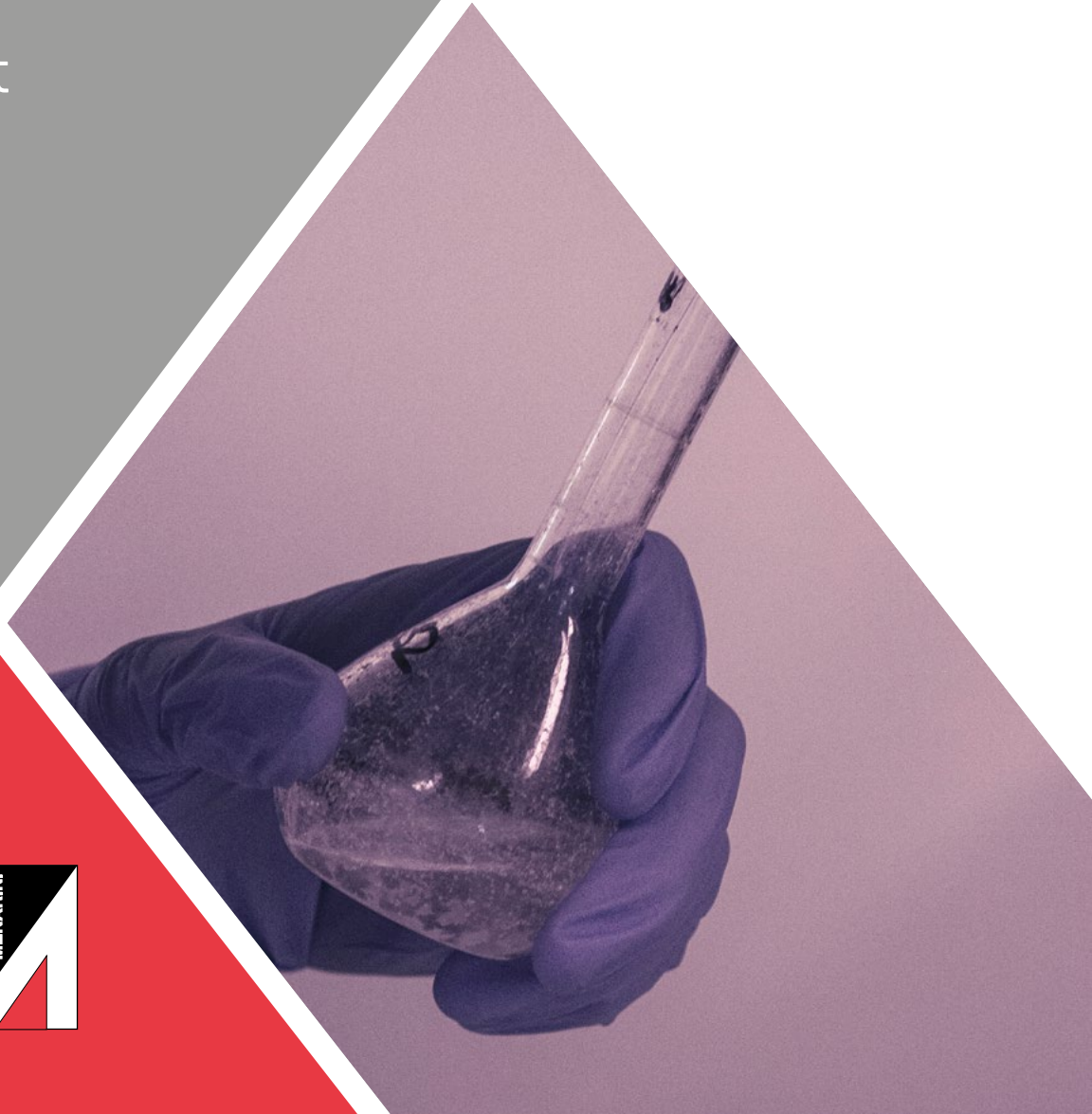


# Sustainability and non-financial information report

## Executive Summary

MENARINI  
SPAIN  
2023





Menarini plays an important role in promoting sustainable development, social progress, environmental balance and economic growth. We are firmly convinced on working to promote initiatives that generate knowledge and contribute to better health, a purpose that has become our guide throughout 2023 and to which we will remain committed in 2024.

