

Sustainability and non-financial information report

Executive Summary

MENARINI
SPAIN
2021



MENARINI GROUP INTERNATIONAL



FLORENCE,
ITALY



135 YEARS
OF HISTORY



PRESENT IN
+140 COUNTRIES



18 PLANTS
OF PRODUCTION



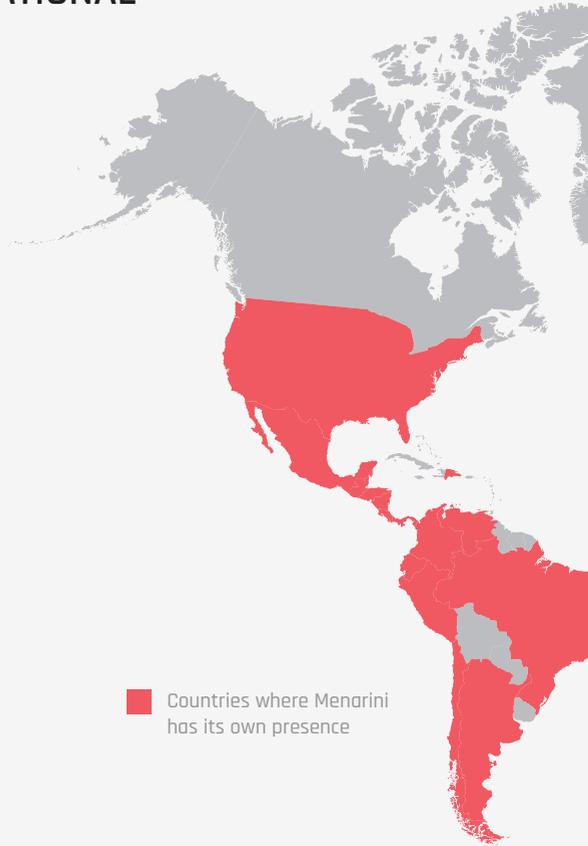
10 CENTRES
OF R&D&I



+17,000
EMPLOYEES



+150 AGREEMENTS
OF LICENSING



■ Countries where Menarini has its own presence

MENARINI GROUP SPAIN

We want to be a leading company committed to people's lives, promoting innovative initiatives that generate knowledge and contribute to better health.

Who we are



Badalona Headquarters (13,000m²)

