



# SUSTAINABILITY REPORT 2024

ALFASIGMA 

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ALFASIGMA 

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## Letter to Stakeholders

*I'm delighted to share with you this sixth, annual Sustainability Report, which captures our Company's priorities, goals, and successes for 2024.*

*Without a doubt, 2024 was a transformative year—one that took us a significant step further on our journey to become a globally recognized, innovative healthcare company.*

*We're an organization that proudly innovates with passion, and that commitment extends not only to our day-to-day operations, but also to our corporate social responsibilities.*

*In 2024, this saw us strengthen our commitment to maintaining the highest ethical standards by implementing a Global Policy and Principles on Interactions with the Healthcare Community (HCC). This policy sets out minimum global standards, ensuring all interactions are ethical, compliant with international and local regulations and codes, and respectful of stakeholders' independence.*

*We also launched our Alfasigma Beliefs—a culture program based on four core beliefs to guide us all in our everyday actions and decisions. We have defined these as: Passion for Innovation; Think Big, Act Small; Learn to Dare; and Teams Build the Future.*

*Maintaining curiosity and passion for continuous innovation is vital in today's business world, and I believe a "never give up" mindset has always run through our organization. But our new Beliefs take this a step further. They truly inspire, guide, and unite us as we innovate to create even more impact and opportunities when it comes to caring for our patients, our people, and our communities.*

*Applying these Beliefs to our environmental, social, and corporate governance (ESG) priorities has already seen us evolve and launch countless initiatives worldwide. The case studies you'll find in this Report highlight just some of the diverse ways our teams are building a better future for everyone.*

*I hope you find this report as inspiring as I do. It's a true testament to the passion, spirit, and dedication of our teams who make our company what it is.*

Stefano Golinelli  
Chairman



# 2024 Highlights Page

Throughout 2024, our Company continued to grow, learn, and advance in many ways. There is much to explore, but here we share a few key highlights. These examples reflect our ongoing commitment to improving the well-being of our people and local communities, creating sustainable value for the Company, and reducing our global environmental footprint. We are aware that the journey toward becoming a truly sustainable company still requires many steps, and we are investing in the people and processes needed to achieve this goal. In addition to the initiatives mentioned here, you will find more of our Company's achievements at the beginning of each chapter.

☛ In 2024, 67.189 gigajoules (GJ) of our electricity was produced by co-generation. This represents a 4.5% increase year-on-year, and reflects our commitment to increasing our overall energy efficiency.

☛ Our total energy consumption as a Company in 2024 was 627.819 GJ. This figure represents a decrease of 3.7% year-on-year, meaning our environmental efforts are taking us in the right direction.

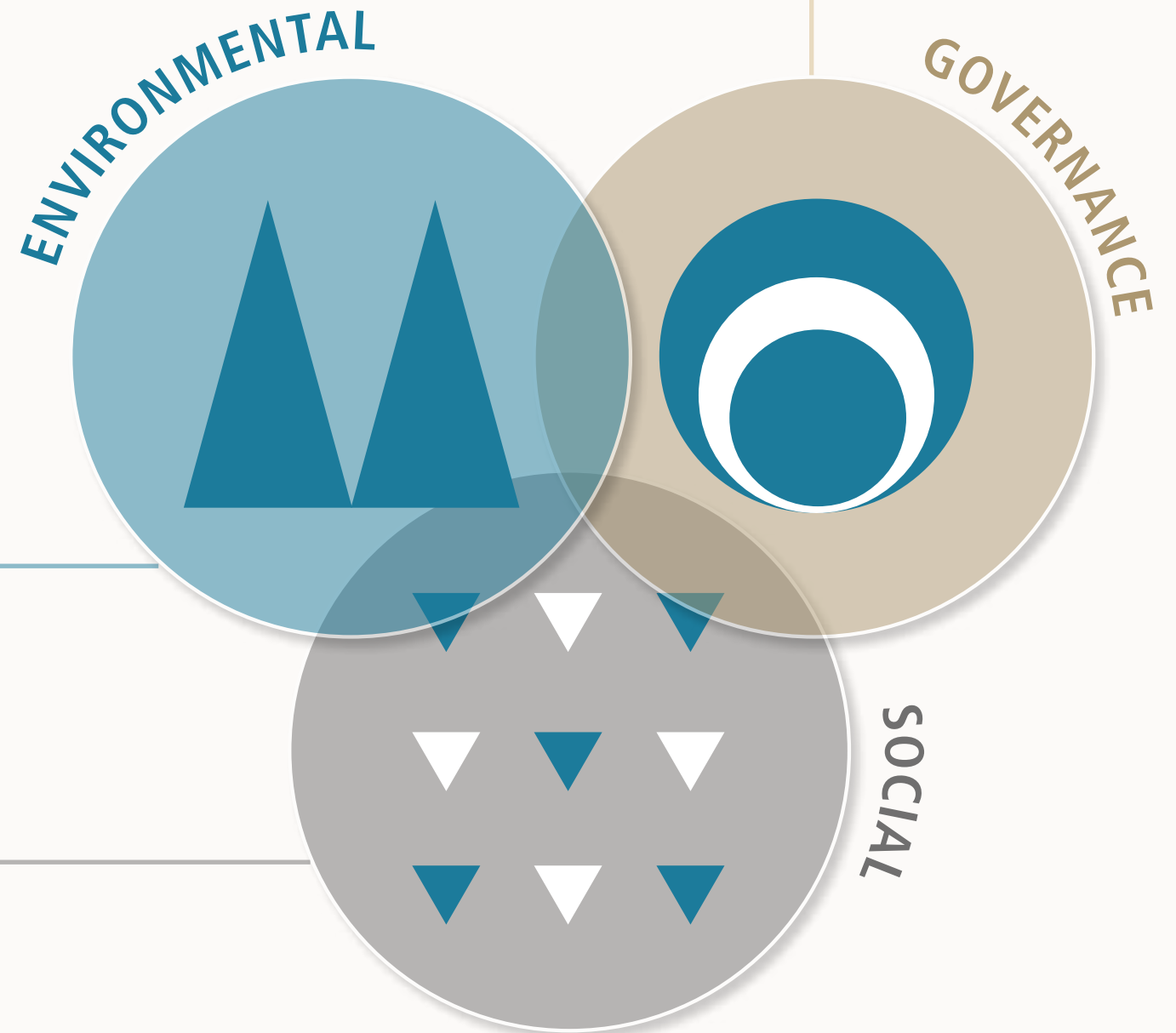
☛ Our total Scope 2 emissions market based in 2024 was 20.607 tCO2e. This figure represents a decrease of 2.5 % year-on-year.

☛ Our initiatives delivered 1.612 million in global social impact—a figure that has increased 46.7% year-on-year.

☛ Recognizing a more flexible approach to working, our employees recorded 1.4 million hours of remote working in 2024.

☛ Women now account for 56.1% of our total workforce—a 6.1% increase year-on-year.

- ☛ We implemented a Global Policy and Principles on Interactions with the Healthcare Community (HCC). This ensures all our interactions are ethical, compliant with international and local regulations, and respectful of stakeholders' independence.
- ☛ The launch of a new training program on the KnowBe4 platform was a vital new initiative. Inspired by our corporate cybersecurity team, it helps raise employee awareness of evolving digital threats.



# 1. We are Alfasigma

As well as honoring our commitments to existing initiatives, we took significant steps forward in 2024. Here are just some of the ways we're developing our identity and values...

- We formalized our acquisition of the Jyseleca® business from Galapagos NV. This has enabled us to add an innovative and specialized product to our portfolio, strengthening our pipeline.
- We launched our four beliefs: Passion for Innovation, Think Big, Act Small, Learn to Dare and Teams Build the Future. These core beliefs go to the heart of our Company and will guide us in our daily lives and work.
- Delivering on our vision to achieve revenues of €3 billion by 2029, our annual revenues grew 36% compared to 2023.

**OUR PURPOSE:**

**OUR AMBITION:**

**OUR MISSION:**

Pharmaceuticals with Passion

to achieve revenues of €3 billion by 2029

we deliver transformative therapies and healthcare products to patients and consumers, starting with GastroIntestinal (GI) health and guided by their needs wherever they take us.

## OUR COMPANY: QUICK FACTS

- Our Group is one of the five main players in the Italian pharmaceutical industry, with a turnover of €1.863 million in 2024, up 36% from 2023.
- Our Group has more than 3300 employees worldwide, 37 subsidiaries, and a direct presence in 25 countries.
- On 31 January 2024, our Group formalized the acquisition of the Jyseleca® business from Galapagos NV. This represents a crucial step in consolidating our Group's strategy and supporting our growth ambitions.

### 1.1 A new generation of healthcare company

Over the past three years, we've embarked on a transformative journey—experiencing remarkable growth, nearly doubling our revenues and broadening our geographic footprint. We've evolved our portfolio, expanded into rare and specialty segments, and strengthened both our pipeline capabilities and our talent.

But our journey is far from complete. In fact, this is just the beginning of a bold new chapter in our history. By blending the rigor of trusted pharma with the speed and execution of modern biotech, we aim to redefine what's possible in drug development. When we spot an opportunity, we move fast—developing and bringing breakthrough therapies to market with speed, and where they can make the greatest difference.

We invest in potential to deliver impact—for patients, caregivers, and communities.

To deliver on our vision to become a globally recognized innovative healthcare

company driven by speed, agility, and a commitment to science, with a primary focus on GI, we will:

**Drive accelerated growth:** by expanding into rare and specialty products, maximizing the full potential of our Consumer Healthcare (CHC) and established portfolios, and building a pipeline of future innovation.

**Discover. Develop. Deliver. Brilliantly:** by creating world-class, science-led search and development capabilities to identify high-impact opportunities, strengthen our pipeline, and execute launches with excellence and speed-to-market.

**Deeply understand patients and consumer needs:** by listening to and partnering with them to respond to their real needs, drive innovation, create meaningful solutions, and deliver exceptional value across our therapeutic areas.

**Create a culture of continuous improvement:** by attracting, developing, and retaining talent driven by ingenuity—those who believe there is always a better way and are focused on making things happen, at pace.

Our behaviors and how we operate are informed by our four beliefs [See chapter 3.1]:

- Passion for Innovation
- Think Big, Act Small
- Learn to Dare
- Teams Build the Future

Our business strategy is closely linked to principles of sustainability. As a Company, we support scientific knowledge-sharing. Likewise, strong

in the belief that a pharmaceutical company is also a cultural company, we play a proactive role in culture, art, and civil society.

We believe that personal dignity is not just about being healthy, it's about all aspects of life and the environment in which people live. Our commitment to the global well-being of society means that corporate social responsibility is core to our Company's DNA. For years, we've enthusiastically exceeded expectations regarding our commitment

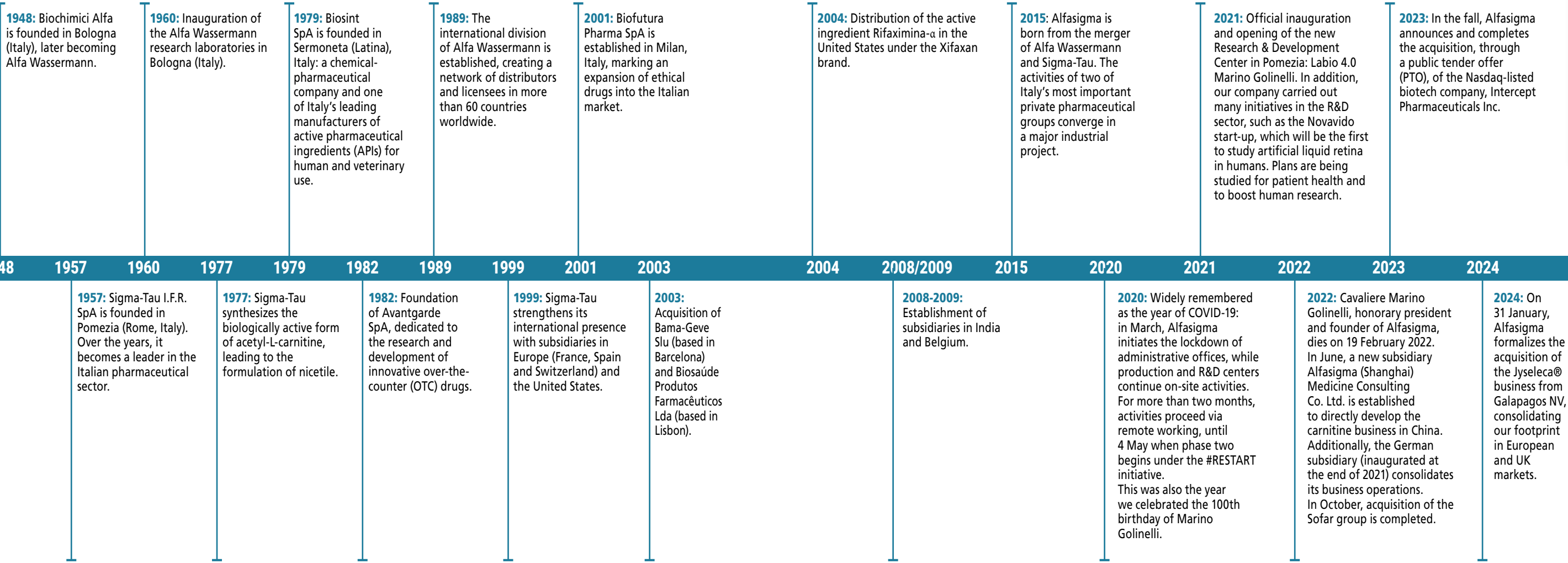
to educational growth, culture, the environment, and supporting communities.

1.2 Our history

The story of our Company began with entrepreneur and philanthropist Marino Golinelli in 1948, in Bologna, Italy. Since its inception, our Company has had a leading role in the pharmaceutical industry, and our

long history is one of innovation and success.

The year of our foundation, 1948, coincided with a crucial moment in contemporary history: the Universal Declaration of Human Rights. In the same year, in Bologna, Marino Golinelli founded Biochimici Alfa, later Alfa Wassermann. The company began to grow thanks to a concrete development strategy and rigorous acquisition plan. In 2015, it merged with the Sigma-Tau group, becoming Alfasigma.





1.3 Strategy, products and therapeutic areas

With more than 75 years of history, our Company has a proven track record of developing and delivering innovative healthcare solutions. These address emerging patient needs and significant unmet medical demands, as well as renewing and strengthening our existing product portfolio. In evolving our portfolio, we've expanded into rare and specialty areas, and strengthened both our pipeline and our internal capabilities. At the same time, we've enhanced the potential of our legacy portfolio, including our consumer healthcare (CHC) brands. 2024 is a year of great transformation for our Company characterized by the acquisition of the Jyseleca® business from Galapagos NV, whose products and R&D teams became part of our Group from 1 February 2024. This crucial milestone represents a significant step forward for our Company's ambitious international growth strategy, strengthening and expanding our footprint in European markets, with particular attention on key countries in the pharmaceutical market in which our Group didn't yet operate. The integration of the Jyseleca and Intercept Pharmaceuticals projects and teams continued throughout 2024. We remain committed to further growth opportunities and to investing in strengthening and enriching our pipeline to better serve patients

worldwide. These results set the foundation for the next stage of our evolution, and we continue this exciting journey of accelerated growth and transformation with enthusiasm as we work toward our ambition to become a truly global innovative healthcare company with a leading focus on gastrointestinal (GI) diseases. Our main therapeutic areas are: gastroenterology, vascular, and rheumatology, with a portfolio that spans from primary care to specialty care, rare-disease medications, and consumer health products, including medical foods and nutraceuticals.

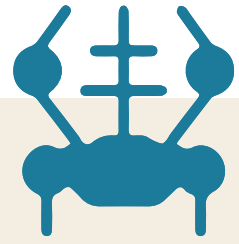


As a company focused on GI, we strive to provide concrete solutions to gastrointestinal and liver disorders. These range from prevalent diseases where gut microbiota plays an essential role, such as inflammatory bowel disease (IBD) through to functional disorders—e.g. irritable bowel syndrome (IBS), —such as bacterial gastroenteritis, and gastroesophageal reflux. Also, hepatic encephalopathy, chronic liver disease (cirrhosis), and other rare diseases. We're also committed to advancing treatments and expanding our pipeline to deliver effective solutions for the growing number of people living with rare, chronic, and serious liver diseases.

In 2024, with the acquisition of the Jyseleca® business (filgotinib), we consolidated our commitment to gastroenterology. Filgotinib is approved in Europe, the UK, Japan, Taiwan, South Korea, and Singapore for the treatment

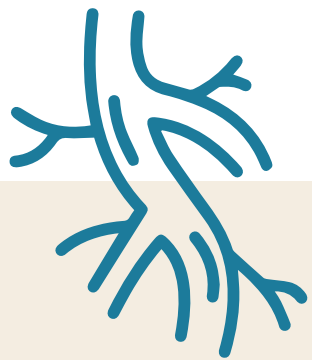
of adult patients with moderately to severely active ulcerative colitis (UC) who have had an inadequate response with, lost response to, or were intolerant to either conventional therapy or a biologic agent.





### RHEUMATOLOGY

We provide treatments and advanced therapies to relieve signs and symptoms, manage inflammation, and improve the quality of life of patients affected by rheumatological conditions—more specifically, rheumatoid arthritis (RA). In 2024, with the acquisition of the Jyseleca® business (filgotinib), our Company consolidated its commitment to rheumatology, adding an innovative product to its portfolio, including a Phase 3 clinical trial for a third potential indication (alongside approved indications for RA and UC). Currently filgotinib, which belongs to a class of JAK inhibitors, is approved in Europe, the UK, Japan, Taiwan, South Korea, and Singapore for the treatment of moderate to severe active RA in adults who have not responded adequately or cannot tolerate other disease-modifying anti-rheumatic drugs (DMARDs).



### VASCULAR

We have extensive experience in providing solutions for vascular diseases at different stages. Venous diseases, lower-extremity artery disease, and

diabetic microangiopathies are the main pathologies in which we offer solutions. Leveraging our longstanding experience in vascular care, our Company is working on innovative products to broaden the portfolio and bring patients more solutions to cover all stages of cardiovascular disease (CVD).



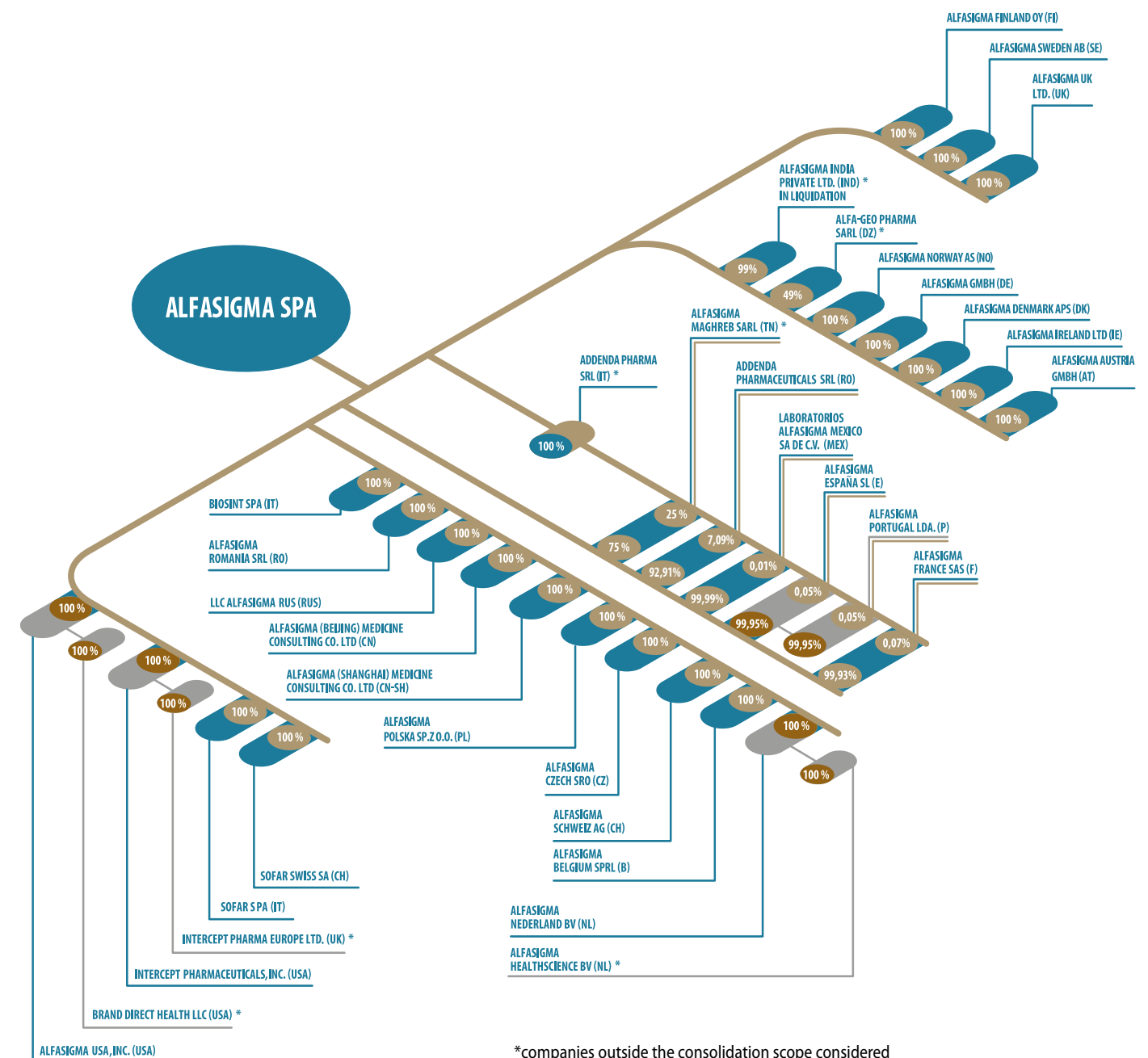
### CONSUMER HEALTHCARE

At the end of 2024, this important business area recorded a turnover of €237.5 million. This was an 8.4% increase compared to 2023 (which also saw an increase from 2022). All our major brands have gained significant market shares in their respective sectors, enabling our Company to become the leading player in the consumer market (according to MAT data from November 2024, for online and pharmacy sales). The results were driven by particularly positive performances in retail channels, especially in the more innovative channels (online +422%, mass market +47%). Pharmacies recorded 8% growth, following sell-out sales. These trends testify that the right decisions were made in 2023 regarding commercial reorganization and the strengthening of innovative sales channels, which are now appropriately supported by dedicated organizations. The results

are achieved through consistent medical scientific information plans and a dedicated focus on point-of-sale marketing, in order to increase our products' visibility and strengthen sales. We are also activating dedicated direct-to-consumer (DTC) campaigns in all our CHC countries to encourage higher engagement and conversion.