R&D&I of high-value medicines is one of our strategic pillars, placing special focus on certain therapeutic areas such as oncology, as well as cardiovascular and respiratory diseases. In addition to this work, we are committed to expanding our portfolio of antimicrobial products. We thus fulfil our commitment to providing innovative solutions that improve patients' quality of life and address the most challenging medical needs.

# MENARINI GROUP



**17.800**  
EMPLOYEES



**9 SITES**  
OF R&D&I

New York  
Philadelphia  
Barcelona (Badalona)  
Berlin  
Florence  
Pisa  
Rome  
Bologna  
Singapore



**PRESENT IN**  
140 COUNTRIES

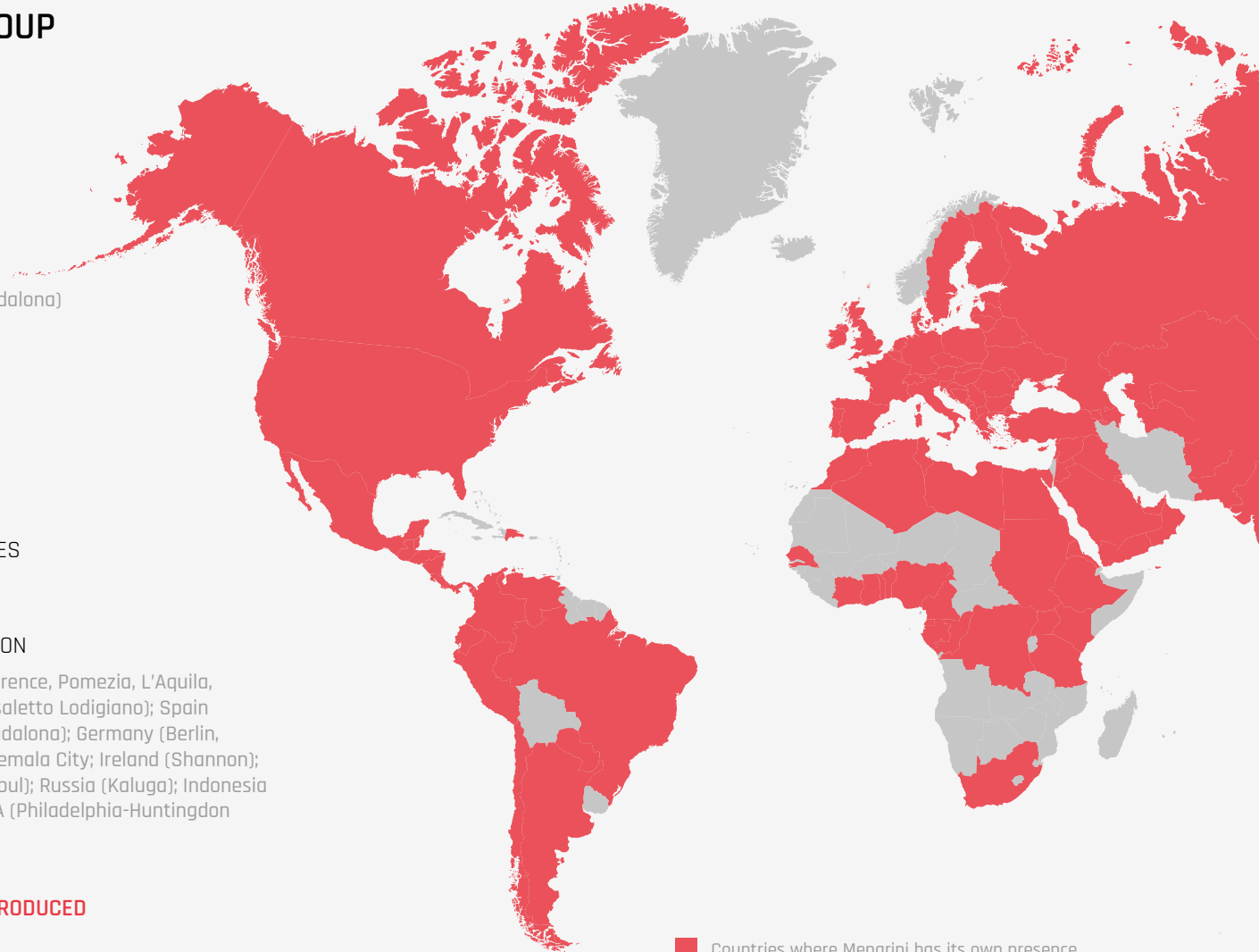


**18 PLANTS**  
OF PRODUCTION

Italy (Pisa, Florence, Pomezia, L'Aquila, Lomagna, Casaleto Lodigiano); Spain (Barcelona-Badalona); Germany (Berlin, Dresde); Guatemala City; Ireland (Shannon); Türkiye (Istanbul); Russia (Kaluga); Indonesia (Jakarta); USA (Philadelphia-Huntingdon Valley)



**PACKAGES PRODUCED**  
609 MILLION



## MENARINI SPAIN

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



**Badalona Headquarters**  
(13.000m<sup>2</sup>)

