Sustainability Report

2024

NEOPHARMED GENTILI

Contents

Letter to Stakeholders

Dear Stakeholders,

2024 was a year of growth for our Company, characterised by constant organisational innovation based on awareness of the impacts and constant dialogue with stakeholders.

The **"2024-2026 Strategic Sustainability Plan"** was launched in 2024, which involved our company implementing numerous initiatives with the aim of making progress in ESG issues and actively contributing towards the achievement of the Sustainable Development Goals (SDGs) in accordance with the provisions of the UN 2030 Agenda.

In involving the company in ESG issues, some business associates were appointed to the role of **"ESG Ambassadors"** , i.e. people responsible for the development of specific ESG initiatives with the aim of promoting the dissemination of a culture of Sustainability inside and outside the organisation.

The new activities implemented in 2024 included the first corporate volunteering project which represented an important moment of sharing and promoting values such as support, listening, empathy and inclusion.

Neopharmed Gentili firmly believes in the **values of inclusiveness**, gender parity and

integration both within the company and in social contexts.

During 2024, the Company updated and approved the gender parity policy, a document that promotes the importance of **Diversity & Inclusion** within our business context with a commitment to encouraging the talent and uniqueness of our people. An internal "Steering Committee" has also been appointed, and has the task of applying and monitoring the principles defined in the aforementioned policy.

This people-oriented approach strengthens the role of Neopharmed Gentili on a daily basis in promoting the **well-being** of its employees.

During 2024, the Company committed to promoting the principles of environmental, social and economic sustainability at every level of the supply chain, involving partners in the corporate sustainability process and promoting **respect for sustainability** along the entire supply chain. In this sense, Neopharmed Gentili has decided to voluntarily adopt the Supplier Code of Conduct, thus sharing with its suppliers the values and strategies that guide the Company and promoting respect for sustainability along the entire supply chain.

> **Commitment to the environment, people and the community are an integral part of our strategic vision of the future, achieved through initiatives and projects that can have a positive and lasting effect on the society in which we live.**

Highlights

13,276 GJ
-0.5%
Energy consumption

9,339 cubic metres
+49.7%
Water withdrawals

0.65 t
+16.0%
Laboratory waste

933 tCO_2eq
-3.8%
Emissions

3.26 $gCO_2/€$
-9.1%
Emission intensity (location based)

219
-2.2%
Number of employees

17
-41.4%
Number of new employees

10%
–
Turnover rate outgoing

46%
+2.0%
Percentage of female employees

5,898
+8.1%
Hours of training provided

€ 279,101,928
+5.8%
Revenues from sales

€ 598,422,156
+47%
Shareholders' equity

€ 287,381,927
-1%
Generated economic value

€ 281,474,257
+33%
Economic value distributed

98%
+25%
Percentage of economic value distributed to generated value

All changes refer to the previous year 2023.

Methodological Note

With publication of the second edition of its Sustainability Report, Neopharmed Gentili S.p.A. (hereinafter also "Neopharmed Gentili" or the "Company") confirms its commitment to the ESG process undertaken and highlights its willingness to adopt a business that can combine economic development and sustainability thanks to the continuous improvement of environmental, social and governance performance.

This document has been prepared in accordance with the GRI (Global Reporting Initiative) Standards according to the last update that came into force on 1 January 2023, and the approach adopted in the use of the standard is that of "with reference to". The document also contains references to the international framework of the United Nations 2023 Agenda and the 17 Sustainable Development Goals (SDGs) contained therein. The 2030 Agenda, still relevant today, represents an important reference for companies in order to actively contribute to sustainable development.

> **The data and information reported in the Report refer to the financial year ended on 31 December 2024 and were obtained and confirmed through an identification and selection process of the topics of greatest importance for the Company and its stakeholders. The Sustainability Report was drafted following the Statutory Financial Statements and concerns Neopharmed Gentili S.p.A. (Via San Giuseppe Cottolengo, 15 - 20143 Milan, Italy).**

The qualitative and quantitative information reported in this Report was prepared, verified and approved with the support of Circularity S.r.l. - Benefit Company. In drafting the document, efforts were made to minimise the use of estimates and, when possible, the available data were compared with those of the previous year in order to guarantee the truthfulness of the information and provide a precise and up-to-date representation of performance.

The final version of the document was approved on 03/07/2025.

Neopharmed Gentili S.p.A. also makes the document available on its website.

The GRI Content Index at the end of the Report includes a reconciliation table of the indicators reported in the document.

1.

