



**STRATEGIC
SUSTAINABILITY
PLAN**



**NEOPHARMED
GENTILI**



Neopharmed Gentili recognises the importance of embracing the global principles of environmental, social and corporate governance (ESG) as part of its corporate duties.

For this reason, it has chosen to confirm its commitment to sustainability issues through the approval of its **Strategic Sustainability Plan**, which defines the operating milestones for the three-year period **2024-2026**, incorporating:

- Indications from its reference stakeholders;

- Updates to national and international regulations, frameworks and practices;

- Variable trends in economic and social parameters at national and international level (inflation, geopolitics, environmental risks).



Neopharmed Gentili's Strategic Plan outlines its strategic outlook on ESG, offering practical responses to the UN's **2030 Agenda** and its **Sustainable Development Goals** (SDGs). Formalising this plan enables the company to establish a road map, identifying timing milestones for aligning the core business with ESG considerations.



To ensure that it follows through on its commitments, the company has established a **Sustainability Committee** which monitors project progress and analyses any deviations from actual results. They keep the Board of Directors informed about necessary actions and the budget required in terms of financial and organisational resources.

Beyond communicating the Company's main goals to both internal and external stakeholders, the Strategic Plan aids in tasks such as monitoring, analysing deviations, and, most importantly, improving and adapting to the ever-changing economic, social, regulatory and environmental conditions characteristic of the reference market.

The document was drafted through a **collaborative process** involving the entire Company and its key stakeholders. This approach made it possible to map out a sustainability road map aimed at identifying the issues of primary interest, defining the main objectives and developing the corresponding actions.