- 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



Infectious diseases



Diabetes



Respiratory diseases



Pain



Oncology

Employees at the end of 2023  
**561** (+4,3% vs. 2022)

Net sales in 2023  
**262.7 billion €**

CO<sub>2</sub> emissions in 2023  
**1,852 TnCO<sub>2</sub>**

Units produced in 2023  
**71.6 billion** (+18% vs. 2022)

Taxes paid in 2023  
**13.9 billion €**

Social contributions made in 2023  
**128,982 €**

\*The data shown correspond to Laboratorios Menarini, S.A.

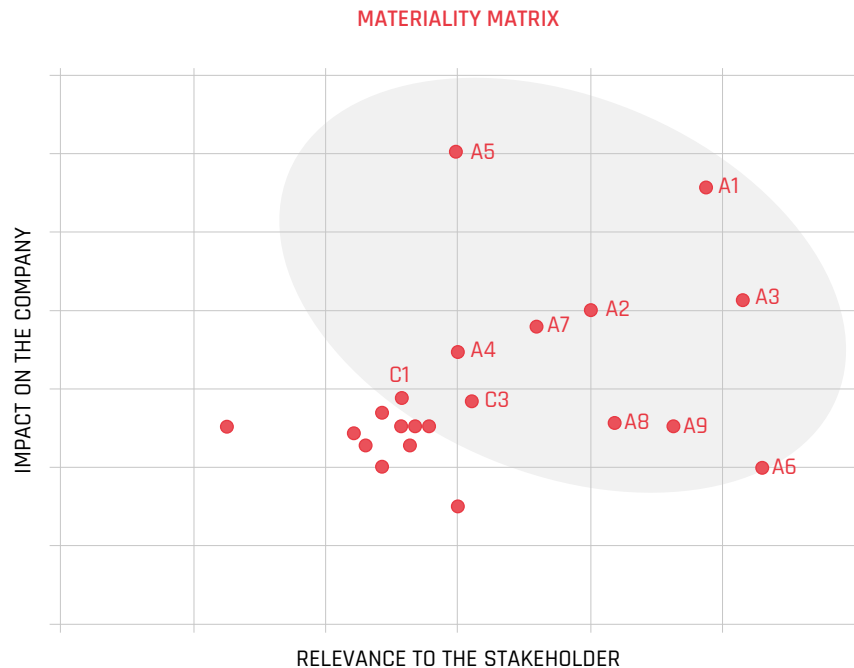
# A commitment to sustainability

## MATERIALITY

The role played by materiality in the company's definition of sustainability is considered crucial. In order to obtain the best possible outcome, it is necessary to maintain fluid and constant communication with the different stakeholders to learn about their needs, expectations and evaluations of corporate performance.

The **materiality matrix** is an essential management tool that accelerates decision-making, improves transparency and enhances the relationship with the stakeholders.