## 1.4 Corporate structure

Alfasigma is a subsidiary of Turytes SpA which directly holds 84% of the share capital. The remaining 16% interest in the share capital is held by Enne Esse Ti SpA. Our Group comprises the following companies (relevant as of 31 December 2024):





## 1.5 Governance

Our Company is governed by a Board of Directors. As of 31 December 2024, this comprises 11 directors, four of whom are qualified as being independent; that is, they are fully independent of our shareholders.

These independent directors were appointed for their specific technical skills and professional experience, and contribute to the effectiveness of our board.

### BOARD OF DIRECTORS

Chairman	Stefano GOLINELLI
Deputy Chairman	Andrea GOLINELLI
Deputy Chairman	Marina GOLINELLI
Deputy Chairman	Stefano Jr. GOLINELLI
Chief Executive Officer	Francesco BALESTRIERI
Director	Andrea DINI
Director	Abbas HUSSAIN
Director	Carlo INCERTI
Director	Carlo ROSA
Director	Gino SANTINI
Director	Guido TUGNOLI

The table below shows the diversity of our Board of Directors in terms of gender and age (see[GRI 405-1] **DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**).

#### [GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

CDA MEMBERS BY PROFESSIONAL CATEGORY, GENDER AND AGE								
%	AS OF 31 DECEMBER 2024				AS OF 31 DECEMBER 2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Gender								
Total executives	0%	18%	82%	100%	0%	27%	73%	100%
Male executives	0%	10%	90%	91%	0%	22%	78%	82%
Female executives	0%	100%	0%	9%	0%	50%	50%	18%

The Board of Statutory Auditors comprises three standing members and two alternate auditors. In its capacity as a control body, it maintains the flow of information with those involved in corporate governance, such as Corporate Finance, Administration & Control, Corporate Internal Audit, and our audit firm.

### BOARD OF STATUTORY AUDITORS

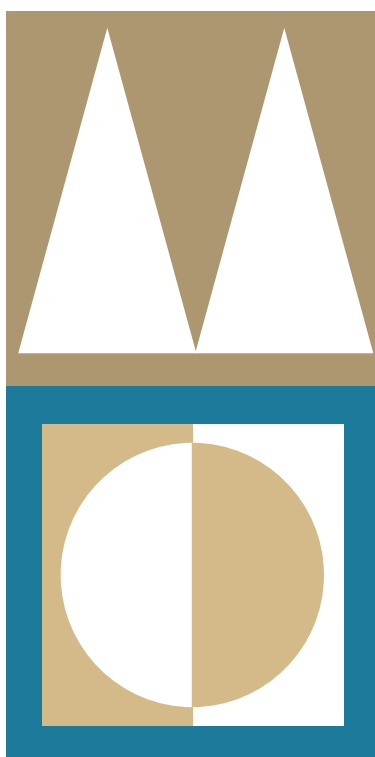
Chairman	Giuliano FOGLIA
Standing Auditors	Artemio GUARESCHI
	Sergio PARENTI
Alternate Auditors	Roberto BRIOSCHI
	Matteo CARFAGNINI

The Supervisory Board, which comprises four members, is responsible for monitoring the effectiveness and adequacy of the Organization, Management and Control Model pursuant to Legislative Decree 231/2001, of which the Code of Ethics is an integral part, and for updating this model. Information is shared on the most important themes and projects by establishing management committees: strategic, organizational, commercial, industrial, research & development and business development. In particular, the Alfasigma Executive Team (ALET) Committee was set up in support of the Chief Executive Officer. All managers reporting directly are responsible for periodically analyzing Group performance and assessing strategic transactions (such as for M&A and investments). From an organizational perspective, our

Company is managed through business areas, which oversee and develop the relevant markets (Italy, United States, growth markets, west Europe, corporate customers, Morpho) technical operations, and corporate functions. The latter represent the central service structure of our Group, supporting business areas and foreign subsidiaries (such as Finance & Information Technology, Legal Affairs, Human Resources, Communication, Quality, Regulatory and Safety). Furthermore, they consist of strategic development functions (such as Research & Development, Business Development, GPPS (Global Product and Portfolio Strategy) and Strategy). Organization by business unit enables our structural setup to be aligned with our sector, taking into account our Group's product portfolio, newly available technologies, methods of scientific communication adopted, and the number of identified medical targets. Such organization also simplifies decision-making by allowing business units to make most of decision autonomously, being directly responsible for their choices. The definition of the company strategy and control of business performance are carried out by drawing up a three-year plan—a process for developing our Company. The annual budget, launched in September, is developed through a bottom-up process (with each business function planning activities for the following year) involving analysis, aggregation, discussion, and review phases in preparation for final approval.



## 2. Sustainable value



*As well as honoring our commitments to existing initiatives, we took significant steps forward in 2024. Here are just some of the ways we're investing in our sustainable value...*







- We became a member of an independent data-sharing platform called Vivli. This facilitates sharing individual, patient-level data from our clinical trials, supporting collaboration and innovation in the global scientific research community.
- We strengthened our leadership in the pharmaceutical sector by becoming the first Consumer Healthcare Company (CHC) in Italy in pharmacy and e-commerce channels.
- We further strengthened our commitment to maintaining the highest ethical standards by implementing a Global Policy and Principles on Interactions with the Healthcare Community.
- We completed the supplier qualification and evaluation procedure for indirect procedures, which aims to define principles, rules, and operating methods for managing the supplier qualification process for the procurement of indirect goods and services.






### 2.1 Materiality and dialogue with stakeholders

#### COMMUNICATIONS WITH STAKEHOLDERS

Constantly and transparently engaging with our internal and external

stakeholders (those who are interested in, and affected by, our business in different ways) is an essential part of our corporate and communications strategy. To identify these stakeholders, we conducted internal and external analyses, consulting recognized international sources specific to our sector, and more general references for a global context. From this, we identified the following 11 categories of stakeholders:

CATEGORY	DESCRIPTION	ENGAGEMENT CHANNELS
PARTNERS AND SHAREHOLDERS 	Persons or entities holding Alfasigma shares, or those who may assume such a position and related interests in the future.	<ul style="list-style-type: none"><li>• Specific meetings</li></ul>
EMPLOYEES 	Interns, office employees and plant employees, middle managers and executives.	<ul style="list-style-type: none"><li>• Continuous communication in different ways (intranet, newsletters, surveys, in-person events such as town halls, internal social network)</li></ul>
PATIENTS AND CAREGIVERS 	People with a medical condition, entrusted to the care of a doctor or surgeon. A caregiver is a person who cares for someone else in their family and/or in a professional capacity.	<ul style="list-style-type: none"><li>• Support for patient associations for specific projects</li><li>• Impartial support for official caregiver training courses on specific diseases</li></ul>
DOCTORS 	Medical professionals who deal with human health, preventing, diagnosing and treating diseases.	<ul style="list-style-type: none"><li>• Continuous communication by various methods (medical and scientific information, newsletters, the FaroMed portal, conferences and seminars)</li></ul>
PHARMACISTS 	Professionals qualified to prepare and sell medicines, dietary supplements, medical devices and cosmetics to the general public.	<ul style="list-style-type: none"><li>• Ongoing communication in different ways (sales agents, consultants, newsletters, Customer service)</li></ul>
COMMUNITY 	Communities that are local to areas in which Alfasigma operates, and with which it maintains relations.	<ul style="list-style-type: none"><li>• Charitable activities and contributions to external shows and exhibitions, contributions and activities that support culture and sport</li><li>• Activities carried out locally in support of local communities</li></ul>

CATEGORY	DESCRIPTION	ENGAGEMENT CHANNELS
PRIVATE INSTITUTIONS AND NGOS 	Private institutions and non-governmental organizations with which Alfasigma maintains relations.	<ul style="list-style-type: none"><li>• Participation in the activities of trade associations (Farmindustria, Confindustria DM, Confindustria regionale, Unione Italiana Food, Assolombarda, Federchimica, Cosmetica Italia, etc.)</li><li>• Working with international NGOs</li></ul>
SUPPLIERS AND DISTRIBUTORS 	Suppliers of goods and services necessary for all our Company's production and support activities, including the distribution of our products.	<ul style="list-style-type: none"><li>• Co-development activities</li><li>• Business meetings and continuous communication, including managing critical issues and unanticipated events</li><li>• Supplier questionnaire</li></ul>
RESEARCH CENTERS AND UNIVERSITIES 	Universities, research centers and private partners with whom Alfasigma collaborates on various subjects.	<ul style="list-style-type: none"><li>• Specific meetings</li><li>• Partnerships for cross-functional projects with HR, Communication and other</li><li>• Scientific collaboration with R&amp;D</li><li>• Donations</li></ul>
REGULATORY BODIES AND PUBLIC ADMINISTRATION 	International, national, regional and local bodies, institutions and authorities that interact with and/or monitor the fulfilment of Alfasigma's obligations and monitor its actions.	<ul style="list-style-type: none"><li>• Communication with regulatory bodies in accordance with applicable national and international legislation</li><li>• Unconditional support for both local and national institutional initiatives, focusing on central issues for the Italian Health Service (SSN)</li><li>• Promoting public debate on a dedicated platform: Sanitask</li></ul>
MEDIA 	Online and offline news outlets, television channels, social media.	<ul style="list-style-type: none"><li>• Press releases</li><li>• Interviews</li><li>• Trade press</li><li>• Press events</li><li>• Training</li></ul>

Thanks to continued, consistent work, we've developed a rich and rewarding network of relationships with our stakeholders—in particular, with the medical-scientific community, patient associations, local and national institutions, suppliers, the community, and the media.

MATERIALITY ANALYSIS

In 2024, we continued our focus on materiality analysis.

The analysis carried out in 2022—in line with changes introduced by the 2021 GRI Standards—focused not only on themes relevant to our stakeholders and organization, but also on the various impacts (actual, potential, positive, and negative) of our company's activities on the economy, the environment, and people—including their human rights. The final list of material topics was determined by identifying and carefully

analyzing our impacts throughout the value chain—which includes supply chain and other business relationships, directly controlled activities, and end products and services. The materiality analysis was developed using a four-step approach, as envisaged by GRI 3: Material Topics 2021:

- 1 UNDERSTAND OUR ORGANIZATION'S CONTEXT
- 2 IDENTIFY ACTUAL AND POTENTIAL (POSITIVE AND NEGATIVE) IMPACTS
- 3 ASSESS THE SIGNIFICANCE OF IMPACTS
- 4 PRIORITIZE THE MOST SIGNIFICANT IMPACTS

(1) UNDERSTAND OUR ORGANIZATION'S CONTEXT

Understanding the context of our organization involved multiple inputs, both internal (for example: interviews with individuals from various functions; company policies and procedures; certification of press releases) and external (analysis of sustainability macro-trends at a national and international level; analysis of sustainability trends specific to the pharmaceutical sector; benchmarking analysis on main peers and competitors).

(2) IDENTIFY ACTUAL AND POTENTIAL (POSITIVE AND NEGATIVE) IMPACTS

Following desk analysis of the internal and external organizational context, we identified 37 potential impacts, classified according to the GRI 3: Material Topics 2021 forecasts. Namely:

Type of impact:

- Negative or positive
- Actual or potential
- Short-term or long-term
- Intentional or unintentional
- Reversible or irreversible

Impacted dimensions:

- Supply chain
- Business activities
- Products (goods/services)

Impacted areas:

- Economy
- Environment
- Social
- Human rights

(3) ASSESS THE SIGNIFICANCE OF IMPACTS

The significance of the impacts was assessed through internal stakeholder engagement activities involving meetings with managers of the departments involved at headquarters level. Each person interviewed was asked to assign a value between 1 (irrelevant) and 6 (extremely significant/irreversible) to the severity/significance of the impact; and a value between 1 (unlikely) and 4 (certain) to the probability of occurrence.

(4) PRIORITIZE THE MOST SIGNIFICANT IMPACTS

Following these assessments, the identified impacts were prioritized separately, excluding impacts with a significance of below 7 (on a scale of 1 to 10). Subsequently, priority impacts were grouped based on consistency and correlation, resulting in a new list of Alfasigma material topics.



OUR MATERIAL TOPICS

The table below summarizes the 12 material topics categorized by relevant ESG pillars and prioritized based on assessment of our organization’s impacts.

For each material topic, the following are reported:

- the associated impacts
- the type of the impacts (positive/negative)
- a description of the impacts
- the impacted dimension (relating to the value chain)

– the significance of the associated impacts

– the associated SDGs

– the section of this document containing information on the impact.

The analysis activities described above confirm the quality of the

considerations and insights made in previous years. However, some groupings and reformulations of material topics have been carried out to better represent the impacts and allow a more concise and effective reading of the analysis results.

ESG PILLAR	MATERIAL TOPIC	IMPACT	TYPE (NEGATIVE OR POSITIVE)	DIMENSION	SIGNIFICANCE	DESCRIPTION	SDGS	RELEVANT SECTION IN THIS REPORT
ENVIRONMENT	Water and waste management	Water withdrawal, consumption and discharge	—	Business activities	Medium high	The amount of water taken and consumed by the Organization along with inefficient management of water discharges, can result in a reduction in water availability and an increased risk of dispersion of pollutants into aquifers. This generates long-term impacts on ecosystems and communities and has potential economic consequences.	3 6 12	Environmental indicators
		Production of solid and water waste	—	Business activities	High	Failure to adopt processes and mechanisms for proper circular management of waste by the Organization may lead to an increase in waste produced for landfill with negative consequences on the environment, human health and in economic and compliance terms.	12	Environmental indicators
	Energy and emissions	Greenhouse gas emissions from energy consumption	—	Business activities	Very high	The energy consumption of the Group's activities linked to non-renewable sources generates greenhouse gas (GHG) emissions that contribute negatively to climate change.	7 8 12 13	Environmental footprint
		Air pollution deriving from production activities	—	Business activities	Medium high	Emissions from non-energy-related production processes that release emissions of substances contribute negatively to air pollution.	8 12	Environmental indicators
		Logistics impacts on climate change	—		Medium high	GHG emissions from transport vehicles used for logistics contribute negatively to climate change.	13	Environmental indicators
		Impact derived from the materials used to make primary packaging	—	Business activities	Very high	Raw materials used to produce primary packaging have a high environmental impact due to the nature of the material, particularly in the use of virgin raw materials.		Supply chain
		Impact derived from materials used to make secondary packaging	—	Business activities	High	The materials used to produce secondary packaging may cause different environmental impacts, depending on the type of material and its rate of recycling, reuse and/or disposal.		Supply chain
SOCIAL	Health and safety of workers	Occupational health and safety	—	Business activities	High	The hazards related to activities performed in factories and offices can potentially cause accidents and/or occupational illness that will temporarily or permanently affect the health of workers.	3 8	Health and safety
	Employment, welfare and professional development	Promotion of employee welfare and work-life balance	+	Business activities	Medium high	The policies and initiatives promoted by the Organization, in addition to those defined to comply with the law, guarantee employees and collaborators the option to balance work with their personal needs, thereby creating a positive impact on their health and well-being.	5 8	Our people
		Development of qualified personnel and upskilling of employees	+	Business activities	Medium high	The Organization enhances and promotes staff growth by structuring training pathways, evaluation tools and career management processes to provide employees with the tools they need to achieve strategic goals in an evolving work environment, improving the organization's human capital and contributing to employee satisfaction.	8 10	Our people
		Renewal of the organizational culture	+	Business activities	Very high	The Organization, through careful management of human capital, promotes the growth of qualified skills and important generational turnover, resulting in an increase in the attractiveness of new talent and an increase in employment levels.		Our people
	Diversity, equity and inclusion	Violation of workplace rights and abuse	—	Business activities	Medium high	The failure to monitor policies and mechanisms aimed at combating harassment, abuse, intimidation and violence within a company increases the possibility of such incidents occurring in the workplace. This has the potential to increase turnover rate, with negative repercussions in economic and compliance terms.		Our people
		Gender inequality and other aspects of diversity	—	Business activities	Medium high	An Organization that does not protect corporate diversity in all its forms risks affecting the relationship between the people within it. In the worst cases, failure to protect diversity can lead to instances of inequality and discrimination.		Our people

1. We are Alfasigma
2. Sustainable value
3. People & community
4. Environmental footprint
5. Methodological note

PILLAR ESG	MATERIAL THEME	IMPACT	TYPE OF IMPACT	DIMENSION OF IMPACT	SIGNIFICANCE OF IMPACT		DESCRIPTION OF IMPACT	ASSOCIATED SDGS	WHERE IT APPEARS IN THE TEXT
SOCIAL	Access to healthcare	Facilitating access to medicines	+	Products	Medium high		In determining the price of medicines, according to principles of pharmacoeconomy (assessment of the cost-effectiveness of a drug from the point of view of the patient, the National Health System – NHS - and the community), the Organization can promote access to medicines. Moreover, through actions and initiatives in collaboration with public authorities and scientific communities, it can make it possible to raise awareness among stakeholders on the issue of rare diseases (orphan drugs) and consequently increase the ability of pharmaceutical companies to promote the research and development of such drugs.	3 12	Patients and health
		Transparency in clinical trials	+	Business activities	Very high		Engaging in creating a culture conducive to the reporting and transparent publication of clinical results enables the Organization to assist in medical and scientific progress.		Patients and health
	Product quality and safety	Maintaining product quality standards	+	Products	Very high		By adopting a structured system of processes and procedures suitable to guarantee the quality, safety and effectiveness parameters defined by the reference regulations, the Organization gains a series of economic, reputational and relational benefits.	3 12	Patients and health
		Violation of industry laws and regulations	-	Business activities	Very high		Inadequate attention to regulatory and sector requirements may result in a reduction in the safety and quality levels of pharmaceutical products. This can result in a potential increase in adverse events and/or product non-compliance with laws and regulations, affecting the confidence of doctors and patients, and with a potential risk of loss of customers.		Patients and health
	Local communities	Socio-economic contribution generated and distributed to communities and territories	+	Business activities	Medium high		The Organization's support of local communities promotes socio-economic development in the territories where it operates: the inclusion of members of the local community among senior managers of an Organization, for example, improves its presence on the market, generating economic benefits for the local community and improving the ability to understand local needs and foster a greater sense of belonging by citizens.	8	Corporate citizenship
	Research and development	Impact on the health of society	+	Products	Very high		Through the research and development of new products that respond effectively and safely to the therapeutic needs of doctors and patients or through the improvement of existing products (standard of care), the Organization may encourage people to extend and improve their living conditions.	3 9	Research and development
		Improved product performance	+	Business activities	Very high		The Organization, through the development of innovative products, can renew and expand its product portfolio, offer new solutions that meet new needs and improve existing ones (standard of care), extend the application of existing medicines in new markets and ensure considerable growth in economic performance.		Research and development
	Sustainable value chain management	Human rights violations in the supply chain	-	Supply chain	Medium high		The absence of policies to eliminate forced or compulsory labour in all its forms in the supply chain increases the likelihood that cases of human rights violations may occur without the Organization becoming aware of them.	8	Supply chain
		Monitoring of product quality and integrity in logistics, delivery, and distribution activities	+	Products	Very high		Ensuring the correct storage of thermo-sensitive products during the distribution phase allows the Organization to guarantee the quality, integrity and safety of its products in the logistics, delivery and distribution activities.	10 12	Supply chain
		Lack of traceability in the supply chain	-	Supply chain	High		A failure to uniquely trace product components from their origin to consumption and/or the presence of information gaps along the supply chain, make it impossible to easily identify defective lots or identify the users of a certain product.	16	Supply chain
GOVERNANCE	Governance and ethics	Incidents of corruption	-	Business activities	Medium high		Incidents of corruption within the Organization can generate several negative impacts, such as misallocation of resource revenues, damage to the environment, abuse of democracy and human rights, and political instability.	16 17	Ethical values and behaviours
		Unethical tax practices	-	Business activities	Medium high		An unethical tax approach could lead to an unfair allocation of company-generated resources and exploitation of public funds.		Ethical values and behaviours
		Non-compliance	-	Business activities	Medium high		Failure by the Organization to adopt and implement compliance processes and systems may jeopardise business integrity due to potential violations of applicable ethical and regulatory standards and increase the possibility of penalties.		Ethical values and behaviours
		Business interruption	-	Supply chain	Very high		Failure to diversify supply chains and failure to assess environmental and social criteria on the supply chain undermines the ability to predict business interruption cases.		Ethical values and behaviours
	Data management and digitalization of processes	Non-innovation and digitalization of processes	-	Business activities	High		The lack of innovation and digitalization of operating processes can have negative effects on both company productivity and the environment and society.	12 16	Ethical values and behaviours
		Loss of sensitive data and personal data	-	Business activities	Medium high		Failure to oversee adequate data management processes results in an increase in the company's exposure to the risk of hacker attacks and the consequent negative effects, such as the loss of employee personal data and sensitive data related to the Organization's intellectual property.		Ethical values and behaviours

1. We are Alfasigma
2. Sustainable value
3. People & community
4. Environmental footprint
5. Methodological note

## 2.2 Ethical values and behaviors

This section describes our ongoing efforts to integrate corporate social responsibility into key areas of our Company. By addressing topics such as compliance, ethical conduct, risk management, and cybersecurity, we're contributing to our Company's sustainable growth and maintaining the trust of stakeholders.

### THE GLOBAL CODE OF CONDUCT

Adopting ethical values and behaviors is essential to building a strong and sustainable culture. This commitment is reflected in the Global Code of Conduct (the Code), which sets out the standards, principles, values, and guidelines that govern the actions of our employees and business partners.

The Code was approved by Alfasigma SpA's board of directors in March 2022, is adopted by all Alfasigma Group companies, and is available in all languages spoken within our companies. The Code is an integral part of the "Organization, Management and Control Model" adopted pursuant to Legislative Decree no. 231/2001 by the companies based in Italy. The Code is addressed to employees, executives, our governing bodies, and all other third parties with whom we have contractual relationships (Covered Individuals) and they're required to adhere to its principles at all times. In 2024, we reinforced our commitment to promoting a culture of integrity by expanding the online Code of Conduct training program launched at the end

of 2023. Initially rolled out in Italy, the training was assigned to all employees from our other affiliates, reaching a total of more than 1700 participants globally. The program uses practical examples and case studies to help employees better understand the principles of the Code and how to apply them in daily decision-making.

The document is accessible to both internal employees and external stakeholders through our official company website.

Recognizing that people are fundamental to Company's success we're committed to ensuring a healthy and safe workplace, where everyone feels valued and protected and where there is no room for harassment, intimidation, or anything that could harm an individual's dignity or sense of well-being.