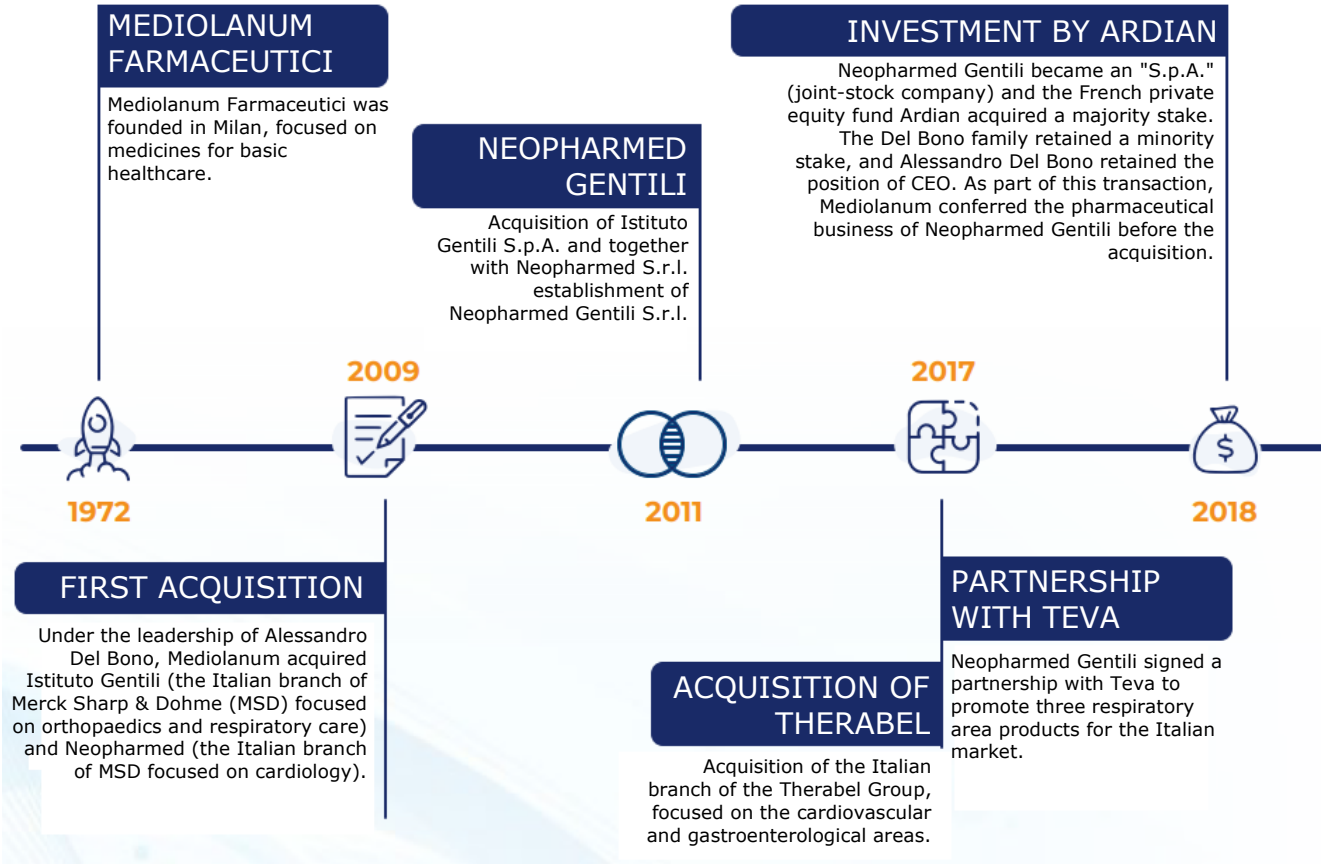
Company History and Development

1.1 Mission, Vision and Therapeutic Areas

Neopharmed Gentili is a leading player in the national and international pharmaceuticals sector. Its main business revolves around the development, sale and promotion of specialised medicines defined as 'ethical' and therefore prescription drugs, some of which are reimbursed by the Italian National Health Service (SSN) and others that are paid for directly by the public. Even though to a lesser extent, the Company also sells over-the-counter drugs (SOP/OTC), food supplements and medical devices.

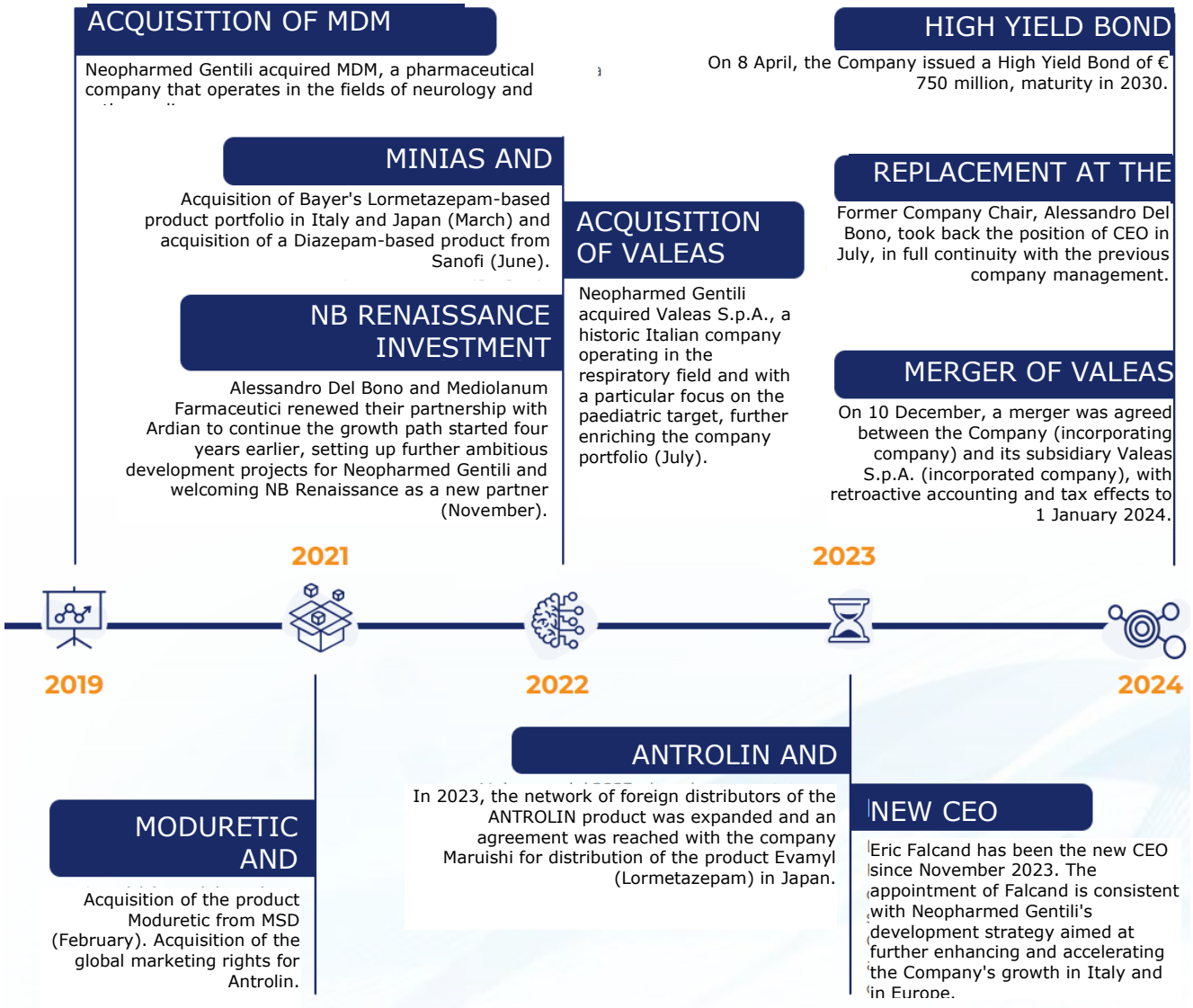
The growth of Neopharmed Gentili is supported by a strategic model that combines organic development and targeted acquisitions, with the aim of consolidating the company's position in the Italian and international pharmaceutical market. Although Neopharmed Gentili is historically rooted in the Italian territory, in recent years an ambitious internationalisation process has been launched that has led to an expansion of the company business beyond national borders.

