quality standards and ensure that products are safe and effective.

EXCELLENCE

- Constant pursuit of quality and improvement in all aspects of the company.
- Continuously enhancing customer service and satisfaction through ongoing evaluation and refinement of internal efficiency, work culture and performance.
- A benchmark in the pharmaceutical industry, contributing to the well-being of people and animals.

PASSION

- Dedication and enthusiasm for our work and mission.
- Our colleagues are passionate about enhancing people's lives through an entrepreneurial mindset of innovation and the development of new products and technologies.
- Our employees are passionate about understanding customers' needs and offering tailored solutions that meet specific requirements.

NO LIMITS

- Constantly striving to exceed expectations and achieve new levels of success.
- We are always working to improve our products and processes, and to achieve new goals and targets in drug research and development.
- Continuous improvement is an integral part of scientific progress. We are committed to advancing science and improving people's lives.

WE ARE ONE

- We work together as a team towards a common goal, and each person is valued and respected for their contribution.
- Diversity of viewpoints is encouraged, with inclusive teams that help to come up with ethical and innovative solutions. This is reflected in a collaborative, team-spirited culture, where we work together to make a positive impact on society.
- Open and transparent communication, efficient teamwork and a culture of mutual support.

Suanfarma at a Glance

+250 Mio
Total

+400
Customers

534
Employees

19.379
Training hours

12
Branch offices

+70
Countries served

Industrial capabilities

Fermentation + 2000 m^3
Chemical Synthesis + 800 m^3

2 Industrial plants

Contract Development
and Manufacturing Organization

Suanfarma: our story of growth and development

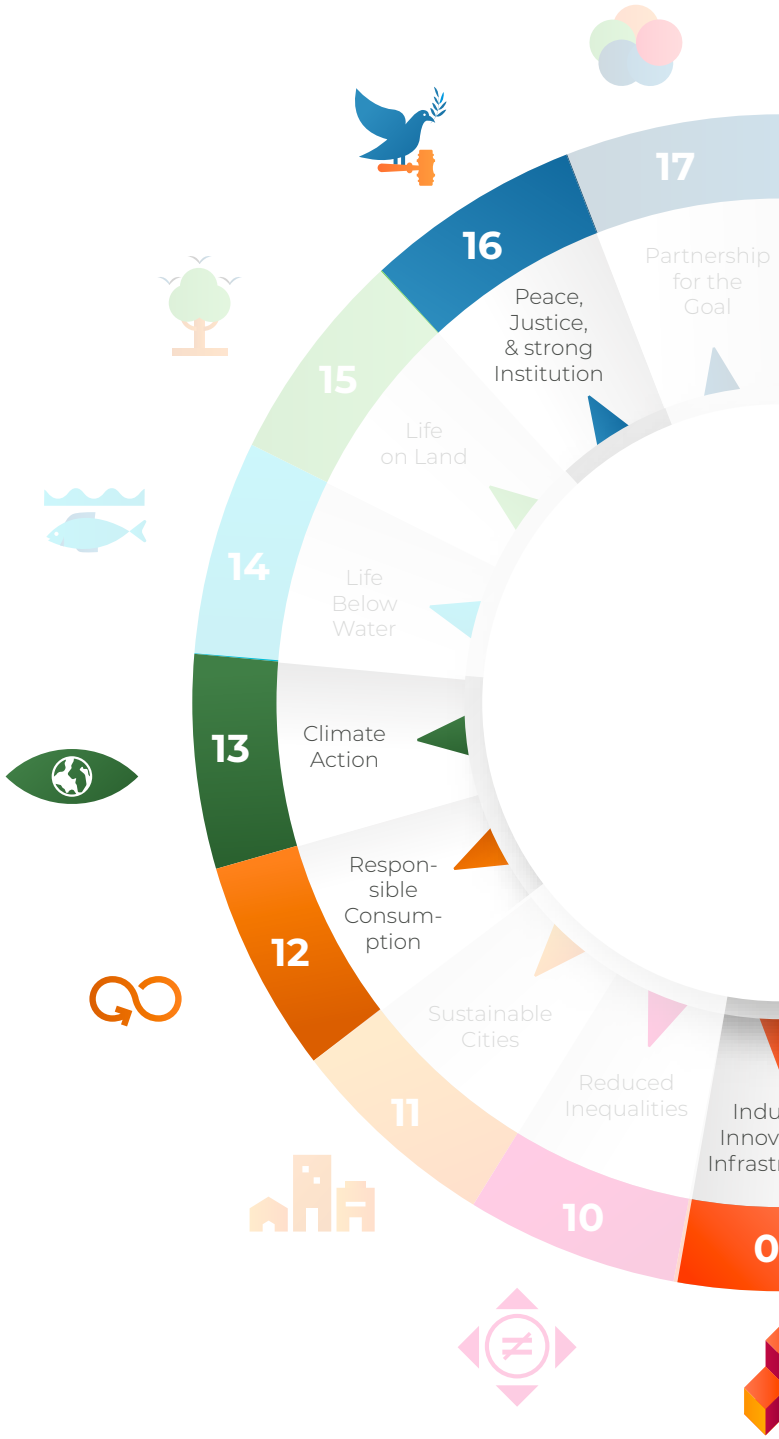
Suanfarma´s foundation	1993
Representation of Suanfarma in China	1994
Establishment of Suanfarma USA	1999
Establishment of Suanfarma Mexico	2008
Representation of Suanfarma in Brazil	2014
Acquisition Cipan´s manufacturing site (Portugal) Establishment of Suanfarma Colombia	2016
Establishment of Suanfarma India	2018
Acquisition Rovereto´s manufacturing site (Italy)	2019
Creation of our internal R&D department for proprietary INTELLECTUAL PROPERTY	2021
First internal API development using Flow Chemistry Techonology Installation of HPAPI equipment for R&D	2023
Establishment of Suanfarma China and Suanfarma Brazil	2024

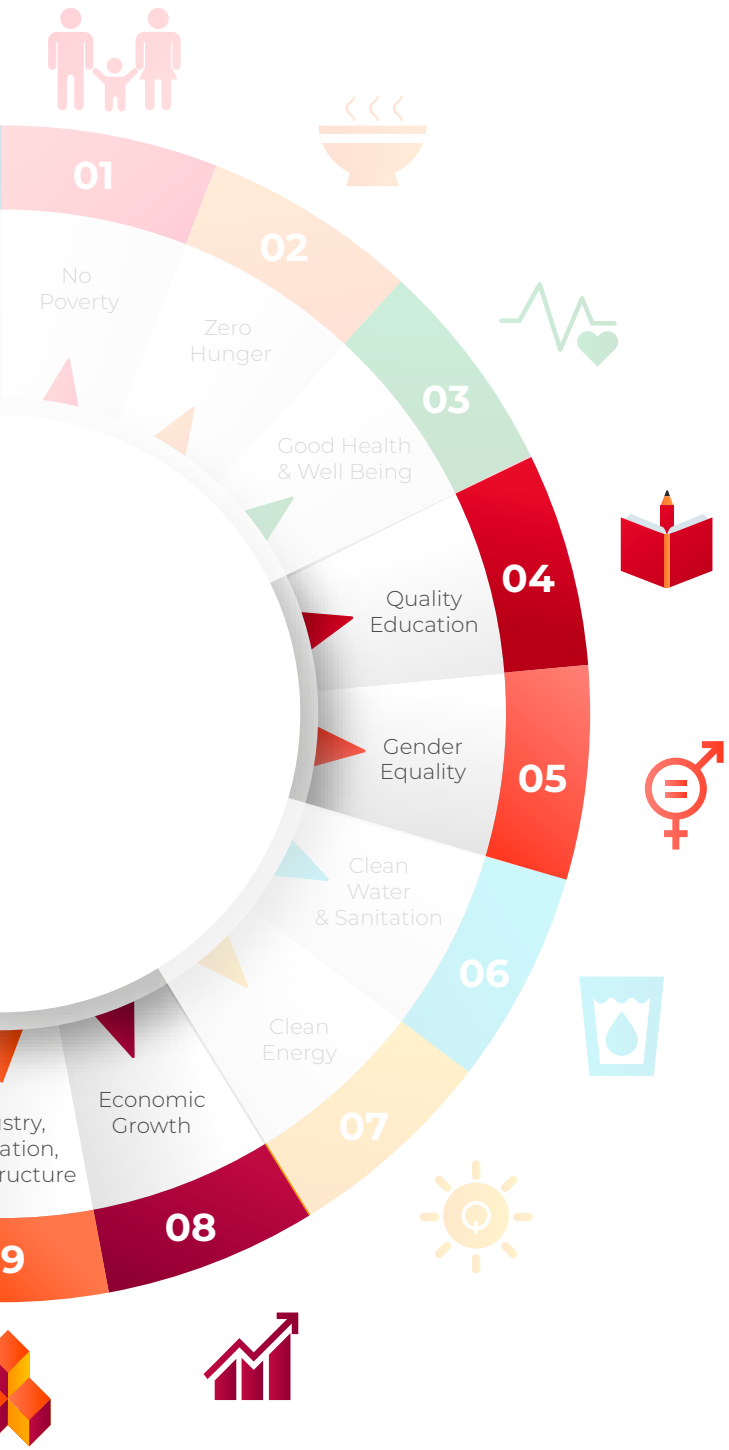
Suanfarma and the Sustainable Development Goals

Following a materiality analysis and a review of the commitments made to all stakeholders, the Sustainable Development Goals (SDGs) that the Group is committed to pursuing have been identified.

The most significant of the SDGs is Goal 3, which concerns "Good Health and Well-being." This goal is of particular importance to Suanfarma, given its specialisation in the production of active pharmaceutical ingredients for the generic medicines industry for the treatment of major diseases.
Generic medicines for human and veterinary use, or equivalents, have a much lower price, which makes them available to a larger number of patients. The active ingredients produced by Sunfarma therefore play an important role in improving the lives of thousands of people around the world, which is a goal that underpins the company's mission.

Furthermore, given the nature of the operations that Suanfarma carries out and their impact on the environment and society, we have identified four key objectives.





QUALITY EDUCATION
THROUGH A COMMITMENT TO TRAINING AND RENEWING THE SKILLS OF EMPLOYEES.

GENDER EQUALITY
FOR THE ATTENTION PAID TO EQUAL OPPORTUNITIES IN RECRUITMENT AND PEOPLE MANAGEMENT POLICIES.

DECENT WORK AND ECONOMIC GROWTH
THANKS TO THE ENTIRE SYSTEM OF POLICIES AND COMMITMENTS TO ISSUES RELATED TO WORK AND PEOPLE.

INDUSTRY, INNOVATION AND INFRASTRUCTURE
IS ACHIEVED THROUGH THE IMPLEMENTATION OF POLICIES THAT FACILITATE CONSTANT INVESTMENT IN INNOVATION AND TECHNOLOGICAL DEVELOPMENT.

RESPONSIBLE CONSUMPTION AND PRODUCTION
IS ATTAINED THROUGH THE IMPLEMENTATION OF PROCESSES THAT ENHANCE ENERGY EFFICIENCY, PROMOTE THE CONSCIOUS USE OF RESOURCES, AND ADVANCE THE VISION OF THE CIRCULAR ECONOMY.

CLIMATE ACTION
IS ACCOMPLISHED THROUGH COMMITMENTS TO THE REDUCTION OF GREENHOUSE GASES.

PEACE, JUSTICE AND STRONG INSTITUTIONS
IS ACHIEVED THROUGH COMMITMENTS TO ETHICS AND RESPONSIBILITY THROUGHOUT THE SUPPLY CHAIN.