### SPEAK UP FRAMEWORK

Our Speak Up framework is designed to support and protect those who decide to speak up, promoting a transparent and responsible organizational culture. As part of our focus on continuous improvement, we've enhanced the framework to make it more comprehensive and engaging. This includes:

- the Global Speak Up Policy describing the principles applicable to reporting potential compliance concerns related to our Company's activities, with the aim of maintaining and improving industry and internal standards throughout our organization
- a Standard Operating Procedure describing the process for handling reports

- a Speak Up Committee Charter. The Committee is responsible for collecting, coordinating, resolving, and escalating issues related to potential non-compliance within our organization, and managing its reporting system
- multiple reporting channels—including the online platform EthicsALine—and the ability to submit reports in person to members of the Speak Up Committee. Reports of potential violations of the Code—or any other potentially illegal acts or events known to Covered Individuals—must be submitted through the Company channels. Information received is handled with utmost confidentiality of both the reporter's and the reported person's identities, in compliance with legal obligations and the principles outlined in the Code and the Speak Up framework. All reports received are managed and, where appropriate, investigations are conducted and focused on resolving matters promptly, effectively, and with minimal disruption.

### TRANSPARENCY AND RELIABILITY OF RELATIONSHIPS

The relationships we maintain with our goods and services providers, and our business partners, are based on principles of honesty, loyalty, respect, diligence, impartiality, clarity, and confidentiality. We work exclusively with reliable, reputable counterparts, selected through objective and traceable processes. Contracts are formalized in writing, clearly define the rights and duties of both parties, and include specific clauses by which we require our counterparts to comply with applicable regulations and the principles of the

Code. This ensures fairness and avoids exploitation of contractual asymmetries. We expect this conduct to be also implemented by our counterparts. In the same spirit, relationships with authorities and public institutions are managed according to the principles of integrity, fairness, and transparency, ensuring our interactions are free from any undue influence. Engagements with public administration, and more broadly with national and international public bodies, can only be undertaken by individuals who are duly authorized and possess the necessary powers to make commitments and manage such relations. In 2024, our Company further strengthened its commitment to maintaining the highest ethical standards by implementing a Global Policy and Principles on Interactions with the Healthcare Community (HCC). This Group policy sets out minimum global standards for engaging with the HCC (for example, healthcare professionals, patient organizations, patient experts, payers), ensuring all interactions are ethical, compliant with international and local regulations and codes, and respectful of stakeholders' independence. Building on our Code, the policy reflects our ongoing commitment to transparency, accountability, and trust in every interaction. Within this framework, we actively interact with patient associations. This allows us to understand how patients live with certain diseases, and helps us identify quality-of-life improvements that we can contribute toward as a Company. For this reason, we're committed to supporting patient



associations, fully respecting applicable regulations and ethical principles, and always safeguarding their independence. Projects and partnerships are based on mutual benefit, and we don't tolerate any attempt to exert undue influence. Aligned with the HCC policy, we engage with healthcare professionals, scientific societies, medical associations and healthcare institutions with transparency and integrity, ensuring all interactions are documented and compliant with applicable laws and codes of practice. We maintain ongoing dialogue with the medical-scientific community to ensure that patients have access to our products and use them correctly to derive maximum benefit.

In parallel, materials and activities related to medical-scientific information are developed with great care. We aim to provide accurate and clear communication about our products in full compliance with applicable regulations. As a Company, we promote educational and scientific activities, such as congresses and conferences, which offer healthcare professionals the opportunity to deepen their knowledge of diseases and therapeutic approaches, including those involving our products. These events encourage the exchange of clinical experience and support the correct and effective use of treatments, ultimately contributing to better patient care. The selection of speakers and/or participants is based on objective criteria.

## GOVERNANCE: THE THREE-LINES MODEL

Our internal audit function was established at Alfasigma SpA in 2019,

with a direct reporting line to the Board of Directors covering the entire Alfasigma Group. In its "third-line" role the internal audit function provides independent and objective assurance and advice on adequacy and effectiveness of governance and risk management, conducting audits with a risk-based approach.

Results of audit activities and related reports are addressed to the management responsible for the remediation plan. Audits are aimed at strengthening the internal control system and improving operational effectiveness, to support the achievement of strategic objectives, promote continuous improvement, and mitigate risks.

The responsibility for risk management remains with first-line roles, namely management, while the second-line roles are oriented toward specific objectives of risk management and/or control, such as compliance with external and internal laws and regulations, cybersecurity, product quality assurance, data protection, safety and health in the workplace, and pharmacovigilance. The organizational design of our Group sees adequate control measures adopted—such as the principle of segregation of duties—to prevent any form of fraud or corruption. Segregation of duties provides that responsibilities are distributed among multiple people to prevent one person from having complete control of a process. It requires: (1) a system of authorizations and approvals for financial transactions and critical decisions that ensure they are verified by multiple levels of management; (2) continuous monitoring tools and periodic review of business

activities; (3) strict financial controls, such as regular account reconciliation and transaction verification to promptly prevent and detect frauds and irregularities.

## INTERNATIONAL TRADE COMPLIANCE PROGRAM

Our Group is committed to conducting its international business in full compliance with applicable export control and sanctions regulations. To support this, a dedicated compliance program has been in place since 2022, ensuring ongoing monitoring and adherence to international requirements. This program also helps our Group navigate complex global markets and maintain trust with international partners.

## ANTI-CORRUPTION

As a Company, we're committed to combating corruption. To this end, we approved a global anti-corruption policy in March 2023, applicable to all companies within the Group. This policy establishes fundamental principles, roles, and responsibilities—providing guidelines for behavior, particularly in areas with a high risk of corruption.

The "Organization, Management and Control Model" adopted pursuant to Legislative Decree No. 231/2001 by all companies based in Italy defines controls and procedures designed to maintain an internal control system aimed at preventing criminal risks.

In 2024, no cases of corruption were identified in the audits carried out by the corporate internal audit and the supervisory body.

## CYBERSECURITY

Since 2021, our Group has had a dedicated internal team specifically addressing issues related to cybersecurity. Its goal is to initiate all necessary actions to safeguard against risks associated with IT infrastructures, which have significantly increased in recent years.

The commitment of the corporate cybersecurity function therefore focuses on:

- **Technologies:** it is responsible for identifying, implementing, managing, and monitoring innovative technological solutions for cybersecurity, based on a cost-benefit analysis
- **People:** each year it implements a cyber training plan aimed at all internal employees, with interactive video lessons accessible via the e-learning platform. This training covers various topics, including phishing, password security, social media and social engineering, malicious software, and data handling and protection. Additionally, phishing campaigns are conducted annually (both general and targeted to specific user categories) with the goal of assessing users' ability to identify and contain threats conveyed via email.

In April 2024, our corporate cybersecurity team launched a new training program on the KnowBe4 platform to enhance employee awareness of evolving digital threats. The program includes 12 monthly interactive modules covering topics such as password management and phishing awareness, plus a related episode series called "The Inside Man." Complementary cybersecurity tips

are shared on Viva Engage/Yammer communities. Active participation is essential, as cybersecurity is a shared responsibility.

## DATA PROTECTION

During the year, the function was involved in assessing the privacy documentation for the submission of clinical trials to the Ethics Committee, as well as for the Clinical Trial Data Sharing project, which aims to promote scientific and medical research on secure platforms, with a particular focus on data-anonymization methods.

Due to our new global organizational structure, the Data Protection Governance Model was updated to ensure compliance with GDPR (where applicable), local law, and the organization of each country according to the principles of graduality and proportionality.

No complaints regarding privacy violations of customers and/or data loss have been reported during the year. Neither have there been any reported incidents related to privacy violations, privacy of customers or data loss. This confirms our team has the correct approach in addressing ongoing online threats.

The data-protection automation suite is the One Trust platform and is used to manage the following:

- Mapping data flows and activity for full visibility (records of processing activities—RoPA)
- Managing risk assessments (Data Protection Impact Assessment, Transfer Impact Assessment etc)
- Privacy notice management and appointment of authorised people

- Consent and preferences management
- Data subject requests (DSRs)
- vendor-risk management.

To ensure accountability regarding vendor-risk management, we ask each supplier to complete two questionnaires: the first concerns the security measures adopted for data protection; the second focuses on the organizational measures adopted for privacy by design and by default.

The questionnaires are then analyzed and, if necessary, the vendors are asked to sign a data-processing agreement. These checklists help prevent any incidents and/or complaints regarding privacy violations/loss of customer data. Following the annual check of internal system administrators, we can report the number of requests from data subjects to exercise their rights was very low. No complaints were reported regarding privacy violations or data loss, and the number of security incidents was low. Prior severity analyses were carried out concerning the rights and freedoms of data subjects in relation to these incidents.

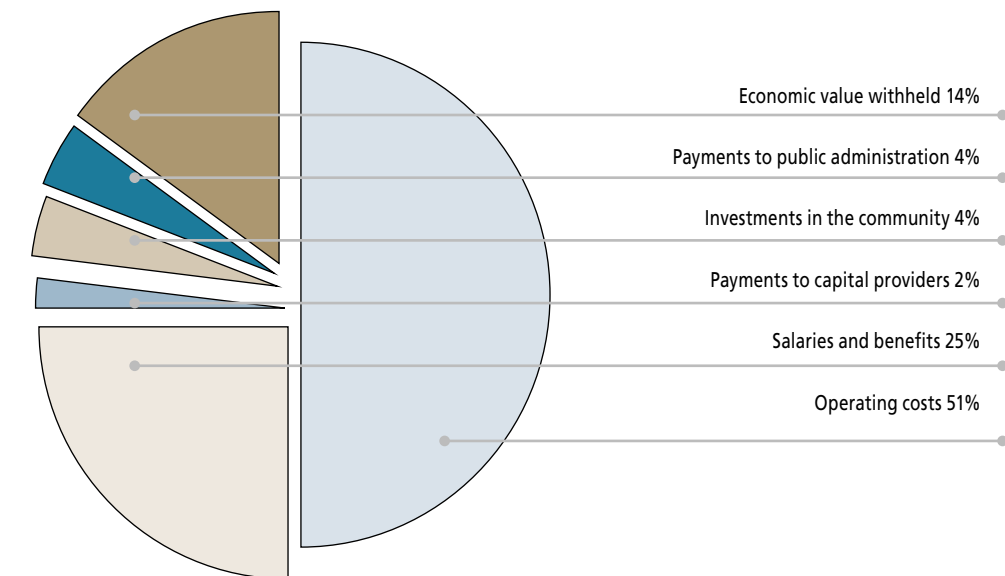
## 2.3 Shared value

In 2024, our Group recorded a €1,863 million turnover—an increase of 36% on 2023. Our profit after tax was around €110 million (–22% compared to 2023). This figure is influenced by different factors, such as the inclusion of the assets acquired by Galapagos NV, and the consolidation of Intercept, which had begun the previous November. The economic value generated and distributed expresses the Company's

ability to generate wealth for its stakeholders.

We see economic growth as an integral part of our strategy, and we're committed to creating long-term value for all our stakeholders.

The chart below shows the economic value generated and distributed at



These economic values are based on International Financial Reporting Standards (IFRS) accounting principles and include all fully consolidated companies within our Group.

The results shown above therefore represent an overall view of the economic value generated and distributed at Group level.

In 2024, the largest share 51% was allocated to operating costs. Staff were allocated 25%. This share—through wages, salaries, social security contributions, and benefits—represents the second most-significant item of the economic value generated. The share of value allocated to the public administration in the form of taxes and duties represents 4% of the economic

Group level, as well as its distribution among our various stakeholders. It includes:

- Operating costs
- Salaries and benefits
- Payments to capital suppliers
- Payments to public administration
- Investments in the community.

value produced. Capital suppliers are responsible for 2%. Of particular importance is the share of economic value invested in the community, equal to 4%. An important part of this is donations to universities and research centers in Italy and abroad, confirming our passion and commitment to support and encourage scientific culture worldwide. There are also several initiatives in support of patient associations.

## DIGITALIZATION

In 2024, our Group continued the important digitalization work started in previous years. We're investing in the automation and innovation of processes to improve the safety, efficiency, and



timeliness of business and market responses.

Thanks to the support and driving force of our ICT team, several digital projects were carried out during the year.

### DIGITALIZATION AND OPERATING SUPPORT—OUR NEW SERVICENOW PLATFORM

Among significant achievements of 2024 was the launch of our new ServiceNow ticketing platform. This is designed to improve the management of requests and optimize technical and operational support.

The adoption of ServiceNow represents a step forward in the process of digitalization internal services, ensuring greater traceability, faster response times, and more efficient management of reports.

### OMNICHANNEL INNOVATION IN CONSUMER HEALTH

In 2024, we strengthened our leadership in the pharmaceutical sector, becoming the first consumer healthcare company (CHC) in Italy in pharmacy and e-commerce channels. This achievement was made possible by a renewed sales organization with an omnichannel perspective, capable of enhancing innovative channels—such as online options—which are increasingly central to consumer buying habits.

This approach extended to China. JD Health (the leading Chinese online retail platform for pharmaceutical products and healthcare consulting, as well as the second largest e-commerce platform in China), selected one of our products as the main one for procurement in 2024's retail prescription drug market. Despite

being relatively new to the Chinese retail market, our product proved to be highly effective in treating intestinal disorders and has recorded significant sales growth over the past two years, gaining wide recognition among Chinese patients. It was this that inspired JD Health to include our product among priority procurement drugs. Thanks to its expertise in managing the entire category of products, omnichannel distribution, and digital marketing strategies applicable throughout the entire life cycle, JD Health not only confirms its position as a preferred platform for numerous brands launching new products, but also provides strong support for the innovation of marketing strategies and industrial advancement in the healthcare sector.

The integration of physical and digital sales points reflects our Company's commitment to an inclusive, accessible, and future-oriented business model, with digitalization being a tool to help us better meet people's needs, expand the range of services we offer, and create shared value with stakeholders.

### ACCESSIBLE AND SUSTAINABLE WEBSITES

When it comes to digitalization and sustainable practices, our company reaffirms its commitment to creating solutions that combine technology, well-being, and social responsibility. Digital transformation is not just an opportunity to enhance business efficiency but also a means to promote inclusion, awareness, and environmental respect.

An inspiring example of this approach is the Yovis website. Yovis—our line of dietary supplements with probiotics and

lactic ferments—is dedicated to intestinal health and prevention. In 2024, Yovis launched its new digital platform ([www.yovis.it](http://www.yovis.it)). The site is notable for its focus on accessibility, ensuring a personalized and secure user experience, as well as reducing energy impact in line with our Company's environmental sustainability commitments.

This digital initiative is a concrete example of how we combine technology, inclusion, and social responsibility, creating shared value for the community and environment.

### RESPONSIBLE USE OF SOCIAL MEDIA

With regard to digital governance, we recognize the importance of promoting responsible behavior in online communication. Social media—now a central tool in both professional and private life—offers opportunities for sharing, updating, and networking. However, non-compliant use can generate a negative impact on our Company's reputation and business, and in stakeholder trust.

To address this, during 2024 we introduced guidelines for the responsible use of social media, aimed at raising awareness among all collaborators regarding the importance of conscious digital behavior. These guidelines serve as a fundamental safeguard to protect our company's identity, prevent reputational risks, and strengthen a communication culture consistent with the values of transparency, respect, and responsibility.

### RETROFIT AND REVAMPING OF PLANTS

Throughout 2024, we remained passionately committed to the

continuous improvement of our Italian facilities in Pomezia and Sermoneta. The Town Halls in June provided a valuable opportunity for discussion and alignment on our main operational challenges and the need to strengthen compliance in production processes.

Investments in quality, efficiency, and sustainability are at the heart of our business strategy, and the aim is to transform our sites into centers of excellence.

Last year marked an important phase of transition and operational planning. We defined—and partially initiated—structural works to modernize facilities and processes to ensure we remain competitive and innovative within our sector.

Another important milestone on our Group's digitalization path was the recognition we received at the Russian pharmaceutical awards: DEA – 2024 (Digital, E-Commerce, Artificial Intelligence). We were nominated for “Best Social Media Project” for results achieved by our Russian team and its work on the corporate platform Viva Engage.

The project stood out for its high employee engagement, with over 90% active participation and an engagement rate exceeding 25%.

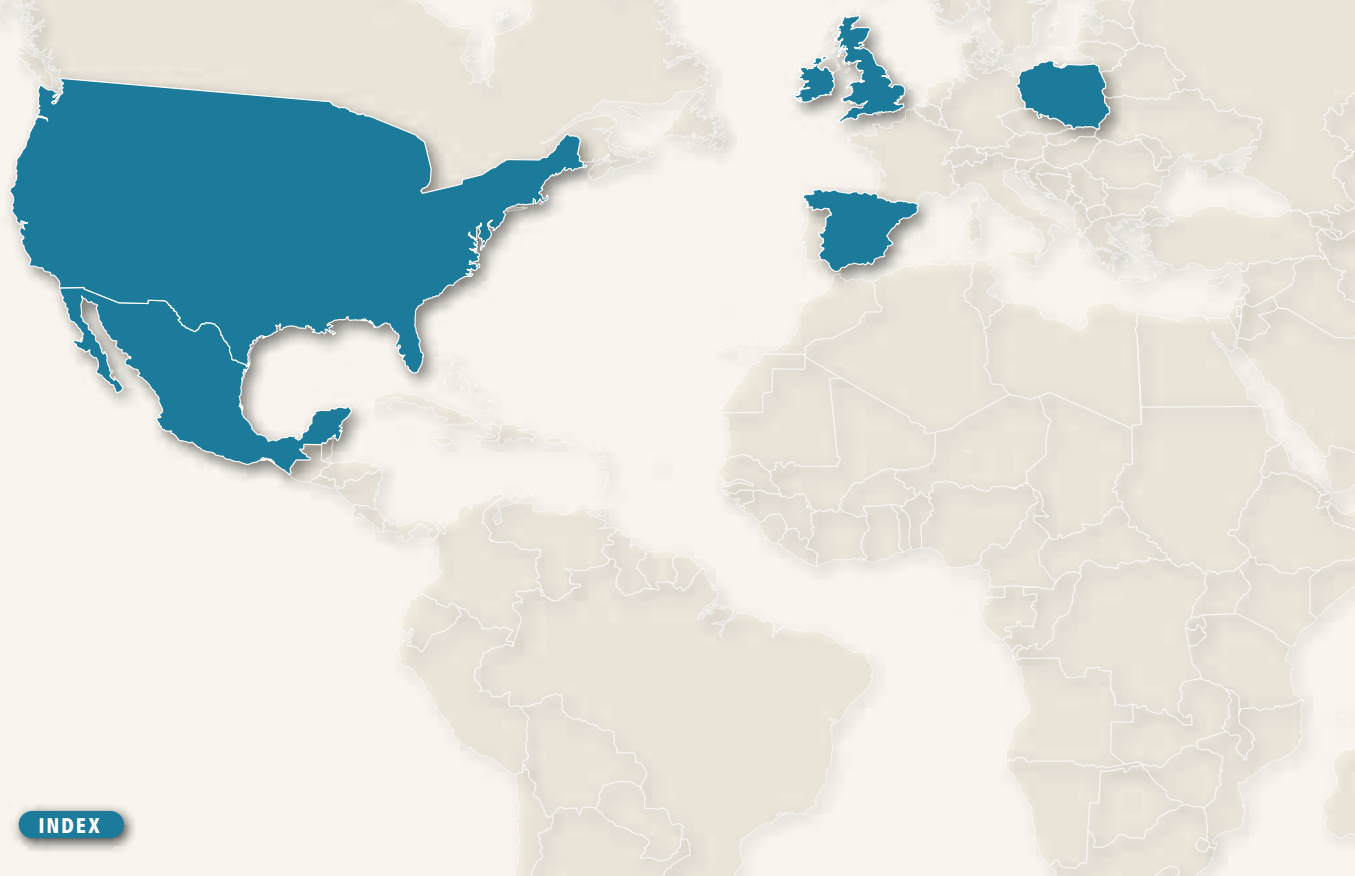
Recognition by this DEA award—one of the most esteemed in the Russian pharmaceutical market—confirms the effectiveness of the work done on this corporate intranet. It also represents a significant achievement in building a shared digital culture, and in enhancing internal communication as a strategic lever for strengthening the professional community.

OUR GLOBAL IMPACT

OUR TEAMS ARE BUILDING BRIGHTER FUTURES

Working with—and within—local communities is a dynamic way in which our teams can help build a better future for people all over the world. We actively seek out local opportunities and initiatives that can benefit from our expertise, knowledge, time, and financial support. In 2024, our colleagues in...

- **SPAIN** collaborated with the Red Cross, donating €30,000 to help support people affected by the devastating floods caused by torrential rain in the Valencia region.
- **THE US** teamed with both the Red Cross and local non-profits providing support to homeless individuals, Asian American seniors facing food insecurity and isolation, and Black female entrepreneurs. Our US team also sponsored a local LGBTQ+ Pride Festival.
- **POLAND** donated to a local youth fencing club. This initiative—which encourages health, discipline, resilience, and team spirit—is part of a long-term commitment to build a better future for the next generation.
- **UK** continued to support We are Trinity—a charity providing emergency housing, food and ongoing support to local men, women, and children. Our team provided essential items, funds and food throughout the year.
- **MEXICO** donated to various organizations, including the Red Cross and EDUCA. The teams also participated in International Blood Donation Day organized by the Red Cross.



2.4 Supply chain

As a Group, we believe responsible management of our supply chain is vital to guarantee quality, safety, and sustainability at every stage of the production process.

Our supply chain incorporates strategic partners worldwide—from raw material suppliers to distributors of our finished products. To ensure we're compliant with relevant regulations and international standards, we have strict criteria for selecting and monitoring our suppliers. These criteria focus on aspects such as quality of materials, workplace safety, environmental impact, and transparency of business practices.

We're particularly vigilant when it comes to the supply of critical raw materials, such as active ingredients, as these must meet high quality standards and come from certified sources. Furthermore, we have a supplier diversification strategy, which enables us to reduce the risks of supply-chain disruptions and maintain a high level of business continuity.

In addition, we conduct regular supplier audits to ensure production practices are aligned with our corporate values on ethics, sustainability, and respect for human rights. Regarding the latter, we're wholly committed to fighting all forms of human rights violations. We support the Global Code of Conduct and extend its principles to all our suppliers.