Over the last ten years, Neopharmed Gentili has grown steadily thanks to extraordinary financial transactions and the consolidation of collaborative relationships with important players in the pharmaceuticals sector.



The Company provides constant, essential medical-scientific information through its pharmaceutical representatives. There are over 400 professionals, divided into three Business Units, who are kept constantly updated from a scientific and regulatory point of view on the products they deal with, and who have access to general medical practitioners and specialists in over 15 specialities throughout Italy. This organisational model, enhanced in 2023, helped make the structure even more efficient and responsive to market needs, significantly supporting the positive economic performance recorded in the reporting year.

Although it operates mainly in the private sector through distributors and pharmacies, the Company maintains a significant presence in the hospital and public sector. Although most of the income derives from the sale of drugs on Italian soil, a portion of revenues derives from international customers and licensees.



1.1 1.1 Mission, Vision and Therapeutic Areas

Neopharmed Gentili operates in the pharmaceuticals sector with a broad portfolio of products for human use intended for the treatment of diseases widespread in Western countries. Its mission is twofold: to support the scientific community and improve patient health, while ensuring value for shareholders and all stakeholders involved.

The Company strictly adheres to the ethics principles of the pharmaceutical industry, focusing on training and support for the medical profession. At the same time, its commitment to social responsibility and corporate welfare initiatives is a key element of its strategy.

MISSION **To support the scientific community and promote the well-being of patients, creating value for shareholders and supporting the interests of all stakeholders.**

In pursuing its mission, the Company is firmly committed to complying with the laws and the Code of Ethics of the pharmaceutical industry, maintaining a strict focus on these fundamental principles. Focusing its activities on serving the scientific community and supporting medical training, Neopharmed Gentili intends to consolidate and improve its reputation as an excellent player in the scientific field and acting as an example of ethical conduct.

VISION

Helping people to live long, healthy lives.
For this reason, research, responsibility and care are the three words that guide the company's work. People are at the heart of Neopharmed Gentili's daily commitment:

- **The patients, for whom it researches and studies treatments of recognised value.**
- **Healthcare staff, for whom it aims to be a trusted partner and to whom it provides ongoing support in terms of expertise.**
- **The people who make up the Company, so that they feel part of a large organisation that cares about the well-being of the people who work there and who share a common goal: health and quality of life.**

Although the products are marketed mainly in Italy, a minority of sales is achieved in foreign countries, through local distributors on the local distributors and licensees. In particular, in 2024, the network of foreign distributors for the ANTROLIN product was expanded and an agreement was finalised with a local company for distribution of the EVAMYL product EVAMYL (Lormetazepam) in Japan.

Corporate values

At Neopharmed Gentili, the constant commitment to the development of services with high therapeutic potential is supported by a daily focus on the ethical value and scientific precision of the company's work. The values on which the Company is based are:

- **Determination, Competitiveness;**
- **Innovation;**
- **Respect for the needs of the patient and the Scientific Community;**
- **Cooperation with customers and suppliers;**
- **Continuity over time;**
- **Ability to maintain values and renewal;**

Cardiovascular VYTORIN, ZETIA, HIMAVAT, MAORIS, LUGAREXIA, NEOLOTAN / NEOLOTAN PLUS, PARVATI, SARASVATI, MODURETIC, LUVION
for the treatment of hypercholesterolaemia, high blood pressure and heart failure.

Vascular PRISMA, XIOGLICAN
for the treatment of venous insufficiency, skin ulcers.

Central nervous system MINIAS, SONGAR, TRANQUIRIT, DELECIT, MUTABON, TRILAFON
for the treatment of cognitive impairment, insomnia, psychosis and anxiety and depression.

Anti-diabetic XELEVIA, VELMETIA
with drugs for the treatment of diabetes mellitus.

Pain relief ALGIX, RIZALIV, SERACTIL, DOLAUT
with treatments for the management of joint inflammation.

Immunological AXIL
with an immunomodulator for adults and children supported by extensive scientific literature

Respiratory DUORESP SPIROMAX, ZHEKORT, FORBEST, BRONCOVALEAS, BREVA, MONTEGEN, CERCHIO
with solutions for the treatment of asthma, COPD, and allergies.

Gastroenterological ANTROLIN, LEVOBREN, GADRAL
with products indicated for dyspepsia and the treatment of proctalgia.

Urological AZURVIG, FINASTID, OLANIX
with solutions for the treatment of benign prostatic insufficiency and erectile dysfunction.

