# Sustainability and Non-Financial Information Report

## Executive Summary

Menarini
Spain
2025




65 AÑOS MENARINI ESPAÑA

# The future sustainable health

Menarini Spain continues to build on its commitment to responsible growth, anchored in innovation, industrial strength, and a positive impact on people and the environment. Against a demanding global backdrop that calls for rigour and adaptability, the company maintained a clear roadmap in 2025 focused on integrating ESG principles across all business areas.

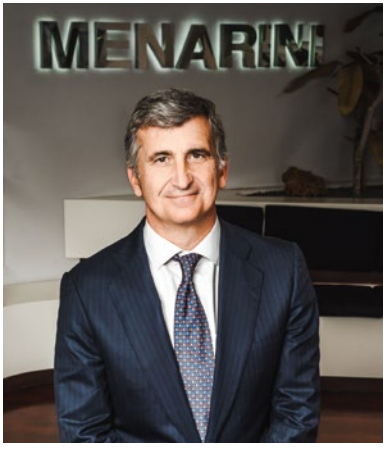
Stakeholder engagement is central to this approach. Our materiality assessment helps shape corporate strategy and prioritise the areas where Menarini can create the greatest value.

In terms of innovation, we remain focused on therapeutic solutions for cardiovascular diseases, diabetes, respiratory conditions, infectious diseases, and oncology, backed by sustained investment in R&D&i and collaboration with scientific centres, hospitals, and universities.

Alongside research, continuing medical education for healthcare professionals takes centre stage through the Menarini Scientific Area (Área Científica Menarini), which runs well-established programmes recognised as a benchmark for the medical community,

None of this would be possible without the people of Menarini Spain. Their dedication and professionalism underpin our ability to innovate and evolve, grounded in strong ethical principles and responsible governance.

With more than six decades of history in Spain, we look to the future with the same commitment that has shaped our journey: contributing to health, driving innovation, and generating real value for people and the environment.




**Ignacio González Casteleiro,**
***General Manager, Menarini Spain***

*"Progress on this front calls for continuous improvement and collaboration. Environmental and social challenges demand a shared vision and coordinated action with institutions, the scientific community, and society, rooted in responsibility and long-term commitment."*

# Menarini Group

## GLOBAL FOOTPRINT

An Italian pharmaceutical multinational company headquartered in Florence with a 140-year heritage. The Group operates across 140 countries with a workforce of over 17,000 employees and 18 manufacturing sites, yielding an annual production volume exceeding 500 million units.

## GROUP AT A GLANCE

- Commercial operations in 140 countries
- 18 manufacturing sites
- 9 R&D&i centres
- 17,800 employees
- More than 500 million units/year



Countries where Menarini has its own presence

## 9 CENTRES FOR R&D&i

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

## 18 MANUFACTURING SITES

Italy (Pisa, Florence, Pomezia, L'Aquila, Lomagna, Casaletto Lodigiano)

Spain (Badalona)

Germany (Berlin, Dresden)

Guatemala

Ireland (Shannon)

Turkey (Istanbul)

Russia (Kaluga)

Indonesia (Yakarta)

United States (Philadelphia)

## MENARINI SPAIN

Laboratorios Menarini, S.A. (LMSA), headquartered in Badalona (13,000 m²), is a pharmaceutical company with more than 60 years of history in Spain, currently ranking 11th in the Spanish prescription market.



## KEY PERFORMANCE INDICATORS 2025

| | | |
|---|---|---|
| Workforce<br>**746** people (+21% vs. 2024) | Net sales<br>**€280M** | $CO_2$ emissions<br>**21,454 t** |
| Production volume<br>**69.6M units** | Taxes paid<br>**€15M** | Social contributions<br>**€137,565** |

*Data for Laboratorios Menarini, S.A.