1 Suanfarma as a Group

Suanfarma is a B2B life sciences company, engaged in the development, manufacturing and distribution of products that protect human and animal health.
Our corporate goal is to promote foster healthier lives in a sustainable world. To achieve this, we focus on the development, manufacturing and distribution of high-quality ingredients for the pharmaceutical industry, in an innovative and sustainable way, committed to the rational use of resources, optimizing their potential and exploiting them efficiently.

Our commitment to health and innovation is central to our business. We are dedicated to the continuous development of innovative processes and technologies, ensuring we stay ahead of the latest market trends and the needs of our customers.
From blockbuster molecules with the highest sales volume to the most specialized niche therapies, we are committed to providing innovative and effective solutions to improve the quality of life of people.

Our technical and scientific expertise is supported by the capabilities of state-of-the-art sites in Italy and Portugal, This enable us to provide comprehensive CDMO services for fermentation and chemical synthesis projects, offering a one-stop-shop solution with a proven track record for successful development, scaling, manufacturing and commercialization of both innovative and generic APIs.

In recent years we have experienced substantial growth, achieved through the acquisition of companies, around the world. This has significantly increased the company's industrial and development capacity.

At present, we benefit from a well-established and strong sales network of 12 local offices strategically located around the world, which supplies our products and services to over 400 active customers in over 70 countries.

Our commitment to health
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Our corporate goal is to promote foster healthier lives in a sustainable world

Cipan
Lisbon - Portugal

Rovereto
Trento - Italy

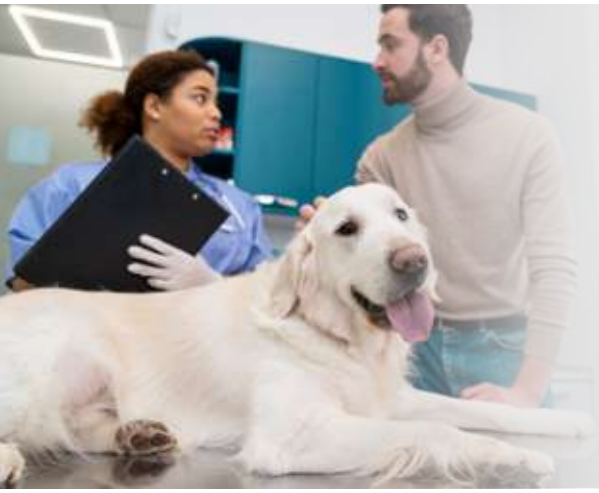
Suanfarma products, attention to health and well-being

At Suanfarma we are committed to improving people's health and well-being and strive to improve the quality of life through our contribution to healthcare.
Our products adhere to the highest regulatory standards established by the European Medical Association (EMA) and the Food and Drug Administration (FDA) for the US market. In collaboration with our customers, we develop customized formulations and solutions, offering our added value throughout the drug development process.
We are attentive to informing our customers about the latest trends in the sector, enabling them to anticipate market needs and offer the highest quality products.
We are proud to ensure that our sites meet or exceed the highest quality and safety standards in the production of starting materials for the pharmaceutical industry.
We adhere to the current regulations in the sector, based on Good Manufacturing Practices (GMP), and implemented through Standard Operating Procedures (SOP), which guarantees a very high level of service and quality.
Our main objective is in fact to aim for excellence in all aspects of the production process, from the selection of raw materials to the final delivery of the product to our customers.

APIs (Active Pharmaceutical Ingredients)

HUMAN API DIVISION

Development, production and marketing of active pharmaceutical ingredients, used as therapeutic components for pharmaceutical products for human use. With over 400 molecules, our range includes, for example, antibiotics, antivirals, antifungals, respiratory, oncological and cardiovascular products.



VETERINARY API DIVISION

Development, production and marketing of active ingredients for the veterinary pharmaceutical industry. With more than 250 active molecules we cover all the therapeutic areas of veterinary medicine, including antibiotics, antiparasitics, anti-inflammatories and products for the treatment of metabolic, endocrine and cardiovascular diseases, among others.

INTERMEDIATE PRODUCTS

Commercialization of our own and represented intermediates for pharmaceutical products. We are strategic supply chain partners for API manufacturers who want to differentiate through in-house production of high-quality intermediates through:

- In-house chemical compound manufacturing capacity;
- CDMO capacity

CDMO (Contract Development and Manufacturing Organization)

2 PLANTS

- **Rovereto**, Italy
- **Cipan, Lisbon**, Portugal

Development of integrated end-to-end solutions for the development and commercialization of intermediates and small molecule drugs. We specialize in supporting pharmaceutical, biotechnology and healthcare companies, offering innovative integrated services that reduce time-to-market, maximizing product success.

The Governance structure

The governance of Suanfarma is designed to ensure efficient and responsible management of all operations. The approach is based on a robust and transparent organisational system that facilitates effective decision-making and compliance with the highest ethical standards.
Below the organisational chart illustrates the distribution of roles and responsibilities within the Group.

ORGANIZATIONAL CHART

Risk Management: security, compliance and business continuity

Suanfarma's complex industrial operations and interactions require a robust risk management strategy. This process is essential to ensure business continuity, safeguard resources and strengthen the Group's resilience to uncertainties.

Risk management includes identifying, assessing and controlling risks that could impede our objectives and operations.
The Group has a Corporate Risk Map, drawn up in February 2022 and still in force in 2024, in order to establish a management and internal control system, the function of which is to detect risks and possible impacts in the short, medium and long term.

This risk map has allowed us to identify 12 potential key risks:

STRATEGIC AND ECONOMIC-FINANCIAL RISK

- Loss of competitiveness compared to companies in the same sector due to changes in Suanfarma's systems
- Possibility of making an incorrect financial estimate (CAPEX) when introducing a new product into production, incurring financial losses
- Intercompany transfer prices
- Incorrect management of stakeholders in the organization's strategy

RISK OF COMPLIANCE

- Non-compliance with European, state, regional or local regulations on industrial matters, related sanctions and potential stoppage of production activity
- Inadequate interpretation and adaptation of changes in applicable labor legislation/ regulation

CHEMICAL AND MICROBIOLOGICAL RISK

- Potential presence of microbiological, physical or chemical contaminants in products supplied by suppliers;

OPERATIONAL AND CYBER RISK

- Inability to cope with and continue uninterrupted operations in case of extraordinary events, systems and implementation errors;
- External threats or attacks on the security of the systems of the Group's different subsidiaries;
- Inconsistency in homogeneous information systems and reporting;
- Non-compliance with applicable GDPR (data protection) regulations;
- Data management risk;

Ethics and human rights at the heart of the group's vision

At Suanfarma we place ethics, respect for human rights and public freedoms at the heart of our vision and way of acting towards all our stakeholders, in accordance with internationally accepted laws and practices.
Suanfarma rejects any kind of abuse or discrimination based on age, gender, race, health status, nationality, political opinions or religious beliefs and undertakes not to violate the right to strike and any other right recognised by applicable labour legislation and collective agreements.
The professional activity is carried out in a fair working environment, governed by values that respect human dignity, equality, fair treatment and compliance with applicable labour laws, as required by the fundamental conventions of the International Labour Organisation (ILO).
This approach is embodied in an articulated system of fundamental instruments that establish principles and guidelines for rights and conduct within the group.
The opposite page illustrates the articulated system of principles and regulations that constitute the vision and management of ethics and human rights in Suanfarma.

1. THE CODE OF ETHICS AND CONDUCT

Suanfarma has a Code of Ethics and Conduct, which was implemented in 2018, and which applies to directors and members of the Board of Directors and all employees of Suanfarma, regardless of their hierarchical level and geographical or functional location. The purpose of the Code of Ethics and Conduct is to formalise the principles and values which must guide the conduct of all those who are part of Suanfarma, both in their relations with one another and in their interactions with customers, partners, suppliers and, in general, with all other individuals and entities with whom they interact in the course of their professional activities. This is to be done in a manner that respects human rights.

THE CORE VALUES OF THE CODE OF ETHICS AND CONDUCT ARE AS FOLLOWS:

- Combating all types of discrimination
- Guaranteeing the right to strike and any other right recognised by labour legislation and applicable collective agreements
- Guaranteeing a fair professional environment governed by values that respect human dignity, equality, fair treatment and compliance with applicable labour laws, including applicable collective agreements, all of which are expressly recognised in the Code of Ethics and Conduct.

All employees of the Group have received training on the content of the Code of Ethics and Conduct. Furthermore, every new employee joining the Group receives the Code as part of the 'welcome package'. In addition, the Group's intranet, where the Group's main policies are published, has been operational since the beginning of 2023. The Group did not receive any complaints about human rights violations in the years 2023 and 2024.

2. HUMAN RIGHTS POLICY

Suanfarma also has a Human Rights Policy, which reflects the Group's commitment to respect human rights throughout the value chain. The policy outlines the following principles:

- Compliance with applicable laws and regulations wherever Suanfarma operates.
- Protection and enforcement of workers' rights.
- Zero tolerance of forced labour and 'modern slavery'.
- Respect for and promotion of diversity and inclusion.
- Identification and management of risks in the supply chain.

In the years 2023 and 2024, the Group's activities resulted in the absence of any cases of forced or compulsory labour or child labour.

3. THE WHISTLEBLOWING CHANNEL

Suanfarma has established a whistleblowing channel for all employees, as stipulated in Section 5 of the Code of Ethics and Conduct. Furthermore, in accordance with Directive (EU) 2019/1937 of the European Parliament and Council and in recognition of its commitment to applicable law and the highest ethical and professional standards, Suanfarma approved the Internal Whistleblowing System Policy on 25 July 2023. This policy applies to all companies. The Ethical Whistleblowing Channel has been operational since December 2023 and is visible and accessible to all employees and interested third parties on the websites and corporate intranet. The Group did not receive any complaints in the years 2023 and 2024.

4. THE ANTI-BRIBERY AND CORRUPTION POLICY

Bribery and corruption are two serious offences that can seriously jeopardise the Group's activities and reputation. For this reason, Suanfarma has clearly defined its policy against corruption and bribery in its Code of Ethics and Conduct. The central tenet of this policy is the assertion that Suanfarma disclaims any benefit obtained unlawfully or as a result of failure to comply with any of the ethical standards and commitments set forth in the Code. Consequently, all persons subject to the Code must comply with the rules and procedures set out in it with the utmost rigor.

5. THE CODE OF CONDUCT FOR SUPPLIERS

Suanfarma's commitment to ESG (Environmental, Social and Governance) policies, as well as the Sustainability Policy and the Supplier Code of Conduct approved in 2021, guides the preparations to focus greater attention on the supply chain, which will be the subject of significant due diligence in the coming years. In this regard, suppliers will be obliged to comply with the Supplier Code of Conduct, which covers the following aspects:

- Compliance with all applicable national laws and regulations.
- Adoption of a responsible and ethical approach to business.
- Respect and protection of human and labour rights in their operations and supply chains.
- Management and reduction of the environmental impact of their business and supply chains.
- Identification and management of risks in their supply chains.

02 Innovating today for a better life

At Suanfarma , innovation represents a strategic pillar shared across all production sites and business lines. In an increasingly complex and competitive market, ensuring operational continuity and strengthening the appeal of our offering are key challenges. To address them, the Group adopts a development model focused on the continuous improvement of both process and product quality, through an integrated and multidisciplinary approach that enhances internal capabilities and fosters cross-functional collaboration.

Within this framework, technological innovation and skills development are essential levers in effectively responding to social, economic, and environmental challenges. The systemic approach embraced by Suanfarma has enabled the integration of these values into the corporate culture, promoting a long-term vision that takes into account the environment in which people live and work, the sustainability of processes, production efficiency, and the optimization of resources.

The Research & Development Division, led by a highly specialized team of scientists and researchers, is one of the main drivers of innovation. Activities focus on the development of new technologies applied to the production of generic medicines, both off-patent and still under patent depending on the geographical area. This commitment has led to the implementation of advanced manufacturing processes across various therapeutic areas.