Osteoarticular VANTAVO, ADRONAT, SUPARTZ
for the treatment of acute inflammation and pain in the viscosupplementation of forms of arthritis.

Antibiotics NEODUPLAMOX, PANACEF, VELAMOX, CLAVOMED, KOCEFAN

- **Special attention to the needs of employees, in terms of creating a motivating work environment in which people can achieve their personal ambitions;**
- **Transparency and clarity in relations;**
- **Respect for the interests of each stakeholder;**
- **Honesty in relations with the public authorities;**
- **Quality, reliability and professionalism;**
- **Protection of the environment;**
- **Fair competition.**

Neopharmed Gentili has always been inspired by the principles described above to nurture its culture, work and identity.

2.

Neosustainability: Our ESG manifesto

Neopharmed recognises the importance of embracing the global principles of environmental, social and corporate governance (ESG) by acting on a daily basis in a sustainable manner and promoting initiatives of social responsibility, transparency and protection for the environment.

In the framework described, the 2024 Sustainability Report represents a fundamental element in the sustainability process undertaken by Neopharmed Gentili in 2023. With publication of the second ESG report, the Company is strengthening its commitment to the **full integration of sustainability into the company business** and confirming its desire to monitor and improve its environmental, social and governance performance through transparent reporting.

In February 2024, the Strategic Sustainability Plan was presented to the entire company, and on that same occasion 12 people belonging to different company departments were chosen to act as ESG Ambassadors: this role stems from the desire to create a link between the Sustainability Committee and the rest of the company to ensure the direct transmission of messages, ideas and inputs on ESG issues.

The following pages will describe in detail the materiality process conducted by the Company that led to the identification of the strategic material topics for Neopharmed Gentili and the main updates relating to the Strategic Sustainability Plan.

2.1 Stakeholder Engagement

With the aim of creating a picture that is as truthful and detailed as possible of its sustainability performance, Neopharmed Gentili has chosen to involve a multitude of "stakeholders" in its ESG process that can be divided into two macro-categories from a methodological point of view.

INTERNAL STAKEHOLDERS	**Figures that contribute to the choice of strategic company decisions (company management)**
EXTERNAL STAKEHOLDERS	**Numerous players who share a common element: the ability to influence and in turn be influenced by company decisions. Employees were also included among the external stakeholders since they are affected by the effects of these choices even though they do not always participate directly in the definition of Company strategy.**

The decision to involve internal and external stakeholders in the definition of corporate sustainability strategies demonstrates, once again, the sense of responsibility of Neopharmed Gentili with respect to the context in which it operates and the desire to establish continuous, transparent dialogue with the main players who orbit around the company business.

The table below shows the different categories of external stakeholders of Neopharmed Gentili, and the processes adopted to involve them in the company analyses.

CATEGORIES OF STAKEHOLDER	EXPLANATION	ENGAGEMENT ACTIVITIES
Internal workforce	Those who work for or on behalf of Neopharmed Gentili, including their representatives (e.g. trade unions)	→ Internal climate analysis → Periodic illustration of the results → Newsletters → On-boarding programmes for new hires → Training meetings
External workers	People who collaborate with Neopharmed Gentili but are not directly employed by it (e.g. agents with exclusive mandates, freelancers)	
Suppliers	Those who supply Neopharmed Gentili with raw materials, materials, services and technologies	→ Collaboration meetings → Periodic performance assessments → Communications on company policies
Customers	Users of Neopharmed Gentili products/services, including consumer associations	→ Market research → Satisfaction surveys → After-Sales Service
Investors	Those who hold or will hold proprietary shares in Neopharmed Gentili	→ Periodic financial reports → Company Website → Dedicated ESG analyses
Institutions	The set of institutions that can directly or indirectly influence the activities of Neopharmed Gentili (e.g. regulatory authorities)	→ Ad hoc meetings
Patients	Individuals who use Neopharmed Gentili products/services	→ Health information campaigns → Support and assistance services
Doctors	Medical professionals who prescribe or use Neopharmed Gentili products	→ Training seminars → Scientific conferences → Collaborations in research and development
Financial institutions	Banks and credit institutions that can contribute to financing the activities of Neopharmed Gentili	→ Periodic financial reports → Company Website
Bondholders	Individuals or entities who hold bonds issued by Neopharmed Gentili	→ Financial communications → Periodic performance reports
Media and Press	International, national and local media (e.g. television, press, radio and internet) that can directly or indirectly influence the activities of Neopharmed Gentili	→ Company website, social networks

2.2 Materiality Analysis

The new European Corporate Sustainability Reporting Directive (CSRD) came into force on 5 January 2023. It is in this context that Neopharmed Gentili decided to publish its first two Sustainability Reports although it was not yet one of the companies required to report on its ESG performance, thereby demonstrating its commitment to aligning with the new regulations on reporting and compliance.

The preliminary phase, which included the materiality analysis, was carried out in accordance with the methodology outlined by AccountAbility 1000 and the Global Reporting Initiative (GRI). The approach adopted allowed for a detailed assessment of ESG performance through the principle of 'double materiality', also referred to in the CSRD.

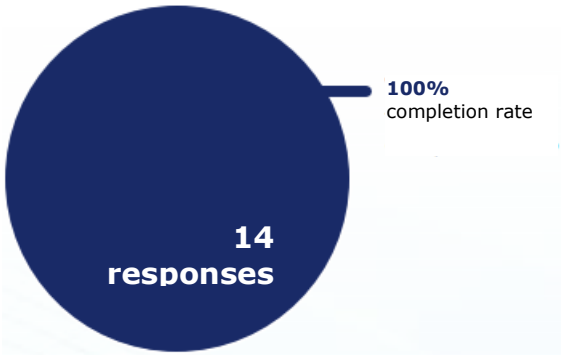
A survey questionnaire was administered to both the Company's top management and various groups of stakeholders, including the employees, in order to identify the issues directly related to the business of Neopharmed Gentili.