In terms of distribution, we work with logistics partners that comply with strict standards of storage and

transport for pharmaceutical products. This ensures their integrity and safety up to the point of sale or administration. Using advanced technologies, we constantly monitor every phase of the distribution chain, ensuring product traceability and waste reduction. Our commitment to a sustainable supply chain is also reflected in the procedures we follow to reduce environmental impact throughout the product life cycle. We're especially focused on resource efficiency, responsible waste management, increasing the potential for recycling, and extending the life cycle of packaging and materials. In 2024, we continued to reorganize the various functions and departments needed to address our growth plan, as well as the strategic medium- and long-term goals we've set ourselves. Principal functions in supply-chain management:

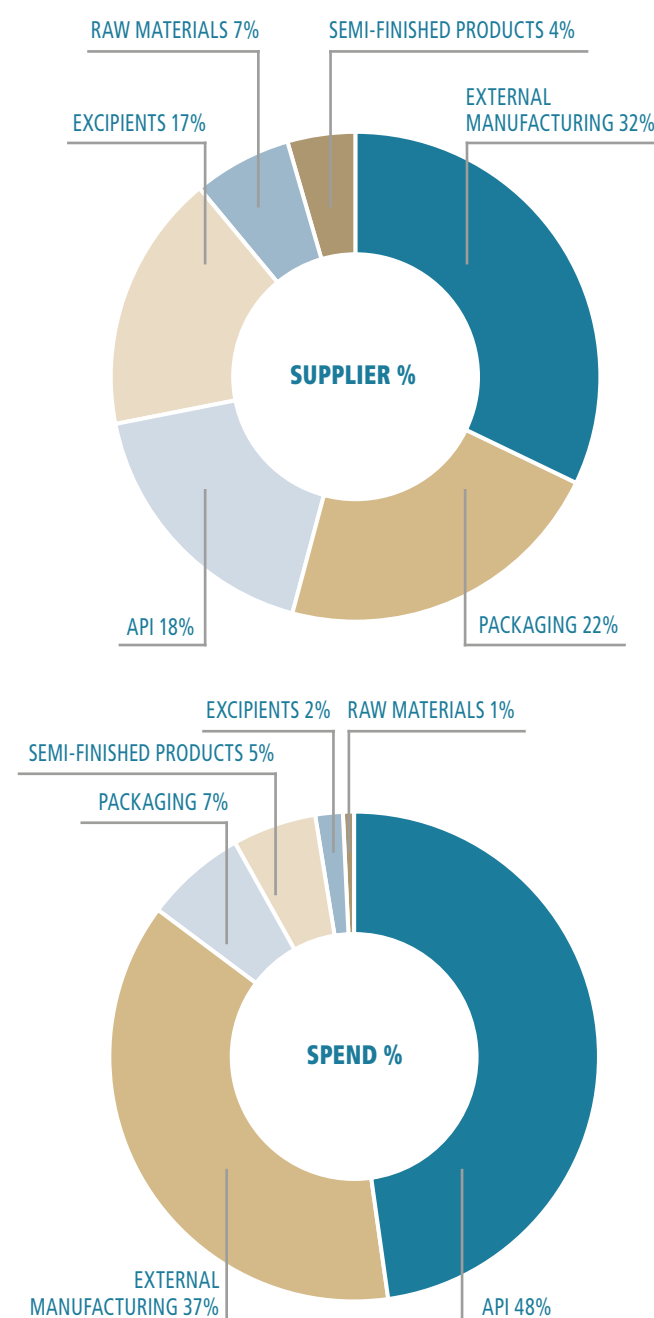
- Procurement: responsible for the effective management of supplies of direct materials and services, indirect and auxiliary materials and services, and finished products purchased from other manufacturers (External Supply Operations—ESOs)
- Supply chain: responsible for managing market demand through careful planning of the production departments and demand for materials, as well as the timely and effective distribution of our finished products in the distribution network.

DIRECT PURCHASES

As a Group, we purchase the goods and raw materials essential for our products



from 445 suppliers. These are split as follows:



## INDIRECT PURCHASES

When it comes to buying indirect materials and services, our Company procedures outline helpful processes to satisfy the supply requirements expressed by our business units. This

guarantees quality of suppliers, and compliance with agreed service levels. The supply management process involves three main macro-activities:

- Category management: the analysis, planning, and management of individual product categories to optimize overall value for our Group. This improves efficiency, reduces costs, and strengthens relationships with strategic suppliers
- Sourcing: the process of identifying, evaluating, and selecting suppliers from which we can purchase goods and services—with the aim of obtaining the best outcomes in terms of quality, price, delivery times, and reliability
- Procurement: the process of issuing and managing purchase orders and supply agreements for goods and services.

Supply-chain policies guide us in strengthening our supply chain. This helps minimize negative environmental and social impacts, while at the same time reflecting positively on the socio-economic development of the communities involved.

The supplier qualification and evaluation procedure for indirect purchases, which was completed during 2024, aims to define principles, rules, and operating methods for managing the supplier qualification process for the procurement of indirect goods and services. This includes consultancy services, and describing operating methods to ensure:

- requirements of technical quality, and commercial, financial, and ethical reliability are satisfied by the suppliers
- sufficient guarantees are in place to fulfil GDPR requirements

- compliance with the requirements established in company procedures, such as the Code of Ethics and Model 231
  - the qualification process follows a defined approval process, and the related controls are identified.
- Our Group also uses a specially designed database as a control mechanism to check that suppliers are not subject to sanctions.

## RISK MANAGEMENT

To prevent any critical issues in the procurement process, we pay close attention to risk management. This includes assessing specific supply risks, as well as identifying and implementing back-up plans for principal suppliers. This involves identifying critical suppliers based on the importance or technical complexity of what they supply. Once these suppliers have been defined, back-up parties capable of overcoming any shortcomings are identified wherever possible.

As far as direct purchases are concerned, the greatest focus is on materials that involve maritime transport—in some cases transoceanic.

Supplies of glass, for example, were an issue even before the pandemic, but the situation became more acute due to increasing demand for certain products—such as vaccines—in vials.

Generally speaking, the most critical purchases for us are those with a single supplier, or those that involve a specific active ingredient, or ingredients with no alternative options. In 2024, we strengthened the diversification process of vital active-ingredient suppliers to mitigate the risk of low product stock and the economic risk associated with a single supplier.

It's important to stress that the implementation of a new supply of raw materials is a complex process for the production departments of a pharmaceutical company. Potential suppliers must obtain relevant certification before being approved for the production process, as, in many cases, active ingredients are rare and difficult to produce.

## DYNAMIC DISCOUNTING

*The digital transformation of payments to suppliers.*

In 2020, we implemented a “dynamic discounting” solution for suppliers of our





parent company in collaboration with the Italian fintech company FinDynamic (established by the Polytechnic University of Milan).

It's a digital platform that enables suppliers to manage their credit, and it offers us the opportunity to generate economic value through the efficient use of liquidity. Using this system, our suppliers' invoices can be paid in advance in exchange for a discount. This varies according to how much advance is requested, and the rating assigned to the supplier. We're able to retain our suppliers thanks to financial support provided as an alternative to traditional banking. The benefits of the FinDynamic application are tangible across the supply chain.

At the end of 2024, 412 providers were registered as potential recipients of this type of payment, and FinDynamic made direct contact with them. Overall, 772 discount requests have been made, amounting to a total advance of around €48.5 million.

## 2.5 Research and development

In 2024, our research and development (R&D) work continued to grow. It was driven by the consolidation of activities, and investments in the development of new therapies in the areas of gastrointestinal and liver diseases—with a specific interest in specialty and rare diseases. Rheumatology and vascular areas have also become an important focus for us.

The R&D activities carried out by our Group are aimed at implementing new

production processes and introducing new products.

R&D's vital role in mergers and acquisitions (M&As) has brought new vitality to our pipeline, including new molecules under development for further indications. The acquisition of Sofar SpA (October 2022) confirmed our intention to establish our company as a leader in the Italian gastroenterology market, focused on the production and commercialization of drugs, medical devices, and food supplements. We have long-standing experience in the sector, and are well known to specialists and patients alike. In 2023, R&D investments in the OTC-OTX area continued with the aim of maintaining a constant increase in our Group's ability to support the generation of scientific data to support products in this area.

In January 2024, we acquired the Jyseleca® (filgotinib) business from Galapagos and Alfasigma became the marketing authorization holder of Jyseleca® in the EU and UK. The ongoing Phase 3 study evaluating filgotinib for the treatment of axial spondyloarthritis, with planned completion in 2025, was also transferred to Alfasigma, giving us the opportunity to strengthen our position in the specialty rheumatology market. During 2024, we also fully integrated the rare liver and GI disease pipeline acquired in the acquisition of Intercept Pharmaceuticals. This included a Phase 2 Study of INT-787, a next-generation farnesoid X receptor (FXR) agonist in the treatment of Severe Alcohol-Associated Hepatitis as well as Phase 2 studies of a fixed-dose combination of bezafibrate (a PPAR agonist) with

obeticholic acid for use as a second-line treatment for PBC\*.

For the fiscal year ending 31 December 2024, our Group's investment in research and development activities amounted to more than €180 million—a significant increase compared to the previous fiscal year. This is due to the impact of Intercept (in 2023, Intercept was consolidated for only one month) and Jyseleca® business acquisition.

The following figures show the impact of our investments, highlighting a marked increase in the weight of these expenses relative to total revenue in 2024 compared to 2023.

### INVESTMENTS IN RESEARCH AND DEVELOPMENT

INVESTMENT IN R&D	2024	2023
Total investments (million euros)	180,2	31,5
Total revenues (million euros)	1.863	1.367
% investments on revenues	9.7%	2.3%

### FACTS AND FIGURES

- Our Group has 298 R&D employees
- In 2024, our R&D sector developed in the following regions of Italy: Bologna, Pomezia, Milan, and Bergamo (Kilometro Rosso). Our development elsewhere was most notably in Spain and the US.

#### [GRI 2-7] EMPLOYEES

NUMBER OF R&D EMPLOYEES PER LOCATION	2024	2023
Bologna	66	67
Pomezia	86	91
Milan	21	15
Other establishments	125	98
<b>Total</b>	<b>298</b>	<b>271</b>

The number of R&D employees confirms a steady growth over recent years: from 271 in 2023 to 298 in 2024. This reflects our ongoing commitment to our Teams Build the Future belief, and also our Passion for Innovation.

Most of our R&D researchers work within two areas: pharmaceutical technology and clinical development. Our research is most active in the latter sector. We're focusing on the clinical development of new therapies for gastrointestinal diseases for patients with particular needs—with a specific interest in rare gastrointestinal diseases, and disorders of the gut-microbiome-brain axis.

### MAIN PROJECTS OF 2024

Our Group activities are driven by product innovation. As such, our growth plan is based on the consolidation of operations and targeted investments in the development of new therapies in various areas. In 2024, these focused on:

#### RARE GASTROINTESTINAL DISEASES

In 2023, a proof-of-concept study was completed on a small number of patients (17) with the molecule velusetrag being developed for a rare condition known as chronic intestinal pseudo-obstruction (CIPO). The results have enabled development of the drug to continue, along with ongoing interactions with the regulatory authorities EMA and FDA.

#### PRIMARY BILIARY CHOLANGITIS (PBC)

In 2024, two Phase 2 studies and a Phase 3 long-term safety extension study involving obeticholic acid were ongoing globally for patients with PBC. The Phase 2 studies were evaluating in FDC, which combines bezafibrate (a PPAR agonist) with obeticholic acid for use as a second-line treatment for PBC\*.

\* In September 2025, we discontinued all Intercept clinical trials involving obeticholic acid.



## SEVERE ALCOHOL-ASSOCIATED HEPATITIS

A Phase 2 study is ongoing to evaluate INT-787 for treatment of patients with severe alcohol-associated hepatitis—a disease with high morbidity and mortality, and with no approved therapies. The ongoing study evaluates escalating doses of INT-787 to assess safety and efficacy.

## ULCERATIVE COLITIS

In 2024, we took on the sponsorship of two ongoing clinical studies of patients with ulcerative colitis. These studies are expected to provide long-term efficacy and safety data on the use of filgotinib in adult patients. At

the same time, preparatory activities have been conducted for the initiation of ulcerative colitis paediatric studies into children with this condition. This is in accordance with a Paediatric Investigational Plan (PIP) agreed with the European Paediatric Committee (PDCO). The Galocean study, a non-interventional Phase 4 study, began in 2024 and aims to enrol approximately 600 ulcerative colitis patients on filgotinib treatment across 10 major European countries. This study will provide important safety, effectiveness, and relevant outcomes data for patients treated with filgotinib in the real world.

## RHEUMATOID ARTHRITIS

In 2024, Alfasigma took over sponsorship (from Galapagos) of three ongoing clinical studies in adult patients with rheumatoid arthritis. These studies provide long-term efficacy and safety data on the use of filgotinib in adult patients. A clinical study in paediatric patients with juvenile idiopathic arthritis was also initiated in 2024, and two additional studies are planned in children with juvenile idiopathic arthritis as part of a PIP for rheumatoid arthritis. The ongoing Phase 4 studies—Filosophy and Parrotfish—provide long-term safety and effectiveness data on the use of filgotinib in adult rheumatoid arthritis patients in the real world. In 2024, we achieved an important milestone by completing the enrollment of 1,458 patients across Europe. These patients will be followed for up to four years.

## AXIAL SPONDYLOARTHRITIS

Filgotinib displayed a promising clinical profile in a Phase 2 study of patients with radiographic axial spondyloarthritis (also known as ankylosing spondylitis), inducing a clinical response in significantly more patients compared to a placebo. Our company also took over an ongoing Phase 3 study in radiographic and non-radiographic axial spondyloarthritis. Recruitment was completed in 2024, with 495 patients randomly assigned (in a 1:1 ratio) either filgotinib 200mg or a placebo for 16 weeks. Thereafter, all eligible patients receive 200mg filgotinib until week 52. The 52-week data cut-off will be submitted in 2026 for a marketing authorization to treat axial spondyloarthritis patients in the EU and

UK. The study is planned to continue with a dose de-escalation phase, in which patients that achieve a response at week 52 will receive either 100mg or 200mg until week 104.

## COMMITMENT TO SCIENTIFIC TRANSPARENCY

With the geographic and scientific expansion, we have an increased focus on specialty care, and have strengthened our commitment to continuously support innovation and scientific transparency. As such, in 2024 a workstream was put in place to explore ways to facilitate sharing individual patient-level data from our clinical trials with the academic community, while ensuring privacy protection and data integrity. This resulted in the recommendation to sign a membership agreement with an independent data-sharing platform (Vivli) and the development of SOPs on the topic. This initiative allows us to handle requests for individual patient-level data-sharing starting in 2025.

## GOVERNANCE AND TRANSPARENCY

In 2024, as part of global medical affairs, governance for scientific publications was issued. As of November 2024—aligned with our commitment to scientific transparency—all our Company's generated knowledge and science is accessible via Open Access and Plain Language Summaries of scientific publications. Furthermore, the patient advocacy function initiated the set-up of governance and an excellence roadmap to initiate integration of the patient into the Company. This is expected to be approved and become active in 2025.



# 3. People & community

*As well as honoring our commitments to existing initiatives, we took significant steps forward in 2024. Here are just some of the ways we're supporting our people and communities...*

- Our Alfasigma Beliefs were launched: Passion for Innovation; Think Big, Act Small; Learn to Dare and Team Build the Future. This culture program, based on four core beliefs, extends throughout all our activities and all our workplaces, guiding us all in our everyday actions and achievements.
- We introduced a new Performance Management model aligned with our corporate beliefs, emphasizing both results and behaviors, and fostering continuous feedback and development to support key strategic programs.
- We're proud to report that women now represent 56% of our total employees. Between 2023 and 2024 alone, the figure grew from 1,610 to 1,899, underlining our commitment to greater inclusivity and gender equality.
- We strengthened our long-standing collaborations with patient associations, building on years of shared commitment and mutual trust—specifically in the fields of rheumatoid arthritis, inflammatory bowel disease, and ulcerative colitis. We also continued to actively support a wide range of national and international scientific events, as well as humanitarian projects, sporting endeavors, and wide-ranging initiatives in the arts.

## 3.1 Our people

The acquisition of Jyseleca® business from Galapagos and integration of Intercept (acquired at the end of 2023) made 2024 a transformative year for us. It involved the onboarding of new colleagues worldwide, accelerating our efforts to become a truly international company.

Our HR department was focused on building and embedding a new strategy to support our short-, mid- and long-term goals. It also delivered specific group-wide projects, such as our new Alfasigma Beliefs (our culture), a pivotal R&D transformation, and a new management system to drive performance and culture.

### FACTS AND FIGURES

In 2024, there was a slight increase in the number of employees in our Group compared to 2023. This was mainly

due to the acquisition of the Jyseleca® business from Galapagos (see [GRI 2-7] **EMPLOYEES**).

With regard to diversity and inclusion, we offer equal opportunities in the workplace, avoiding discrimination based on gender, age, health status, nationality, political or religious opinions. We recognize the power of a diverse and inclusive workforce and how it enriches the professional lives of team members. Diversity drives innovation and connects our company to the patients and communities we serve. The number of women employees has grown—from 1,610 in 2023 to 1,899 in 2024. This figure represents 56% of our total employees and underlines our commitment to greater inclusivity and gender equality, helping to strengthen team diversity.

In 2024, there were 359 external workers at Group level, divided as follows. (see [GRI 2-8] **TEMPORARY WORKFORCE**).

#### [GRI 2-7] EMPLOYEES

TOTAL NUMBER OF EMPLOYEES DIVIDED BY CONTRACT TYPE (PERMANENT AND FIXED) AND GENDER						
CONTRACT TYPE	AS OF 31 DECEMBER 2024			AS OF 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	1.366	1.772	3.138	1.156	1.463	2.619
Fixed-term contract	119	127	246	123	147	270
<b>Total</b>	<b>1.485</b>	<b>1.899</b>	<b>3.384</b>	<b>1.279</b>	<b>1.610</b>	<b>2.889</b>

TOTAL NUMBER OF EMPLOYEES DIVIDED BY CONTRACT TYPE (FULL TIME AND PART-TIME) AND GENDER						
CONTRACT TYPE	AS OF 31 DECEMBER 2024			AS OF 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	1.477	1.843	3.320	1.263	1.564	2.827
Part-time	8	56	64	16	46	62
<b>Total</b>	<b>1.485</b>	<b>1.899</b>	<b>3.384</b>	<b>1.279</b>	<b>1.610</b>	<b>2.889</b>

#### [GRI 2-8] TEMPORARY WORKFORCE

TOTAL NUMBER OF ADMINISTERED WORKERS BY CONTRACT TYPE AND LOCATION						
CONTRACT TYPE	ALANNO	POMEZIA	BOLOGNA	MILAN	OTHER ESTABLISHMENTS	TOTAL
Temporary supplied workers	21	46	1	1	108	177
Permanent supplied workers	76	33	0	1	17	127
Collaborators	0	0	5	0	50	55
<b>Total</b>	<b>97</b>	<b>79</b>	<b>6</b>	<b>2</b>	<b>175</b>	<b>359</b>

Figures are consistent with past years, with 66% of employees covered by collective bargaining agreements (64% in 2023). Note, our Group operates in different countries with heterogeneous legislation regarding collective bargaining (see **[GRI 2-30] COLLECTIVE BARGAINING AGREEMENTS**).

This table, showing recruitment and turnover by age and gender, completes the overview of our Group. In 2024, new hires rate was 22% overall and men represented 21% of new hires, in

particular the majority were under 30 years old, representing 51% of total men hires. Women represented 36% of hires under 30, 26% of hires between 30 and 50, and 13% of hires over 50. Employee turnover in 2024 was 17% overall, with the highest rate recorded among men under 30 (46%) (see **[GRI 401-1] RECRUITMENT OF NEW EMPLOYEES**). The table below shows Group figures regarding parental leave (see **[GRI 401-3] PARENTAL LEAVE**).

In 2024, the percentage of those

#### [GRI 2-30] COLLECTIVE BARGAINING AGREEMENTS

PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS		
NUMBER OF EMPLOYEES	AS OF 31 DECEMBER 2024	AS OF 31 DECEMBER 2023
Total employees	3.384	2.889
Number of employees with collective bargaining agreements	2.242	1.837
Percentage Total	66%	64%

#### [GRI 401-1] RECRUITMENT OF NEW EMPLOYEES

		2024		2023	
		N.	ENTRY TURNOVER (%)	N.	ENTRY TURNOVER (%)
Men	<= 30 years old	40	51%	58	74%
	between 30 and 50	188	25%	142	21%
	> 50 years old	83	13%	63	12%
Total males		311	21%	263	21%
Women	<= 30 years old	40	36%	55	53%
	between 30 and 50	302	26%	246	24%
	> 50 years old	80	13%	98	21%
Total women		422	22%	399	25%
Total		733	22%	662	23%

#### [GRI 401-1] EMPLOYEE TURNOVER

		2024		2023	
		N.	EXIT TURNOVER (%)	N.	EXIT TURNOVER (%)
Men	<= 30 years old	36	46%	28	36%
	between 30 and 50	130	17%	134	20%
	> 50 years old	72	11%	204	39%
Total males		238	16%	366	29%
Women	<= 30 years old	28	25%	18	17%
	between 30 and 50	229	20%	252	24%
	> 50 years old	72	12%	161	35%
Total women		329	17%	431	27%
Total		567	17%	797	28%

#### [GRI 401-3] PARENTAL LEAVE

NUMBER OF PEOPLE	AS OF 31 DECEMBER 2024			AS OF 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total number of employees entitled to parental leave	1.049	1.315	2.364	874	1.084	1.958
Total number of employees who have taken parental leave during the year	30	118	148	15	66	81
% of employees who have taken parental leave during the year	3%	9%	6%	2%	6%	4%
Total number of employees who returned to work at the end of parental leave	30	79	109	14	64	78
Total number of employees who were still on leave on the indicated date	0	42	42	4	29	33
Total number of employees who returned to work at the end of parental leave and were still employed 12 months after returning to work	23	67	90	13	64	77

returning to work following parental leave was 74% and accounts for both women and men.

In the US, our Group has three employee resource groups focused on elevating the experiences and voices of specific communities. They are: WIN (focused on empowering women); Blended (focused on people of color), and Interpride (focused on LGBTQA). As our Group continues to grow, our HR colleagues are working to ensure we continue to provide a safe environment for professionals of every background, and continue to make this a great place for all to work.

Our commitment to diversity and inclusion is evidenced by the absence of any discrimination incidents.

Another example of our commitment to diversity is demonstrated in our maternity leave policy in Italy. Every Alfasigma SpA employee is entitled to retain their benefits throughout the entire period. Furthermore, during the months of mandatory leave the maternity allowance is supplemented by the

Company to reach 100% of the salary—instead of the 80% provided for by law. At Group level, our workforce comprises 56% women, 44% men. Women represent 44% of our executives (in line with 2023 at 45%), with the most representative age group being 50-plus.

As for middle management, there's a balance between men and women (49% and 51% respectively). For this segment the main Group is represented by women ranging from 30 to 50 years old (62%) and 50 plus for men (51%) (see **[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**).

In the next page is the breakdown by gender and age group of employees having legally protected status (see **[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**).

Within our Group, 202 employees have a legally protected status, the majority of whom (53%) are in the clerical category, followed by managers (24%). Moreover, 61% of office workers with a legally protected status fall into the 50-plus age group.