In 2023 Menarini has redefined the analysis of its material issues, which is reflected in the following materiality matrix:



The order of the prioritized issues, based on their importance, is as follows:

- A1. Medicinal products quality and safety (S)
- A3. Maintaining ethical anti-corruption and anti-bribery practices (G)
- A5. R&D&I strategy and investment (S)
- A2. Risks and crisis management (G)
- A7. Contributions to health and quality of life (S)
- A9. Community engagement (S)
- A8. Environmental protection (E)
- A6. Respect for and protection of human rights (G)
- A4. Specialised training for healthcare professionals (S)
- C3. Relationship with and participation of patients' associations and social influencers (S)
- C1. Employability: internal promotion and individual career plans (S)

E: environmental  
S: social  
G: governance

## STRATEGY

Menarini places emphasis on integrating sustainability into its management under ESG (environmental, social and governance) criteria and assumes its role in promoting sustainable development in the face of global challenges such as climate change, scarcity of key resources and growing social inequalities.

It is committed to contributing to social progress, fostering economic growth and maintaining environmental balance through:

- ✔ Patient care and assistance
- ✔ Healthcare and operational excellence
- ✔ Generation of wealth for society
- ✔ Growth of productive activity
- ✔ Generation and dissemination of knowledge

## COMMITMENT

Since 2017, the Company has adhered to the **United Nations Global Compact**, which promotes compliance with 10 core principles related to **human and labour rights, the environment and the fight against corruption**. Such adherence reflects the company's firm commitment to achieving the 17 Sustainable Development Goals (SDGs) set out in the 2030 Agenda.



## Priority SDG



Each year, we renew our commitment by working rigorously and effectively to implement the principles of the United Nations Global Compact.

Following analysis of the results of the new materiality matrix, conducted in a first phase based on internal stakeholder interviews, the priority SDGs in 2022 remain valid in 2023.

Moreover, some of our initiatives have been recognized as **Best Practices** by the Spanish Global Compact Network, which reinforces our conviction of moving forward in the right direction.

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

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



# Ethics and governance: pillars of Menarini management

Menarini values business ethics and responsible governance as essential elements for business management and creating long-term sustainable value.



## MISSION

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



## VISIÓN

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



## VALORES

- **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:** To society, our employees and the environment.
- **Excellence:** Working every day to achieve the highest level of quality by rigorously complying with procedures and committing to training in a process of continuous improvement.

## MENARINI GOVERNANCE AND CULTURE

The Menarini governance is organised through various administrative and management bodies:

▲ Board of Directors  
▲ Trade Committee

▲ Steering Committee  
▲ Integrity Committee

▲ Sustainability Committee  
▲ Equality Committee

▲ Health and Safety Committee



## ETHICS AND COMPLIANCE

The Menarini Group Code of Conduct expresses its commitment to employees, patients, business partners and the community in general. It establishes positive principles and standards of conduct that govern its actions in all areas of activity.

Menarini has implemented a **Corporate Code of Conduct** as well as a **Third Party Code of Conduct**. Additional tools are also in place to ensure enhanced ethical compliance with the corporate code of conduct:



### Whistleblower Channel

Staff members can report anonymously



### Training Programme

Continuing training for the entire workforce



### Compliance assessment

Regular evaluations

## HUMAN RIGHTS

Menarini is firmly committed to the respect and promotion of human rights in all its operations. It upholds effective equality and equal opportunities between men and women, as well as the dignity and value of the individual in daily work and is committed to the highest level of personal data protection.

# People, Menarini's *raison d'être*

## QUALITY AND SAFETY OF MEDICINAL PRODUCTS

For Menarini, quality is not simply a goal to achieve; it is a philosophy that permeates each of its actions.

To ensure patient health and safety, we have implemented a **Global Pharmacovigilance System** that enables us to detect and minimise potential adverse effects related to our medicinal products.

The quality of our customer service reflects the satisfaction of patients. To this end, we have several communication channels available, a periodic and segmented evaluation system and we meticulously follow an established internal procedure.



**ISO 9001 Standard**  
- Quality -



## COMMITTED TO TALENT

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

To enable the full development of the personal and family life of our workforce, at Menarini we strongly defend the right to work-life balance through adapted work schedules, social benefits, or educational support.

The nature of our business requires professionals who are certified in specific areas for the exercise of their activity, in addition to a high level of technical and managerial specialization for the proper performance of their jobs.

