

Sustainability and non-financial information report

Executive Summary

MENARINI
SPAIN
2024



The year 2024 was marked by economic and social challenges that called for significant adaptation and resilience. In this context, Menarini Spain maintained its firm commitment to promoting multi-sector collaboration, thus advancing toward a more sustainable and innovative future in the healthcare sector.

At Menarini, integrating sustainability is fundamental in all our operations. It is of utmost importance that we continue working together to expand the scope of our responsible practices, ensuring that every area of the company is aligned with our ESG (Environmental, Social, and Governance) goals.

Menarini Spain reaffirms its dedication to global health. To this end, we continue to invest and strive to improve people's quality of life, developing effective healthcare solutions, and contributing to a healthier future for all.

MENARINI GROUP



17,800
EMPLOYEES



9 SITES
FOR R&D&I

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

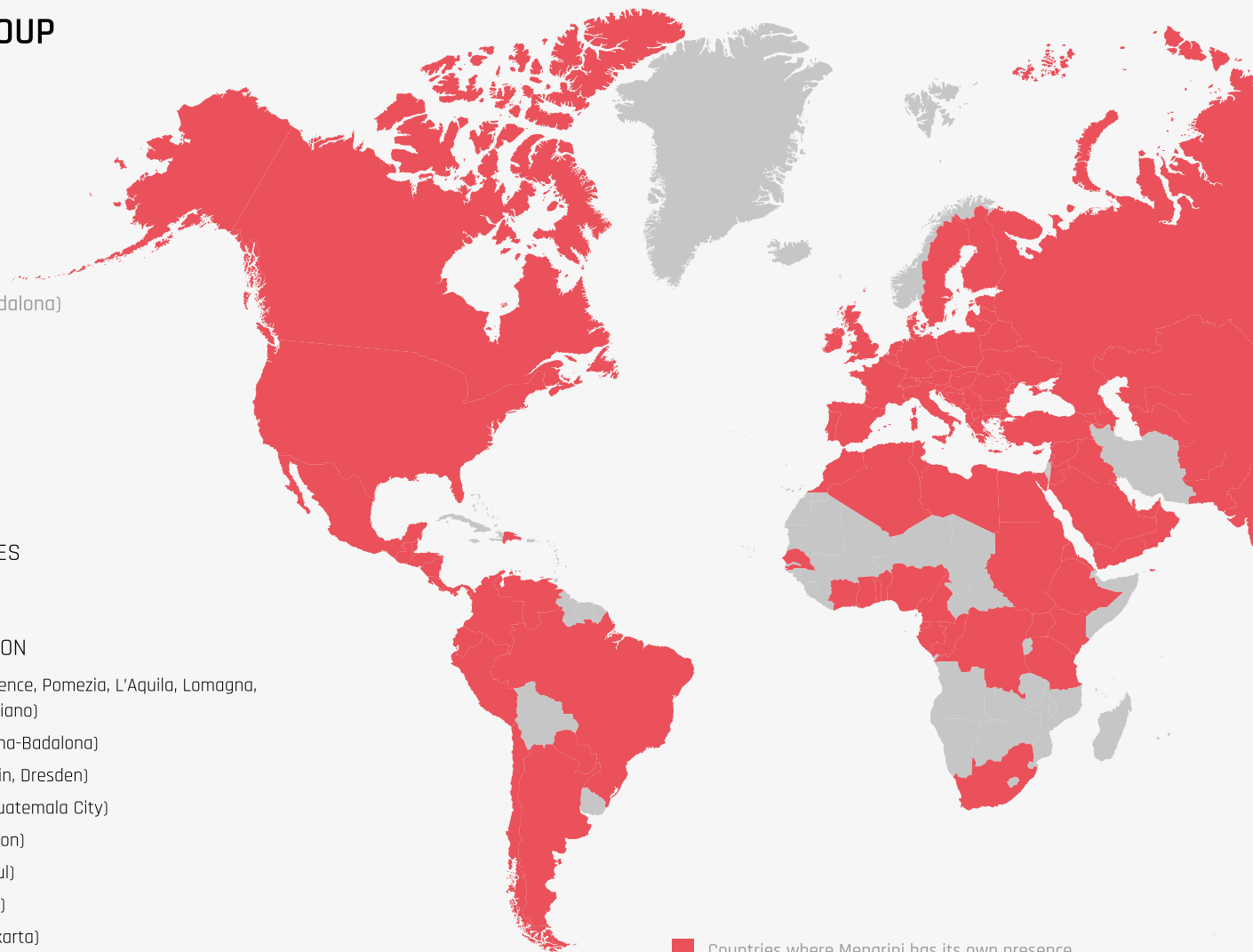


PRESENT IN
140 COUNTRIES