- Offices
- Production plant
- R&D&I Centre



One of the Group's strategic HUBS

ACTIVITIES



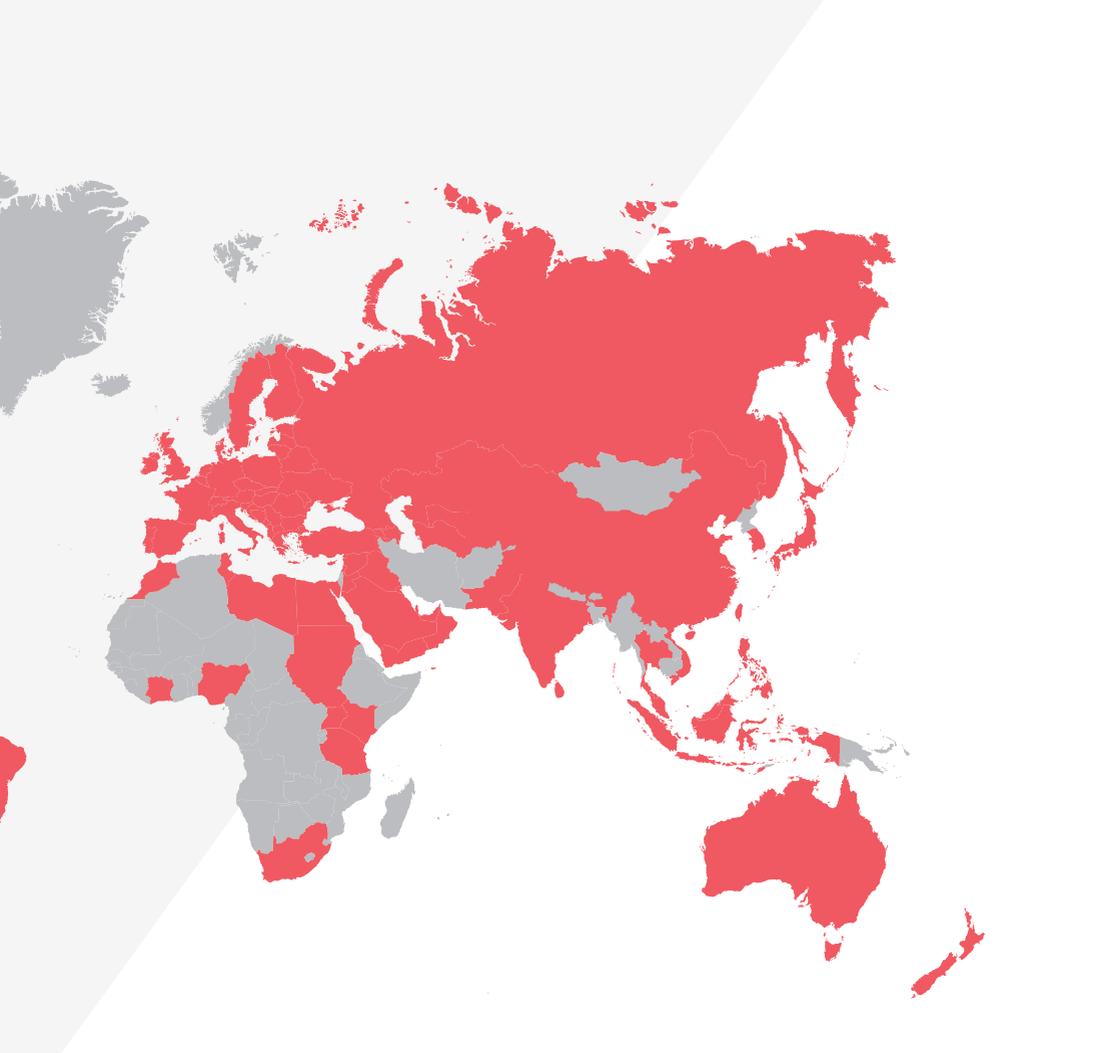
Clinical research



Drug production



R&D&I activities



THERAPEUTIC AREAS



Cardiovascular risk



Respiratory diseases



Digestive system



Men's sexual health



KEY INDICATORS 2021



Top 15
companies in the sector



Net sales:
221.8 BILLION €



Units produced:
58 BILLION pcs



Donations made:
98,000 €



Taxes paid:
15.8 BILLION €



Employees at end of year:
552



CO₂ emissions:
-17% s/ 2020



**HCPs
trained: 8,000**

A commitment to sustainability



There are many challenges facing us as human beings and as a society. Like any committed company, Menarini has an important role to play in promoting sustainable development: a commitment to social progress, environmental balance, and economic growth.

Menarini embraces the integration of sustainability in management under ESG (environmental, social and governance) criteria, being a committed company that is concerned with generating social and environmental well-being for its stakeholders.