## D&I Indicators

2023

% women in the workforce	40,64%
% women in management positions	26,32%
% permanent contracts	99%
% employees with disabilities/Special employment centres	2,14%

## EQUALITY AND DIVERSITY

We are clearly committed to integration and equal treatment between men and women, as well as diversity in our corporate culture. Our **Code of Conduct** establishes zero tolerance for any form of discrimination or harassment, regardless of gender, race or religion. We value diversity of nationality, culture, ethnicity, religion or professional training as factors for success.

Our commitment to equality is reflected in our **Equality Plan**, which addresses issues such as hiring, promotion, training, compensation and work-life balance.

## OCCUPATIONAL HEALTH AND SAFETY

We are committed to the health and safety of our entire workforce, as well as all those involved in our activities. With the aim of guaranteeing the health and well-being of our staff, as well as avoiding, minimising and/or controlling risks in the workplace, we have implemented a **Management System for the Prevention of Occupational Risks**, as well as our own **Joint Prevention Service**. In 2023 we launched the BE SAFE campaign, which emphasizes prevention and safety at work.



**ISO 45001 Standard**

- Occupational Health and Safety -



# Respect for the environment



Menarini promotes the protection of the environment and the mitigation of climate change, **minimising the environmental impact of our products and processes**, rationalising the use of natural resources and targeting our efforts to minimise waste and emission of pollutants into the atmosphere.

## ENVIRONMENTAL RESPONSIBILITY

The Company has implemented an **Integrated Quality, Occupational Risk Prevention and Environmental Management Policy** that has given rise to an **Integrated Management System (IMS)**.

At Menarini, we integrate environmental management into our organisation, which is why all our personnel participate in it. Moreover, we have a specific HSE (Health, Safety and Environment) department. The result of the Environmental Risk Assessment (ERA) shows that the overall risk is Not significant and the calculation of the monetization of said risk implies that there is no requirement of a financial guarantee.



**ISO 14001 Standard**  
- Environment -



## ACTION FOR THE CLIMATE

The Company participates in the **EMAS Club**, a private non-profit association made up of companies and other organisations from different sectors and sizes that share the desire for environmental improvement, reflected in the participation in the EU Eco-Management and Audit Scheme (EMAS) and in going beyond compliance with current environmental legislation.

In line with SDG 13, one of the priority SDGs, we have set as a goal for improvement the reduction of energy consumption at our Badalona headquarters.



## CIRCULAR ECONOMY

The Company participates in the “**Eix Besòs Circular**” project, an industrial symbiosis project aimed at offering a support service to local industry to move towards circular economy, one of the SDG 12 pillars (priority SDG).

In the area of sustainable use of resources, we monitor the main resources (energy, water and raw materials, as well as materials) necessary for the development of our activity, so as to know their performance and act according to their results.

In order to minimise our environmental impact and preserve the environment, in addition to rational and sustainable consumption of resources, it is essential that the waste generated is managed appropriately, according to its nature. In collaboration with authorised expert managers, we set ourselves very demanding standards in **waste management**, focusing both on its correct segregation and on minimising waste and prioritising its recovery.

## ENVIRONMENTAL AWARENESS

Responsibility to society, to our employees and to the environment is among Menarini’s values. To this end, throughout 2023 we have once again performed actions aimed at generating awareness among personnel, such as:

- ▶ **Involvement of the workforce through the BE GREEN campaign**
- ▶ **Collection and recycling of clothes through the Roba Amiga program**
- ▶ **Recycling of bottle caps and writing implements**
- ▶ **Installation of electric vehicle chargers in the company’s parking lot.**

# Close to communities

For Menarini, being close to the medical society and the communities in which it operates has always been an essential value.

## COMMITMENT TO HEALTHCARE PROFESSIONALS

One of the strongest commitments Menarini has made throughout its more than 50 years in Spain is the continuing education of healthcare professionals through the **Menarini Scientific Area (Área Científica Menarini)**.

In constant collaboration with public and private scientific and academic societies, we promote **training and research in health**. This is evidenced by the creation of and participation in specific chairs and master's degrees to meet the demands of the different medical specialties.

In the pursuit of healthcare excellence, we develop our own projects, sponsorships and co-sponsorships of initiatives that contribute to the development and dissemination of knowledge in healthcare management and healthcare improvement.