Thanks to its vertically integrated production chain – from synthesis design to analytical services, production, and registration - Suanfarma ensures high standards of quality and regulatory compliance. The R&D team, composed of experts in pharmacy, chemistry, and engineering, actively contributes to the development and transfer of technologies aligned with international standards, while fostering a stimulating professional environment rich in growth opportunities.

3 Strategic Directions for Research & Development

API ACTIVE PHARMACEUTICAL INGREDIENT DEVELOPMENT:

The objective is to develop alternative, non-infringing multi-step synthesis routes through commercially viable, economical and environmentally friendly processes. Consequently, the Group has considerable experience in developing in-house analytical methods and conducting MoA (Method of Analysis) comparisons in accordance with Good Manufacturing Practices (GMP). The company team is highly skilled in regulatory submissions and has extensive experience in the preparation of documentation, including impurity and stability studies.

PROJECT MANAGEMENT AND PARTNERSHIP WITH PRODUCTION PLANTS (CDMO – Contract Development & Manufacturing Organisation):

The R&D Division is responsible for identifying, negotiating and entering into agreements for the development of APIs with CDMOs/CMOs. This outsourcing model is supported by the project management and control team, which is responsible for monitoring ongoing projects and ensuring that set targets are met. It excells in technical support, problem solving and technology transfer.

PRODUCT PORTFOLIO:

The product portfolio is developed and maintained through a specialised process of new product selection. This approach is also guaranteed by a sophisticated project analysis system based on business intelligence and market analysis studies, which involves a multidisciplinary team of experts from different synergistic areas.

Health drives our product development

The company is engaged in the production of active pharmaceutical ingredients (APIs) for the generic drug industry, both for human and veterinary use.
Generic medicines, which are therapeutically equivalent to original drugs but significantly more affordable, offer a tangible opportunity to broaden access to care and improve the quality of life for a growing number of patients worldwide. In this context, the APIs produced by Suanfarma play a key role in enhancing access to treatment for major diseases. It is a concrete demonstration of the company's dedication to contributing, through its products, to a more equitable and sustainable future. The production of APIs is commercialized by the Parent Company to partners specialized in the packaging of medicines, completing the supply chain that brings finished pharmaceuticals to end users.

This commitment is fully aligned with the Group's mission and reflects the principles of the United Nations Sustainable Development Goals, in particular Goal 3 of the 2030 Agenda: ***"Ensure healthy lives and promote well-being for all at all ages"***

The division dedicated to human-use APIs includes more than 400 active molecules, used in the treatment of a wide range of diseases.

This broad portfolio allows the company to cover numerous therapeutic areas of interest to the pharmaceutical industry, reinforcing its position as a key player in the global healthcare landscape.

THERAPEUTICAL AREAS

ANTIBIOTICS

RESPIRATORY

ANTIVIRALS

ONCOLOGICAL

ANTIFUNGALS

CARDIOVASCULAR

FROM ACTIVE INGREDIENT TO MARKET: KEY REGULATORY STEPS

To be approved for use in medicines, every active pharmaceutical ingredient (API) must go through a strict regulatory process:

01

Pharmacopoeia Compliance

The API must meet the quality and safety standards defined by the most up-to-date Pharmacopoeias (EU, US, etc.), which outline specifications for pharmaceutical substances.

02

GMP-Compliant Manufacturing

The API must be produced following **Good Manufacturing Practices (GMP)** — international guidelines that ensure consistent product quality and patient safety. This means:

- Adherence to validated internal procedures
- Compliance with global standards
- Absence of harmful impurities

03

Regulatory Submission & Authorization

Once compliant, a **Drug Master File (DMF)** is submitted to national health authorities, detailing the manufacturing process, quality controls, and stability data. If approved, the production site is authorized for API manufacturing.

Goals for today and beyond

Strategic Growth in the Generic API Market

Establish a sustainable and consistent growth trajectory aimed at securing a leading position in the generic API market following the expiration of patents on innovative products.

Efficient and Scalable Process Development

Develop highly efficient laboratory processes to ensure effective and sustainable scale-up to industrial production.

Innovation in Safe and Sustainable Technologies

Adopt cutting-edge technologies focused on the use of non-hazardous reagents and solvents, minimizing their use through innovations such as flow chemistry.

Circular Chemistry and Environmental Responsibility

Strengthen our commitment to environmentally responsible chemistry by designing technologies that prioritize the recovery and reuse of substances like solvents, reagents, and catalysts, thereby reducing overall environmental impact.

Process and product quality: a competitive advantage

Suanfarma's production process is guided by a comprehensive quality management approach that adheres to the highest international standards. The company's commitment to total quality is reflected in continuous investments in professional expertise, advanced technological infrastructure, and state-of-the-art laboratories. This dedication ensures the safety and superior quality of its products, fostering trust among customers and enabling Suanfarma to maintain a strong competitive position and sustainable growth in the market.

Building a Responsible and Reliable Supply Chain

Reliability, safety, and quality are the three fundamental principles underpinning Suanfarma's supply chain. To ensure product quality, the Group's companies have established procurement procedures that must be followed by all parties involved in the process. Given the use of highly specialized materials and equipment in pharmaceutical processes, Suanfarma often relies on specialized - and sometimes exclusive - manufacturers. Raw materials fall into two main categories:

1. Chemically derived products, such as acids and basic raw materials;
2. Agricultural-origin products, including oils, flours, and sugars.

For both categories, the company primarily seeks local and/or European suppliers. However, for certain specific products, sourcing from the US and Far East markets is necessary due to the absence of operational suppliers in Europe. For packaging and general services, preference is given to local suppliers to support the regional economy and reduce the environmental impact associated with long-distance transportation. Whenever possible, the company contacts producers directly to more effectively assess supplier sustainability.

In 2021, Suanfarma developed and approved the Supplier Code of Conduct, which extends responsibilities and commitments regarding environmental, social, and economic impacts throughout the entire value chain (see page Suanfarma for more details). The new code applies to both direct suppliers and subcontractors, including those managed by distributors, and introduces specific procedures, such as:

- The adoption of more stringent contracts requiring suppliers to explicitly commit to respecting workers' rights, health and safety, ethics and anti-corruption principles, as well as adhering to the Code of Conduct.
- The group companies regularly conduct audits and checks not only on the quality of products received but also on the suppliers themselves, based on a prior risk analysis.

Second-party audits carried out periodically assess reliability, quality, and safety while also fostering a cultural shift toward sustainability, encouraging accountability throughout the supply chain. An additional step in supplier relationship management is the development of an ESG-focused questionnaire on sustainability practices, which will be implemented starting next year.

Nutra division

14
Supplier factory qualifications (remote) globally

26
Product qualifications

419
Qualifications of new supply lines

3
Audit of suppliers

1
Audit of external (contracted) service companies (e.g. external warehousing, repackaging services)

Pharma division

48
Documentary audits of manufacturers

3
Audits of external (contracted) service companies (e.g. logistics, external warehousing)

Industrial division

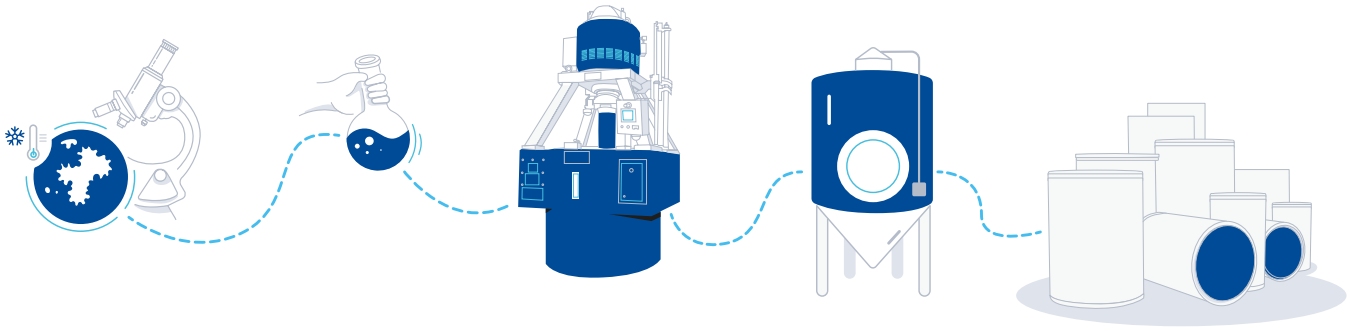
6
Supplier audits

7
Audits of external (contracted) service companies (e.g. logistics, analysis, micronisation)

3 Trusted CDMO Partner for Pharma Innovation

Suanfarma CDMO (Contract Development & Manufacturing Organization) is active in the development, production and commercialization of active ingredients (APIs), intermediates and small molecule drugs for pharmaceutical, biotechnology and healthcare companies, playing a strategic role within the pharmaceutical supply chain.
The Division includes two production sites, one in Rovereto, Italy, and one near Lisbon, Portugal, operating as an integrated industrial partner, supporting customers throughout the entire drug life cycle, from pre-clinical and clinical development to full-scale commercial production, in compliance with international GMP regulations.
Drive for innovation and development of advanced industrial, technological and managerial skills are two drivers that have, over the years, characterised the culture of Suanfarma CDMO. In fact, at both production sites, staff are able to manage the entire process of development, scale-up and production of small molecules, both by fermentation and chemical synthesis. The central position in the value chain gives the organisation a significant responsibility in terms of process safety, product quality and ethical resource management.
Sustainability, in this context, is an integral part of the industrial strategy. In order to minimise the environmental impacts caused by production activities, the two sites in Rovereto and Cipan adopt advanced technologies for optimising chemical synthesis, reduce the use of critical solvents as far as possible, and invest in energy recovery projects and safe management of effluents and emissions.

DEVELOPMENT → PRE-CLINICAL SUPPLY → CLINICAL SUPPLY → MARKET SUPPLY



Cell line manufacturing	Cell banking	Process/Analytical Development	Relase Dossier submission	Commercial manufacturing
Purification chemical synthesis		Tech transfer Pilot Plant	Scale up & GMP Manufacturing	

FERMENTATION AND PURIFICATION

- Small molecule fermentation and purification for human and veterinary use
- Fermentation capacity with over 2.000 m^3
- Technologies applicable to purification: centrifugation, L-L and S-L separators, RVF, microfiltration, chromatography, filtration and dryers
- Pilot plant with optimized design to ensure proper Technology Transfer and scale-up phases
- Expertise managing different kind of organisms for fermentative production and different types of molecules/applications
- Technical and GMP batches.

CHEMICAL SYNTHESIS

- Chemical synthesis of small molecules for human and veterinary use
- Reaction capacity with over 800 m^3
- Current Good Manufacturing Practice (cGMP) Kilo-Lab for small scale processes
- Expertise in complex chemical reactions: carbonylation, hydrogenation, distillation, crystallization, cryogenic reactions, and for a wide variety of drug substances
- Stainless steel reactors, Hastelloy, special alloy and glass lined equipment
- Technical and GMP batches

TT&GO®, advanced Technology Transfer platform

As part of its project management strategy, Suanfarma CDMO has implemented a platform, registered under the name TT&GO®, with a rigorous Technology Transfer methodology that allows the Group to minimise risks in the industrialisation process, making the commercialisation of final products faster and more efficient.

The procedure starts with the analysis of all information, provided by the customer or generated by the Suanfarma team, and allows the preparation of the internal documentation required to progress through each phase of the project with a systematic methodology, based on quality criteria and in compliance with Good Manufacturing Practices (GMP).

The methodology is applied to external or internal knowledge transfers and to all development and commercial processes within the different phases of the product life cycle:

- R&D laboratory at pilot development scale;
- From development to commercial launch/manufacturing;
- Customer external to Suanfarma as lead manufacturer;
- Primary manufacturer external to Suanfarma as a second source.