## ACTIVITIES

- Clinical research
- Pharmaceutical manufacturing
- R&D&i activities
- Marketing of medicines

## THERAPEUTIC AREAS

- Cardiology
- Diabetes
- Infectious diseases
- Gastroenterology
- Pain management and inflammation
- Respiratory medicine
- Oncology

# Sustainability culture

## STRATEGY

Menarini embeds sustainability into its management approach through five strategic ESG pillars:

- Tangible impact on patient health
- A culture of quality and total safety
- Sustainability and social progress
- Driving innovation
- Leading scientific education

## ESG GOVERNACE MODEL

The ESG framework of the Group is structured around three core pillars:

- **Sustainability Governance:** Sets out global and local roles and responsibilities.
- **Sustainability Culture:** Raises awareness across all departments and organisational levels.
- **Global ESG Departament:** Reporting, strategic planning and stakeholder engagement.

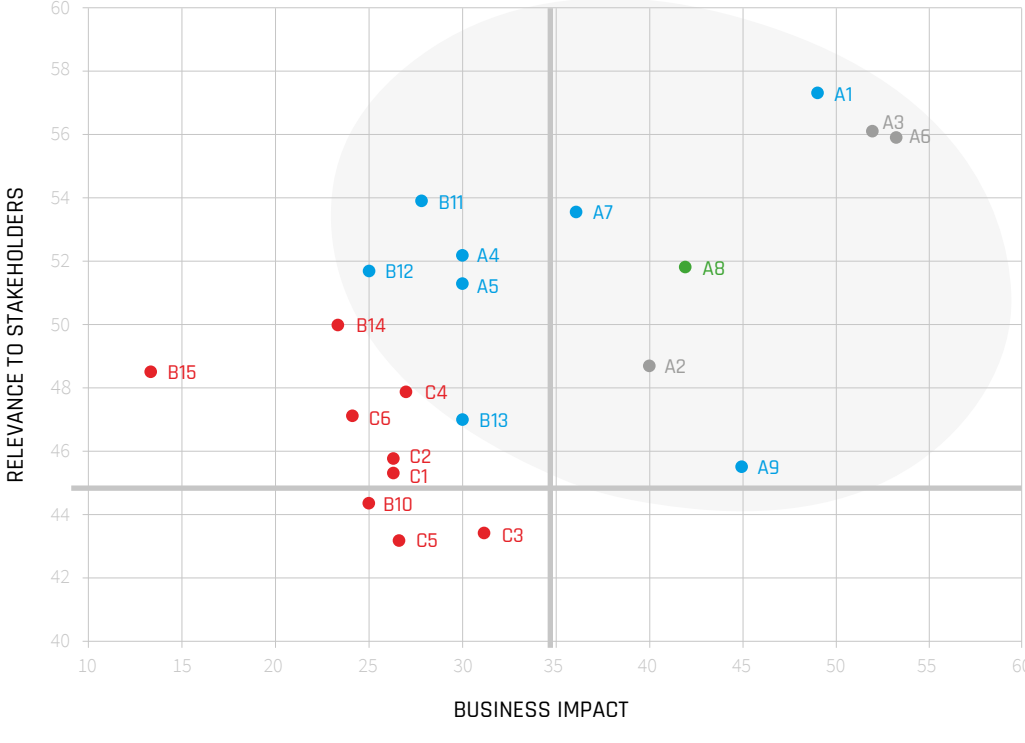
Menarini is actively working to comply with the EU Corporate Sustainability Reporting Directive (CSRD), the Corporate Sustainability Due Diligence Directive (CSDDD), and the EU Taxonomy for sustainable activities.



# MATERIALITY

The materiality matrix highlights Menarini's most critical sustainability topics, helping to shape its strategy and driving transparency with stakeholders.