In 2022 we relaunched ***arecientificamenarini.com***, an exclusive website for healthcare professionals with specialised training content in more than 12 therapeutic areas. Constantly updated, it offers access to medical applications, educational resources for professionals and patients, information on promotional products and an updated agenda with the most relevant medical events.





## COMMITMENT TO COMMUNITY DEVELOPMENT

Working in different areas with the aim of promoting progress of the communities in which we operate contributes to maximising their well-being and generating wealth for society.

In 2023, we performed numerous actions, the most important of which are as follows:

- ✔ Joint work with the **Joventut de Badalona Foundation** on the “Punts que Sumen” (Points that add up) project to raise awareness in schools about adapted sports.
- ✔ Collaboration with the **Badalona Congress of science** for infant and primary education, organized by the Educational Service of the City of Badalona.
- ✔ Collaboration with the **Taller Sant Isidre** and the **Con+Pasión cooperative**, integrated by people at high risk of social exclusion, through inclusion, cultural and labour processes.

## SOCIAL COMMITMENT

According to the **Quality of Life Survey** 2023 carried out by the National Statistics Institute (INE), 26.5% of people in Spain are at risk of social exclusion. Menarini is aware of this reality as evidenced by the long-term collaboration agreements it has signed over the years with different entities. Some of the collaborations highlighted in 2023 are as follows:

- ✔ **RedTBS against tuberculosis and for solidarity:** awareness and sensitization on health and tuberculosis with different groups.
- ✔ **Banc dels Aliments:** donation of food
- ✔ **Fundació Catalana per a la Recerca i la Innovació:** participation in the International Day of Women and Girls in Science
- ✔ **Fundació Ateneu Sant Roc:** “Laila” and “Espacio familiar Elna” projects
- ✔ **Educo:** meal grants for children with limited resources



## Initiatives in the field of health

**REDTBS**  
STOPEPIDEMIAS

**Banco Farmacéutico**  
La ONG de la farmacia

**fcri**  
Fundació Catalana per a la Recerca i la Innovació

FUNDACIÓN  
**CEFi**

**SEOT**  
Sociedad Española de  
Química Terapéutica

**IGTP<sup>R</sup>**  
Instituto de Investigación Germans Trias i Pujol

**BANC DE SANG  
I TEIXITS**

## Collaborations with social and educational entities

**servei educatiu<sup>®</sup>**  
ciutat de badalona

**Ajuntament de Badalona**

**BANC DELS ALIMENTS**

**educo**  
educar cura

FUNDACIÓ  
**SEUR**

**ACTUA**  
cooperativa d'iniciativa social

## Actions for the community

**FUNDACIÓ ATENEU SANT ROC**

**Fundació Joventut Badalona**

**Càritas**

**COOPERACIÓ INTERNACIONAL**

**DIOMCCOOP**

**apunts**  
Arts gràfiques i missatgeria  
Empresa d'economia social

**Formació i Treball**  
La Fundació amiga

**Fundació Privada Lligat Roca i Pi**

**Taller sant ISIDRE**

**con+pasión**

**TERRACYCLE**

**D'ins**  
Escola, Restaurant i Càtering

**roba amiga**  
cooperativa

# SUSTAINABLE DEVELOPMENT GOALS

## PEOPLE



**1** NO POVERTY

**2** ZERO HUNGER

**3** GOOD HEALTH AND WELL-BEING

**4** QUALITY EDUCATION

**5** GENDER EQUALITY

## PLANET



**6** CLEAN WATER AND SANITATION

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

**13** CLIMATE ACTION

**14** LIFE BELOW WATER

**15** LIFE ON LAND

## PROSPERITY



**7** AFFORDABLE AND CLEAN ENERGY

**8** DECENT WORK AND ECONOMIC GROWTH

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

**10** REDUCED INEQUALITIES

**11** SUSTAINABLE CITIES AND COMMUNITIES

## PEACE



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

## ALLIANCES



**17** PARTNERSHIPS FOR THE GOALS





Scan to view  
the full report



GRUPO  
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Menarini environmentally friendly company  
Fully biodegradable and recyclable paper  
FSC® Certification promoting sustainable forests