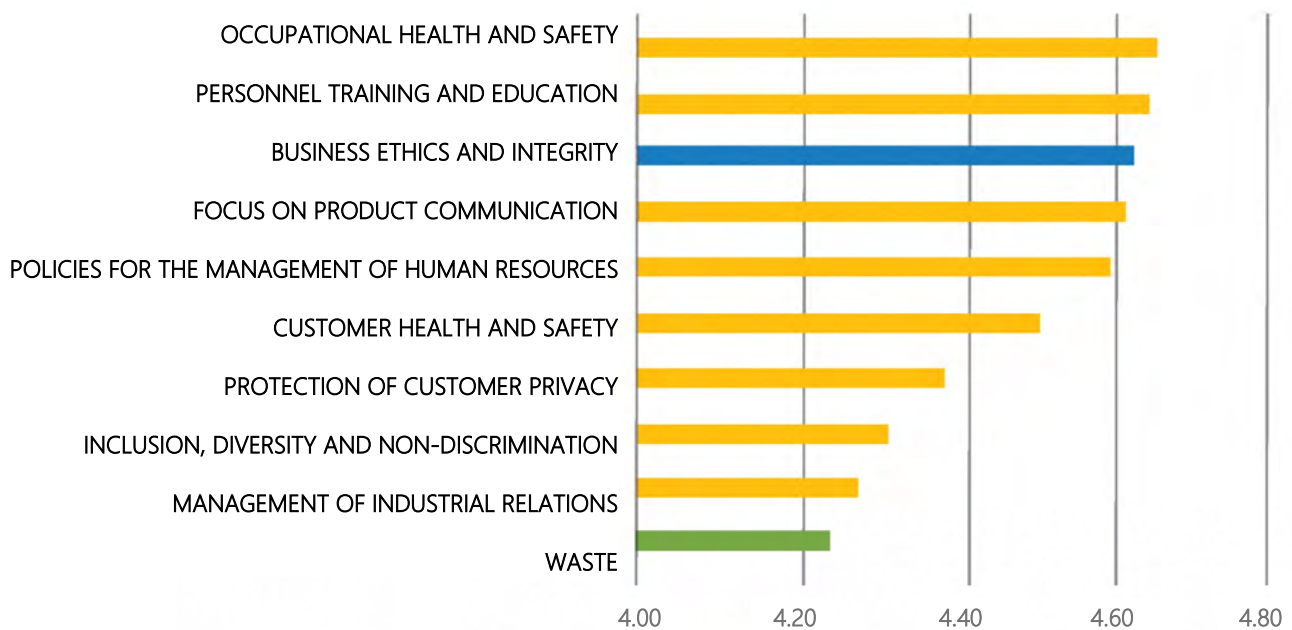
MATERIALITY ANALYSIS



The preliminary phase, consisting of the materiality analysis, was carried out in accordance with the methodology outlined by AccountAbility 1000 and the Global Reporting Initiative (GRI), with advisory support from Circularity Società Benefit, which processed and formalised the insights that emerged. The approach adopted allowed for a detailed assessment of ESG performance through the principle of 'double materiality', also referred to in the Corporate Social Responsibility Directive (CSRD). Additional details of this analysis will be reported in the 2023 Sustainability Report.

MATERIAL TOPICS

ENVIRONMENTAL SOCIAL GOVERNANCE



SCORE OBTAINED IN TERMS OF MATERIALITY OF THE TOPIC FROM 1 TO 5

To demonstrate Neopharmed Gentili's dedication to thoroughly evaluating and communicating the ESG issues and impacts associated with its activities and operations, the analysis included not only **Management** but also the **key categories of stakeholders** relevant to the Company.

In the corporate context, stakeholders are commonly defined as groups of subjects that can influence or be influenced by the activities of a company, and consist of various figures, entities and realities that could and should be involved in corporate strategies, as they experience the effects of decisions taken.

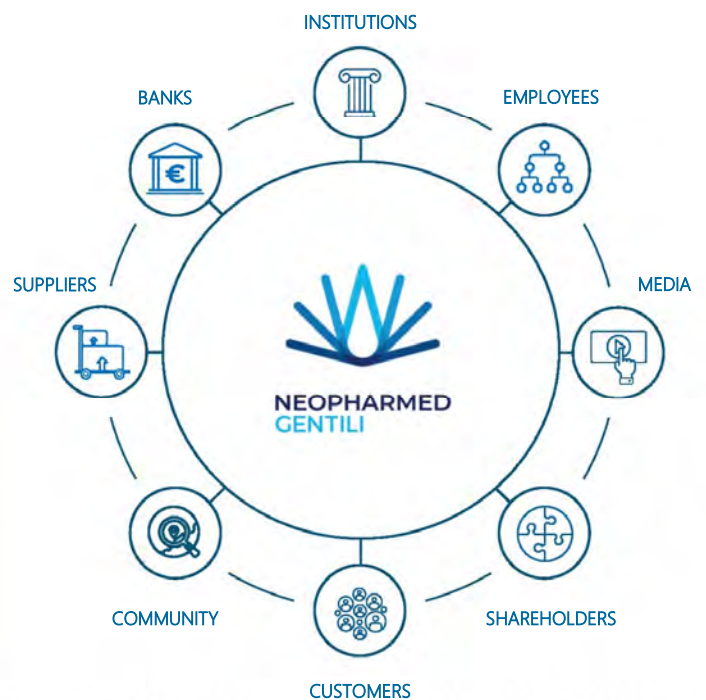




Including key stakeholders in decision-making and strategic business planning is a crucial step for accurately identifying the most relevant aspects for a company.

Understanding the importance of this, Neopharmed Gentili chose to gather and analyse feedback from its stakeholders regarding ESG issues. This approach aims to blend external opinions with those identified through internal assessments, ensuring a comprehensive set of results that incorporates views from outside the company.