## MATERIALITY MATRIX




A6. Respect for and protection of human rights (G)
A3. Upholding ethical, anti-corruption and anti-bribery practices (G)
A1. Quality and safety of medicines (S)
A8. Environmental protection (E)
A9. Community engagement (S)
A2. Risks and crisis management (G)
A7. Contribution to health and quality of life (S)
A4. Specialised education for healthcare professionals (S)
A5. R&D&i strategy and investment (S)
B11. Data protection & cybersecurity (S)
B12. Employee health, well-being and safety (S)
B13. Sustainable supply chain (S)

E: environmental
S: social
G: governance

## COMMITMENT TO THE SDGs

Menarini has been a signatory to the UN Global Compact since 2017, focusing primarily on SDGs 3, 6, 8, 9, 12, 13 and 17.

## 2025-2026 TARGETS

- **Photovoltaic panels → Reduction in Scope 2 $CO_2$ emissions** (SDGs 7, 13)
- **New water purification technology** (SDG 6)
- **Elimination of absorbent resin waste** (SDG 12)

## Priority SDGs




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's management

Menarini regards business ethics and responsible governance as core to business management and creating long-term sustainable value.

## MISSION, VISION AND VALUES

**Mission**

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

**Vision**

Our goal is to be a leading company committed to people's life, driving innovative initiatives that foster knowledge and advance global health.

**Values**

- **People:** Our greatest asset.
- **Innovation:** Creativity and dynamism.
- **Responsibility:** Towards society and the enviroment.
- **Excellence:** Continuous improvement.

## MENARINI GOVERNANCE AND CULTURE

Menarini's governance framework is structured around the following bodies and committees:

- Board of Directors
- Executive Committee
- Integrity Committee
- Sustainability Committee
- Equality Committee
- Health and Safety Committee
- Commercial Committee

## ETHICS AND COMPLIANCE

The Menarini International Group's Code of Conduct governs actions across every area of the business. Menarini plays an active role in Farmaindustria and the pharmaceutical sector's self-regulatory bodies.

**Anonymous Whistleblowing Channel (EthicsPoint)**
Enables secure and confidential reporting of behaviours that violate the Code of Conduct.

**Continuous Training Programme**
Provides workforce-wide training on the principles of the Code of Conduct.

**Periodic Compliance Assessment**
Conducts audits to ensure ethical compliance at all levels of the organisation.



## HUMAN RIGHTS

Menarini adheres to the United Nations Universal Declaration of Human Rights, fostering dignity, health, freedom and equality.

Compliance with the regulations of the International Labour Organization (ILO). Prohibition of child or forced work and zero tolerance for discrimination.

**No violations of human rights registered in 2025.**

United Nations

# People-centred

People, Menarini's *raison d'être*.

## MEDICINE QUALITY AND SAFETY

For Menarini, quality is not merely a target, it is a philosophy that underpins every action. The Manufacturing Directorate enforces rigorous control throughout the production chain, from raw material selection to final product delivery.

The Group operates a Global Pharmacovigilance System designed to detect and minimise potential adverse events associated with its medicines.

### Certifications

**ISO 9001**
Quality

**ISO 45001**
Occupational Health and Safety

**ISO 14001**
Environment

## COMMITTED TO TALENT

Human Resources management approach grounded in respect for, and recognition of, each individual's uniqueness. Remote working 2 days/week, flexible schedules and support for work-life balance measures.

### 2025 training investment

- €344,348 invested
- 12,725 training hours
- 16.94 hours/employee



Safety budget
€192,000/year

Accident incidence rate
6.65‰

## DIVERSITY AND INCLUSION

The Company's 2nd Equality Plan is now fully implemented. Menarini promotes a discrimination-free workplace and facilitates work-life integration and business alignment.

| Indicator | 2025 | 2024 |
|---|---|---|
| % women in the workforce | 41% | 56% |
| % female representation in management | 40% | 39% |
| % permanent contracts | 95.44% | 95.78% |
| % employees with disabilities/Special employment centres | 3.07% | 2.4% |
| Total training hours | 12,725 | 4,042 |
| Investment in training | €344,348 | €283,070 |
| Accident incidence rate | 6.65‰ | 8.26‰ |
| Gender pay gap (weighted average) | 6.94% | 7.2% |
| Total staff turnover rate | 5% | 11.7% |
| Total workforce | 746 | 616 |
| Average annual remuneration | €59,851 | — |

## HEALTH AND SAFETY

BE SAFE campaign 2025. SPM (Joint Corporate Prevention Service).
Safety budget: €192,000/year

**Accident incidence rate: 6.65‰, which is 85% lower than the manufacturing sector average. No occupational diseases or fatal workplace accidents were recorded in 2025.**

# Respect for the environment

We promote environmental protection and climate change mitigation, minimising the environmental footprint of our products and processes, while focusing our efforts on reducing waste.