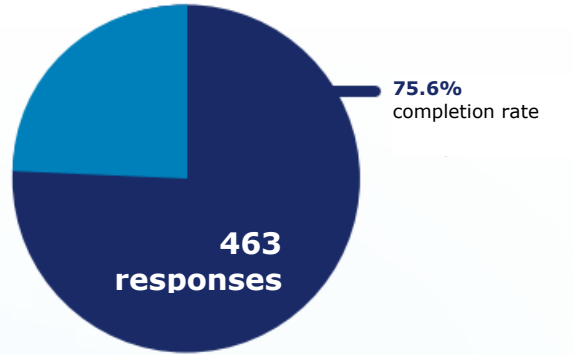
Management was asked to assess the relevance and control of specific ESG issues within the Company, comparing them with the reference context. Stakeholders were instead asked to assess only the relevance of the survey topics. The allocation of a score on a numerical scale from 1 (not material) to 5 (extremely material) identified and prioritised the material topics for Neopharmed Gentili in terms of objectives and strategies.

The collection and interpretation of the results made it possible to understand the strategic priorities of Neopharmed Gentili, the main opportunities/critical issues of the business and how these can affect shared value and sustainability, thus identifying ten material topics, each associated with a positive and negative impact.

More specifically, the giving of the questionnaire, whose responses were treated anonymously, recorded 477 responses: 14 from management and 463 from stakeholders, including mainly employees, agents and suppliers.

Questionnaire for Management Questionnaire for Stakeholders





Questionnaire for Management **Questionnaire for Stakeholders**

The materiality results guided the definition of targeted strategies, in line with the GRI 3.1, 3.2 and 3.3 guidelines, in order to effectively manage the external effects related to the company's operations.

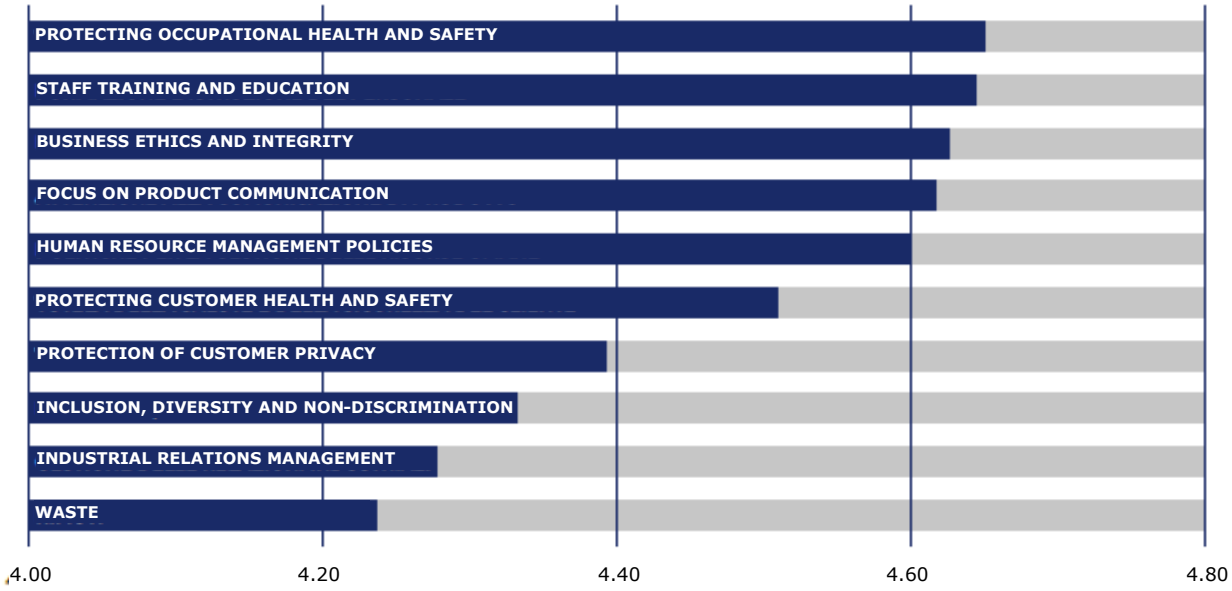
TOPICS	IMPACTS
Protecting occupational	⊖ Poor attention to occupational health and safety could cause accidents, accidents or illnesses among employees, putting their well-being at risk and creating an unfavourable working environment.