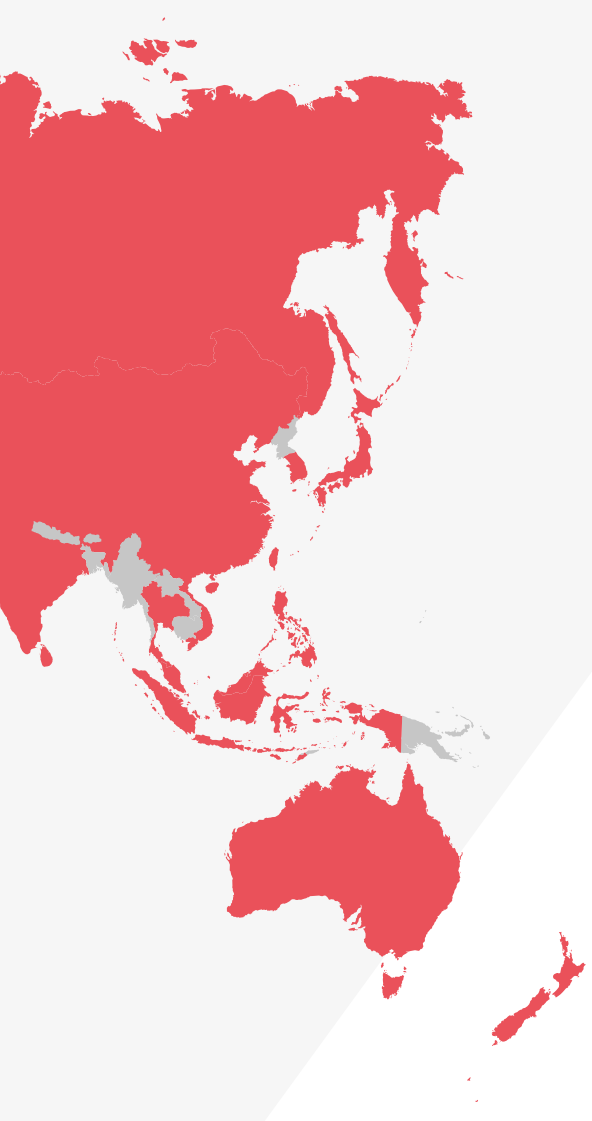


18 PLANTS
OF PRODUCTION

Italy (Pisa, Florence, Pomezia, L'Aquila, Lomagna, Casaleto Lodigiano)
Spain (Barcelona-Badalona)
Germany (Berlin, Dresden)
Guatemala (Guatemala City)
Ireland (Shannon)
Turkey (Istanbul)
Russia (Kaluga)
Indonesia (Jakarta)
United States (Philadelphia-Huntingdon Valley)



 Countries where Menarini has its own presence



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
(13,000m²)

- 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



Cardiology



Diabetes



Infectious diseases



Gastroenterology



Inflammation and pain relief



Pulmonology



Oncology

Workforce
616 persons (+7% vs. 2023)

Net sales
272.4 M €

CO₂ Emissions
1,856 T

Units produced
70.6 M

Taxes paid
18.8 M €

Social contributions
150,259 €

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

Commitment to sustainability

STRATEGY

Menarini is committed to the integration of sustainability in its management under ESG criteria (environmental, social and governance), and therefore has 5 strategic axes that highlight the lines of action where it can have the greatest impact:

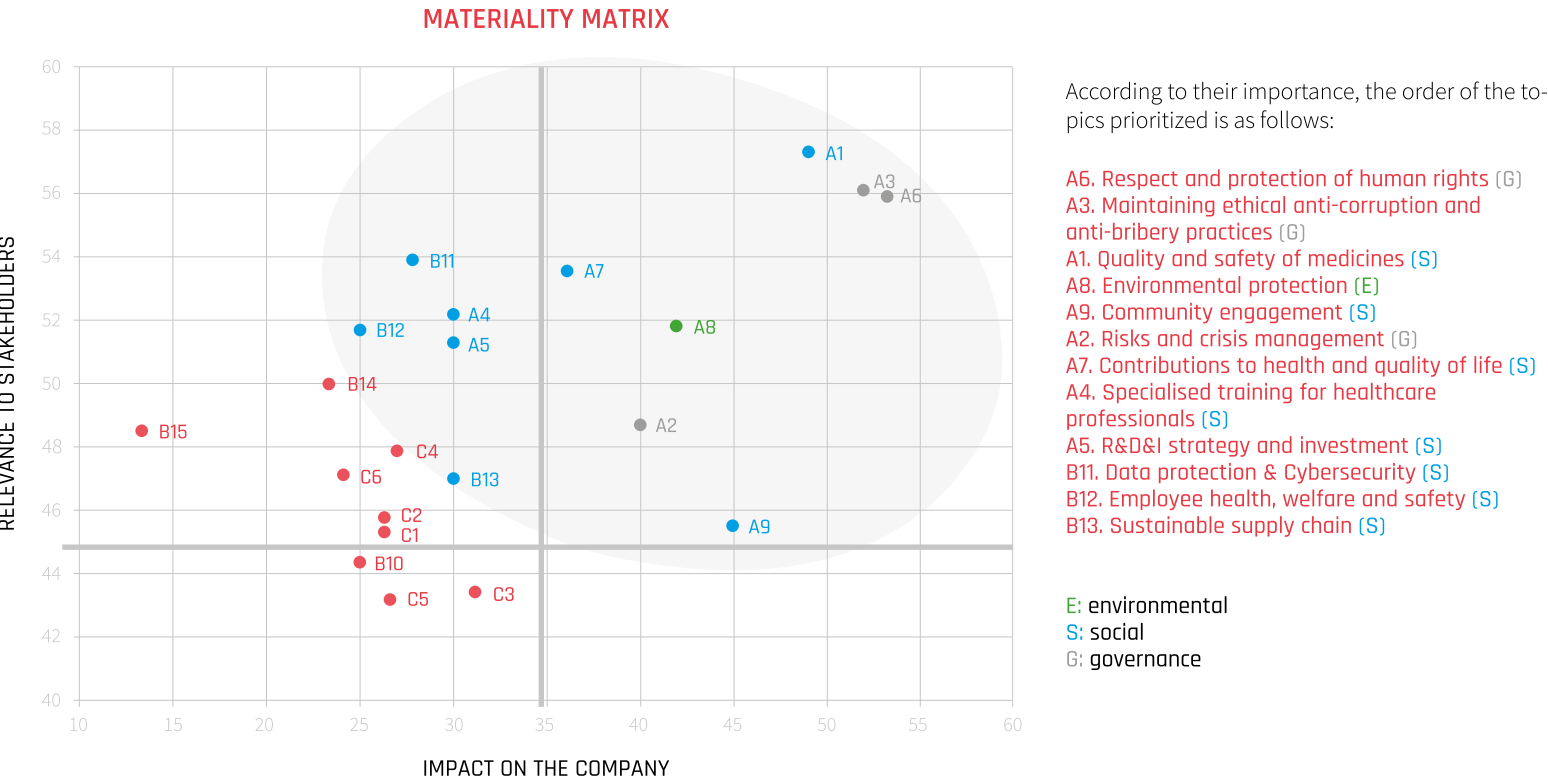
- ✓ Patient care and assistance
- ✓ Healthcare and operational excellence
- ✓ Generation of wealth for society
- ✓ Growth of productive activity
- ✓ Knowledge generation and dissemination



MATERIALITY

Menarini’s **materiality matrix** shows the most relevant sustainability issues for the company, outlining its strategy and enhancing its transparency and relationship with stakeholders.

During the 2024 fiscal year, Menarini has continued working on the construction, evaluation and analysis of its materiality, resulting in the following matrix:



COMMITMENT

As a company committed to society and to the great challenges facing mankind, Menarini has an important role to play in sustainable development through its commitment to social progress, economic growth and environmental balance.

To this end, it commits to achieving the **17 Sustainable Development Goals (SDGs) of the 2030 Agenda**, and to maximize its impact, it is focusing on SDGs 3, 8, 9, 12, 13 and 17. Specific actions on water management (SDG 6) were also taken.

Since 2017 Menarini 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). Each year, Menarini renews its commitment by working rigorously and effectively to implement the principles of the United Nations Global Compact.

Priority SDGs

1 2 3 4 5 6 10



7 8 9



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 10 Principles of the UN Global Compact with the SDGs:

Human Rights

Labour Standards

Environmental

Anti-corruption

Ethics and governance: pillars of Menarini management

Menarini values business ethics and responsible governance as essential elements for business management and long-term sustainable value creation. Its mission, vision and values reflect its social commitment at all levels of the company.