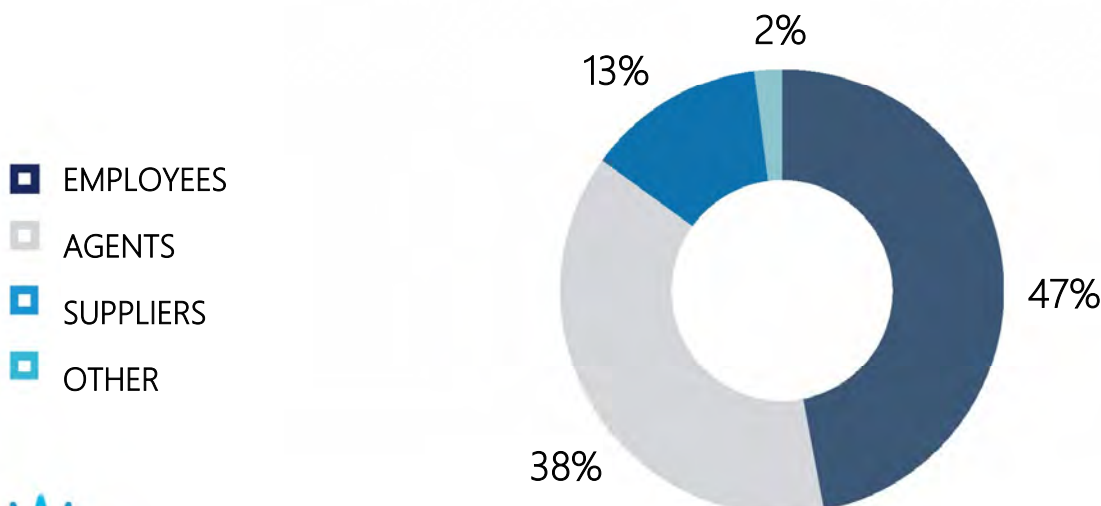
463 stakeholders took part in the engagement activities, with the main participants being employees, agents and suppliers.



463
total responses

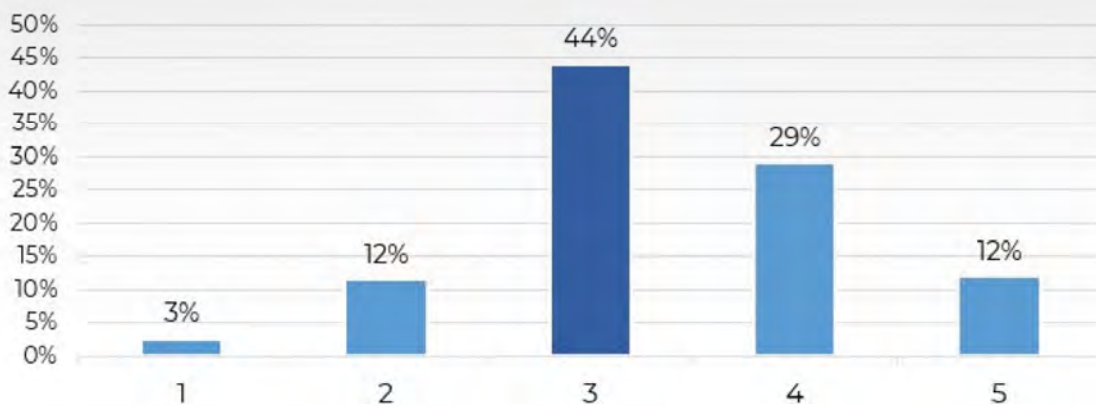
75.6%
completion rate

EXTERNAL STAKEHOLDER CATEGORY



From 1 to 5, how committed is Neopharmed Gentili to sustainability?

According to the survey, the company is viewed positively in terms of sustainability, scoring an average of 3 out of 5. This result correlates with Neopharmed Gentili's recent implementation of a formalised sustainability strategy.



STRATEGIC SUSTAINABILITY PLAN



Using the 10 identified thematic areas as a basis, a **Strategic Plan** was developed, incorporating:

3 
PILLARS

- **ENVIRONMENTAL**
Management of environmental
- **SOCIAL**
Interaction with internal and external
- **GOVERNANCE**
Corporate governance & compliance



12 GOALS

- 1 Promote transparency in corporate communication
- 2 Increase the organisation's commitment to sustainability
- 3 Align the company's sustainability strategy with the SDGs
- 4 Improve the management of human resources and human capital
- 5 Improve supplier management with a view to sustainability
- 6 Increase diversity and inclusion in the organisation
- 7 Promote the health and well-being of staff
- 8 Increase stakeholder engagement in corporate decisions
- 9 Increase operational efficiency through digitisation and automation
- 10 Improve data management and IT security
- 11 Improve waste management
- 12 Reduce waste and promote the circular economy