#### [GRI 405\_1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

	2024 (%)		2023 (%)	
	MEN	WOMEN	MEN	WOMEN
Executives	56	44	55	45
<= 30 years old	0	1	0	1
between 30 and 50	36	49	38	51
> 50 years old	64	49	62	48
Managers	49	51	46	54
<= 30 years old	1	1	1	1
between 30 and 50	48	62	46	60
> 50 years old	51	37	53	39
Office employees	38	62	38	62
<= 30 years old	7	7	7	8
between 30 and 50	52	64	56	69
> 50 years old	41	29	37	23
Plant employees	62	38	62	38
<= 30 years old	7	10	11	10
between 30 and 50	59	49	60	52
> 50 years old	34	41	29	38
Total	43	56	44	55



[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

EMPLOYEES IN PROTECTED CATEGORY								
NUMBER OF PEOPLE	AS OF 31 DECEMBER 2024				AS OF 31 DECEMBER 2023			
QUALIFICATION	<= 30 YEARS OLD	BETWEEN 30 AND 50	> 50 YEARS OLD	TOTAL	<= 30 YEARS OLD	BETWEEN 30 AND 50	> 50 YEARS OLD	TOTAL
Total executives	0	1	16	17	0	4	5	9
Male executives	0	1	9	10	0	3	5	8
Female executives	0	0	7	7	0	1	0	1
Total managers	2	18	29	49	0	13	7	20
Male managers	1	3	4	8	0	1	3	4
Female managers	1	15	25	41	0	12	4	16
Total Office employees	5	38	64	107	1	35	31	67
Male Office employees	5	12	11	28	0	8	8	16
Female Office employees	0	26	53	79	1	27	23	51
Total Plant employees	1	13	15	29	1	7	19	27
Male Plant employees	1	7	11	19	1	4	14	19
Female Plant employees	0	6	4	10	0	3	5	8
Men	7	23	35	65	1	16	30	47
Women	1	47	89	137	1	43	32	76
Total	8	70	124	202	2	59	62	123

CORPORATE WELFARE  
AND BENEFITS

As we embark on global expansion, our focus has been on enriching welfare benefits provided to existing employees,

while ensuring standard and fair practices across all our countries and growing employee base. Our Global Total Rewards team is focused on continuously assessing and benchmarking levels of benefits

across our countries to ensure uniformity, while also adhering to local requirements and market standards. For example, employees who moved from Galapagos in 2024 were provided with well-being programs—such as a well-being allowance in the Nordics and an Employee Assistance Plan in the UK, with access to a digital general practitioner. In Spain and Germany, we implemented life insurance and pension plans—thereby enhancing financial well-being for employees. Alfasigma Spa provides a series of benefits connected to healthcare assistance through insurance policies, the FASI fund, and the FASCHIM fund. The FASI fund—dedicated to managers—offers healthcare assistance, supplementary healthcare, and insurance coverage for disability and

invalidity. The FASCHIM fund provides healthcare assistance for executives, employees, and workers. Additional benefits include life and accident insurance, and supplementary pension contributions. For 2024, some additional benefits have been provided, for the Italian entities emphasizing our attention to the well-being of employees:

- a special deal has been activated to enable purchases of over-the-counter Alfasigma pharmaceutical products at advantageous prices
- with regard to enrolment of employees’ children in nurseries, kindergarten, and the first year of elementary school and middle school, we will grant paid leave in the amount of 20, 12, and 4 hours respectively. This is awarded to the parent responsible for



facilitating the start of attendance at these educational institutions

- the value of the meal voucher is increased for all workers entitled to it.

## AGILE WORK

As a company, we embrace agile working.

Starting from 2022, remote working was regulated between the relevant parties. However, our agile working project had actually begun in 2019—before COVID-19. In 2024, the Group continued to promote and implement agile working as an operational model. This reflects our commitment to sustainable operations that contribute to improving employee well-being. Experience confirms that a remote working practice can balance our Company's service needs with better usability of personal spaces and better work-life balance for employees. Below is a summary of agile working hours for recent years:

### AGILE WORK

AGILE WORK HOURS PER LOCATION	2024	2023
Alanno	26.430	22.983
Bologna	147.747	122.856
Milan	65.173	35.606
Pomezia	111.280	114.401
Other establishments	1.069.263	122.932
<b>Total</b>	<b>1.419.893</b>	<b>418.778</b>

## TRAINING AND DEVELOPMENT

Training is crucial for the success of our Company as it helps prevent accidents and injuries. It ensures that employees know the regulations and safety practices, and that the Company complies with laws and regulations. It means employees' skills are kept up-to-date, increasing their productivity and

improving quality of work. Continuous implementation over the years has enabled us to remain competitive, innovative, and able to adapt to market changes. Moreover, it helps make our employees feel more valued and motivated, reducing turnover. Our Group has an active digital platform called OneLearning dedicated to employee training. It's a tool that helps people understand the training path for each professional role. Users can search from a catalog of specialized courses, such as: language, computer, or soft skills training.

Health and safety training is available through the Skillacloud platform, which offers highly engaging courses to enhance awareness in every employee, including practical examples, advice, and moments of reflection. Through this innovative e-learning platform, Alfasigma aims to create a positive culture based on responsibility and the well-being of our people. The goal is to provide essential and precise information regarding regulatory discipline on health and safety issues, while promoting effective training and awareness for adopting appropriate behaviors aimed at ensuring safety in the workplace.

There's also been an increased focus on development of skills in 2024, particularly to support leadership and job-specific development. Strong leadership is essential for sustaining performance and shaping culture, especially during times of growth and change.

Furthermore, our Company continues to invest in Leadership development through holding an annual leadership meeting (GLM) for the top 100 leaders

*In the US, Living Leadership is a seven-month program designed to develop high-potential, cross-functional talent. Participants are nominated by their managers or functional leaders and engage in seven topics selected by the cohort, ensuring relevance and impact. Following a successful pilot in 2023, the program launched its flagship class in 2024 and continues today. Participants report meaningful personal growth, increased self-awareness, and stronger communication skills. "The training challenged me to reflect on my values and purpose," said one leader. Many have also noted greater personal confidence, clarity in their leadership, and a shift toward more strategic thinking. The cross-functional cohort created valuable connections and broadened participants' understanding of our Company. One participant said: "Speaking with employees across several functions was very insightful and brings a sense of 'one.'" Living Leadership is more than training, it's an investment in our future.*

in the group. In 2024, the team met colleagues from all functions, geographies, and backgrounds during a two-day conference focused on reinforcing leadership connections and applying learning on strategy and leadership through workshops. In the markets, a number of programs have been launched to support our sales organization. These programs focus on coaching, leadership and mindset, obtaining impressive results, and satisfaction and engagement of the target population.

Our Group's total training hours in 2024 are in line with 2023 figures (see [GRI 404-1] **AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE**).

## CULTURE, EVALUATION AND PERFORMANCE MANAGEMENT

The term Alfasigma Beliefs refers to the culture program launched in 2024. It's based on four core beliefs that guide all employees in their everyday actions.

### [GRI 404-1] AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

TRAINING HOURS	TOTAL NUMBER OF EMPLOYEES	TRAINING HOURS	AVERAGE TRAINING HOURS	TOTAL NUMBER OF EMPLOYEES	TRAINING HOURS	AVERAGE TRAINING HOURS	TOTAL NUMBER OF EMPLOYEES	TRAINING HOURS	AVERAGE TRAINING HOURS
2024	MEN	MEN	MEN	WOMEN	WOMEN	WOMEN	TOTAL	TOTAL	TOTAL
Executives	108	3.110	28,79	85	2.524	29,69	193	5.633	29,19
Managers	336	8.336	24,81	356	7.886	22,15	692	16.222	23,44
Office employees	782	18.523	23,69	1.302	63.595	48,84	2.084	82.118	39,40
<b>Total 2024</b>	<b>1.226</b>	<b>29.968</b>	<b>24,44</b>	<b>1.743</b>	<b>74.005</b>	<b>42,46</b>	<b>2.969</b>	<b>103.973</b>	<b>35,02</b>
2023	MEN	MEN	MEN	WOMEN	WOMEN	WOMEN	TOTAL	TOTAL	TOTAL
Executives	88	3.590	40,80	71	1.737	24,47	159	5.328	33,51
Managers	267	6.258	23,44	308	5.305	17,22	575	11.564	20,11
Office employees	658	15.813	24,03	1.069	50.674	47,40	1.727	66.486	38,50
<b>Total 2023</b>	<b>1.013</b>	<b>25.662</b>	<b>25,33</b>	<b>1.448</b>	<b>57.716</b>	<b>39,86</b>	<b>2.461</b>	<b>83.378</b>	<b>33,88</b>



## PASSION FOR INNOVATION

We foster a Passion for Innovation because we care for our patients, our people, and our communities. In addressing and solving patients' needs, we're driven to dream big, imagine the impossible, and innovate to create impactful and life-improving solutions. It requires curiosity, creativity, and an inclusive culture, where everyone feels valued and where diverse perspectives fuel our capacity to innovate—thus inspiring better ideas.

## THINK BIG, ACT SMALL

We Think Big and Act Small with high integrity every day in order to move fast and have impact. We set ambitious goals and focus on the big ideas that are most impactful for our patients and business. We remain humble and act small in the sense that we operate with the energy, flexibility, and speed of a start-up—because our patients can't wait. We live by high ethical standards, deliver results with tenacity and a strong sense of urgency, while focusing on our ultimate goals.

## LEARN TO DARE

We learn more to dare more in order to grow and create new opportunities. We're driven by curiosity and a desire to improve ourselves. When we continue to learn, deepen our understanding, and build new skills and capabilities, we gain confidence, create new opportunities, and push our boundaries. We must have the courage to take risks and learn from our mistakes and help each other to grow and develop.

## TEAMS BUILD THE FUTURE

We're a company where high-performance teams build the future and grow together, fueled by personal accountability. We have a unique opportunity to build and shape the future of our company. What we're aiming to achieve cannot be done alone. The best outcomes come from a balance of personal accountability and ownership and teamwork and collaboration, built on mutual respect and care—both internally and externally. By aligning on common goals, and trusting and empowering each other, we can create the future as one united company. The launch of the Beliefs has been supported by a number of initiatives, including the creation of a dedicated space in "TheHUB" (our Company's intranet portal), training to introduce the program, and integration with our new performance management system. Following a successful pilot in 2023, in 2024 our whole company was involved in the new performance management program.

Employees were evaluated through a harmonized process and philosophy across countries and companies. The new performance management is based on two main pillars. The "What" focuses on performance vs individual goals. The "How" looks at individual behaviors and links to Alfasigma Beliefs.

All employees are required to set individual objectives or "goals". Each employee is then evaluated by their line manager. HR manages overall guidelines for assignment of merit increases, and grants of newly defined short-term incentives (STIs) and long-term incentives (LTIs).

The system is performance-focused and connected to a continuous development

system that involves the entire company. The goal has been to ensure all are evaluated based on performance and behaviors, and rewarded fairly. The aim is also to introduce a culture of continuous improvement based on feedback and alignment of individual goals to the company's strategy (see [GRI 404-3]).

### [GRI 404-3] PERCENTAGE OF EMPLOYEES WHO RECEIVE ANNUAL PERFORMANCE AND PROFESSIONAL DEVELOPMENT EVALUATION

NUMBER OF EMPLOYEES WHO RECEIVED A ANNUAL PERFORMANCE EVALUATION	2024		2023	
	N	%	N	%
Men	1.321	89%	212	17%
Women	1.615	85%	391	24%
<b>Total</b>	<b>2.936</b>	<b>87%</b>	<b>603</b>	<b>20%</b>
Executives	14	7%	57	36%
Managers	592	86%	199	35%
Office employees	1.903	91%	347	20%
Plant employees	427	103%	0	0%
<b>Total</b>	<b>2.936</b>	<b>72%</b>	<b>603</b>	<b>23%</b>

## COMMUNICATION UNITES OUR TEAMS

Internal communication plays a vital role in connecting our people, amplifying shared values, and supporting business priorities. Our approach is built on dialogue, transparency, and active participation—making communication a catalyst for collaboration and engagement across our Company. Throughout 2024, we created many occasions for our people to come together, fostering a sense of belonging, and turning strategy into shared experience. In Poland, we celebrated 20 years of Alfasigma Polska by recognizing our best-performing colleagues, and reaffirming our commitment to teamwork and excellence. In Mexico, the national sales convention energized teams with five days of

workshops, discussions and activities to align strategy and motivation. In Italy, more than 1,700 colleagues joined our hybrid town hall, while in Spain local teams met with senior leaders to explore goals and growth opportunities for 2025. Across our Italian production plants, we hosted the launch of our Family Days—a heartfelt initiative that welcomed employees' families inside our operations. Departments and labs became places of discovery, with games, activities and guided tours to celebrate pride, connection, and the people behind our products. The event in Alanno also marked the plant's 40th anniversary, reaffirming its central role in both our Group and the local community. In China, the local town hall brought together teams and leadership to discuss a strategic roadmap for our growth markets, with a focus on innovation, hospital access, e-commerce, and new business partnerships.

We also hosted an internal, virtual event "Meet Jyseleca®". This explored our Company's recent acquisition through patient stories, clinical insights, and colleague experiences—highlighting the human impact of our scientific work. In July, the Global Leadership Meeting, hosted in a hybrid format, brought together leaders from across our organization and marked the introduction of our updated culture and beliefs, which will guide our way forward as an integrated and globally minded company. Each of these moments contributed to building a culture of openness, shared purpose, and connection. We believe that when communication is meaningful, it doesn't just inform—it also unites, empowers, and inspires.

OUR GLOBAL IMPACT

THINK BIG, ACT SMALL TRANSFORMS WORKPLACE CULTURE

Throughout 2024, we all pulled together to encourage a culture of unity, diversity, proactive behavior, and collaboration within all our workplaces. A combination of innovative initiatives, educational workshops, promotional activities, and recognition programs helped to embed our four core Beliefs within our organization. In particular, Think Big, Act Small and Teams Build the Future had a powerful impact. Our teams in...

- **CHINA** embarked on a comprehensive transformation to encourage a unified and proactive culture among colleagues. This included recognition programs, production of cultural brochures, deep-dive “Four Beliefs” workshops, coffee with the general manager sessions, town hall meetings, Q&A sessions, and best-practice sharing initiatives.
- **THE US**, primarily through its Employee Resource Groups, tapped into employees’ diverse backgrounds and interests to stage a variety of activities and learning opportunities. This included programs celebrating Women’s History Month, Black History Month, Pride Month and more. A Mentorship Circles Program was launched, and colleagues attended the BioNJ Inspiring Women in STEM Conference. Purposefully nurturing an inclusive culture where all employees feel valued contributed to attracting and retaining talent, fostering teamwork, and driving innovation.
- **PORTUGAL** promoted regular well-being at work webinars focused on work-life balance, healthy colleague relationships, mindfulness, and nutrition, among others. Company Day was celebrated with cultural and heritage activities to inspire team spirit and creativity, helping strengthen relationships.
- **POLAND** continued to reinforce its commitment to its team’s well-being by promoting health check-ups, a medical package, and work-life balance webinars.
- **MEXICO** celebrated its diverse workforce (58% women employees) and was recognized as a “Top Company for Women” for the third consecutive year. Successful initiatives include training programs, psychological and nutritional support, gym access, and health partnerships.



3.2 Patients and health

In 2024, we continued to strengthen our long-standing collaborations with patient associations, building on years of shared commitment and mutual trust. These partnerships are fundamental to ensuring that the voices, experiences, and priorities of patients are meaningfully reflected in healthcare decisions. Supporting patient empowerment through access to clear, reliable information and education is a priority for us. When patients are well-informed and equipped with knowledge, they’re better positioned to make thoughtful decisions about their health, play an active role in their own care, and ultimately achieve better health outcomes.

This ambition has been put into practice in various regional initiatives focused on different diseases and conditions.

**RHEUMATOID ARTHRITIS:** As part of our commitment to advancing patient-centered healthcare, in Italy, a position paper on the Personalized Care Model in Rheumatoid Arthritis (RA) was developed by ALTEMS (the Graduate School of Health Economics and Management), a spin-off of Università Cattolica in Rome. It had the unconditional support of our company and was developed

in collaboration with patient advocacy groups ANMAR and APMAR. This initiative underscores the urgent need to reshape RA care models in the wake of the COVID-19 pandemic, emphasizing the integration of unmet patient needs in the therapeutic decision-making processes. The paper highlights how digital health and artificial intelligence (AI) can enhance disease management through advanced data analysis, ensuring appropriate care and improved quality of life for patients. The position paper was officially presented to policymakers and the media at the Italian Senate during World Arthritis Day 2024, marking a significant step toward more inclusive and technologically supported healthcare strategies.

Throughout 2024, our colleagues in Spain supported several events related to rheumatic diseases. In September, the Fundación Reumatosis held its annual congress focused on patient advocacy. The program included seven round tables led by patient groups, with discussions on treatment access, social care, and patient rights. The event gave visibility to the real-life challenges of people living with rheumatic diseases and the work of patient communities. In October, our Spanish colleagues went on to support the national campaign “ConArtritis” to raise awareness of arthritis and spondyloarthritis. The campaign included landmark lighting, the

1. We are Alfasigma
2. Sustainable value
3. People & community
4. Environmental footprint
5. Methodological note

1. We are Alfasigma
2. Sustainable value
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5. Methodological note



## TECHNOLOGY AND PATIENT HEALTH

*Our Group is aware of the significant importance of digital transformation in all sectors, particularly in the pharmaceutical industry. New technologies are changing research, production, and even the relationship with patients. In addition, AI and data analysis are helping the pharmaceutical industry accelerate the drug-discovery process, and identify potential side effects even before clinical trials are conducted. Furthermore, 3D printing technology is used to produce components of drugs and customized medical devices.*

*Digital transformation has brought significant changes, improving the patient experience by allowing them to access their health information through apps and mobile devices. People can now monitor their vital signs and receive timely alerts about potential health issues, allowing for the adoption of preventive measures, thus improving quality of life.*

“Wear Green” challenge, and an online congress to educate and empower patients. Activities focused on living with these diseases after 20 years, and the need for better care.

### INFLAMMATORY BOWEL DISEASE:

World IBD Day (held on 19 May in 2024) is a global day dedicated to inflammatory bowel disease (IBD). Joining the global campaign “IBD has no borders”, we took the opportunity to discuss these diseases, shedding light on their significant impact worldwide. The aim was to raise awareness about the daily challenges of living with IBD, highlighting the importance of timely and early diagnosis to enable patients to respond promptly to treatments, thereby improving their overall well-being. Also in May 2024, ACCU Spain was supported in the World IBD Day campaign. Activities included monument lighting, social media outreach, and local events to raise awareness of IBD. The campaign promoted unity and gave visibility to patient needs under the slogan #SomosUno (We are one).

**ULCERATIVE COLITIS:** in line with the mission to promote proactive patient engagement and innovative care pathways, the “Colite Ulcerosa—Io Esco” campaign was launched in Italy. Its aim: to empower individuals affected by ulcerative colitis (UC) in managing their condition more effectively. Promoted by our Company in partnership with the patient advocacy group AMICI, and under the patronage of the scientific society IG-IBD, the initiative combined digital tools with in-person events hosted in IBD units. The campaign successfully reached and empowered more than 500 patients, involved four IBD units, and cultivated a growing online community with more than 2,800 followers on Instagram in just eight months. This initiative demonstrates the impact of integrated, patient-centered strategies in fostering sustainable health outcomes. Also focused on UC, our colleagues in Mexico launched a robust program called “Viviendo con Colitis Ulcerosa” (Living with Ulcerative Colitis). Its aim is to raise awareness and empower patients by

providing accessible and evidence-based information on symptoms, lifestyle, nutrition, and physical activity.

## ADVANCING SCIENTIFIC KNOWLEDGE AND CHAMPIONING PATIENT-CENTERED INNOVATION

As a Company, we’re deeply committed to advancing scientific knowledge and driving meaningful innovation in patient-centered care. We believe that open dialogue with global experts, patient organizations, and the wider healthcare community is essential to shaping the future of medicine and improving health outcomes.

In line with this commitment, 2024 saw us continuing to actively support a wide range of national and international scientific events through unconditional sponsorships. Our company also took part in numerous prestigious global congresses—hosting booths, supporting conferences, and presenting scientific abstracts to facilitate impartial, evidence-based discussions on today’s most pressing clinical challenges and emerging therapeutic frontiers. The following is a selection of the most significant congresses and ECM (Continuing Medical Education) events, categorized by therapeutic area.

### GASTROENTEROLOGY

In late February, the ECCO’24 Congress, one of Europe’s premier events dedicated to IBD, and including UC, was held in Stockholm. Jyseleca was proudly represented by its commercial and medical teams, who were joined by a delegation of more than 60 healthcare

professionals from many countries. The congress also marked a significant milestone, being the first international platform to highlight the successful integration of Jyseleca and Alfasigma following the recent acquisition. The annual initiative Digestive Disease Week (DDW) took place on 18-21 May in Washington D.C. and brought together professionals working in gastroenterology, hepatology, GI endoscopy, gastrointestinal surgery and related fields. For the Alfasigma Group and Intercept, it was a valuable occasion to engage with the scientific community, showcase the latest research results, and highlight our commitment to improve the lives of people affected by rare gastrointestinal and liver diseases. Particular areas of interest for our Group involved several abstracts presented on UC and rare digestive disorders. We also positioned our Company as a pioneer in research at one of the world’s most prestigious conferences dedicated to gastrointestinal health: UEG Week 2024 (held in Vienna on 12–15 October). We contributed with several high-impact presentations and abstracts, with a particular focus on UC and chronic intestinal pseudo-obstruction (CIPO). This active participation reaffirmed our enduring commitment to advancing innovation in gastroenterology.

### VASCULAR

In late June, Athens hosted the 24th edition of the European Venous Forum (EVF), a premier event in the field of vascular medicine. Our Company proudly reaffirmed its commitment to advancing venous health by returning as the congress’s main sponsor. The event, once again, proved to be

an exceptional platform for sharing groundbreaking scientific insights and evidence-based advancements in the management of vascular diseases. It also enabled meaningful collaboration and networking among leading experts dedicated to improving the diagnosis, treatment, and prevention of venous disorders.

In September 2024, 360 VOLTS—Vascular Opinion Leaders Top Suggestions took place. It's the first annual, sole-sponsor ECM event dedicated to chronic venous disease. It's supported by our Company through an unconditional grant and aims to launch a series of initiatives focused on vascular diseases.

This ECM event gathered around 200 vascular-medicine specialists from across Italy, both in person at Palazzo Re Enzo in Bologna and via streaming. Together, they explored the latest trends, best practices, and emerging challenges and opportunities that are reshaping the treatment landscape for chronic venous disease. This comprehensive update involved the presidents of Italy's key vascular societies working in phlebology and lymphology. Discussions covered a variety of topics: from cardiovascular risk in chronic venous disease and the urgent need to raise awareness among the general adult population about the risks associated with disease progression, to the appropriateness of interventions in phlebology, the significance of bacterial biofilm in non-healing ulcers, and the clinical challenge of long-term prognostic assessment in patients with chronic venous disease.