Rovereto's plant

Continuous improvement, according to the principles of Lean Manufacturing, and attention to the safety of people and the environment are at the heart of the company's strategy.

THE PILLARS OF SUSTAINABILITY AT ROVERETO'S PLANT

- CONTINUOUS IMPROVEMENT AND INNOVATION
- ATTENTION TO ENVIRONMENTAL SUSTAINABILITY
- ENHANCEMENT OF PROFESSIONAL SKILLS
- ATTENTION TO WORK-LIFE BALANCE
- HEALTH AND SAFETY ASSURANCE FOR EMPLOYEES
- ETHICS IN THE BEHAVIOUR OF EVERY SINGLE PERSON

Our plant in Rovereto is a leading pharmaceutical company specialising in the development, production and distribution of active ingredients for human and animal health. Since its foundation in the late 1960s, the company has been committed to improving people's wellbeing by providing accessible high-quality medicines at affordable prices.
The pursuit of quality and sustainability of the products developed and production processes are two fundamental prerequisites of the organisation's activity, which has always been attentive to the needs of its various stakeholders, from business and institutional partners to human capital and, last but not least, the local community.
The Board of Directors is always involved and updated on the progress and results achieved in terms of sustainability.
The entire company believes in the direct responsibility of each employee in terms of health, environment and safety, with particular emphasis on management, which becomes a protagonist in the development of good practices in its area of competence and an example in their application.

Innovation and continuous improvement for product safety

Rovereto's plant capabilities:

- 1 new chemical research and development laboratory
- 1 industrial microbiology laboratory
- 1 quality control laboratory
- 5,000 square metres of warehouses, including cold storage at temperatures between 3 and 8°c

The company's systems, technologies and processes are those common to every facility producing basic pharmaceutical products by fermentation or chemical synthesis. The production phase begins in the microbiology laboratory, continues in state-of-the-art industrial fermenters with a total capacity of around 1300 cubic metres, and ends with the extraction of the finished active ingredient. Only at this point, and after careful quality control, are the products made available in a form suitable for marketing.

The high degree of automation of the production lines, the company's flagship innovation, guarantees the reliability, reproducibility and traceability of the production processes, which are constantly monitored by a dedicated technical service and suitably trained and qualified personnel.

Continuous improvement, according to the principles of Lean Manufacturing, and attention to the safety of people and the environment are at the heart of the company's strategy, allowing the plant to combine elements sometimes considered conflicting such as production costs, quality, the safety of people and environmental impact. Only by pursuing and improving all these aspects, without neglecting any of them, can the company achieve its objective in its entirety.

According to the ISO 140001 Environmental Management System, the development of production activities in Rovereto is designed to improve environmental performance. The plant is engaged in projects to reduce its energy and water consumption, monitor its emissions, and properly manage its waste in order to minimise its impacts throughout the product life cycle.

Furthermore, the company has always attached great importance to health, safety and environmental issues, complying with all relevant regulatory requirements and integrating them with the main internationally recognised certification schemes, also in relation to the health of people living in the surrounding area.

Also for this reason, relations with the local community are collaborative and transparent, in line with the Suanfarma Group Policy.

THE PRINCIPLES OF THIS SYSTEM CAN BE SUMMARISED AS FOLLOWS:

- Guarantee of safe and healthy working conditions for all employees and prevention of risks and accidents;
- Minimisation and reduction of environmental impact and minimisation of the organisation's carbon footprint;
- Efficiency in resource and energy consumption;
- Attention to waste management, where possible in line with a circular economy;
- Attention to water management, reduction of consumption and environmental impact in waste water discharges;

CERTIFICATION SCHEMES AND AUTHORISATIONS

Integrated Management Systems

Compliant with the various standards: UNI ISO 45001 for safety management, UNI EN ISO 14001 for environmental management, UNI EN ISO 50001 for creating, implementing, maintaining and improving an energy management system (EMS), EMAS III Regulation and aligned with UNI 10617 for major accident risks.

EMAS Registration

(Eco-Management and Audit Scheme)

Indicates the compliance of a company or site according to the provisions of European Regulation no. 1221/2009.
To obtain the latter, it is necessary to define a clear environmental policy, develop an Environmental Management System (EMS), and produce an Environmental Declaration validated by an accredited certifier.
The company obtained its first certification in 2005.

Fire Prevention

Certificate (CPI)

Adocument that certifies the existence of all fire safety requirements, also ensuring de facto compliance with legislation on prevention.

Environmental Impact Assessment (EIA)

A procedure that aims to ensure that production activity is compatible with the conditions for sustainable development, respecting the regenerative capacity of ecosystems, the protection of biodiversity and a fair distribution of the benefits associated with economic activity.

Structured on the principle of preventive action, it assesses the effects of a production process on environmental factors and human health.
To implement any new production, Rovereto's plant submits this document to the Provincial Environmental Protection Agency (APPA) and, only after its approval, has the possibility to launch production tests.

Integrated Environmental

Authorisation AIA – IPPC

Which complies with the principles of "integrated pollution prevention and control" dictated by the European Union since 1996, necessary for the operation of certain particular production facilities. The AIA is connected to the "Environmental Impact Assessment (EIA)" to which our plant Rovereto is subject.

Cipan´s plant

The company's strategy is driven by a commitment to continuous improvement, leveraging solid industrial capabilities while maintaining a strong focus on the safety of people and respect for the environment

THE PILLARS OF SUSTAINABILITY AT CIPAN'S PLANT

- QUALITY, SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEM (QSE)
- ATTENTION TO ENVIRONMENTAL SUSTAINABILITY
- HEALTH AND SAFETY ASSURANCE FOR EMPLOYEES
- HUMAN RESOURCES DEVELOPMENT STRATEGY
- TALENT ATTRACTION AND RETENTION

Companhia Industrial Produtora de Antibióticos S.A. (Cipan) is one of Suanfarma's two production plants, based in Lisbon, Portugal. Founded in 1960, it has been part of the Suanfarma Group since 2016 specialises in the development and manufacturing of ingredients for the pharmaceutical industry.

The plant specialises in the chemistry of complex molecules, including the tetracyclines developed in the past, as well as all kinds of CDMO projects for the production of small molecules for pharmaceuticals, biotechnology and medical devices.

The strength of its experience and flexibility in handling different projects make Cipan a competitive company in the pharmaceutical market.
Production activity is concentrated in the following areas of specialisation:

- Fermentation processes, utilising a diverse range of microorganisms
- Downstream processing and purification techniques
- Chemical synthesis

processes for the production of a comprehensive range of molecules, including anti-infectives, psychotropics, cannabinoid derivatives, and anticancer agents.

CIPAN'S PLANT, DIFFERENTIATION FACTORS THAT MAKE IT A UNIQUE COMPANY

APIs cross-sectional capacity of production, at lab-scale, pilot-scale and industrial-scale.
APIs world market knowledge

Fermentation (USP/DSP) and Organic Chemistry Synthesis flexible manufacturing

Team specialized in Research and Development

Quick prototyping of industrial processes

Quality and Safety Compliance, with the regulatory authority's approval:

- FDA
- EMA/Infarmed
- CFDA

ISO14001 certification

Quality Assurance Department that combines knowledge of the drug whole life cycle, from the development to the regulatory

Safe products for people and the environment: our daily commitment

Our plant Cipan specializes in the development and production of active pharmaceutical ingredients (API), in compliance with cGMP (current Good Manufacturing Practice) regulations and the highest international quality and safety standards.
The entire production process - from the selection of raw materials to manufacturing and shipping - is subject to strict quality controls and is fully compliant with the regulatory requirements imposed by major international regulatory authorities such as FDA, EMA/INFARMED. All products we manufacture and ship have a DMF (Drug Master File) or CEP (Certificate of Conformity) in accordance with the destination market. Cipan's regulations and processes are regularly audited by customers and international authorities, to confirm the transparency and compliance of the company quality system.

The main strengths of the organisation are the Quality Assurance function and the internal Regulatory Department. The team dedicated to Quality Control is involved in all stages of the production cycle: from the incoming control of raw materials to the monitoring of intermediate products, to the release of the finished product, including the management of stability tests.

To support these activities, Cipan has advanced analytical laboratories, equipped with modern instrumentation and suitably equipped. In parallel, the Regulatory Department, with highly qualified personnel, is responsible for drafting and managing regulatory documentation, including dossiers and registers, for the regulated markets in which the company operates.

Cipan has implemented a Quality, Safety and Environmental Management System (QSE), which formalises the company's commitment to environmental protection and responsible resource management. The system is designed to ensure efficient use of energy and natural resources, prevent pollution and carefully monitor emissions generated by production activities, in compliance with applicable environmental regulations.
The environmental performance achieved is the result of a shared approach within the organisation, in which the active involvement of staff is a determining factor in maintaining and continuously improving environmental standards.
People represent a central pillar in Cipan's corporate culture and constitute a strategic resource for the implementation of operational activities and the achievement of growth objectives.
The human resources development strategy is oriented towards attracting, enhancing and retaining talent through initiatives aimed at ensuring health and safety, organisational wellbeing, continuous training and professional growth.

Given the nature of production activities, occupational health and safety is a priority. Compliance with standards is ensured through a structured policy, which includes training programmes, specific operating procedures and regular internal audits. In this vision, each employee is called upon to actively contribute to the implementation of the measures envisaged, taking a direct role in promoting a safe working environment that complies with company regulations.

4 Environmental responsibility in action

Suanfarma is strongly committed to reducing the environmental footprint of its production activities. The company promotes sustainable operations through the responsible use of natural resources and the ongoing implementation of environmental protection measures. It adopts and actively pursues policies aligned with environmental responsibility, while upholding the precautionary principle. Furthermore, Suanfarma ensures compliance with environmental liability legislation through dedicated corporate insurance coverage[1].

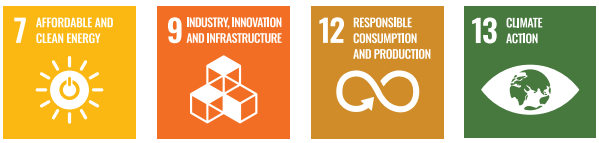
At the core of this system is the Sustainability Policy, approved by the Board of Directors in November 2020. This policy expresses Suanfarma's commitment to environmental responsibility, social integrity, and accountability towards its investors, subsidiaries, suppliers, employees, and the communities in which it operates. The dissemination of the policy and the definition of related objectives are collective responsibilities shared across the entire organisation. This includes fostering a culture of shared accountability, alignment with corporate strategy, and active participation in monitoring and implementation processes.

ENVIRONMENTAL OBJECTIVE	RELEVANT SDG(S)
Ensure compliance with all applicable environmental legislation	SDG 16 – Peace, Justice and Strong Institutions
Minimise and become more efficient in the consumption of non-renewable resources	SDG 12 – Responsible Consumption and Production
Reduce carbon footprint	SDG 13 – Climate Action
Reduce energy consumption and adopt energy-efficient equipment	SDG 7 – Affordable and Clean Energy; SDG 13 – Climate Action
Use low-impact and sustainably sourced products and materials	SDG 12 – Responsible Consumption and Production
Efficiently manage and recycle waste in line with the circular economy	SDG 12 – Responsible Consumption and Production
Make the use of water resources more efficient	SDG 6 – Clean Water and Sanitation
Promote low-impact transport measures for employees	SDG 11 – Sustainable Cities and Communities; SDG 13 – Climate Action
Continuous improvement of the environmental management system	SDG 9 – Industry, Innovation and Infrastructure; SDG 12 – Responsible Consumption and Production
Fulfilment of compliance obligations	SDG 16 – Peace, Justice and Strong Institutions
Achievement of environmental objectives	SDG 13 – Climate Action; SDG 12 – Responsible Consumption and Production

[1] Only the data from the plants are reported, as the environmental impact of the distributors is not considered material, as it is only 1% of the total impact.