## ENVIRONMENTAL RESPONSIBILITY

An Integrated Management System (IMS) that certifies the integration of environmental criteria across all operational phases. In 2025, the company achieved ISO 50001 certification for energy management.

The Environmental Risk Assessment (ARMA) rates the company's overall risk level as Non-Significant. No major environmental incidents have been recorded throughout the company's history.

| Environmental Indicator | 2025 | 2024 |
|---|---|---|
| Scope 1 Emissions ($tCO_2eq$) | 1,838 | 1,262 |
| Scope 2 Emissions ($tCO_2eq$) | 684 | 682 |
| TOTAL CO2 Scope 1+2 ($tCO_2eq$) | 2,522 | 1,944 |
| % of renewable electricity | 49% | 48% |
| Total energy consumption (MWh) | 12,513 | 9,892 |
| Water consumption ($m^3$) | 14,320 | 15,333 |
| Total waste (t) | 528 | 506 |
| % of recovered waste (R) | 90% | 74% |
| Office paper (sheets) | 1,102,500 | 1,401,000 |

### Environmental Certifications

**ISO 14001**
Environmental Management Systems

**ISO 50001**
Energy Management Systems (new in 2025)

**EMAS**
20 years of certification

## BE GREEN ACTIONS

- 2 energy-saving awareness campaigns
- **Roba Amiga:** 3,300 kg of clothing recycled
- **Office paper:** -21% vs. 2024
- **Battery collection:** 34 kg

## CLIMATE ACTION – DECARBONIZATION PLAN 2025-2030

Menarini is a member of the EMAS Club. In 2025, it was recognised for 20 years of membership (2025 EMAS Catalonia Awards). Installation of photovoltaic panels has been completed, coming into operation in 2026.



### Scope 2 - Target: -9% (-57 $tCO_2eq$)

| Year | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|
| Reduction ($tCO_2eq$) | -3 | -31 | -16 | -3 | -3 | -1 |

### Scope 1 - Mitigation of Fugitive Emissions

Replacement of R-407C gas with R-1234ze in chiller units.
99.9% reduction in climate impact (GWP). Savings of 1.9 tCO2eq/kg.

## CIRCULAR ECONOMY

Menarini participates in the “Eix Besos Circular” project, an industrial symbiosis initiative in Badalona and Sant Adrià de Besòs.

- **Wood waste:** -68% (34 t → 11 t)
- **Waste recovered:** 90% (vs. 74% in 2024)

# R&D at the service of the patient

**Badalona R&D&I Centre:** 63 professionals, delivering comprehensive pharmaceutical development of oral and topical medicines.
**R&D Network:** 9 centres across 3 continents.

## FLAGSHIP ONCOLOGY PRODUCTS

- **ELZONRIS® (tagraxofusp):** FDA and EMA approved for BPDCN (Blastic Plasmacytoid Dendritic Cell Neoplasm).
- **ORSERDU® (elacestrant):** Approved for ER+/HER2- advanced breast cancer with ESR1 mutation (US and EU, 2023).