Priority SDGs

1 2 3 4 5 6 10



1 2 3 4 5 6



3 4 5 6 7 8 9



7 8 9



7 8 9

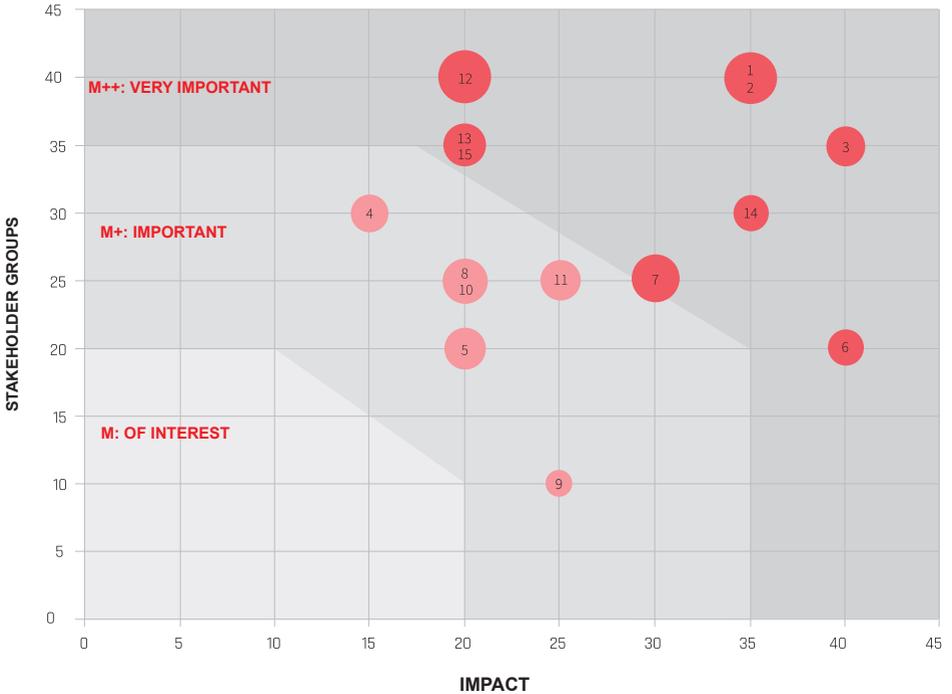


1 2 3 4 5
6 7 8 9 10

Correlation of the UN Global Compact Ten Principles with the SDGs:

- Human Rights
- Labour Standards
- Environment
- Fight against corruption

The aspects identified as priorities, considering those that have the greatest impact for the company and for stakeholders, are:



- 3. Product quality and safety
- 1. Risk and crisis management
- 2. Maintaining ethical anti-corruption and anti-bribery practices
- 6. R&D&I strategy and investment
- 15. Environmental protection
- 7. Contributions to health and quality of life
- 12. Respect for and protection of human rights
- 13. Community engagement
- 14. Specialised training for health professionals

Since 2017, the Company has adhered to the United Nations Global Compact, which promotes compliance with 10 principles related to human and labour rights, the environment and the fight against corruption through the achievement of a series of Sustainable Development Goals (SDGs).

Ethics and governance: pillars of Menarini management

For Menarini, business ethics is an indispensable part of business management. It is through the mission, vision and values that we materialise social commitment at all organisational levels.



MISSION

Our *raison d'être* is people, finding a solution for every disease and providing better health and quality of life.



VISION

We want to be a leading company committed to people's lives, promoting innovative initiatives that generate knowledge and contribute to better health.



VALUES

People-centred: Its best asset. Together they build their identity and their future.

Innovation: Creativity, dynamism and versatility to face new challenges and generate opportunities.

Responsibility: With society, with employees and with the environment.

Excellence: Working every day to achieve the highest level of quality by rigorously complying with the procedures and committing to training in a process of continuous improvement.



Corporate Code of Conduct

- ▶ Fighting corruption and bribery
- ▶ Combating money laundering
- ▶ Complaints channel
- ▶ Human rights

People-centred

A commitment to talent

People are the most important element when considering the Company's development. Human resources management is based on respect and recognition of their uniqueness.

Equality and diversity

Diversity is a core value of Menarini's commitment to building a culture that respects the uniqueness and valuable contribution of all the people who make up Menarini.

Occupational health and safety

Menarini is committed to the health and safety of the entire workforce, as well as those involved in the Company's activities.



ISO 45001

- Occupational health and safety -



HR indicators

2021

women in the workforce	42.21%
women in management positions	18.75%
full time contracts	100%

Respect for the environment

Menarini promotes the protection of the environment and the mitigation of climate change, adapting, as far as possible, the products manufactured and the processes used to the need to minimise their environmental impact, rationalise the use of natural resources and recycle the waste generated, directing its efforts towards minimising waste and minimising the emission of pollutants into the atmosphere.



Environmental awareness

Menarini has an Integrated Quality, Occupational Risk Prevention and Environmental Management Policy that has given rise to an Integrated Management System (IMS), which demonstrates the commitment to integrate care for the environment into all organisational processes.