Energy, Emissions and Climate Responsibility

Suanfarma integrates sustainability and energy efficiency into its strategy, using electricity, natural gas, and district heating—with a growing share of renewables. Initiatives align with global goals on climate and sustainable energy.



ROVERETO'S PLANT

Certified under ISO 50001, SF Italia follows a continuous improvement approach to energy performance. Key initiatives include:

- Trigeneration plant providing electricity, steam, and chilled water.
- Biogas-to-electricity recovery from production waste.
- 2022: Cooling and vapour recovery upgrades; CS motor optimisation.
- 2023: LED lighting installed in distillation sector.

CIPAN

The PREN plan (2018–2025) sets Cipan's energy efficiency strategy, with focus on recovery, system modernisation and renewables.
Initiatives include:

- Condensate recovery (ongoing).
- Smaller capacity boiler installed (2022).
- Air leak monitoring plan (2019).
- Transformer upgrades for electricity quality (PT1/PT2).
- Cooling tower modernisation.
- High-efficiency compressor installation.
- Photovoltaic panel deployment.
- Further enhancements to cooling efficiency.

These projects contribute to energy savings, emissions reduction and compliance with environmental regulations—while supporting global climate and innovation goals (SDG 7, 9, 12, 13).

Suanfarma recognises the global challenge of climate change and is actively working to reduce its greenhouse gas (GHG) emissions across all facilities. The Group is committed to adopting cleaner technologies, improving energy efficiency, and reducing its overall environmental footprint. These efforts contribute directly to achieving the United Nations Sustainable Development Goals (SDGs), particularly SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

ROVERETO'S PLANT

The Italian site focuses on reducing GHG emissions through thermal energy efficiency and the exclusive use of certified renewable electricity. Only Scope 2 emissions are reported due to this sourcing policy. Key actions include:

- Thermal energy projects to reduce steam consumption.
- Internalisation of CStoA drum cleaning (2022), lowering transport emissions.
- Ongoing development of a long-term GHG reduction roadmap.

CIPAN

Several emission reduction measures were implemented from 2022 onward, including:

- VOC emission control via condensers (completed in 2023).
- Use of lower-GWP HVAC refrigerants (R-449A replacing R-404A).
- ISO 14001-based Environmental Impact Assessment with annual PDCA review.
- Dedicated environmental team for compliance and monitoring.
- Gas emission treatment systems (inertisation, condensers, scrubbers).
- Modernisation of the TNE sector with process containment upgrades.
- Installation of a scrubber to improve air purification.
- Continuous tank inertisation to reduce diffuse emissions.

Through these targeted actions, Suanfarma reinforces its role in building a low-carbon economy, improving sustainability performance while ensuring regulatory compliance and innovation.

GHG EMISSIONS (TCO_2 EQ)

Emission Type	2024	2023
Scope 1 - Direct Emissions	50,656	52,147
Scope 2 - Indirect Emissions	1,115	2,594

FUEL CONSUMPTION (COMPANY VEHICLES - L)

Fuel Type	2024	2023
Diesel	11,675	8,385
Petrol	13,774	12,886

Pollution

Suanfarma's emissions mainly result from natural gas combustion and VOCs generated by solvent use in production.

To reduce this impact, the Group has adopted several measures and is developing a medium- and long-term strategy to cut greenhouse gas emissions.

At Cipan, a project was launched to implement gaseous emission treatment systems in line with the environmental license, including:

- Tank inertisation to reduce diffuse emissions
- New equipment for closed-loop operations
- Upgraded scrubber columns for enhanced control
- Condensers to capture and lower emissions

Fluorinated gas systems have also been adapted to use alternatives with lower global warming potential. At Rovereto's plant, an odour monitoring plan was introduced, covering both internal and external environments. In 2022, the site underwent a Life Cycle Assessment (LCA), with 2023 data unchanged following the company's decision to align future updates with the Group-wide decarbonisation strategy. Looking ahead, Suanfarma will launch a comprehensive decarbonisation roadmap and conduct a full carbon footprint assessment in 2025 — key steps to support its long-term commitment to environmental sustainability.

Waste and circular economy

One of the key goals in Suanfarma's Sustainability Policy is efficient waste management and the selection of partners that support recovery processes in line with the circular economy.
Suanfarma mainly generates industrial waste linked to pharmaceutical production, including sewage treatment sludge and liquid waste such as used solvents or solvent-contaminated water.
To enhance resource efficiency, the Group recovers solvents by distilling contaminated water before discharge. This supports the circular economy by reducing waste and optimising resource use. Some hazardous waste cannot be recovered and is sent for incineration. Non-hazardous waste is sorted, stored in designated containers, and clearly labelled to ensure correct handling and traceability. To reduce waste volumes, projects have been launched to cut raw material use.
Packaging reuse procedures are in place at all sites, in line with new regulations on recycled materials.

At Cipan, a project is underway to reuse methanol in the limecycline process. The initiative improves efficiency and reduces waste through distillation. In 2024, validation tests were conducted, and the next phase involves producing validation batches using rectified methanol. At Rovereto's plant, waste management follows the Waste Hierarchy Principle:

a. Prevention,
b. Reuse,
c. Recycling,
d. Energy recovery
e. Safe disposal.

The site is committed to achieving 'Zero Hazardous Process Waste to Landfill'.

Through these actions, Suanfarma strengthens its commitment to circular economy principles, regulatory compliance, and ongoing improvement in environmental performance.

Waste (tonnes)	2024	2023
Hazardous waste	6.221	6.915
Non-hazardous waste	4.414	3.197

Sustainable use of resources

Suanfarma recognises the importance of minimising natural resource use in its operations, as outlined in its Supply Policy. Environmental and energy management certifications reflect the ongoing efforts of each site to reduce consumption of water, raw materials, and electricity.

Water consumption

Water supplies are guaranteed by municipal networks and groundwater collection through wells, which is used in manufacturing, irrigation, cooling systems, etc.

Water consumption (m^3)	2024	2023
Municipal water supply	3.646.744	3.894.389
Alternative sources of water supply - Ground water	1.968.378	2.374.418

Suanfarma ensures that water used in its processes does not pose a pollution risk. Prior to discharge, all water is pre-treated to meet the minimum legal thresholds.

ROVERETO'S PLANT

In 2019, Suanfarma Rovereto adopted a trigeneration system using natural gas to produce electricity, steam, and chilled water. This initiative reduced water use from around 7 million m^3 to 5.5 million m^3. Additional improvements at SF Italy:

- Enhanced cooling efficiency in fermenters through improved heat exchangers.
- Optimised fermentation temperature and shortened cooling cycles.

CIPAN

At Cipan, wastewater from production is channelled through drainage networks to the industrial pre-treatment plant (EPTARI), where it is treated before final disposal. All activities comply strictly with environmental permit conditions, and both the volume of water extracted and the treated effluent remain within regulatory limits. Key water efficiency measures at Cipan include:

- 2021: Installation of a high-efficiency natural gas boiler and timer-controlled taps in production changing rooms.
- 2022: Optimisation of cleaning processes and launch of a project for an osmosis system to reduce cooling tower purge water.
- 2023: Construction of two closed-loop cooling systems and installation of vacuum pumps in the Chemical Synthesis area, significantly reducing water consumption.

Through these measures, Suanfarma reinforces its commitment to responsible water use, integrating advanced technologies and optimised processes to reduce consumption and ensure full compliance with environmental standards.

Raw materials

In terms of raw material consumption, the Group has consumed a total of:

Raw material consumption (tons)	2024	2023
Consumption of raw materials	28.975	27.697

Suanfarma's R&D departments at Cipan, SF Italia, and across the Group work to improve industrial processes, enhance product quality, and reduce raw material usage. Their joint efforts support more sustainable pharmaceutical manufacturing.

ROVERETO'S PLANT

A new ethanol distillation plant, installed in 2022, enabled a 90% cut in purchased ethanol. In 2024, the site launched several initiatives to improve process performance and energy efficiency:

- New WWTP with intermittent aeration, targeting 30% energy savings.
- HVAC upgrade with glycol cooling, increasing efficiency by 90%.
- Optimised mycophenolic acid fermentation: +5% yield, -18% glucose use.
- Modified steam injector: -70% steam consumption.
- High-efficiency compressor installed: -20% energy use.
- Rewiring of key units and upgrade to AC800M control system.
- Automation of distillation column: +50% efficiency per steam unit.
- Digital twin for downstream process: aimed at +40% capacity increase.
- Digital driving records introduced for solvent recovery.

CIPAN

Key projects active during 2023–2024 include:

- Development of a new process for an innovative molecule.
- Optimisation to improve Right-First-Time rates and reduce OOS batches.
- Process development for CDMO customers.
- Ongoing process optimisation for quality and efficiency.
- New analytical methods to enhance quality control.
- Improved industrial cleaning methods for hygiene and performance.

These projects contribute to energy savings, emissions reduction and compliance with environmental regulations—while supporting global climate and innovation goals (SDG 7, 9, 12, 13).

In 2024, the Suanfarma Group's R&D team focused on the development and optimizzation of industrial processes for innovative pharmaceutical compounds. Key projects include:

1. BETA-LACTAMASE & ANTIBIOTICS

- New industrial process using flow chemistry
- Improved safety and reduced production costs
- Technology transfer ongoing (until 2025)
- Intellectual property generated

2. PARKINSON'S DISEASE

- Process redesign for higher yields
- New crystallisation strategy
- Cost reduction
- Technology transfer in 2025
- Intellectual property generated

3. MZRAP – RHEUMATOID ARTHRITIS

- Suanfarma's first HPAPI project
- Higher throughput, lower costs
- Tech transfer planned in 2026
- Intellectual property generated

4. PPBAC – ADVANCED BREAST CANCER

- First HPAPI with flow chemistry
- Improved safety and synthesis
- Tech transfer scheduled for 2026

5. TYPE 2 DIABETES

- Implementation of flow chemistry to improve safety and cost-effectiveness
- Intellectual property generated
- Project completed in 2024

Fostering Biodiversity Through Environmental Responsibility

Suanfarma takes a proactive approach to environmental stewardship by evaluating the potential ecological impacts of all its operations. Although the company does not operate in protected areas and the risk to biodiversity is currently deemed non-material, its environmental commitment remains strong.

Significant investments in wastewater treatment systems at both production plants reflect this dedication. These measures play a vital role in preserving local fauna and flora, contributing to the protection of nearby ecosystems. By minimising its ecological footprint, Suanfarma reinforces its long-term commitment to biodiversity and responsible industrial practices.

05 Responsibility to people and community

At Suanfarma, people are a strategic pillar. The group is a multicultural organisation, with a total workforce of 534 people, spread over several locations worldwide. Indeed, the corporate culture promotes these values:

- teamwork, where each person is valued for their commitment, professionalism and talent, to achieve common goals,
- inclusion and non-discrimination, to encourage a mutually supportive approach, as stated in the Code of Ethics
- open and transparent communication, to support efficient teamwork.

All workers are covered by an employment contract, which must contain the following information:

- the aspects of the position and the tasks to be performed
- the regulatory and salary elements in accordance with the collective agreement,
- the rules and procedures to be adopted to avoid possible work-related health risks.
- The global pay gap decreased from 18% in 2023 to 7% in 2024. A clear sign of Suanfarma's commitment to the goal of reducing the gender pay gap.