MISSION, VISION, VALUES

They define its corporate identity and culture.



MISSION

Our *raison d'être* is people, to find a solution for each disease and to provide 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 future.
- **Innovation:** Creativity, dynamism and versatility to face new challenges and generate new opportunities.
- **Responsibility:** With society, employees and the environment.
- **Excellence:** Working every day to achieve the highest level of quality, strictly complying with procedures and committed to training in a process of continuous improvement.

MENARINI GOVERNANCE AND CULTURE

Menarini's governance is articulated through the following administrative and management bodies, as well as working committees for specific topics:

▴ Steering Committee
▴ Board of Directors

▴ Integrity Committee
▴ Sustainability Committee

▴ Equity Committee
▴ Health & Safety Committee

▴ Trade Committee

ETHICS AND COMPLIANCE

The Menarini Group **Code of Conduct** is the tangible expression of the company's commitment to its employees, patients, business partners and the community in general. This code establishes positive principles and standards of conduct that govern Menarini's actions in all areas of its activity. Furthermore, as a sign of its ethical commitment, Menarini has acquired an active role within the self-regulatory bodies of the pharmaceutical sector and the innovative medicines industry, with Farmaindustria in Spain being the most important one.

Menarini has additional tools to ensure ethical compliance at all levels:



Whistleblower channel

Allows personnel to anonymously report any behaviour they consider contrary to the Code of Conduct



Training programme

Ongoing training on the principles of the Code of Conduct is provided to all employees



Compliance assessment

Periodic evaluations are conducted to ensure compliance with the Code of Conduct

HUMAN RIGHTS

In addition to ethics and governance at Menarini, it is worth highlighting the Company's work with regard to respect for human rights, workers' rights and data protection.



United Nations

Menarini is committed to supporting and respecting the principles set forth in the **United Nations Universal Declaration of Human Rights**, avoiding complicity in any abuse and promoting the dignity, health, freedom and equality of its employees, in compliance with all applicable laws.



The Company also gives priority to upholding the provisions of the **International Labor Organization** prohibiting any form of discrimination and exploitation of child or forced labor. Likewise, equality between men and women, as well as the dignity and value of the person, are principles that are applied in the performance of its activities.

Focused on people

People, Menarini's *raison d'être*.

QUALITY AND SAFETY OF MEDICINAL PRODUCTS

For Menarini, quality is not just an objective, it is a philosophy that permeates each of its actions. Management establishes meticulous control over the entire production chain, from the selection of raw materials to the final delivery of the product.

To ensure patient health and safety, the Group has a **Global Pharmacovigilance System** that enables the Company to detect and minimise possible adverse effects related to our medicinal products.

Menarini's commitment to people's lives through excellence is also materialised through the quality of customer service, which is constantly evaluated.



ISO 9001 Standard
- Quality -



COMMITTED TO TALENT

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

To enable the full development of the personal and family life of all its employees, Menarini strongly defends the right to work-life balance through work schedules adapted to their needs and various social benefits, among other measures.

To keep its workforce up to date with the latest technologies and advances, Menarini prepares an annual **Training Plan** adapted to each area and at a global level.

Diversity and inclusion indicators

2024

% of women in workforce	56%
% of women in management positions	39%
% open-ended contracts	96%
% employees with disabilities/Special employment centres	2,4%

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.

Menarini is committed to the health and safety of the entire workforce and of all those involved in its activity by applying standards in these areas in all its activities, improving the conditions of the work environment and ensuring compliance with all applicable laws and regulations. To ensure the health and well-being of the staff, as well as with the aim of avoiding risks, Menarini has a **Management System for the Prevention of Occupational Risks**, as well as its own **Joint Prevention Service (SPM in Spanish)**. In 2024, the BE SAFE campaign continued, with emphasis on other prevention and occupational safety issues.



ISO 45001 Standard

- Occupational health and safety -

Respect for the environment

Menarini promotes environmental protection and climate change mitigation, minimising, as far as possible, the environmental impact of its products and processes, rationalising the use of natural resources and directing its efforts towards minimising waste and minimising the 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)**, which evidences the commitment to integrate environmental care in all Menarini processes.

In line with Menarini's commitment to environmental protection, the implementation of the **ISO 50001** standard, whose main objective is to establish and maintain an **Energy Management System (EMS)**, is anticipated. This certification will make it possible to optimise energy performance, reduce consumption and minimise the company's environmental impact.