Environmental Statement
Menarini

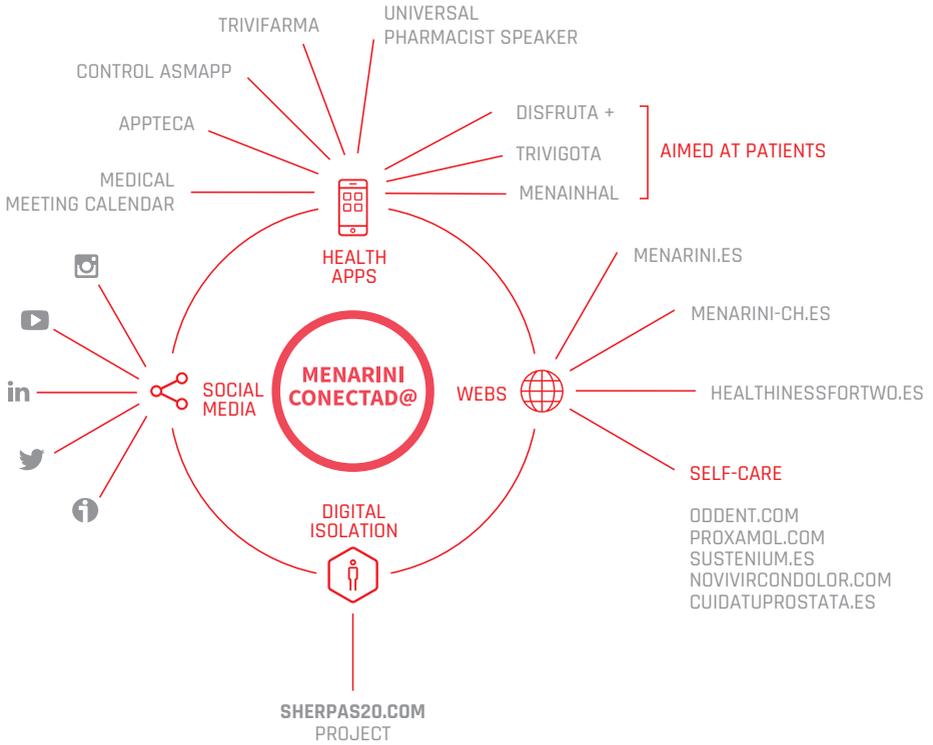
Close to the communities

Commitment to health professionals

Solidarity initiatives in the health sector

Menarini has a long-standing commitment to the development of various initiatives aimed at implementing and extending the use of digital tools in healthcare.





Commitment to community development

Menarini's commitment to the community goes beyond the development of its activity. The contribution to society and the development of communities is carried out in different areas that reflect the Company's commitment to the generation of wealth for society.



Contribution to the economy



Tax contribution



Contribution to job creation

Social commitment

Menarini is aware of the needs of certain social groups in very disadvantaged situations due to different circumstances and who therefore have greater needs. That is why, for years, we have been promoting various social initiatives to support all those in need.

Social actions carried out in 2021 included:

- ✔ **Food collection campaign**
- ✔ **School canteen grants for children from all over Spain**
- ✔ **#100tifiques initiative**
- ✔ **Badalona Scientific Conference**

Social initiatives



▶ **Fundació Ateneu Sant Roc**

We collaborate with two initiatives aimed at women: the Laila Project, for training women, and the Espai Familiar Elna, aimed at young mothers and their babies.

▶ **Puntos que suman**

We collaborate with the Fundació Joventut Badalona in the "Puntos que suman" (Points that add up) project, organising awareness-raising activities in educational centres in the city.





▶ **Cáritas Diocesana of Barcelona**

Menarini collaborates with the Taller Sant Isidre socio-occupational centre for homeless people, so that they can gradually emerge from the situation of social exclusion in which they live.

▶ **Cooperación Internacional**

We participate in the campaign 'A Smile for Christmas', which seeks to engage society in helping those most in need.



▶ **María Assumpta Educational Action Residential Centre (CRAE)**

The company has been collaborating for more than 20 years with this centre, which depends on the Department of Labour, Social Affairs and Families of the Generalitat de Catalunya, in the organisation of a Christmas drawing competition and a Christmas party for the children in care.

▶ **Actua**

Menarini has made a donation of 80 reusable sandwich holders to the social initiative cooperative ACTUA for the children who live in the different CRAEs (Educational Action Residential Centres) managed by the organisation.



Health and science initiatives

Menarini works to support communities in collaboration with entities in the pharmaceutical sector.



Support to entities

In 2021, Menarini contributed 98,734 Euros to foundations and non-profit organisations. This includes cash donations, partnership agreements and material donations.



Ajuntament de Badalona



BANC DELS ALIMENTS



Generalitat de Catalunya
Departament d'Acció Social i Ciutadania
Direcció General d'Atenció a la Infància i l'Adolescència
C.R.A.E. M^a Assumpta



Purchase of value-added services







Scan to view
the full report



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