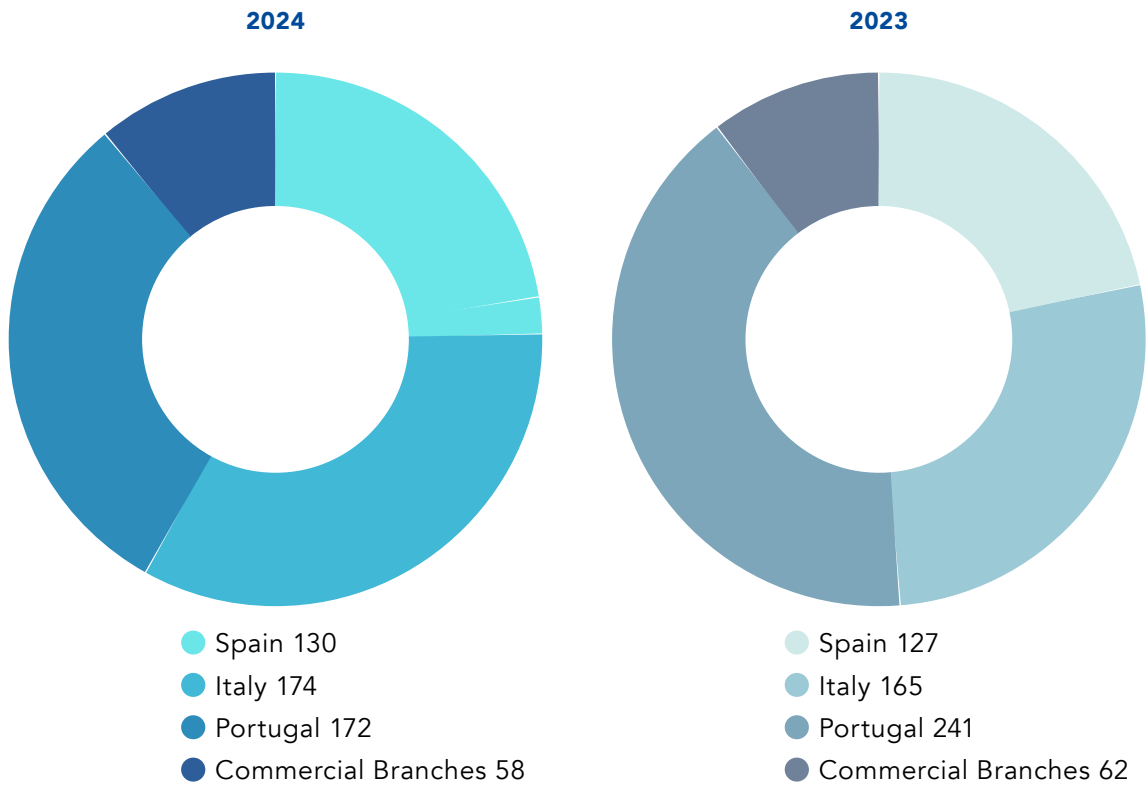
SOCIAL VALUES	RELEVANT SDG(S)	
Employee Empowerment & Development	SDG 4 Quality Education	
Diversity & Inclusion	SDG 10 – Reduced Inequalities	
Occupational health and safety	SDG 3 – Good Health and Well-being	
Ethics and Compliance	SDG 16 – Peace, Justice and Strong Institutions	
Equity and Fair Compensation	SDG 8 – Decent Work and Economic Growth	

Below is comparative data for the group's employees as of December 31, 2024, broken down by gender, age and country.

EMPLOYEES BROKEN DOWN BY GENDER

Year	Employees		Age distribution			Total
	♀	♂	<30 years	30-50 years	>50 years	
2024	198	397	100	359	136	595
2023	198	397	100	359	136	595

EMPLOYEES BROKEN DOWN BY COUNTRY



PROFESSIONAL CLASSIFICATION

	2024		2023	
	♀	♂	♀	♂
Administrative	71	43	73	31
Commercial	12	21	14	22
Area Directorate	4	7	10	23
Management	-	3	0	3
Researcher	48	53	60	140
Head of area	35	90	28	58
Operator	8	139	13	120
Total Employees	**595**		**579**	

DISTRIBUTION OF EMPLOYMENT CONTRACTS

	2024	2023
Indefinite	509	544
Temporary	25	51
Part-Time	9	12
Full-Time	525	583
Total Employees	**534**	**595**

The personnel data show that:

- The company is committed to employment stability, as over 95% of jobs are permanent, up from 91% in 2023.
- The majority of employees are in the 30-50 age bracket, demonstrating Suanfarma's commitment to building professional career paths while remaining attractive to mature professionals
- Most employees work with a full-time contract (9 part-time employees in 2024)

With regard to terminations, these are mainly due to disciplinary procedures, People Review and Performance Evaluation, which are carried out as part of the development and objective evaluation of employees.

In the Group companies, there is only one works council in Rovereto's plant at the closing date, 31 December, with whom the legally required meetings are held. In Rovereto, ordinary meetings are held every two months and extraordinary meetings can be called if necessary. Occupational Health and Safety meetings are held within the committee, attended by the HSE Manager, the Human Resources Manager and the Plant Manager. The absence of works councils in the different Group locations is due to the will of the employees. Different companies globally are governed by different agreements, local labour legislation or internal regulations:

INDUSTRIAL RELATIONS

Country	Agreements
Spain	Collective agreement for wholesalers and importers of industrial chemical products and drugstore, perfumery and perfumery products.
	Workers' Statute
Portugal	Collective agreement between APEQ - Associação Portuguesa das Empresas Químicas e outras
	A Federação de Sindicatos da Indústria, Energia e Transportes - COFESINT e others
Italy	Collective Agreement of the Italian Chemical Industry
Argentina	CCT 130/75 AGREEMENT
Mexico	CCT 130/75 AGREEMENT
Colombia	Substantive Labour Code of Colombia
	Internal regulations of Comercializadora Disándalo.
USA	Handbook Suanfarma Inc

Diversity and Equal Opportunities for Human Resources

SELECTION

PROMOTION

COMPENSATION POLICIES

TRAINING

WORKING CONDITIONS AND EMPLOYMENT

OCCUPATIONAL HEALTH

ORGANISATION OF WORKING TIME

RECONCILIATION

ORGANISATIONAL CULTURE, COMMUNICATION AND LANGUAGE

Suanfarma's values are based on respect, equal opportunities and non-discrimination, as stated in the Code of Ethics approved by the Board of Directors and which applies to all employees. The group has adopted a corporate policy on diversity and equality, with the aim of defining the Group's general principles and commitments in this area, in particular:

- ensure that there are no incidents of discrimination in relation to gender or sexual orientation, race, religion, origin, marital status or social condition,
- promoting respectful relations, dignity and fairness, in order to create a positive working climate, at all professional levels.
- supports gender equality as a universal principle that enriches an organisation and places it in a position of fairness and integrity.

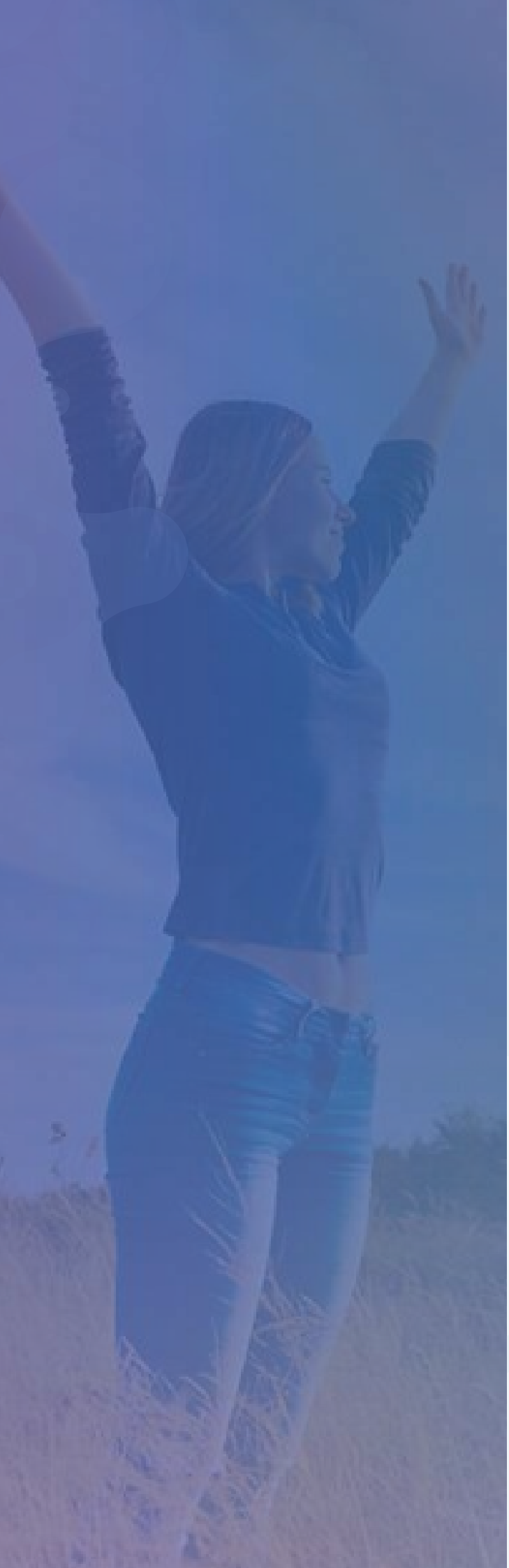
The principle of equal opportunities is the foundation of all Human Resources management processes, as also stated in the Group Code of Conduct. In this way, Suanfarma pursues Goal 8 'Good jobs and economic growth' and Goal 10 'Reduce Inequalities' of the United Nations SDGs. This management allows the group to attract, select and retain professionals with the skills, knowledge and experience necessary to achieve the company's objectives, but who, at the same time, share the vision and values of the organisational culture.

With the implementation of the Equal Opportunity Plan, approved in 2023, a Committee was set up to identify and certify two HR Managers in the role of Equal Opportunity Officers in 2024. The two managers conducted training programmes on equality and anti-harassment issues in all Group distribution centres.

Furthermore, due to the company's commitment to the well-being of its employees, Suanfarma implemented a Harassment Protocol in 2023. Following its approval and publication, the Group has included this information in its welcome plan for new employees. All Suanfarma employees must ensure that situations of discrimination do not occur and are required to immediately inform Human Resources if they become aware of this type of behaviour. In this regard, the Board of Directors of Suanfarma Holding approved the Group's Internal Reporting System Policy in 2023, which applies to all companies. A whistleblowing channel is available to all employees and third parties, accessible from the website and the company intranet.

In 2024, all employees of the pharmaceutical division received refresher training on the Code of Ethics and Conduct. In 2025, the same training will be provided to employees of the nutraceutical division.

In 2024, the Group did not receive any complaints concerning harassment.



Workers' well-being

Suanfarma's organisational culture encourages and fosters a work-life balance for its employees in order to allow them to develop their talents in the work environment in a way that is compatible with their personal development path.

Due to the diverse activities carried out and the presence in different countries around the world, it is not possible to have a uniform policy for the whole group. However, what all companies have in common is compliance with the legislation in force in each country.

In addition to complying with the legal requirements in force in different countries, Suanfarma offers employees flexibility measures that promote work, personal and family reconciliation, such as flexible working hours or remote working.

Suanfarma also recognises and supports the different measures of joint parental responsibility that exist in the legislation in each of the countries, such as paternal leave, shared maternity leave or reduced working hours for childcare for both parents.

In several companies, the group offers health insurance for their employees and family members, life insurance and a pension plan.

In order to create a good working environment, many of the group's companies organise annual team building to facilitate the development of relationships between people in each company.

Furthermore, Suanfarma organises 2 annual public meetings where the CEO informs all Group employees about achievements, initiatives and projects, as well as lunches with the CEO during which small groups of employees can express ideas and concerns.