## RHEUMATOLOGY

In February, with the full support of our Company, the ninth edition of the Rhewind Annual Rheuma Major Suggestions 2024 took place. More than 350 rheumatologists from across Italy gathered at the prestigious Palazzo Re Enzo in Bologna. Among the first topics addressed was the importance of putting the rheumatic patient at the center of the decision-making process, promoting an active role in their own treatment path. This path integrates pharmacological treatment and lifestyle, requiring a personalized approach attentive to individual needs, and sensitive to gender differences.

In 2024, our Company also proudly marked its first sponsorship of EULAR European Congress of Rheumatology, spotlighting the theme: "Feel the balance in RA: Redefine their everyday."

Held on 12-15 June, this prestigious congress served as a key platform for knowledge exchange and scientific advancement among leading rheumatology professionals. During the event we unveiled two posters and two scientific abstracts, reinforcing our commitment to innovation and progress in the management of rheumatoid arthritis.

## THE RELATIONSHIP WITH PHARMACISTS

The constant commitment to strengthen the partnership with pharmacists is realized not only through offering quality products and brands

that compete in leadership positions in its market segments, but especially through the creation of a series of high value-added services that can help the pharmacy better respond to the health demands of its customer base. Consulting, training, continuous support are the drivers that have guided the relationship in 2024 between Alfasigma, independent pharmacists, and all the various stakeholders in the supply chain, with a clear objective: to stand alongside their customers to better face the challenges of the ongoing changes in the healthcare market.

This strategy includes training events organized via webinars for pharmacist collaborators who are members of the main networks/chains/brands of large-scale distribution. An ongoing program aimed at building relationships with the primary goal of promoting a better culture in the therapeutic areas where we operate with our product portfolio. Since September 2024, the Pharmacy Trainer team has joined the project, consisting of 10 professionals operating in approximately 2,000 pharmacies. Their role focuses on providing scientific product information to pharmacists, with the aim of enhancing their understanding and promoting more accurate and effective recommendations for patients' conditions.

Pharmacist training has involved over 2,500 professionals, delivered through various educational formats:

- in-person training sessions
  - remote webinars
  - a dedicated online platform offering on-demand learning content.
- Moreover, Alfasigma's commitment

to building a strong relationship with pharmacists is realized every day through the activity of the team of the Sell Out Consultants, the In Store Marketing Consultants, a team of in-store marketing professionals who meet directly in the pharmacy with customers, to further explore customer experience topics, visual merchandising and category management, in order to support each individual store in fully realizing the potential of the reality in which it operates.

Alfasigma also aims to strengthen the relationship with its customers through an increasingly significant number of actions in the area of economic and environmental sustainability. Indeed, pharmacists are increasingly aware of this issue.

For several years now, for instance, commercial networks have been using promotional and scientific information material in pharmacies in a completely digital format. This also includes the materials used by all the lines of sales agents who visit customer pharmacies daily (Consumer Healthcare and Pharmacy Line).

With growing attention to environmental issues, with reference to the actions of networks in the field (sales agents and Sell Out Consultants), the use of alignment meetings via video calls is increasingly frequent as is the predominant use of public transport in the case of business trips, with the aim of limiting individual travel. Furthermore, as part of the merchandising actions in pharmacies, the recycling of promotional materials in good condition is encouraged among the various retail outlets visited, as



well as the optimization of shipments of these materials to avoid numerous small deliveries.

Alfasigma is also committed to working with its pharmacists to enhance a production chain of retail materials that is attentive to environmental sustainability, increasing collaboration with entities that guarantee a concrete commitment in this area. The use of recyclable materials also allows us to actively involve individual pharmacies

in a complete and easy-to-manage recycling process.

Other actions that Alfasigma pursues, as regarding store materials, to try to reduce the environmental impact and help pharmacists with disposal/recycling are: minimizing the use of plastic in displays, using recycled paper and water-based paints that reduce impact, as well as reusing existing die-cuts for the production of promotional materials, with evident savings.

### SOCIAL COMMITMENT WITH FONDAZIONE RAVA

*Alfasigma has always been committed to supporting children living in conditions of healthcare poverty, working every day to ensure they have access to the medicines and care they need. We supported the XII edition of the national initiative "In pharmacy for children" by Fondazione Francesca Rava. The event took place in November over the period when the World Children's Rights Day is celebrated, involving over 2,780 pharmacies and many colleagues participated as volunteers to assist in collection of medicines and baby-care products for children in health poverty.*

*For this edition the central theme was SALUTE SU MISURA: promoting social and environmental sustainability, encouraging the activation of all links revolving around children starting from the pharmacy, a central link as it is a proximity service and promoter of initiatives supporting prevention and well-being.*

*Thanks to the initiative presented across the national territory, since its inception over 2 million products have been collected and donated to charitable organizations in Italy, Haiti, Ukraine and Gaza.*



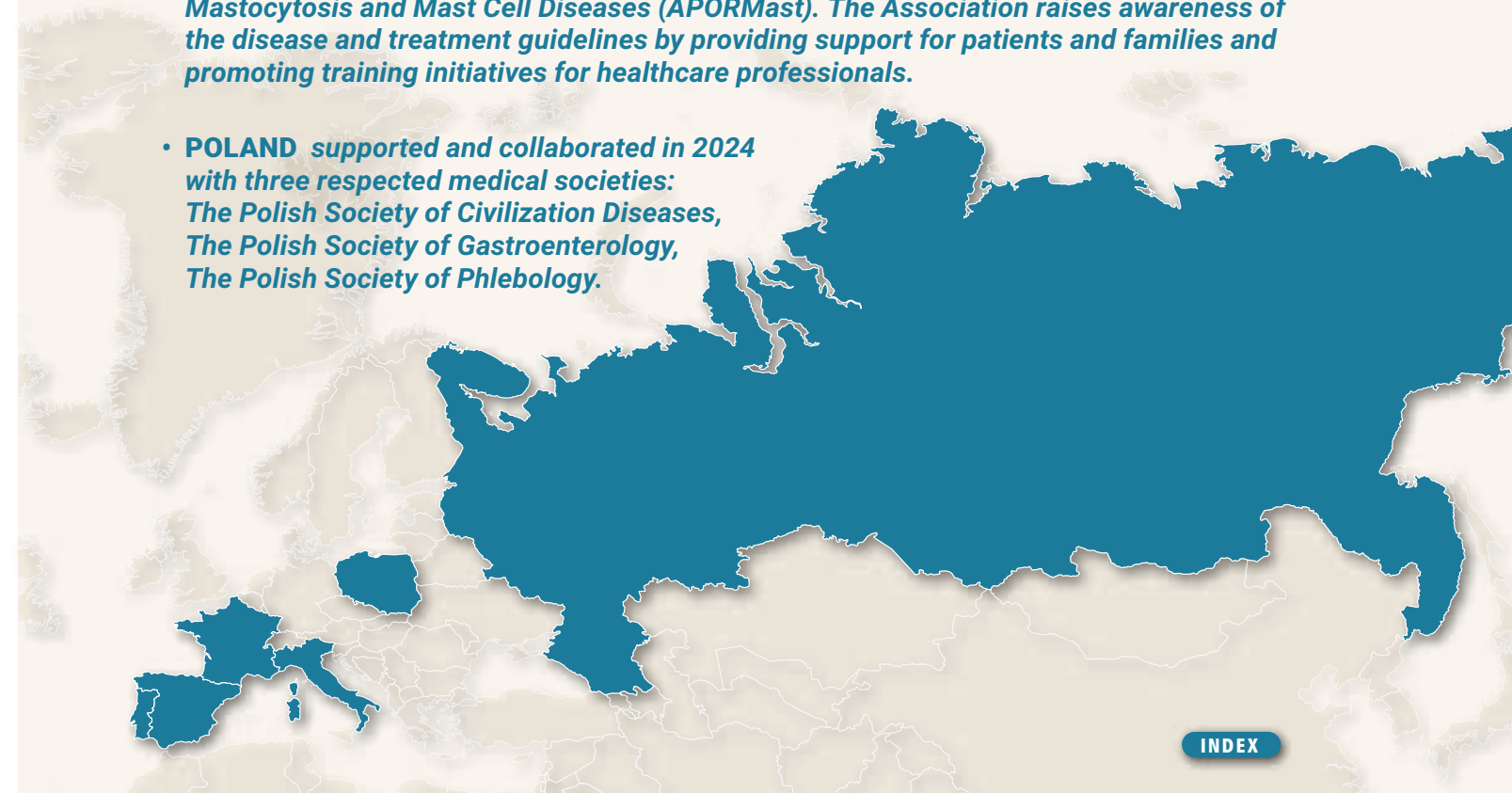
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## OUR GLOBAL IMPACT

### PARTNERING FOR PATIENT WELL-BEING

Thanks to our deep understanding of patient and consumer challenges and needs, we can have a big impact by supporting and partnering with patient associations and the scientific community. Collaborating with organizations and experts worldwide, we put our Passion for Innovation into action every day, helping to improve health and well-being for all. In 2024, our colleagues in...

- **FRANCE** partnered with **ANDAR**, a national organization committed to improving the lives of people living with rheumatoid arthritis (RA). Our French colleagues also joined forces with **Association François Aupetit (AFA)**, a leading association supporting patients with inflammatory bowel diseases.
- **ITALY** launched "Dalla parte di noi donne". This project, which raises awareness of prevention of gynecological conditions, will have offered up to 2,000 women free gynecological visits at participating healthcare centers nationwide.
- **CHINA**, in partnership with **Alibaba Health**, we have devoted efforts to the **Lemon Baby Care Action** project, ensuring that our life-saving L-carnitine oral solution is now affordable and available online to treat infants with this rare disease.
- **SPAIN** supported **Fundación Rheumatos**, focusing on the needs of people with rheumatic diseases; **ACCU's World IBD Day** campaign; **ConArtritis**, which raises awareness of arthritis and spondyloarthritis; and conferences for the **Spanish Association of Mastocytosis and Related Diseases (AEDM)**.
- **PORTUGAL** held a first meeting with the **Portuguese Association of Patients with Mastocytosis and Mast Cell Diseases (APORMast)**. The Association raises awareness of the disease and treatment guidelines by providing support for patients and families and promoting training initiatives for healthcare professionals.
- **POLAND** supported and collaborated in 2024 with three respected medical societies: **The Polish Society of Civilization Diseases**, **The Polish Society of Gastroenterology**, **The Polish Society of Phlebology**.



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3.3 Corporate citizenship

For our Company, passion means a constant commitment to promoting and supporting culture, sport, art, and scientific dissemination because we believe that people’s well-being depends not only on being healthy, but also on other aspects of life and the environment in which they live.

SUPPORT FOR SHARED HERITAGE

*Kalòs kai agathòs* (meaning beautiful and good) is an ancient Greek expression that represents an ideal of personal conduct where virtue and beauty are interconnected. It serves as a daily lesson for us all. Our Company has always been committed to supporting and sharing not only the scientific culture that underpins our core business, but also all those aspects of culture (visual art, theater, music, sport) that bind us. Strong in our belief that well-being in the workplace is a true asset of corporate

sustainability, we began to create a collection of corporate art back in the 1950s. The objective was not merely collecting for collecting’s sake, but instead the desire to create a story that improves the lives of all those who have a relationship with our company. We believe that beauty is a value that should extend to the packaging of our drugs, reflecting the aesthetic sensitivity of our company. Each of our product groups is characterized by a combination of colors inspired by artists who are protagonists of contemporary art. The aim is to spark a “creative light” in the end user, closely linking art and science and making every Alfasigma product recognizable. Corporate social responsibly is about offering support in different ways, and extends to all those associations that require a contribution in order to be able to continue engaging in their work—thereby creating value for the community and local areas. We’ve invested a significant amount in consolidating our historic contributions—such as those to musical associations—and supporting new projects, with the goal of expanding the

ASSOCIATION	INITIATIVE
Fondazione ANT Italia ONLUS	Charitable donation
Philharmonic Academy of Bologna	Concert season at Teatro Manzoni
Association of Italian Contemporary Art Museums (AMACI)	Contemporary art project
Cucciolo Association	Premature babies project at S. Orsola Hospital
Bologna Festival	Concerts: Great performers, Baby Bofè, and Music Cure
CBM Italia Onlus	Project in Niger
European Committee for Training and Agriculture (CEFA)	Project in Guatemala
FAI - Fondo per l’Ambiente Italiano (the National Trust for Italy)	Golden Donor
Lucio Dalla Foundation (FLD)	Casa Dalla Project
Labor Artis	DanCER project
Musica Insieme	Concert season at Teatro Manzoni
Musica Insieme	Respighi Festival
Orione 2000	Aid
Little Sisters of the Poor (Piccole Sorelle dei Poveri)	Aid
Bologna Municipal Theater (TCBO)	Aid for Burana opera, Memorare concert, and for restoration work

range of our charitable donations. Here are some of the associations we’ve chosen to support: For the third year, our Company joins the initiative M’illumino di meno as part of the National Day of Energy Saving and Sustainable Lifestyles established by the Italian Parliament. Participation extends to all plants and offices across Italy. The offices of Alanno and Pomezia switched off the lights outside their buildings (streetlamps and floodlight towers) for the whole night, leaving only the lighting needed for emergency vehicles. This saved our Company 150Kwh. This is about 20 days of normal energy consumption for a family of three or four people; or a journey of about 1,000km by electric car; about 38kg of non-atmospheric CO<sub>2</sub>. In Sermoneta, the lighting of internal road areas, parking areas and offices has been reduced by about 40%, while still guaranteeing the required operating and safety conditions. The Bologna site also participated in the initiative by switching off its exterior lighting, while the Milan offices made a symbolic gesture by switching off interior lighting two hours earlier.

THEATER AND SPORT:  
A SHARED HERITAGE WITH BOLOGNA

We have a long-standing association with the Bologna Municipal Theater (TCBO) and have supported two operas each season since 2008. Reflecting our belief that art should be shared, employees are invited to the dress rehearsals of the supported operas—an opportunity that’s welcomed with great



enthusiasm and participation. In 2024, we continued to support the activities of the Bologna Municipal Theater by supporting two operas and also two extraordinary events: the Memorare concert, a preparatory event for the 2025 jubilee; and Carl Orff’s *Carmina Burana*. In addition, we continue to support the renovation work of TCBO’s historic headquarters. Collaboration between our Company and sport in Bologna continued in 2024 with two significant highlights: Torneo Virtus Alfasigma and the Rust2Dakar charity rally. The fourth edition of the Torneo Virtus Alfasigma (Virtus Alfasigma Tournament) saw four teams sign up to play basketball. In addition to Virtus Bologna, they played the Trofeo Alfasigma, S.G. Fortitudo, International Imola Basket, and Polisportiva Masi. In 2024, Alfasigma also announced its support for Rust2Dakar 2024, the charity rally organized by humanitarian association Tavolo 8. This rally follows the iconic Paris-Dakar route through Morocco, Mauritania, Senegal, and Guinea-Bissau, and aims to support the most vulnerable communities in West Africa. In promoting and supporting the following projects, we’ve committed



to set aside 16 paid hours per year (during normal working hours) for our employees to participate in voluntary activities aimed at citizenship.

**CBM ITALIA:  
HELPING TO BREAK THE CYCLE  
BETWEEN DISABILITY AND POVERTY**

Since 2009, we've been working with CBM Italia, an international humanitarian organization dedicated to the prevention and treatment of blindness and avoidable disability, and to the inclusion of people with disabilities in Italy and the Global South. Initially, the funded projects were concentrated in Kenya, then moved to Ethiopia based on the Association's needs assessment. The commitment is to support schooling and education. Providing aid for children to attend school not only enables their education, but indirectly provides community support, because the children are also fed at school.

In 2024, Alfasigma moved its focus to Niger, where the primary goal is to ensure water resources for the population. With this initiative, we renew our commitment to the most vulnerable communities, making a concrete contribution to improving living conditions in one of the areas most affected by water scarcity. Providing water where it's lacking is not just an act of solidarity, but a responsibility that reflects the Company's core values: respect, inclusion, and sustainable development. This partnership is highly significant for us because it's focused on health.



**CEFA: VUELA PROJECT  
FOR THE EDUCATION OF GIRLS  
IN GUATEMALA**

In 2024, Alfasigma began to collaborate with the European Committee for Training and Agriculture (CEFA). We're supporting its "Vuela" project, aimed at providing annual scholarships and training workshops for girls and adolescents of the Quiché region of Guatemala.

**FONDAZIONE GOLINELLI**

Fondazione Golinelli was founded in 1988 at the behest of Marino Golinelli.

It is a private philanthropic foundation involved in education, training, research, innovation, enterprise and culture in four project areas:

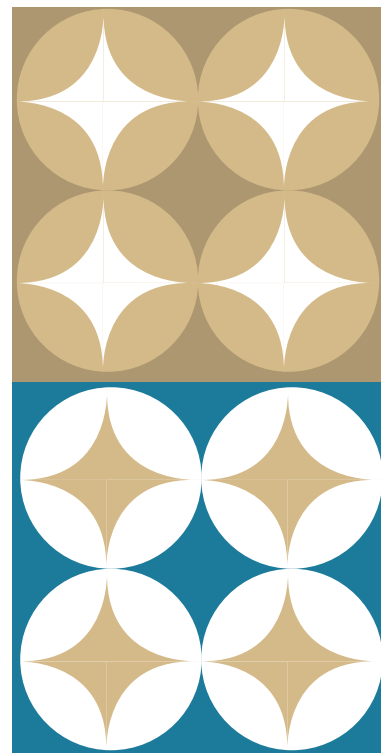
- arts and sciences
- schools
- business
- research and advanced training.

The Foundation was primarily established to focus on the children and young people who will become our future generations. It's based at the Opificio Golinelli: a futuristic 14,000 square metre structure in Bologna. The aim is to provide children and young people with tools for the future.

This will enable cultural growth, awareness, and the ability to address the professional and humanitarian issues they'll encounter in a responsible and proactive way.

The support of the Foundation is also being encouraged in the world of start-ups, thanks to the G-Factor incubator aimed at helping young people turn their ideas into success stories. In 2024, Fondazione Golinelli—together with Alfasigma and the Golinelli family—paid tribute to the founder Marino Golinelli with the exhibition "I preferiti di Marino. Capitolo I". Held from 2 February to 2 June at the Golinelli Arts and Sciences Center of Bologna, the exhibition featured 40 works by important modern and contemporary artists from the private collection of the philanthropic entrepreneur. They were being showcased for the first time. The end of the 2024-2025 school year saw the completion of the first cycle of "Scuola delle Idee Marino Golinelli". This is the first STEAM (science, technology, engineering, arts, and mathematics) junior secondary school in Italy. A state-recognized private school, it gathers and enhances Fondazione Golinelli's 30 years of experience in innovative teaching and science. Scuola delle Idee Marino Golinelli is a place that cultivates curiosity and nurtures talent: a cutting-edge educational model that guides students in discovering scientific methods and stimulates their learning, creativity, and teamwork skills. Integrated methodologies include design thinking, project-based learning, and the use of digital media.

## 4. Environmental footprint



*As well as honoring our commitments to existing initiatives, we took significant steps forward in 2024. Here are just some of the ways we're addressing our impact on the environment, and our health and safety priorities...*

- We strengthened our policy prioritizing the protection of our workers' health and safety in accordance with current regulations. As in previous years of this Report, no fatal accidents were recorded in 2024.
- We installed a methane tri-generation system to significantly reduce energy costs and help reduce the environmental impact of the steam generators operating at our Alanno plant in Italy.
- We optimized the warehouse air-conditioning system at our Alanno plant in Italy, resulting in a 66% reduction of electricity consumption. Furthermore, by replacing air-conditioning and lighting systems with LED solutions, Alanno achieved a 50% reduction in its electricity consumption.

### 4.1 Ecological transition

As a Company, we have a strategic approach to sustainability challenges, focused on measuring and analyzing consumption. Our goal is to optimize our use of resources to promote energy savings and reduce our environmental footprint. To support this vision, we have an ongoing corporate program dedicated to energy analysis and efficiency. It's an initiative that involves all our company functions and coordinates the most relevant projects. As a Group, we continue to demonstrate our commitment through real investments aimed at reducing our carbon footprint, saving energy and raw materials, and promoting recycling. These are not just part of our sustainability strategy, they also represent true engines of growth that drive our Company toward a more efficient and responsible future. A significant step forward has been the installation of a methane tri-generation system, designed to significantly reduce energy costs related to electricity supply, which is currently dependent on the national grid.

This system will help reduce the environmental impact of the steam generators currently operating at our Alanno plant.

Another significant initiative focuses on redefining the production process of one of our flagship products: L-Carnitine. Production is currently based on the "amide process", known for its high energy consumption, but it will gradually be replaced by the more

efficient and sustainable nitrile process. These concrete actions demonstrate our commitment to combine industrial growth with environmental responsibility, focusing on innovation and resource optimization.

### 4.2 Our company at a glance: locations and plants

Our Group has six production plants globally, four of which are in Italy (Pomezia, Alanno, Sermoneta, and Trezzano Rosa), one in Spain (Tolosa), and one in the US (Shreveport).

#### OUR POMEZIA PLANT

This is located about 30km from the center of Rome and has a total available area of around 194,011 square meters, with around 81,156 square meters built. With regard to atmospheric emissions, as a Company we're authorized to release effluents from our production facilities into the atmosphere. Currently, 18 emission points (chimneys) have been authorized, with set emission values for the concentration of different pollutants (mainly total dust, volatile organic compounds, nitrogen and sulfur oxides, carbon monoxide, ethanol, acetone, ethyl acetate). For each stage of production, samples are taken and analyzed annually in triplicate to ensure compliance with legal parameters. Results of these analyses show a reduced environmental impact, with all the values well below the threshold limits established by the



Authorization Decree and by the national standard. The latest renewal of the Single Environmental Authorization (Autorizzazione Unica Ambientale or AUA) was issued on 25 November 2021 (valid for 15 years).

The Pomezia plant has implemented significant measures to ensure greater sustainability and efficient resource management. Significant initiatives include:

- revamping of the wastewater treatment plant to guarantee proper water management and reduce the risk of obsolescence
- construction of a new pressurized sewer pipeline with a lifting system for the safe disposal of black and white water
- adoption of an absorption chiller, which enables a significant energy saving of around 700 MWh per year
- redevelopment of the fire-water pumping station, and integration of a new pumping unit to ensure the safety and efficiency of the fire-protection network.

Between 2025 and 2027, targeted measures are being proposed for energy efficiency and the rationalization of company spaces. Among these are the purchase of two new, high-efficiency 1000 kW chillers for the main production buildings in Pomezia: Sciroppi/Softgel, and NUP. These will replace four obsolete units: one at NUP, and three at Sciroppi/Softgel. This measure will ensure an energy saving of 630 MWh/year, equal to 8% of the total electricity consumption of the plant's chillers (7,613 MWh/year, according to the Edison Next Energy Diagnosis of 2023).