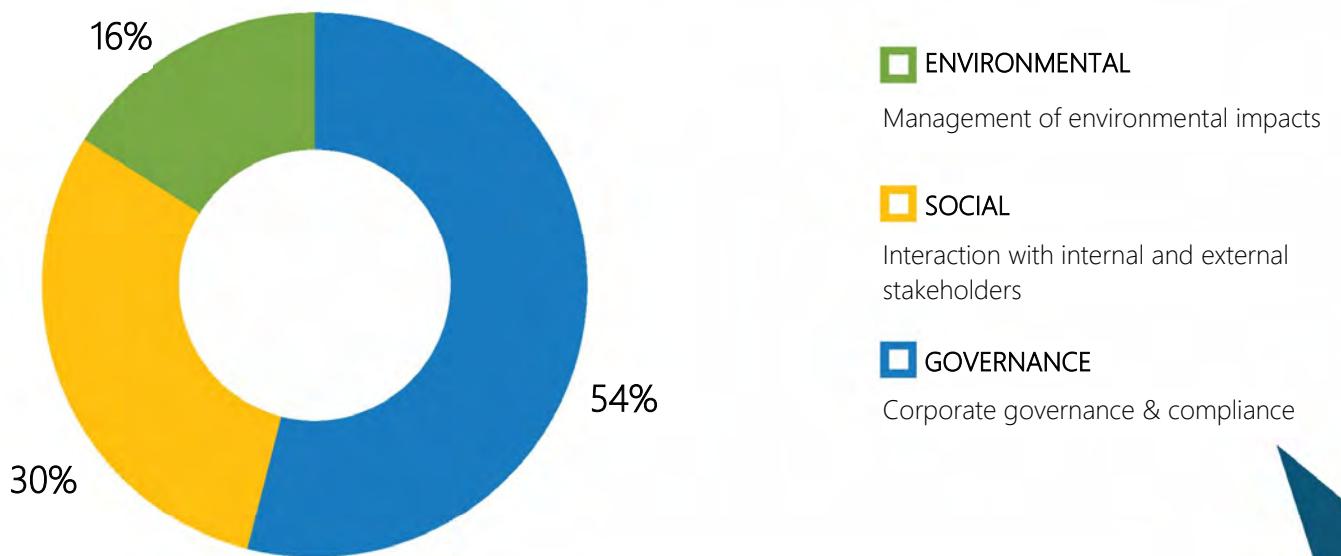




43 
INITIATIVES

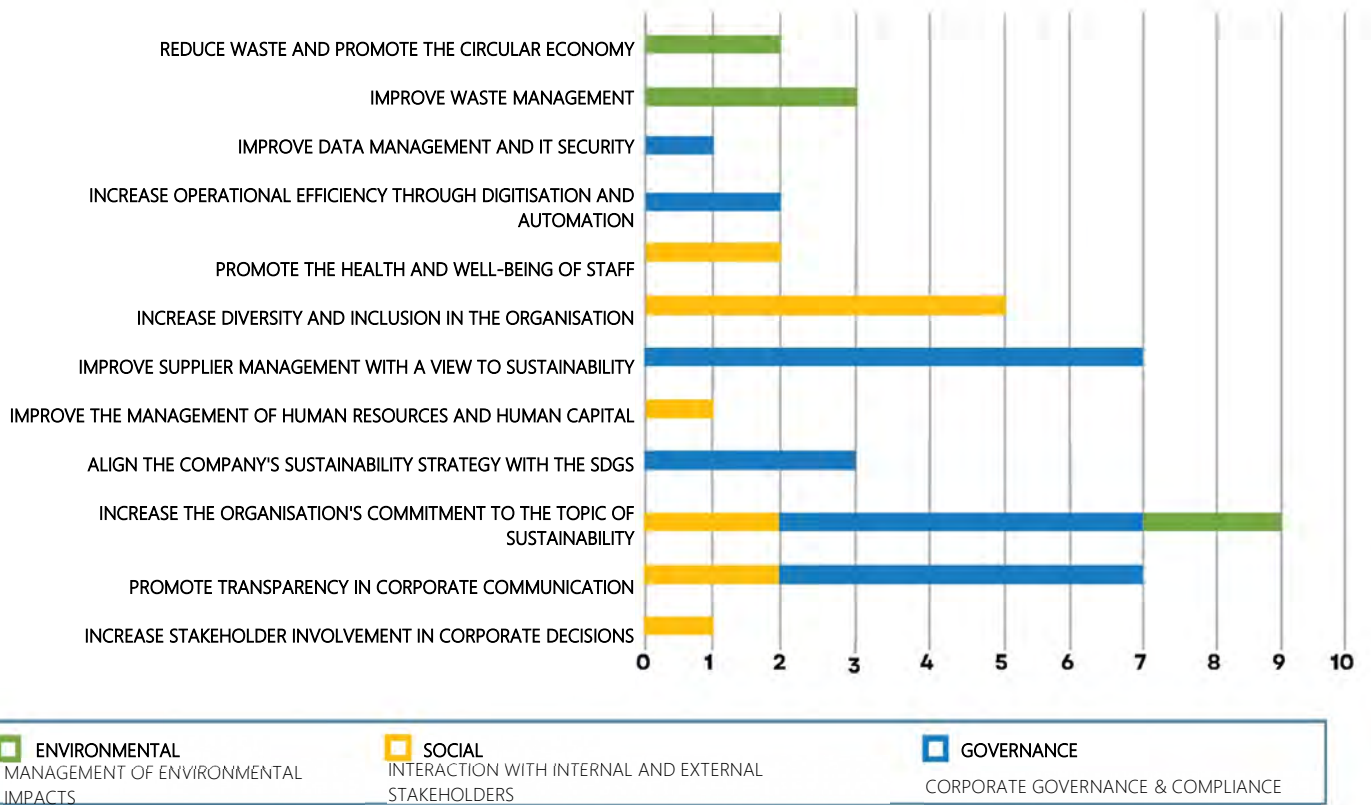
Of which 12 priority, presented later in the document.