Training, a lever for growing together

Suanfarma promotes the professional development of its employees, through the renewal of skills and specific training courses. Training becomes an opportunity for growth, directly linked to the achievement of organisational objectives.
Depending on the membership of the different Group companies, targeted training courses are offered.
The standard procedure for defining a training programme usually starts with a request from the team leader to the Human Resources department.
The identification of needs, both individual and group, can be carried out:

- at the request of the line manager,
- during Performance Review sessions
- during People Review sessions,
- for specific needs identified in the company.

With regard to training programmes, the group's priority is Risk Prevention training. For the remaining programmes, given the heterogeneity of the positions and people in the group, the training needs identified are multiple and related to the needs arising from each task.

Below is a table with the training programmes for 2024 and 2023.

Training hours	2024	2023
Administrative	2.736,75	2.180,50
Commercial	346,5	1.262
Area Directorate	523,5	1231,50
Management	22,5	90
Researcher	5.143,09	9.013,51
Head of area	4.905,30	3.098
Operator	5.701,71	4.083,25
Total	**19.379,35**	**20.958,76**

Commitment to workers' health and safety

At Suanfarma, the commitment to occupational health and risk prevention goes further than current legislation, because preserving the health and safety of its workers is fundamental to the company. This attention is reflected in the Code of Ethics which clearly expresses the will to guarantee by all necessary means the best possible conditions for all workers, in strict compliance with the regulations on the prevention of occupational risks. In fact, all companies have a low number of accidents at work and no occupational diseases

With its international presence, Suanfarma applies the laws of the different countries in which the companies are based. For example, in Spain there is a defined prevention plan, as well as in Portugal, Italy and Colombia, where there is also an occupational health and safety policy and industrial hygiene and safety standards. In the United States, the employee handbook specifies that general conditions such as safety, cleanliness and employee accommodations should be evaluated periodically to improve good industry practices. Management meets monthly with team leaders to discuss suggested improvements in working conditions.

	2024			2023		
	♀	♂	TOTAL	♀	♂	TOTAL
Number of accidents [1]	5	2	**7**	0	13	**15**
Frequency index	6,13	5,25	**5,85**	0	15,5	**10,4**
Severity index	0,27	0,06	**0,21**	0	0,4	**0,3**

The formulae for calculating accident rates are as follows:
Frequency rate = no. of accidents with sick leave / total no. of hours worked x 1.000.000
Severity rate = no. of days off work / total no. of hours worked x 1.000

Suanfarma's role in society and sustainable progress

Suanfarma demonstrates its commitment to corporate social responsibility and society through partnerships and associative actions. That is why it founded and supports the Arraigo Foundation, created with the objective of assisting migrants in Spain by providing them with basic training and other resources necessary to access the labour market and facilitate their integration in the host country. The Foundation aims to promote multiculturalism, tolerance and the elimination of manifestations of racism and intolerance. It actively supports the participation and empowerment of women. Its essence lies in its ability to create synergies and connections with leading cultural figures who bring a diversity of perspectives and experiences to programmes and events. In addition to working with the Foundation, Group companies also contribute to local development by maintaining and creating stable, quality jobs. It is a common practice to hire young graduates or young people with little experience and have them participate in a scholarship/internship programme to build a career within the company. Suanfarma is also committed to the inclusion and support of people with disabilities, recognising diversity as a core value, as enshrined in its Diversity and Equality Policy. In line with this commitment, the company is proud to have four people with disabilities on the team, whose experience and perspective contribute significantly to the mission of creating an inclusive and accessible work environment for all.

arraigo Foundation

6
Training projects

9
Work projects

560
Families registered

1,950
People served

9
Different nationalities

750
Diplomas awarded

Communication, a strategic tool for stakeholder engagement

The importance of communication through social media in stakeholder engagement has grown significantly in recent years. It allows for reaching a wider audience, fosters interaction and involvement, provides useful data for the analysis and adaptation of strategies, allows timely and responsive communication and exploits the viral potential to increase the visibility and reputation of the organization.
It is an essential tool for building effective relations with stakeholders in the digital context in which we live, especially for a complex business such as Suanfarma whose direct impacts, especially in the environmental field, are significantly perceived by the community.
For this reason, effective communication is of the utmost importance.

The company utilises both the website and institutional LinkedIn profiles, one corporate and one for Suanfarma CDMO.
In 2024, Suanfarma reached 31.683 followers with 175 posts dedicated to the topics of scientific research, process innovation, renewal of expertise, and climate change.

For in-depth news and information
Website: https://www.suanfarma.com/

https://www.linkedin.com/company/suanfarma/

https://www.linkedin.com/company/suanfarma-cdmo/

SUANFARMA

85	26.822	4.448	212.156	20.598
POST POSTED*	FOLLOWERS	REACTIONS	IMPRESSIONS	VIDEO VIEWS*

*Estimated data

SUANFARMA CDMO

90	4.861	10.269	237.402	24.747
POST POSTED	FOLLOWERS	REACTIONS	IMPRESSIONS	VIDEO VIEWS

06 Materiality Analysis

Methodological note

Suanfarma Sustainability Report presents the data collected within the Non-Financial Statement.

The information included in this Statement of Non-Financial Information (hereinafter, "NFI") is that which, in the opinion of the directors, is relevant to the company, the activity carried out, its structure and its presentation in compliance with Law 11/2018, of 28 December 2018. 8.

The revised text of the Capital Companies Act, approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing of Accounts, in relation to non-financial information and diversity, was amended by the Commercial Code. The Statement provides an overview of the Group's business model, outlining its short, medium and long-term risks. It also includes information on environmental, social, personnel, anti-corruption, anti-bribery and human rights issues. The year ended 31 December 2024 was referenced using the international framework of the GRI Sustainability Standards Reporting in its Essential version, which is a reporting framework recommended by the Non-Financial Reporting Act 11/2018.

Furthermore, the report has been subjected to external verification by the independent auditing firm PwC, which also audits the financial statements. In order to design the contents of this report and select the aspects that are relevant, Suanfarma Holding, S.L. (hereinafter Suanfarma Holding, Suanfarma Group, Suanfarma or the Group) has carried out a materiality analysis. This analysis enabled to identify the most relevant aspects on which to inform its stakeholders and to respond to the requirements of non-financial information based on the regulations in force.

The materiality analysis

The prioritisation of these aspects of an economic, environmental or social nature is contingent upon their repercussions for the business and the expectations of the company's key stakeholders.
In this regard, it is important to consider the representativeness of these aspects for some of the main prescribers in the field of sustainability and corporate social responsibility, such as the Global Reporting Initiative (GRI) or the Sustainability Accounting Standard Board (SASB).

Suanfarma's primary stakeholders include customers, shareholders, suppliers, employees, and society at large. Based on this materiality analysis, the indicators and information to be reported externally have been defined in accordance with the provisions of Law 11/2018 of 28 December on non-financial information and diversity. The following aspects, which are required by law to be considered non-material, have not been reported with additional data:

- It has not been deemed pertinent to cite actions aimed at reducing food waste, given that Suanfarma is not directly affected by such initiatives in the context of its business operations.
- With regard to light and noise pollution, it is not considered a significant issue, given the nature of the activities and the fact that these activities take place in industrial areas.
- With regard to biodiversity protection, it should be noted that Suanfarma's activities do not take place in protected areas. Consequently, the measures taken to preserve or restore biodiversity and the impacts caused are not included in this analysis.

	SCOPE	ASPECT
	*Environment*	Sourcing of materials (collection of wild plant populations and species)
		Procurement of materials
		Biodiversity protection
		Bio-waste management
	*Social*	Working conditions, human rights and community relations
		Occupational health and safety (hazardous materials)
		Occupational health and safety (chemical, biological, physical hazards)
		Access to and affordability of medicines
		Biosafety and laboratory biosafety
		Safety of biotech products
		Clinical trials (trial participant consents)
		Safety of medical products
		Labelling of medicines and medicines
		Patient privacy
		Client welfare
		Product design
		Selling practices and product labelling
		Recalls of pharmaceutical products
	*Human Capital*	Employee engagement, diversity and inclusion
	*Business model and innovation*	Supply chain management
	*Other*	Business strategy
		Production risks
		Animal welfare
		Crisis management
		Medical innovation
		Social Responsibility
		Ethical and safety standards
		Procurement strategy and policies

RELEVANCE			STAKEHOLDERS
SUANFARMA	GRI TOPICS	SASB	
	✓		
✓	✓		Suppliers, Customers, Shareholders and Society
	✓		
	✓		
✓	✓		Employees, Shareholders and Society
✓	✓		Employees, Shareholders and Society
	✓		
	✓	✓	
	✓		
	✓		
	✓		
✓	✓		Suppliers, Customers, Shareholders and society
	✓		
	✓		
		✓	
	✓	✓	
		✓	
	✓		
✓			Employees and Society
✓		✓	Suppliers
✓	✓		Shareholders
	✓		
	✓		
	✓		
✓	✓		Shareholders, Customers and Society
✓	✓		Shareholders and Society
✓	✓		Suppliers, Customers, Shareholders and Society
✓	✓		Shareholders and Society

Group companies

This sustainability report presents data from the companies included in the consolidated accounts and listed below. It should be noted that the environmental data included in this consolidated statement of nonfinancial information only includes data from the group's two factories located in Portugal and Italy, the rest of the distribution companies have no material impact on the environment. Also, for confidentiality reasons, certain information is not reported in the employee data as it may violate employee confidentiality.

SPAIN	
Suanfarma S.A.U.	Commercialization of pharmaceutical products
InnovasuanS.L.	Development of active ingredients
Productos Químicos Gonmisol, S.A.U.	Distribution of ingredients for the food industry, food supplements, dietary supplements and supplements
Monteloeder, S.L.	Production and distribution of ingredients for the food industry, food supplements, dietary supplements and supplements
SuanNutra Botanicals S.L.U	Marketing of nutritional products.
New Developments on Nutraceuticals S.L.	Marketing of nutritional products.
Cresbard Invest S.L	Incorporation, participation by itself or indirectly in the management and control of other companies and enterprises.
PORTUGAL	
Companhia Industrial Produtora de Antibióticos S.A. (CIPAN)	Manufacture, commercialization and distribution of pharmaceutical products
ITALY	
Suanfarma Italia, S.p.A.	Manufacture, commercialization and distribution of pharmaceutical products
SF Distribution Italia S.R.L.	Commercialization of pharmaceutical products
UK	
Suanfarma UK Limited	Distribution of ingredients for the food industry, food supplements, dietary supplements and supplements
COLOMBIA	
Suanfarma Colombia S.A.S.	Commercialization of pharmaceutical and nutritional products
USA	
Suanfarma, Inc.	Commercialization of pharmaceutical and nutritional products
SuanNutra, Inc.	Distribution of ingredients for the food, food supplements, dietary supplements and supplements industry
Monteloeder USA. INC	Marketing of nutritional products
MEXICO	
Suanfarma México, S.A. de C.V.	Commercialization of pharmaceutical, nutritional and cosmetic products
INDIA	
Indisuan Pharmaceuticals Private Limited	Commercialization of pharmaceutical and nutritional products
MALAYSIA	
Monteloeder SDN.BHD	Marketing of nutritional products
BRAZIL	
Suanfarma Brazil Ltda.	Marketing of pharmaceutical and nutritional products

ANNEX 1

Table of contents according to the requirements of law 11/2018 regarding non-financial information and diversity and according to GRI[1]