ELECTRIC ENERGY SAVINGS

BUILDING	ACTUAL EER	FUTURE EER	ELECTRIC ENERGY SAVING [MWH/YEAR]
Oral liquid/Softgel	2.35	3.2	336
NUP	3.04	3.2	294
TOT			630

The table above shows the improved Energy Efficiency Ratio (EER) for the two relevant production buildings. The EER is an indicator that measures the efficiency of a cooling system as a ratio between the cooling capacity (expressed in BTU/h) and the electricity consumption (in watts). A higher EER indicates higher energy efficiency. Data show an increase in EER in the oral liquid/Softgel and NUP departments, from 2.35 to 3.2 and from 3.04 and 3.2, respectively. This improvement translates to an estimated annual energy saving of 336 MWh for the first building and 294 MWh for the second, giving a total energy saving of 630 MWh per year. These results highlight the positive impact of efforts to optimize the air-conditioning systems, significantly contributing to the reduction of consumption and associated emissions.

Furthermore, a rationalization of the offices is expected inside the Poli building.

OUR ALANNO PLANT

Located in the province of Pescara, this covers an area of 20,355 square meters of which 22,141 square meters usable on land measuring 128,500 m<sup>2</sup>. A further expansion is in the process of being implemented.

The most recent Single Environmental Authorization dates to 2019. With regard to atmospheric emissions, as a Company

we're authorized to emit effluents from production plants into the atmosphere. Specifically, 25 emission points (chimneys) have been authorized, with set emission values for the concentration of different pollutants (mainly class III Volatile Organic Compounds, powders, acetone, vinyl chloride, and styrene). For each stage of production, samples are taken and analyzed annually to ensure compliance with legal parameters. The results of these analyses show a reduced environmental impact, with all values below the threshold limits established by the Authorization Decree and by the national standard. Throughout the year, several projects have been initiated to improve the energy efficiency and sustainability of the plant. These include:

- energy optimization of the warehouse air-conditioning system, resulting in a 66% reduction in electricity consumption
  - installation of a control unit for energy optimization and efficiency of the compressed air-production utility unit, leading to significant energy savings and a 25% reduction in electrical power consumption, positively impacting carbon dioxide emissions
  - replacement of the air-conditioning and lighting systems in the ground floor offices with LED solutions, achieving a 50% reduction in electricity consumption.
- Between 2025 to 2027, the plant will undergo a series of works. Among the proposed projects is the creation (already underway) of a center of excellence for the production of sterile drugs. This strategic investment, worth more than €12 million, is due to be completed by 2026 and includes the purchase and installation of high-

tech machinery and equipment, and modernization of the operational area (approximately 3,000 square meters). This includes replacing existing neon lighting with LED lamps, ensuring a significant reduction in energy consumption. An innovative water purification and recovery system will also be installed, promoting more responsible management of water resources. Another important step will be the initiation of the tri-generation plant, with an electrical power of 1,560 kW. This is designed to optimize energy production and use, reducing waste and improving overall efficiency. At the same time, the photovoltaic system installed on the break room will become operational, providing renewable energy and decreasing environmental impact. Finally, some ventilation systems will be replaced with more efficient models, enhancing interior comfort, and reducing energy consumption. These measures represent a concrete investment toward greater sustainability, with tangible benefits in terms of the environment and operations.

OUR SERMONETA PLANT

This comprises two adjacent production units covering a total area of approximately 130,000 square meters, of which 18,000 square meters is built. Over the years, Biosint [which is based here] has established itself as a leading Italian producer of active pharmaceutical ingredients for human use; specifically, it is one of the largest producers of L-Carnitine and its derivatives worldwide. The plant manufactures active pharmaceutical ingredients and active

ingredients for nutraceuticals, and has independent, fully dedicated production lines and departments. In addition to traditional concentration, crystallization, centrifugation, drying, and packaging operations, the production units also enable specific activities—such as the use of different types of ion-exchange resins (even in liquid phase), and electrodialysis plants, including on a pilot scale.

Seven emission points (chimneys) have been authorized, and the emission point for the co-generator is in the process of being approved. There are set emission values for the concentration of different pollutants (mainly volatile organic compounds, powders, acetone, ammonia, hydrochloric acid, n-hexane, ethyl acetate). For each stage of production, samples are taken and analyzed annually to ensure compliance with legal parameters. In addition, there are other emission points deriving from insignificant activities (pursuant to part five of the Legislative Decree no. 152/06 Article 272 and Annex IV part I “plants and activities referred to in Article 272 paragraph 1”).

The results of these analyses show a reduced environmental impact, with all values well below the threshold limits established by the Authorization Decree and by the national standard. The latest renewal of the Integrated Environmental Authorization (Autorizzazione Integrata Ambientale or AIA) was issued on 30 December 2020 (valid for 10 years).

### OUR TREZZANO PLANT

This plant extends over approximately 25,000 square meters, with around 10,000 square meters built. It's located

about 30km from the center of Milan, and 20km from the center of Bergamo. The plant comprises three buildings, which house a pharmaceutical workshop, quality control laboratories, warehouses (for raw materials, packaging materials, and finished products), and offices. The production and packaging activities are centralized in three main production areas belonging to four different business units: liquids, solids, semi-solids, and sprays. From an environmental perspective, 12 emission points (chimneys) have been authorized, with set emission values for the concentration of various pollutants (mainly powders). For each stage of production, samples are taken and analyzed annually to verify compliance with legal parameters. The latest renewal of the Single Environmental Authorization was issued on 10 July 2018 (valid for 15 years).

### OUR TORTOSA PLANT

This plant specializes in the production of medicines for human use, in both semi-solid pharmaceutical forms, and impregnated matrices. The plant conducts careful quality control for batches of medicines, medical devices, dietary supplements, and cosmetics, including those for contract manufacturing. It has an available area of 2,500 square meters.

The latest review of environmental licenses confirmed strict compliance with environmental regulations, highlighting that emissions into the environment are minimal due to the following measures:

- no use of fossil fuels in processes carried out at the plant

- LED lighting system for the entire plant
- organization of shifts and processes based on energy efficiency criteria, particularly regarding the air-conditioning of environments and equipment
- specialized management of gray and process water, managed by an authorized environmental operator
- pre-treatment of water before discharge, including rainwater and wastewater. The latter is treated at the plant's wastewater treatment system before joining the sewer system
- implementation of a waste-management system based on the principles of source separation, recovery, and circular economy
- priority given to local suppliers to reduce the carbon footprint associated with transportation
- progressive digitization of documents and administrative processes, helping reduce the use of paper, ink and emissions related to the physical transport of documents between sites. As part of a continuous improvement plan, an investment of €225,000 has been approved for 2025 to enhance the thermal insulation of the building's roof. This improvement will increase energy efficiency (regarding the temperature-control system for plants and processes) and will facilitate the future installation of a photovoltaic solar energy generation system. As the Tortosa plant is located in the Terres de l'Ebre (Tarragona)—a region recognized by UNESCO as a Biosphere Reserve—it's committed to sustainability and conservation of the natural environment.

### OUR SHREVEPORT PLANT

This occupies around 9,713 square meters, largely consisting of a production area, a raw materials warehouse, a distribution warehouse, and production support offices, totaling approximately 4,047.33 square meters.

The production area is dedicated to the formulation of solid oral dosages and has three production lines: one for bottles, one for blister packs.

The raw-materials warehouse is used for storing substances that have passed quality control. Currently, the three-level shelving system allows for the storage of 64 pallets. There is also a walk-in stability chamber, a walk-in cold room, and an easily accessible freezer. The distribution warehouse serves two main functions: the packaging and distribution of finished products. The three-level shelving system is designed to accommodate up to 540 pallets. Remaining spaces are used for storing packaging components, raw materials pending release by quality control, and finished products. The total area of the distribution warehouse is around 1,579 square meters.

From an environmental perspective, the site is subject to sampling and analysis of wastewater on a quarterly basis. The results are regularly communicated and monitored by city authorities. Given the low environmental impact of the facilities, no additional permits or further controls by government bodies are required.

In the last five years, significant infrastructure improvements have been made. For example, all fluorescent lighting has been replaced with LED solutions, and SMART thermostats have been installed throughout the facility.



4.3 Environmental indicators

FINISHED PRODUCTS AND CONSUMPTION OF RAW MATERIALS

In 2024, our Group’s production levels remained almost consistent with 2023, both for single dose units and for packs, i.e. finished products (see [GRI 2-6] THE ORGANIZATION’S ACTIVITIES, PRODUCTS, SERVICES, AND MARKETS SERVED). The consumption of raw materials slightly increased in 2024 (see [GRI 301-1] MATERIALS USED BY WEIGHT OR VOLUME).

ENERGY CONSUMPTION

Energy consumption in 2024 slightly decreased compared to 2023, confirming our focus on energy efficiency (see [GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANIZATION). In order to give a complete picture

of energy consumption within our organization, we also want to represent the share of electricity produced and consumed by our Pomezia co-generation plant (see [GRI 302-1] ELECTRICITY PRODUCED BY COGENERATION PLANTS (GJ)).

CO<sub>2</sub> EMISSIONS

We’re also continuing to monitor greenhouse gas emissions, in order to counteract their negative effects. The GHG Protocol guidelines for the reporting of greenhouse gas emissions suggest breaking them down according to their source, i.e. in “Scope”. It was therefore decided to report Scopes 1 and 2 (i.e. those directly linked to the energy consumption indicated above), calculating emissions through the use of widely disseminated emission factors (see [GRI 305-1] DIRECT GHG EMISSIONS (SCOPE 1) (TCO2E) / [GRI 305-2] INDIRECT GHG EMISSIONS (SCOPE 2) (TCO2E) / [GRI 302-3] ENERGY INTENSITY / [GRI 305-4] INTENSITY OF GHG EMISSIONS).

[GRI 2-6] THE ORGANIZATION’S ACTIVITIES, PRODUCTS, SERVICES, AND MARKETS SERVED

PRODUCTION OF FINISHED PRODUCTS		
PRODUCT TYPES	2024	2023
Alanno		
Single Dose Units		
Injectables	84.092.631	78.612.299
Oral solids	617.652.034	689.915.928
Total	701.744.665	768.528.227
Packs	46.802.131	51.288.850
Pomezia		
Single Dose Units		
Injectables	33.657.432	50.225.553
Oral solids	765.654.178	781.180.941
Total	799.311.610	831.406.494
Packs	60.376.217	62.428.331
Other establishments		
Single Dose Units		
Injectables	6.293.783	
Oral solids	42.586.459	
Total	48.880.242	
Packs	6.724.144	
SDU's Total	1.549.936.517	1.599.934.721
Total Packs	113.902.492	113.717.181

[GRI 301-1] MATERIALS USED BY WEIGHT OR VOLUME

RAW MATERIAL CONSUMPTION (IN TONS) PER LOCATION		
TYPES OF RAW MATERIALS (IN TONS)	2024	2023
APIs Pomezia	156	76
Excipients Pomezia	515	40
Alanno APIs	210	318
Excipients Alanno	432	445
APIs other departments	2.709	5.121
Excipients other departments	2.155	94
Total	6.177	6.094

[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANIZATION

	2024						2023					
	ALAN-NO	POME-ZIA	BOLOGNA	MILAN	OTHER ESTAB-LISH-MENTS	TOTAL	ALAN-NO	POME-ZIA	BOLOGNA	MILAN	OTHER ESTAB-LISH-MENTS	TOTAL
Total consumption fleet cars and other vehicles	370	1.787	3.017	23.936	66.949	96.058	422	1.712	3.129	24.546	46.383	76.191
Gasoline consumption for fleet cars and other vehicles (e.g. forklifts)	8	59	271	5.618	48.024	53.980	0	0	0	0	33.862	33.862
Diesel consumption for fleet cars and other vehicles (e.g. forklifts)	362	1.728	2.746	18.318	15.982	39.135	422	1.712	3.129	24.546	12.474	42.282
Methane consumption for fleet cars and other vehicles (e.g. forklifts)	0	0	0	0	2.849	2.849	0	0	0	0	0	0
Diesel consumption HVO for fleet cars	0	0	0	0	94	94	0	0	0	0	48	48
Total consumption for heating	52.105	261.392	2.262	0	64.321	380.080	53.232	256.716	2.497	0	94.768	407.213
Natural gas consumption for heating	52.105	97.877	2.262	0	64.321	216.565	53.232	97.684	2.497	0	94.768	248.181
Gas consumption for cogeneration	0	163.515	0	0	0	163.515	0	159.032	0	0	0	159.032
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total electricity consumption	58.845	43.377	3.025	302	46.131	151.680	58.859	45.280	2.971	221	61.172	168.504
Consumption of electricity purchased from renewable sources	0	0	0	302	40	342	0	0	0	221	42	263
Consumption of electricity purchased from NON-renewable sources	58.273	43.377	3.025	0	46.091	150.766	58.645	45.280	2.971	0	61.130	168.027
Electricity produced by photovoltaic system	0	0	0	0	0	0	0	0	0	0	0	0
Electricity produced by photovoltaic system sold	0	0	0	0	0	0	0	0	0	0	0	0
Electricity produced by photovoltaic system consumed	572	0	0	0	0	572	214	0	0	0	0	214
Total energy consumed	111.320	306.556	8.303	24.237	177.402	627.819	112.513	303.708	8.596	24.767	202.323	651.908

[GRI 302-1] ELECTRICITY PRODUCED BY COGENERATION PLANTS (GJ)

	2024					2023				
	ALAN-NO	POME-ZIA	BOLOGNA	MILAN	OTHER ESTAB-LISH-MENTS	ALAN-NO	POME-ZIA	BOLOGNA	MILAN	OTHER ESTAB-LISH-MENTS
Electricity produced by cogeneration plants	0	67.189	0	0	0	0	64.285	0	0	0
Electricity produced by cogeneration plants sold	0	86	0	0	0	0	102	0	0	0
Electricity produced by cogeneration plants consumed	0	67.103	0	0	0	0	64.183	0	0	0

[GRI 305-1] DIRECT GHG EMISSIONS (SCOPE 1) (TCO2E)

	2024					2023				
	ALAN-NO	POME-ZIA	BOLOGNA	MILAN	OTHER ESTAB-LISH-MENTS	ALAN-NO	POME-ZIA	BOLOGNA	MILAN	OTHER ESTAB-LISH-MENTS
GHG emissions related to car fleet and other vehicles	26	126	213	1.700	4.784	30	121	221	1.731	3.083
GHG emissions related to gas consumption	2.941	14.754	128	0	3.631	2.982	14.381	140	0	5.309
TOTAL GHG EMISSIONS SCOPE 1	2.967	14.880	341	1.700	8.414	3.012	14.502	361	1.731	8.392

[GRI 305-2] INDIRECT GHG EMISSIONS (SCOPE 2) (TCO2E)

	2024					2023				
	ALAN-NO	POME-ZIA	BOLOGNA	MILAN	OTHER ESTAB-LISH-MENTS	ALAN-NO	POME-ZIA	BOLOGNA	MILAN	OTHER ESTAB-LISH-MENTS
TOTAL GHG EMISSIONS SCOPE 2 - Location Based	4.435	3.302	230	23	3.696	5.115	3.949	259	19	5.488
TOTAL GHG EMISSIONS SCOPE 2 - Market Based	8.110	6.037	421	0	6.040	7.445	5.748	377	0	7.563

[GRI 302-3] ENERGY INTENSITY

	UOM	2024	2023
Energy consumption in GJ	GJ	627.819	651.908
Economic value generated	€	1.885.853.860	1.384.151.447
Energy intensity	GJ/€	0,33	0,47

[GRI 305-4] INTENSITY OF GHG EMISSIONS

	UOM	2024	2023
Total Scope 1 Emissions	tCO2e	28.303	27.998
Economic value generated	€	1.885.853.860	1.384.151.447
Energy intensity (Scope 1)	tCO2e/€	0,02	0,02
Total Scope 2 Emissions – Location Based	tCO2e	11.686	14.831
Economic value generated	€	1.885.853.860	1.384.151.447
Energy intensity (Scope 2 LB)	tCO2e/€	0,01	0,01
Total Scope 2 Emissions – Market Based	tCO2e	20.607	21.133
Economic value generated	€	1.885.853.860	1.384.151.447
Energy Intensity (Scope 2 MB)	tCO2e/€	0,01	0,02

In 2024, Scope 2 emissions decreased compared to 2023, in line with the reduction in energy consumption. The possible difference in percentage terms of each item compared to the total is due to emission factors, elements over which we have no direct control as a Company. Emissions from the combustion process are not limited to greenhouse

gases; other elements can also pollute the surrounding environment. The emission points of the production plants have been carefully analyzed and declared to relevant bodies in order to obtain adequate Single Environmental Authorisations, i.e. the adopted measures confirm that the environmental impact authorised for each entity, as well

[GRI 305-7] NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX) AND OTHER SIGNIFICANT AIR EMISSIONS

OTHER EMISSIONS			
OTHER EMISSIONS (KG/YEAR) OF THE PRODUCTION PLANTS		2024*	2023
Nitrogen Oxides (NOx)		5.904	11.237
Sulphur Oxides (Sox)		276	480
Volatile Organic Compounds (VOC)		59	263
Other Alanno			
Dust		79	188
Acetone		1	5
Vinyl Chloride		0	0
Styrene		0	15
Other Pomezia			
Dust		99	160
TOC		0	0
CO		987	3.487
VOCs		58	245
Acetone - Ethyl Alcohol - Ethyl Acetate		114	59
Other - Other departments			
Dusts		0	0
Acetone		115	448
Vinyl Chloride		0	0
Styrene		0	0
TOC		0	0
CO		0	0
VOCs		267	620
Acetone - Ethyl Alcohol - Ethyl Acetate		115	449

\* The scope of contributors has been revised due to data availability considerations.

as the related monitoring obligations, are proportionate and consistent with production requirements and the surrounding territorial context. Therefore, the additional types of emissions generated by these plants may be reported in a timely manner over a two-year period (see [GRI 305-7] NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX) AND OTHER SIGNIFICANT AIR EMISSIONS).

WATER MANAGEMENT

The preservation of water resources and the proper management of water withdrawals and discharges is a priority for us, in order to minimise our environmental impact. Our production processes only use water resources in a limited way and, where possible, exploit closed-cycle systems in order to use this resource as efficiently as possible. Water is used in the production process and in offices respectively, resulting in total consumption of 2.150 megalitres in 2024 (in line with 2023). A portion of the withdrawals for the

water needs of our Group take place in areas of medium-high water stress (around 6%), based on the Water Risk Filter of the WWF (see [GRI\_303\_3] DIRECT WATER WITHDRAWAL (mL PER PLANT) / [GRI\_303\_3] WATER WITHDRAWAL BY THIRD PARTIES (mL PER PLANT)). At our Pomezia plant, wastewater generated falls into the following types:

- rainwater that is channelled into ditches and not subject to authorisation, in compliance with the provisions of Article 30 of the new PTAR (regional plan for water protection) approved by the Lazio Region in 2018
- clear water, generated by washing carried out in production, and sewage water from toilets, is transported to the biological purifier (activated sludge) and then discharged into municipal sewers. Both flows are subject to authorisation
- closed-cycle cooling water does not generate discharges but only needs replenishment due to evaporation in the towers.

There is no actual process waste.

[GRI 303-3] DIRECT WATER WITHDRAWAL (mL PER PLANT)

	2024		2023	
	ALL AREAS	OF WHICH IN WATER-STRESSED AREAS	ALL AREAS	OF WHICH IN WATER-STRESSED AREAS
Direct water withdrawal (per plant)	2.150	131	2.151	118
Of which from underground (groundwater)	2.148	131	2.150	118
Of which produced water	0	0	0	0
Of which seawater	0	0	0	0
Of from third-party water resources (aqueduct and superficial water)	2	0	1	0

[GRI 303-3] WATER WITHDRAWAL BY THIRD PARTIES (mL PER PLANT)

	2024		2023	
	ALL AREAS	OF WHICH IN WATER-STRESSED AREAS	ALL AREAS	OF WHICH IN WATER-STRESSED AREAS
Water withdrawal by Third Parties (per plant)	128	5	83	2
Of which from underground (groundwater)	63	0	21	0
Of which seawater	0	0	0	0
Of which produced water	0	0	0	0
Of from third-party water resources (aqueduct and superficial water)	65	5	62	2



[GRI 303-4] WATER DISCHARGE

	2024		2023	
	ALL AREAS	OF WHICH IN WATER-STRESSED AREAS	ALL AREAS	OF WHICH IN WATER-STRESSED AREAS
Total water discharges	315	117	327	100
Of which from underground (groundwater)	114	114	100	100
Of which seawater	0	0	0	0
Of which produced water	0	0	0	0
Of from third-party water resources (aqueduct and superficial water)	200	3	227	0