TOPICS	IMPACTS
health and safety	⊕ Neopharmed Gentili promotes a safe and healthy working environment through measures to prevent accidents and occupational illnesses. These include occupational safety training, and the promotion of a company culture focused on safety.
Staff training and education	⊖ A lack of attention to investments in staff training and development can limit employees' growth opportunities, reduce their motivation and lead to lower quality of work, as well facilitating a 'brain-drain'.
	⊕ Neopharmed Gentili endeavours to invest in the continuous training and professional development of its employees, providing opportunities for learning and growth. This can lead to a more competent and motivated workforce, thereby improving productivity and quality of work.
Business ethics and integrity	⊖ A lack of ethics and integrity could lead to misconduct and sanctions, damaging the Company's reputation and undermining the trust of customers and stakeholders.
	⊕ Neopharmed Gentili is committed to conducting its business operations by taking an ethical and integrated approach, avoiding unfair practices, corruption or conflicts of interest.
Focus on product communication	⊖ Lack of clarity or accurate information in product communication could cause confusion among patients and healthcare professionals, compromising the Company's reputation and undermining trust in the brand.
	⊕ Neopharmed Gentili is committed to ensuring that its product communication is accurate, clear and complete, helping to promote the safety and trust of patients and healthcare professionals.
Human resource management policies	⊖ The lack of effective human resource management policies could generate discrimination, conflicts and dissatisfaction among employees, compromising the working climate and Company productivity.
	⊕ Neopharmed Gentili adopts innovative and inclusive policies for the management of human resources, promoting diversity, equality and the well-being of employees, thus fostering a positive and stimulating work environment.
Protecting customer health and safety	⊖ If defective products, incorrect information or product safety issues occur, this could put patients' health at risk and compromise the public's trust in the Company.
	⊕ Neopharmed Gentili implements strict quality and safety controls to ensure that its pharmaceutical products are safe and effective for patients. Moreover, it provides clear and accurate information on the correct use of products, promoting patients' health and well-being.
Protection of customer privacy	⊖ Violations of customer privacy, such as inadequate management of personal data or lack of IT security, would damage customer trust and corporate image.
	⊕ Neopharmed Gentili is committed to protecting customers' personal data by respecting privacy regulations and ensuring transparent data management.
Inclusion, diversity and non-discrimination	⊖ Lack of attention to inclusion, diversity and non-discrimination could create a hostile working environment, discourage employee participation and give rise to legal disputes.
	⊕ Neopharmed Gentili promotes an inclusive and respectful environment for diversity by adopting policies and practices that value individual differences, promoting equality and creating a welcoming and collaborative working environment.
Industrial relations management	⊖ The absence of effective industrial relations management could generate conflicts, tensions and a loss of trust between the Company, employees and trade union representatives, leading to legal disputes that could compromise workplace stability and harmony.
	⊕ Neopharmed Gentili promotes positive and constructive relationships with employees and workers' representatives, adopting corporate dialogue practices, participation and involvement of employees in decisions that concern them.
Waste	⊖ Inadequate waste management could lead to environmental risks, damage the Company's image and violate environmental regulations.
	⊕ Neopharmed Gentili adopts responsible waste management practices that minimise environmental impact and contribute towards environmental protection.

The table below links the material topics identified with the regulatory references and standards present at international level.

TOPICS	SDGs	SASB	ESG Certification	EFRAG	GRI
Protecting occupational health and safety	Goal 3: Personal health and well-being	Labour Practices	Legal compliance	ESRS S1 Own workforce	403 Occupational health and safety
Staff training and education	Goal 4: High quality, equal education	Employee Engagement, Diversity & Inclusion	Productivity, skills and development of workers	ESRS S2 Workers in the value chain	404 Training and education
Business ethics and integrity	Goal 16: Peace, justice and strong institutions	Business Ethics	Code of Conduct	ESRS G1 Business conduct	Call to everyone
Focus on product communication	Goal 8: Decent work and economic growth	Product Quality & Safety	Product/service safety and quality	ESRS G1 Business conduct	416 Customer health and safety
Human resource management policies	Goal 8: Decent work and economic growth	Employee Engagement, Diversity & Inclusion	Productivity, skills and development of workers	ESRS S1 Own workforce	402 Labour/management relations
Protecting customer health and safety	Goal 17: Partnerships for the goals	Customer Welfare	Product/service safety and quality	ESRS S4 Consumers and end-users	416 Customer health and safety
Protection of customer privacy	Goal 17: Partnerships for the goals	Customer Welfare	Product/service safety and quality	ESRS S4 Consumers and end-users	416 Customer health and safety
Inclusion, diversity and non-discrimination	Goal 10: Reduced inequalities	Employee Engagement, Diversity & Inclusion	Human rights	ESRS S1 Own workforce	405 Diversity and equal opportunity
Industrial relations management	Goal 9: Industry, innovation and infrastructure	Labour Practices	Legal compliance	ESRS G1 Business conduct	402 Labour/management relations
Waste	Goal 12: Responsible consumption and production	Waste & Hazardous Materials Management	Pollution and waste	ESRS E5 Resource use and circular economy	306 Waste

Material topics



The chart above shows the prioritisation of the Company's material topics in order of the score obtained (on a scale from 1 to 5). Both on the basis of Management's internal assessments and through the external considerations of stakeholders, the topics of greatest relevance for Neopharmed Gentili are clearly those related to 'Protecting occupational health and safety', 'Staff training and education' and 'Business ethics and integrity'.

2.3 Update of the Strategic Sustainability Plan

In 2023, confirming its commitment to THE AREA OF ESG, Neopharmed Gentili chose to draw up a Strategic Sustainability Plan. The three-year document aims to outline a real company roadmap aimed at achieving sustainability objectives in line with the Sustainable Development Goals (SDGs) of the UN 2030 Agenda.

Like the materiality analysis, the Strategic Plan also lays its foundations on a participatory process of consultation between management and stakeholders. This process led to the approval of the Company's Strategic Sustainability Plan, which defines the operational milestones for the three-year period 2024 - 2026.

In addition to defining short and medium-term targets in the ESG area, the document acts as a tool for controlling and monitoring the real achievement of company objectives.

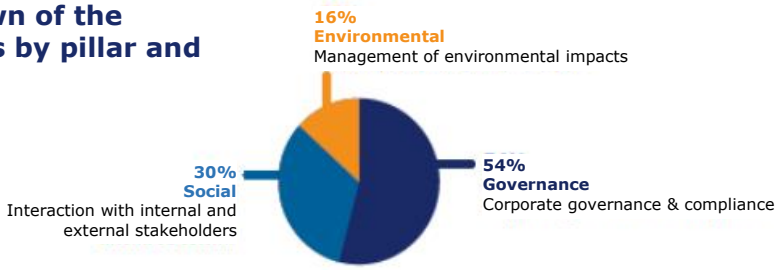
To that end, a Sustainability Committee was established with the purpose of monitoring project progress and analysing any deviations from actual results. It keeps the Board of Directors informed about necessary actions and the budget required in terms of financial and organisational resources.