## ACTIVE TRIALS 2025

- **ELEGANT:** 35 hospitals in Spain (breast cancer)
- **ADELA:** 39 sites - ELEVATE / ELECTRA (early phases)
- **MEN2312-01:** first-in-human study (metastatic tumour)
- **Paediatric Vaborem® (AMR)** Led by Sant Joan de Déu Hospital
- **Obicetrapib:** 2 Phase III trials - cardiovascular prevention

## 2025 LAUNCHES

- **Kaleidon capsules** - L. rhamnosus GG probiotic
- **Enandol 16 tablets** - new analgesic presentation
- **Plaxos® (ezetimibe/atorvastatin)** - hypercholesterolaemia

## 2025 COMMERCIAL RESULTS

- **Cardiovascular:** ~€86M (No. 1 therapeutic area)
- **Atectura +82%**, Enerzair +103%, Ryaltris +86%
- **Canaglifozin + Metformin:** €39M in net sales
- **OTC:** +16% (Enandol, Kaleidon, Oddent)



# Close to communities

Menarini has always placed great importance on remaining close to both the medical community and the societies in which it operates.

## COMMITMENT TO HEALTHCARE PROFESSIONALS

Over 150 education activities conducted in 2025. The Menarini Scientific Area portal has been fully revamped, featuring the MAC intelligent chatbot and is now structured into 8 therapeutic areas offering accredited courses, master's programmes, conferences and webinars.

## COMMUNITY ENGAGEMENT

- **Educo school meal grants:** 7,142 meals (2024-2025 academic year)
- **Banco Farmacéutico (Pharmaceutical Bank):** 157 medication plans, 102 people assisted in Badalona
- **Punts que Sumen:** 400 students across 9 schools in Badalona
- **IGTP Collaboration:** Research into antimicrobial multi-resistance under the One Health framework)
- **#Cientifiques 2025-** International Day of Women and Girls in Science

## HEALTHCARE INITIATIVES

Health promotion programmes, awareness events and campaigns aimed at the general public and specific target groups.



## 2025 SOLIDARITY INITIATIVES

- **“Juegos contra la soledad” (“Games Against Loneliness”):** 35 games + € 200 donated, 220 beneficiaries
- **Used eyeglasses:** 91 pairs for countries in the Global South
- **Blood donation:** 24 donors, 12 liters
- **Tapones para una nueva vida (“Caps for a New Life” ) (SEUR):** 34.70 kg

## COLLABORATIONS WITH SOCIAL AND EDUCATIONAL ENTITIES

# Tax contribution and value chain

## 2025 TAX CONTRIBUTION

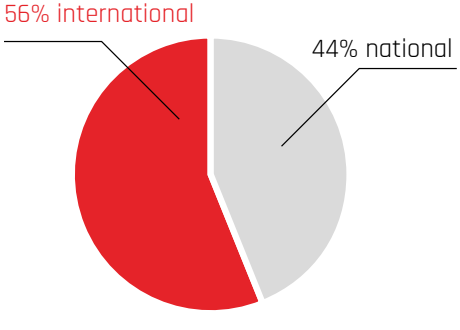
Profit before tax
**€53.8M**

Corporate income tax paid
**€15M**

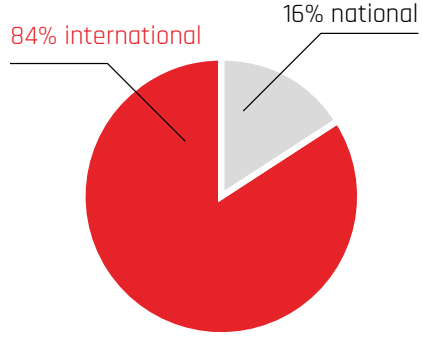
Subsidies received
**€0**

## 2025 SUPPLY CHAIN

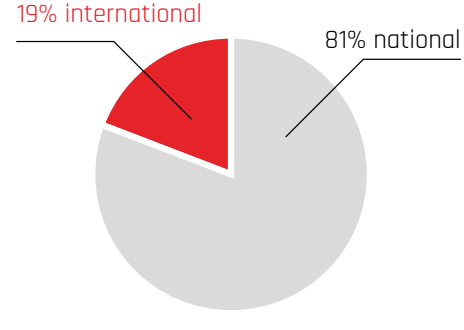
**Investment**




**Product**




**Service**




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