FIELDS	CONTENTS	MATERIAL ISSUE (YES/NO)	ASSOCIATED GRI INDICATOR	CHAPTER OF THE DOCUMENT	PAG
BUSINESS MODEL	Brief description of the group's business model, including: - its organisation and structure - the markets in which it operates - its objectives and strategies - the main factors and trends likely to affect its future development.	Yes	2-1 2-6	Suanfarma as a Group	14
POLICIES	A description of the group's policies with respect to such issues, including: - the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts - the verification and control procedures, including what measures have been taken.	Yes	3-3	Indicator reported under the different headings where specific aspects are discussed according to the subject to be dealt with	
RISKS TO CP, MP AND LP	The main risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse effect on these areas, and * how the group manages these risks, * explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each area. * Information on the impacts identified should be included, including a breakdown of the impacts, in particular the main short, medium and long-term risks.	Yes	3-3	Suanfarma as a Group	19

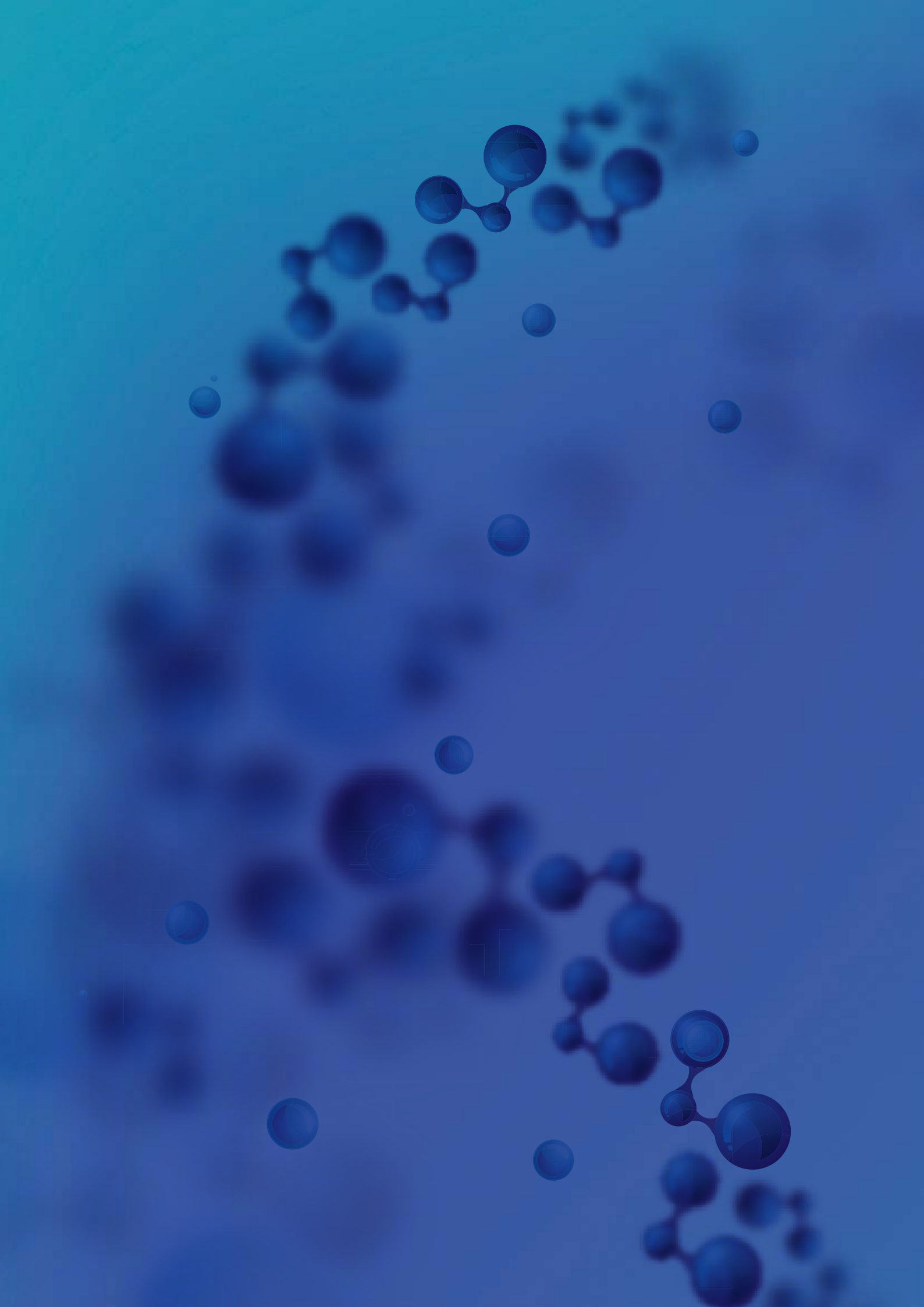
1 - This document was created based on the Non-Financial Declaration (NFD). To enhance its usability for all stakeholders, some content has been rearranged and the chapter and paragraph titles have been modified.

FIELDS	CONTENTS	MATERIAL ISSUE (YES/NO)	ASSOCIATED GRI INDICATOR	CHAPTER AND PARAGRAPH OF THE DOCUMENT	PAG
ENVIRONMENTAL ISSUES	GLOBAL ENVIRONMENT				
	Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety, environmental assessment or certification procedures; - The resources devoted to the prevention of environmental risks; - The application of the precautionary principle, the amount of provisions and guarantees for environmental risks (e.g. derived from the environmental liability law).	Yes	3-3 2-23	Environmental responsability in action	38
	POLLUTION				
	Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution.	Yes	3-3	Environmental responsability in action	42
	CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT				
	Circular economy Waste: Prevention measures, recycling, reuse, other forms of recovery and disposal of waste;	Yes	3-3 306-3	Environmental responsability in action	42
	Actions to combat food waste.	No	3-3	Environmental responsability in action	42
	SUSTAINABLE USE OF RESOURCES				
	Water consumption and water supply according to local constraints';	Yes	3-3 303-5	Environmental responsability in action	43
	Consumption of raw materials and measures taken to improve the efficiency of their use;	Yes	3-3 301-1	Environmental responsability in action	44
	Direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energies.	Yes	3-3 302-1	Environmental responsability in action	40
	CLIMATE CHANGE				
	The significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces; The measures taken to adapt to the consequences of climate change; The reduction targets voluntarily set in the medium and long term to reduce greenhouse gas emissions and the means implemented to this end.	Yes	3-3 305-1 305-2	Environmental responsability in action	40
	BIODIVERSITY PROTECTION				
	Measures taken to preserve or restore biodiversity;	No	3-3	Environmental responsability in action	46
	Impacts caused by activities or operations in protected areas.	No	3-3	Environmental responsability in action	46

FIELDS	CONTENTS	MATERIAL ISSUE (YES/NO)	ASSOCIATED GRI INDICATOR	CHAPTER OF THE DOCUMENT	PAG
SOCIAL AND STAFF ISSUES	EMPLOYMENT				
	Total number and distribution of employees by gender, age, country and occupational classification;	Yes	2-7 3-3 405-1	Responsibility to people and community	49
	Total number and distribution of types of employment contracts,	Yes	2-7	Responsibility to people and community	50
	Average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and occupational classification,	Yes	2-7 405-1	Responsibility to people and community	50
	Number of dismissals by sex, age and occupational classification;	Yes	401-1	Responsibility to people and community	50
	Average salaries and their evolution disaggregated by sex, age and professional classification or equal value;	Yes	3-3 405-2	Responsibility to people and community	52
	Wage gap, the pay for equal or average jobs in society,	Yes	3-3 405-2	Responsibility to people and community	52
	The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments broken down by gender,	Yes	3-3	Responsibility to people and community	52
	Implementation of work disengagement policies,	Yes	3-3	Responsibility to people and community	52
	Employees with disabilities.	Yes	405-1	Responsibility to people and community	52
	WORK ORGANISATION				
	Organisation of working time	Yes	3-3	Responsibility to people and community	53
	Number of absence hours	Yes	403-9 403-10	Responsibility to people and community	53
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	Yes	3-3	Responsibility to people and community	53
	HEALTH AND SAFETY				
	Health and safety conditions at work;	Yes	03-mar	Responsibility to people and community	55
	Accidents at work, in particular their frequency and severity, Occupational diseases, disaggregated by sex.	Yes	403-9 403-10	Responsibility to people and community	55

FIELDS	CONTENTS	MATERIAL ISSUE (YES/NO)	ASSOCIATED GRI INDICATOR	CHAPTER OF THE DOCUMENT	PAG
SOCIAL AND STAFF ISSUES	SOCIAL RELATIONS				
	Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff;	Yes	3-3	Suanfarma as a Group Responsibility to people and community	20 51
	Percentage of employees covered by collective bargaining agreements by country;	Yes	2-30	Responsibility to people and community	51
	The balance of collective agreements, particularly in the field of health and safety at work.	Yes	403-4	Responsibility to people and community	51
	Mechanisms and procedures that the company has in place to promote the involvement of workers in the management of the company, in terms of information, consultation and participation.	Yes	3-3	Suanfarma as a Group Responsibility to people and community	20 51
	TRAINING				
	Policies implemented in the field of training;	Yes	3-3	Responsibility to people and community	54
	The total number of training hours per professional category.	Yes	404-1	Responsibility to people and community	54
	Universal accessibility for people with disabilities	Yes	3-3	Responsibility to people and community	54
SOCIAL AND STAFF ISSUES	EQUALITY				
	Measures taken to promote equal treatment and opportunities for women and men;	Yes	3-3	Responsibility to people and community	52
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities;	Yes	3-3	Suanfarma as a Group	20
	The policy against all forms of discrimination and, where appropriate, diversity management.	Yes	3-3	Suanfarma as a Group	20

FIELDS	CONTENTS	MATERIAL ISSUE (YES/NO)	ASSOCIATED GRI INDICATOR	CHAPTER AND PARAGRAPH OF THE DOCUMENT	PAG
HUMAN RIGHTS	Implementation of human rights due diligence procedures	Yes	3-3	Suanfarma as a Group	20
	Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress potential abuses;	Yes	2-23	Suanfarma as a Group	20
		Yes	2-26	Suanfarma as a Group	20
	Complaints of human rights violations;	Yes	406-1	Suanfarma as a Group	20
	Promotion and enforcement of the provisions of the International Labour Organisation's core conventions related to respect for freedom of association and the right to collective bargaining;	Yes	407-1	Suanfarma as a Group	20
	The elimination of discrimination in employment and occupation;	Yes	3-3 406-1	Suanfarma as a Group	20
	The elimination of forced or compulsory labour;	Yes	409-1	Suanfarma as a Group	20
	The effective abolition of child labour.	Yes	408-1	Suanfarma as a Group	20
CORRUPTION AND BRIBERY	Measures taken to prevent corruption and bribery;	Yes	3-3 2-23 205-3	Suanfarma as a Group	20
	Contributions to foundations and non-profit organisations.	Yes	413-1	Responsibility to people and community	56
SOCIETY	COMPANY COMMITMENTS TO SUSTAINABLE DEVELOPMENT				
	The impact of the company's activity on employment and local development; The impact of the company's activity on local populations and the territory;	Yes	3-3 203-1 413-1	Responsibility to people and community	56
	The relations maintained with local community actors and the modalities of dialogue with them;	Yes	2-29	Responsibility to people and community	56
	Partnership or sponsorship actions.	Yes	2-28	Responsibility to people and community	56
	SUBCONTRACTING AND SUPPLIERS				
	Inclusion of social, gender equality and environmental issues in the procurement policy; Consideration in relations with suppliers and subcontractors of their social and environmental responsibility; Monitoring and auditing systems and results of audits.	Yes	2-6 3-3	Innovating today for a better life	28
	CONSUMERS				
	Consumer health and safety measures;	No	3-3	Suanfarma as a group	19
	Complaint systems, complaints received and resolution of complaints.	No	No	See the NFD document	
	TAX INFORMATION				
	Profitsearnedonacountry-by-countrybasis Taxes on profits paid	Yes	3-3	See the NFD document	
	Public subsidies received	Yes	201-4	See the NFD document	



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