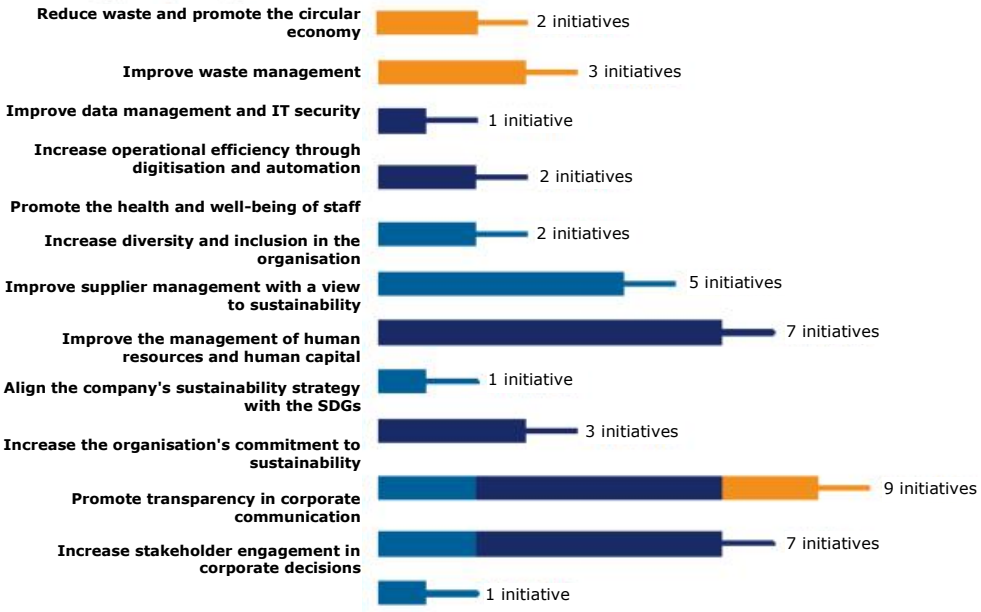
During 2024, thanks to the implementation of numerous initiatives and the constant monitoring of the projects of the Strategic Plan, the Sustainability Committee updated the progress of the activities included in the document.

The activities completed and launched in 2024 are summarised in the following table. In addition to the "Done" and "In progress" columns, which respectively indicate the activities completed or started in 2024, the "Recurrent" column indicates the ongoing activities and that therefore will be repeated in the years following 2024 regardless of their level of progress.

UPDATING THE STRATEGIC PLAN	DONE	IN PROGRESS	RECURRENT
ENVIRONMENTAL - management of environmental impacts			
Increase the level of engagement in the management of separate waste collection	✓		↻
Improvement of waste management by implementing more sustainable practices for laboratory management		…	↻
Reduction of food and resource waste through internal optimisation measures	✓		↻
Evaluation of the efficiency and improvement of packaging sustainability in accordance with the product specifications and with the communication possibilities of the product		…	
SOCIAL - interaction with internal and external stakeholders			
Development of a Diversity, Inclusion and Equal Opportunities Policy	✓		
Presence of a performance monitoring/data collection system linked to equal opportunities and welfare wellbeing (e.g. diversity in governing bodies and among employees)	✓		↻
Implementation of information and training programmes to promote a culture of sustainability within the company, engaging all staff, including senior management	✓		↻
Volunteer days dedicated to employees	✓		↻
Identification of specific prevention areas and formation of a screening and check-up programme dedicated to employees	✓		↻
Internal training sessions on social topics at all organisational levels, addressing both general and specific issues (for example UNI/Pdr 125 (gender equality)	✓		↻
Structured posting plan on social channels to communicate sustainability objectives in a clear and effective manner	✓		↻
GOVERNANCE - corporate governance & compliance			
Definition of MBO Goals Linked to ESG Indicators	✓		↻
Construction of a Sustainable Purchasing Policy (implementation of criteria in the assessment of products and suppliers from an ESG perspective)	✓		
Presence of a Supplier Code of Conduct	✓		
External communication (website, Sustainability Report) of company performance and specific KPIs (both with respect to the service and the performance of suppliers	✓		↻
Use of sustainability performance assessment tools (Ecovadis)		…	↻
Presence of systems for monitoring the ESG performance of suppliers for the duration of the contract		…	
Implementation of a full document management system dedicated to the goal of dematerialisation and more harmonious internal traceability for all operations		…	
Analysis of the drug production chain with a focus on the disposal phase of the product to evaluate circular solutions		…	