[GRI 306-3] WASTE GENERATED

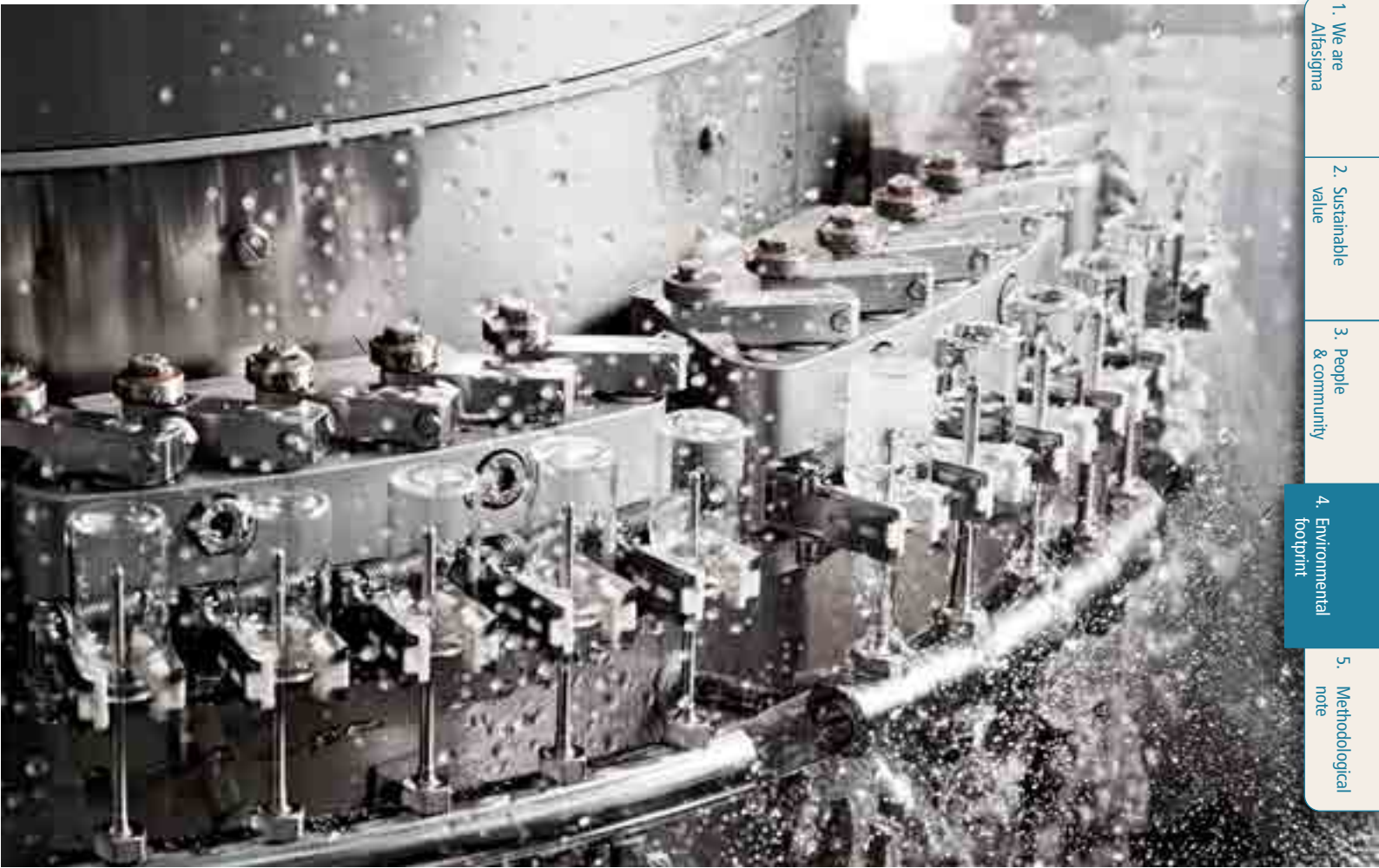
PRODUCTION AND DESTINATION OF WASTE PRODUCTION PLANTS (IN TONS)		
	2024	2023
<b>Hazardous</b>	<b>5.477</b>	<b>5.370</b>
Pomezia	283	216
Alanno	212	223
Other establishments	4.981	4.930
<b>Non-hazardous</b>	<b>2.224</b>	<b>1.798</b>
Pomezia	677	299
Alanno	641	641
Other establishments	906	857
<b>Total</b>	<b>7.701</b>	<b>7.168</b>
<b>of which to recovery</b>	<b>4.616</b>	<b>4.390</b>
Pomezia	925	353
Alanno	555	579
Other establishments	3.135	3.457
<b>of which to disposal</b>	<b>3.085</b>	<b>2.778</b>
Pomezia	35	162
Alanno	298	285
Other establishments	2.751	2.330

[GRI 306-4] WASTE DIVERTED FROM DISPOSAL

WASTE DESTINED FOR RECOVERY (t)			
NON-HAZARDOUS WASTE	ON SITE	AT AN EXTERNAL SITE	TOTAL
Preparation for reuse	0	0	0
Recycling	2	2	4
Other recovery operations	0	1.767	1.767
Total NON-HAZARDOUS waste	2	1.769	1.771
HAZARDOUS WASTE	ON SITE	AT AN EXTERNAL SITE	TOTAL
Preparation for reuse	0	0	0
Recycling	0	0	0
Other recovery operations	0	2.845	2.845
Total HAZARDOUS waste	0	2.845	2.845
Total waste	2	4.614	4.616

[GRI 306-5] WASTE DIRECTED TO DISPOSAL

WASTE NOT DESTINED FOR DISPOSAL (t)			
NON-HAZARDOUS WASTE	ON SITE	AT AN EXTERNAL SITE	TOTAL
Incineration (with energy recovery)	0	57	57
Incineration (without energy recovery)	0	13	13
Other disposal operations	0	383	383
Total NON-HAZARDOUS waste	0	454	454
HAZARDOUS WASTE	ON SITE	AT AN EXTERNAL SITE	TOTAL
Incineration (with energy recovery)	0	219	219
Incineration (without energy recovery)	0	0	0
Other disposal operations	0	2.411	2411
Total HAZARDOUS waste	0	2630	2630
Total waste	0	3.084	3084



Our Alanno plant uses wells as its main source of water supply, extracting water directly from the aquifer for managing the technological plants, along with a modest extraction from surface water, and the municipal aqueduct for managing the production process. The table alongside shows the data of the water discharged by destination (see [GRI 303-4] WATER DISCHARGE ).

WASTE MANAGEMENT

Waste management differs between each production facility and administrative location. The main source of waste within plants is from

production activities, meaning it's the same materials that enter the process as raw materials. Non-hazardous waste is mainly related to obsolescence (see [GRI 306-3] WASTE GENERATED). The table on the left shows our Group's waste slightly increased compared to the previous year (driven by non-hazardous waste). However, although waste has increased, the recovery element still represents 60%, which is in line with the previous year. The breakdown of our Group's waste recovery and disposal operations is shown (see [GRI 306-4] WASTE DIVERTED FROM DISPOSAL / [GRI 306-5] WASTE DIRECTED TO DISPOSAL).



4.4 Health and safety

In 2024, we further strengthened our Company policy that prioritizes the protection of workers’ health and safety, and production continuity in daily activities, in accordance with current regulations. As in previous years of this Report, there were no fatal accidents recorded, and only one serious accident recorded in 2024, resulting in a rate of 0.27% (see [GRI 403-9] **WORK-RELATED INJURIES**).

Injuries among other workers (mostly external collaborators) are also minimal (there were three injuries, none of which was serious or fatal). Health and safety training plays a crucial role within the our Group, ensuring that both employees—whether in operational or administrative roles—and external workers receive the necessary education to maintain a safe work environment. This training is conducted through a combination of in-person and remote learning sessions. Through these initiatives, we continue to prioritize workplace safety, equipping

personnel with the tools and knowledge necessary to uphold a secure and responsible working environment. Below is the total number of training hours dedicated to health and safety at work for our Group (see **TRAINING IN HEALTH AND SAFETY**).

PRODUCT COMPLIANCE

During 2024, no cases of non-compliance with regulations and/or self-regulation codes concerning the health and safety impacts of products marketed by Alfasigma were recorded, which resulted in the imposition of sanctions against the Group. Regarding any recorded cases of non-compliance with regulations and/or self-regulation codes concerning information and labeling, it is noted that Alfasigma did not receive any significant sanction during 2024. Three minor compliance issues were resolved during the year, involving a small administrative fine, a promotional claim adjustment, and an internal PHI policy breach. No external penalties were imposed.

[GRI 403-9] WORK-RELATED INJURIES

	UOM	2024		2023	
		N	RATE	N	RATE
Employee accidents					
Total number of recordable workplace accidents	u	17	4,59	16	4,42
of which fatalities	u	0	0,00	0	0,00
of which serious accidents (excluding fatalities)	u	1	0,27	0	0,00
Worked hours	h	3.703.000		3.621.547	
Accidents other workers					
Total number of recordable workplace accidents	u	3	5,52	2	5,19
of which fatalities	u	0	0,00	0	0,00
of which serious accidents (excluding fatalities)	u	0	0,00	0	0,00
Worked hours	h	543.383		385.750	

TRAINING IN HEALTH AND SAFETY

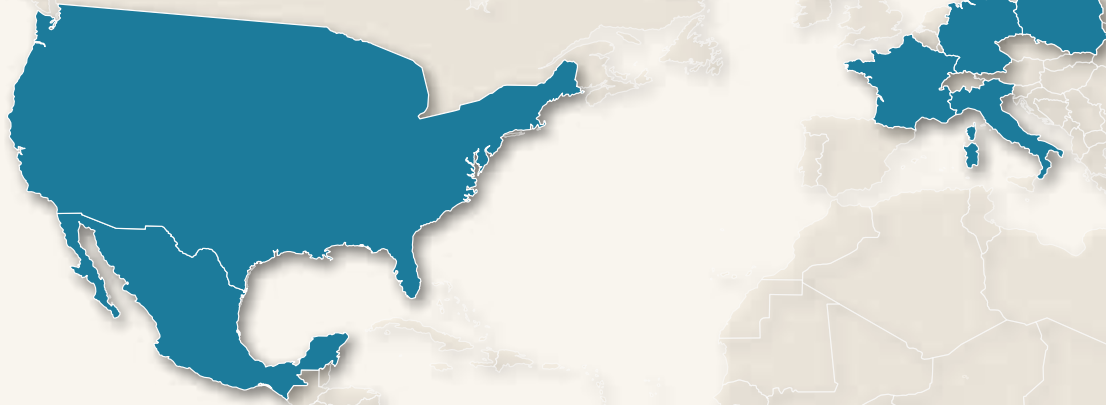
HOURS OF TRAINING PROVIDED IN HEALTH AND SAFETY BY LOCATION	2024	2023
Alanno	1.248	1.856
Pomezia	1.172	1.070
Bologna	716	1.060
Milan	526	230
External operating force	396	586
Other establishments	1.380	2.169
Total	5.438	6.971

OUR GLOBAL IMPACT

TAKING STRIDES TO REDUCE OUR FOOTPRINT

When it comes to sustainability, we all need to Learn to Dare and make vital changes to protect and preserve our natural environment. This extends to the daily impacts that each of us has in our own workplace. From responsible travel to measuring our carbon footprint, minimizing pollution, and reducing plastic and paper use, 2024 saw us take important steps forward. Here are just a few examples:

- **GERMANY** continues to make green business travel a priority with initiatives including hybrid- and electric-vehicle options, a company bike-leasing scheme, and collaboration with an official program lower CO<sub>2</sub> business travel. The team is also working to make all products, services and operations more sustainable, with over 160 initiatives across climate protection, nature conservation, resource efficiency, noise reduction, and social responsibility.
- **MEXICO** has implemented a number of sustainability initiatives, including digital documentation and adoption of the Webdox platform to reduce paper use, installation of eco-efficient restroom technologies, a focus on responsible energy use in the office, and a hybrid work model to decrease commuting and thus lower emissions.
- **THE US** has replaced single-use water bottles with community hydration stations to reduce plastic waste; toner-return programs for its copiers and printers; environmentally friendly copier-paper products; and recycling of its electronic equipment.
- **POLAND** has committed to sustainability by reducing its paper usage and transitioning to digital documentation as part of a digital-first approach.
- **FRANCE** participated in a climate-academy initiative with 12 other pharmaceutical companies. Accurately measuring the team’s carbon footprint has helped define the most effective sustainability actions needed going forward.



## 5. Methodological note

With the publication of the sixth edition of the Sustainability Report, Alfasigma intends to continue to provide information on social, environmental and governance aspects, as well as respect for human rights, alongside financial reporting. The beneficiaries we intend to reach are all the stakeholders affected by our Group's activities, as defined in the first sections of the document, so as to be able to create a new channel of dialogue in support of our desire to aspire to continuous improvement. This Sustainability Report has been prepared according to the "with reference" option of the GRI Sustainability Reporting Standards 2021: please refer to GRI Content Index for more details on the reported indicators. The following is a list of the companies included in the reporting scope for the period 01/01/2024 - 31/12/2024:

Alfasigma S.p.A.  
Alfasigma Portugal Lda.  
Alfasigma USA, Inc.  
Biosint S.p.A.  
Alfasigma Polska sp.z o.o.  
Alfasigma Romania SRL  
LLC Alfasigma Rus  
Laboratorios Alfasigma Mexico SA de C.V.  
Alfasigma Czech sro  
Alfasigma España SL  
Alfasigma (Beijing) Medicine Consulting Co.,Ltd.  
Alfasigma Schweiz AG  
Alfasigma France SAS  
Sofar Swiss  
Alfasigma Nederland BV  
Alfasigma Belgium sprl  
Addenda Pharmaceuticals SRL  
Alfasigma GMBH

Alfasigma (Shanghai) Medicine  
Consulting Co. Ltd  
Sofar SpA  
Intercept Pharmaceuticals INC  
Alfasigma Norway AS  
Alfasigma Denmark APS  
Alfasigma Ireland LTD  
Alfasigma Finland OY  
Alfasigma Sweden A.B.  
Alfasigma UK LIMITED  
Alfasigma Austria GMBH

The extension of the reporting scope envisaged the collection of qualitative and quantitative data related to 2024, involving all the Group companies. In order to ensure compliance with the reporting standards outlined in "GRI 1: 2021 Foundation", and in particular the principle of comparability, in addition to the data of 2024 also the consolidated data of 2023 were reported. The data entered in the tables and graphs related to 2024 refer to the entire updated scope of consolidation. It should be noted that in 2024, unlike in 2023, all indicators (social, environmental and governance ones) were reported by all the companies included in the scope. The Sustainability Report is reviewed by the Risk and Control Committee. Where companies did not disclose all the required data, exclusions will be explicitly listed for each indicator, specifying those omitted due to unavailable or non-comparable information.

### 5.1 Calculation methods

With regard to the data contained in this document, it should be noted that

estimates were used, where data were not available. Specifically, in case of:

- Remote working hours: Where detailed data were not available, remote working hours were estimated based on employees' contractual entitlements and available working records. The calculation considered the number of remote working hours per day or per week, multiplied by the number of relevant working days over the year
- Waste generated (GRI 306-3; 306-4; 306-5): One Company, due to a limited quantity of waste produced, estimated the data in the absence of direct measurements
- Parental leave (GRI 401-3): In cases where data on employees entitled to parental leave were not available, companies applied different estimation methods: some considered the total workforce as potentially entitled, while others adopted a more conservative approach, reporting only those who effectively made use of the leave
- Energy consumption within the organization (GRI 302-1): energy consumption was estimated on the basis of the available information (measurement in metres of the offices and/or the employees inside). Fuel consumption, for some companies, was also estimated starting from the data on the kilometres covered, as recorded in invoices covering a variable time frame (ranging from two to six months), depending on the information provided by each company.
- Work-related injuries (GRI 403-9): the employees working hours were estimated, where unavailable, based on the data provided by the OECD (2023 and 2024) and Ilostat (2024 and 2016).



In general, for all the other indicators that were not mentioned, no estimates were used but use was made of the most accurate data available at the time of the preparation of this Report. The methodological indications for some indicators are given below.

EMPLOYEES AND WORKERS WHO ARE NOT EMPLOYEES (GRI 2-7, GRI 2-8)

The number of workers was counted according to the headcount methodology.

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (GRI 401-1)

The hiring and turnover rates were determined by comparing the number of workers who joined and left in 2024 to the workforce at 31/12 of the year under review.

INJURY RATES (GRI 403-9)

The injury rate was calculated using the following formula:

$$\frac{\text{Number of injuries}}{\text{Number of hours worked}} \times 1.000.000$$

ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS (GRI 302-1, GRI 305-1, GRI 305-2)

To represent energy consumption in GJ, Alfasigma used the conversion and emission factors provided by the UK Department for Environment, Food and Rural Affairs (DEFRA) for the years 2024 and 2023.

Greenhouse gas emissions were calculated using the principles

indicated in the GHG Protocol Corporate Accounting and Reporting Standard. The emission factors used to calculate CO2eq emissions were:

- DEFRA for direct emissions (Scope 1), for 2024 and 2023.
- Carbon Database Initiative for direct emissions (Scope 1) for 2024 and 2023 with reference to some non-EU countries.
- Association of Issuing Body (AIB) for indirect emissions related to the purchase of electricity (Scope 2), for 2024 and 2023.

Finally, if there are no specific GRI indicators to represent Alfasigma’s performance with respect to themes that emerged as material, the Company has developed specific NON GRI indicators based on the methodologies presented below:

NON GRI 1: INVESTMENT IN RESEARCH AND DEVELOPMENT

Innovation and research are essential for the Group’s development, as they allow it to develop product and process solutions in line with market demands, in a sector that is increasingly competitive. The expenses reported consist of the operating costs incurred to carry out daily activities, the personnel costs dedicated to such activities and the capital expenditure linked to them.

NON GRI 2: AGILE WORKING

The indicator refers to the total hours worked in “remote working” mode, by employees who are entitled to it and according to the methods established in the individual agreement entered into between Alfasigma Group and each employee.

If you have any questions, please contact: [corporatecommunication@alfasigma.com](mailto:corporatecommunication@alfasigma.com)

5.2 GRI Content Index

Declaration of Use	Alfasigma reported the information mentioned in this GRI Content Index for the period 01/01/2024 – 31/12/2024 according to the with reference approach of the GRI Standards 2021.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	INDICATORS		SECTIONS	NOTES / OMISSIONS
GRI 2: General information 2021	GRI 2-1	Organizational details	Methodological Note	
	GRI 2-2	Entities included in the organization's sustainability reporting		
	GRI 2-3	Reporting period, frequency and contact point		
	GRI 2-4	Restatements of information		There are no restatements in the document.
	GRI 2-5	External assurance		The document is voluntary and is not subject to external assurance.
	GRI 2-6	Activities, value chain and other business relationships	Shared value	
	GRI 2-7	Employees	Our people	Alfasigma does not employ employees whose hours are not guaranteed
	GRI 2-8	Workers who are not employees		
	GRI 2-9	Governance structure and composition	Governance	
	GRI 2-10	Nomination and selection of the highest governance body		
	GRI 2-11	Chair of the highest governance body		
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts		
	GRI 2-13	Delegation of responsibility for managing impacts		
	GRI 2-14	Role of the highest governance body in sustainability reporting		
	GRI 2-16	Communication of critical concerns	Materiality and dialogue with stakeholders	During the reporting period, no critical issues were identified to be reported to the highest governance body.
	GRI 2-22	Statement on sustainable development strategy	Letter to stakeholders	
	GRI 2-23	Policy commitments	Ethical values and behaviours	
	GRI 2-26	Mechanisms for seeking advice and raising concerns		
	GRI 2-27	Compliance with laws and regulations		
	GRI 2-28	Membershipsassociations	Patients and Health	
GRI 2-29	Approach to stakeholder engagement	Materiality and dialogue with stakeholders		
GRI 2-30	Collective bargaining agreements	Our people		
GRI 3: Material topics 2021	GRI 3-1	Process to determine material topics	Materiality and dialogue with stakeholders	
	GRI 3-2	List of material topics		
MATERIAL TOPIC: RESEARCH AND DEVELOPMENT				
GRI 3: Material topics 2021	GRI 3-3	Management of material topics	Research and Development	
NON-GRI	NON-GRI 1	Investment in Research and Development		
MATERIAL TOPIC: PRODUCT QUALITY AND SAFETY				
GRI 3: Material topics 2021	GRI 3-3	Management of material topics	Patients and Health	
GRI 416: Customer health and safety 2016	GRI 416-1	Assessment of the health and safety impacts of product and service categories		
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		



GRI STANDARD	INDICATORS		SECTIONS	NOTES / OMISSIONS
GRI 417: Marketing and labelling 2016	GRI 417-1	Requirements for product and service information and labelling	Patients and Health	
	GRI 417-2	Incidents of non-compliance concerning product and service information and labelling		
	GRI 417-3	Incidents of non-compliance concerning marketing communications		
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY				
GRI 3: Material topics 2021	GRI 3-3	Management of material topics	Health and Safety	
GRI 403: Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system		
	GRI 403-2	Hazard identification, risk assessment and incident investigation		
	GRI 403-3	Occupational health services		
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		
	GRI 403-5	Worker training on occupational health and safety		
	GRI 403-6	Promotion of worker health		
	health and Safety	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	GRI 403-9	Work-related injuries		
MATERIAL TOPIC: ENERGY AND EMISSIONS				
GRI 3: Material themes 2021	GRI 3-3	Management of material topics	Environmental footprint	
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	Environmental indicators	
	GRI 302-3	Energy intensity		
GRI 305: Emissions 2016	GRI 305-1	Direct (Scope 1) GHG emissions		
	GRI 305-2	Energy Indirect (Scope 2) GHG emissions		
	GRI 305-4	GHG emissions intensity		
	GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions		
MATERIAL TOPIC: SUSTAINABLE PACKAGING				
GRI 3: Material themes 2021	GRI 3-3	Management of material topics	Supply chain	
GRI 301: Materials 2016	GRI 301-1	Materials used by weight or volume	Environmental indicators	
MATERIAL TOPIC: SUSTAINABLE VALUE CHAIN MANAGEMENT				
GRI 3: Material topics 2021	GRI 3-3	Management of material topics	Supply chain	
MATERIAL TOPIC: EMPLOYMENT, WELFARE AND PROFESSIONAL DEVELOPMENT				
GRI 3: Material topics 2021	GRI 3-3	Management of material topics	Our people	
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover		
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year per employee		
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews		
NON-GRI	NON-GRI 2	Remote working		
MATERIAL TOPIC: DIVERSITY, EQUITY AND INCLUSION				
GRI 3: Material themes 2021	GRI 3-3	Management of material topics	Our people	
GRI 405: Diversity and equal opportunities 2016	GRI 405-1	Diversity of governance bodies and employees		
GRI 406: Non-discrimination	GRI 406-1	Incidents of discrimination and corrective actions taken		
MATERIAL TOPIC: ACCESS TO HEALTHCARE				
GRI 3: Material themes 2021	GRI 3-3	Management of material topics	Health and Patients	

GRI STANDARD	INDICATORS		SECTIONS	NOTES / OMISSIONS
RELEVANT TOPIC: WATER AND WASTE MANAGEMENT				
GRI 3: Material themes 2021	GRI 3-3	Management of material topics	Environmental footprint	
GRI 306: Waste 2020	GRI 306-1	Waste generation and significant waste-related impacts	Environmental indicators	
	GRI 306-2	Management of significant waste-related impacts		
	GRI 306-3	Waste generated		
	GRI 306-4	Waste diverted from disposal		
	GRI 306-5	Waste directed to disposal		
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	Environmental indicators	
	GRI 303-2	Management of water discharge-related impacts		
	GRI 303-3	Water withdrawal		
	GRI 303-4	Water discharge		Do not include the distinction between fresh and other water
MATERIAL TOPIC: LOCAL COMMUNITIES				
GRI 3: Material topics 2021	GRI 3-3	Management of material topics	Corporate citizenship	
GRI 201: Economic performance 2016	GRI 201-1	Direct economic value generated and distributed	Shared value	The data in this indicator refer to the entire Group, in alignment with the Consolidated Financial Statements.
MATERIAL TOPIC: GOVERNANCE AND ETHICS				
GRI 3: Material topics 2021	GRI 3-3	Management of material topics	Ethical values and behaviours	
GRI 205: Anti-corruption 2016	GRI 205-1	Operations assessed for risks related to corruption		
	GRI 205-2	Communication and training about anti-corruption policies and procedures		
	GRI 205-3	Confirmed incidents of corruption and actions taken		
GRI 206: Anti-competitive behaviour 2016	GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		
MATERIAL TOPIC: DATA MANAGEMENT AND DIGITALISATION OF PROCESSES				
GRI 3: Material themes 2021	GRI 3-3	Management of material topics	Ethical values and behaviours	
GRI 418: Customer Privacy 2016	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		