BREAKDOWN OF THE 43 INITIATIVES BY GOAL AND PILLAR

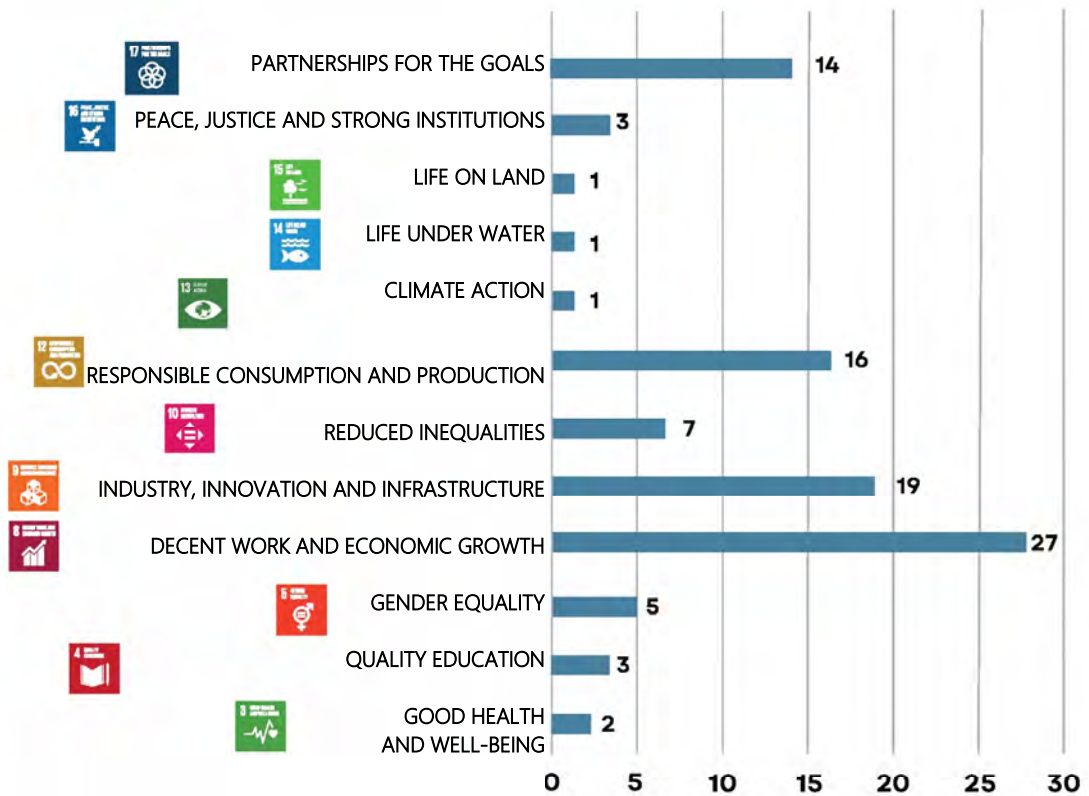




BREAKDOWN OF THE 43 INITIATIVES BY GOAL AND PILLAR



CLASSIFICATION OF INITIATIVES WITH RESPECT TO THE SDGS



There are more SDGs linked to the initiatives than there are initiatives themselves because one single initiative can be connected to multiple SDGs.

FIRST IMPLEMENTATION STEPS



The Company's dynamic approach to sustainability led to several initiatives being launched in the latter part of the 2023 financial year, with the rest expected to be rolled out in line with strategic objectives.

As regards the timing of implementation, the 2024-2026 plan identifies a **scale of priorities** for the implementation of the individual activities in terms of consistency and feasibility.

Certainly, the success of specific activities is connected not only to the economic, financial and production conditions of the Company, but also to shifts in market fundamentals, changes in national and international regulations and evolving expectations from stakeholders themselves.

In working towards ESG objectives, the reporting of actions entails **regularly updating** the status of their implementation and the objectives themselves. This is done with the aim of **continuous improvement**, recognising that sustainability is not a destination but an ongoing journey.

Below are the **12 priority initiatives** selected from the **total 43** identified by **Neopharmed Gentili**, classified according to the **three pillars**.

The breakdown of the other initiatives planned for the three-year period 2024-2026 will follow the update process reported above.



SOCIAL

INTERACTION WITH INTERNAL AND EXTERNAL STAKEHOLDERS

GOAL	INITIATIVE	KPI	EXPECTED RESULTS
Promote transparency in corporate communication	Implementation of information and training programmes to promote a culture of sustainability within the company, engaging all staff, including senior management	% of the company population involved	100%
Increase diversity and inclusion within the organisation	Development of a Diversity, Inclusion and Equal Opportunities Policy	ON/OFF	Implementation