Menarini integrates environmental management into its organization, so that all its employees participate in it, and it also has a specific HSE (Health, Safety and Environment) department. The result of the ERA (Environmental Risk Analysis) shows that the overall risk is Not Significant and the calculation of the monetisation of this risk implies that there is no obligation to provide a financial guarantee.

With regard to the **Environmental Management Program**, the degree of compliance with the main objectives in 2024 has shown Menarini's real progress in line with its vision.

In addition, Menarini's Integrated Management System (IMS) ensures strict compliance with environmental regulations in all areas of its activity.



ISO 14001 Standard

- Environment -



CLIMATE ACTION

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 a common desire to improve the environment by participating in the EU Eco-Management and Audit Scheme (EMAS) and going beyond compliance with current environmental legislation.

In addition, Menarini has set improvement targets related to SDG 13 consisting of the reduction of electricity consumption at headquarters.



CIRCULAR ECONOMY

The Company participates in the **“Eix Besòs Circular”** project, an industrial symbiosis project with the aim of offering a support service to local industry to move towards a circular economy.

The Company mainly uses three types of resources to carry out its activities: energy, water and raw materials and materials. Each one of them is monitored in order to know its performance and act according to its results.

At the end of 2024, a circular economy system was initiated with the supplier of wooden pallets, with the aim of reducing the generation of wood waste and promoting sustainability and environmental protection.

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

One of Menarini's values is responsibility, with society, with employees and with the environment. For this reason, throughout 2024 it has once again carried out actions aimed at raising awareness among staff about the importance of caring for the environment and helping them to put into practice the **3R's** rule: **Reduce, Reuse and Recycle**.

Close to communities

It has always been essential for Menarini to be close to the medical society and the communities in which it operates.

COMMITMENT TO HEALTHCARE PROFESSIONALS

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

In line with the Company's commitment to the continuous improvement of training and information for professionals in the sector, the **Continuing Medical Education Department** was created in 2011.

Menarini also collaborates on an ongoing basis with various public and private scientific and academic societies to continue promoting training and research. Proof of this is its involvement in the creation and participation of specific chairs and master's degrees through which it reaffirms its commitment to research and teaching as a way to meet the demands of the different medical specialties.

As part of its commitment to healthcare excellence, Menarini carries out its own projects, sponsors and co-sponsors initiatives that help develop and disseminate knowledge in the field of healthcare management and continuous healthcare improvement.

In 2022, the **Menarini Scientific Area** website was launched, an exclusive webpage for healthcare professionals with specialised educational content in more than 12 therapeutic areas. In 2024, this website is still active and constantly updated, offering a high level of educational content for healthcare professionals.



COMMITMENT TO COMMUNITY DEVELOPMENT

Menarini considers it crucial that, by maximising the well-being of the communities in which it operates, it generates wealth for society, working in different areas.

It is noteworthy the distribution of spending on scientific collaborations and co-laboration agreements during 2024 throughout the territory and in a more centralised manner in the communities where Menarini has a greater presence. It also regularly collaborates with non-profit associations, NGOs, foundations and other organisations focused on promoting the development of inclusion, cultural and labour processes.

Responsibility with society goes hand by hand with responsibility for compliance with tax relations, which is always attended to in accordance with the provisions of current legislation.

Menarini continues to support local suppliers as an engine for the development of the communities in which it operates.



SOCIAL COMMITMENT

The social reality in Spain shows that 26.1% of people are at risk of exclusion. Menarini Spain recognizes this challenge and, for years, has been developing strategic social initiatives to contribute to improving the conditions of those who need it most.

Health initiatives



Collaborations with social and educational entities



Ajuntament de Badalona



BANC DELS ALIMENTS

servei
educatiu®
ciutat
de badalona

FUNDACIÓ
SEUR

educo
educar cura

ACTUA
cooperativa d'iniciativa social

Actions for the community


FUNDACIÓ ATENEU SANT ROC

 Fundació
Joventut
Badalona


Càritas


COOPERACIÓN
INTERNACIONAL


TERRACYCLE

**Formació
i Treball**
La Fundació amiga

 Fundació Privada
Lligat Roca i Pi


roba amiga
cooperativa

con+pasión

Taller **sant**
ISIDRE


Arts gràfiques i missatgeria
Empresa d'economia social

D'ins
Escola, Restaurant i Càtering

DIOMCOOP



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ESPAÑA

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Fully biodegradable and recyclable paper
FSC® certification promoting sustainable forestry