	Internal training sessions on social topics at all organisational levels, addressing both general and specific issues	Number of training hours	4 per employee



ENVIRONMENTAL MANAGEMENT OF ENVIRONMENTAL IMPACTS

GOAL	INITIATIVE	KPI	EXPECTED RESULTS
Improve waste management	Increase the level of engagement in the management of separate waste collection	ON/OFF	Implementation



GOVERNANCE CORPORATE GOVERNANCE & COMPLIANCE

GOAL	INITIATIVE	KPI	EXPECTED RESULTS
Promote transparency in corporate communication	Materiality Analysis Process	ON/OFF	Implementation
	Use of sustainability performance assessment tools (Ecovadis)	ON/OFF	Implementation
Align the company's sustainability strategy with the SDGs	Identification of SDGs to which the organisation can contribute on the basis of the relevance/significance of impacts, and integration of programmes and actions into the Strategic Plan to support the achievement of these SDGs	Number of SDGs identified and integrated into the strategic plan	Identification of (12) SDGs on which to focus ESG efforts



Align the company's sustainability strategy with the SDGs	Measurement of the organisation's contribution to achieving relevant SDGs	ON/OFF	Implementation
	Reporting of positive/negative impacts on relevant SDGs	ON/OFF	Implementation
	Development of a Strategic Sustainability Plan	ON/OFF	Implementation
Improve supplier management with a view to sustainability	Creation of a Sustainable Purchasing Policy	ON/OFF	Implementation
	Presence of a Supplier Code of Conduct	ON/OFF	Implementation

The Strategic Sustainability Plan has allowed **Neopharmed Gentili** not only to map the initiatives undertaken, but also to assess the areas of intervention, identify commitments and goals and build an efficient data collection system in order to measure and monitor the company's progress over time.

The three-year duration of the plan establishes a synergistic partnership with Circularity with a view to **creating shared value** (CSV) and formalising a **lasting commitment**. This is a crucial element for growth and a commitment to creating a positive impact on the environment and the socio-economic context, aligning with the United Nations 2030 Agenda.

with methodological support from



Circularity