Breakdown of the initiatives by pillar and goal



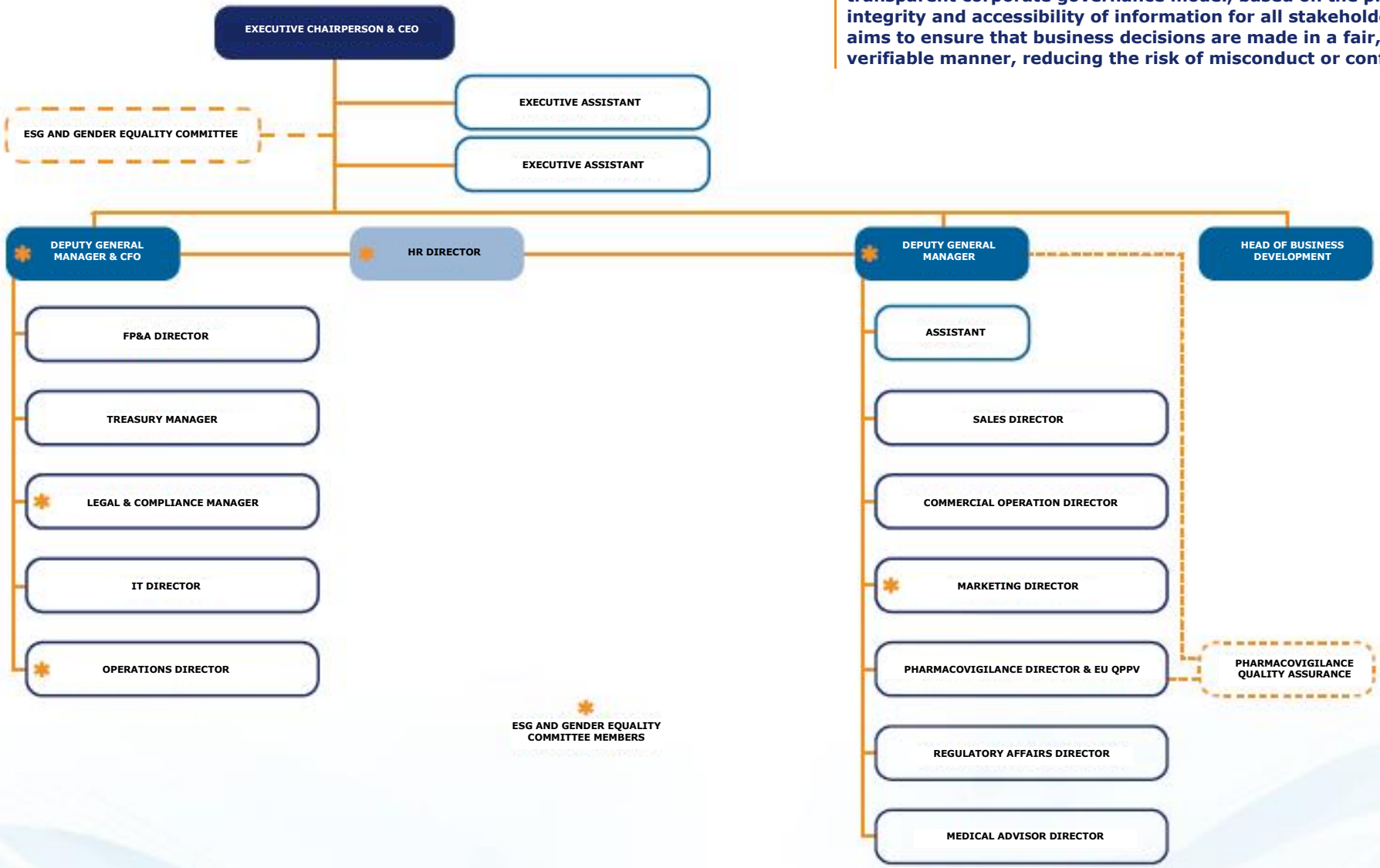


Classification of initiatives with respect to the SDGs

3.

Transparent and responsible governance

In line with the objectives of the Strategic Plan described in the previous chapter, Neopharmed Gentili is actively committed to guaranteeing a transparent corporate governance model, based on the principles of clarity, integrity and accessibility of information for all stakeholders. This approach aims to ensure that business decisions are made in a fair, responsible and verifiable manner, reducing the risk of misconduct or conflicts of interest.



The Board of Directors which is responsible for the Company's strategic management comprises five members, including two representatives of NB Renaissance, two of Ardian and one of Mediolanum. The members of the Board of Directors are appointed for a three-year mandate by the Shareholders' Meeting, thereby ensuring diversified representation and a solid long-term strategic approach.

NAME	AGE	GENDER	POSITION
Alessandro Del Bono	59	M	CEO and Chair of the Board of Directors
Fabio Cane '	63	M	Director
Sandro Giovannelli	58	M	Director
Bruno Strigini	60	M	Director
Luca Deantoni	50	M	Director

At the same time, the Company is subject to the control of the Board of Statutory Auditors, composed of three standing members and two alternate members, also appointed by the Shareholders' Meeting for a period of three fiscal years.

NAME	AGE	GENDER	POSITION
Diego De Francesco	56	M	Chair of the Board of Statutory Auditors
Marco Bracchetti	58	M	Statutory auditor
Daniela D'Ignazio	46	F	Alternate Auditor
Maurizio Salom	70	M	Statutory auditor
Paolo Ferrandi	45	M	Alternate Auditor

Lastly, the Company Supervisory Body (Supervisory Body) consists of three members.

NAME	AGE	GENDER	POSITION
Iole Anna Savini	56	F	Chair of the Supervisory Body
Luca Nicodemi	51	M	Member of Supervisory Body
Ennio Battistoli	79	M	Member of Supervisory Body

The company's Top Management, represented by the two co-managing directors, oversees the following functions: HR, Finance, Legal & Compliance, Treasury, IT, Operations, Science Service, Marketing, Pharmacovigilance, Sales Department, Commercial Operations and Regulatory Affairs. Like the two co-managing directors, the Business Development Head reports directly to the CEO.

The CEO, representing the shareholder Mediolanum Farmaceutici, is the legal representative of Neopharmed Gentili with powers of management and control in all areas of the company's business. At the same time, the CEO also holds ESG-related powers. In order to ensure proper management of corporate impacts, in 2023 Neopharmed Gentili established a **Sustainability Committee** tasked with organising and monitoring sustainability projects. Furthermore, since 2024, there has been a Steering Committee for the management of gender equality issues, comprising the same members as the Sustainability Committee.

The knowledge of the highest governance body in the ESG area is provided by sharing the Strategic Plan and the policies and procedures in the area of Sustainability. The CEO is regularly informed about the performance of the ESG strategy during the Board meetings, through periodic information flows by event or upon request. Information flows are provided for each company department to report any critical issues. The channels adopted by the Company on Whistleblowing are also always active and which can be used to report any critical issues. In 2024, no reports were received.

3.1 Ethics and corporate responsibility

Ethics and corporate responsibility are the pillars of Neopharmed Gentili's work. For this reason, the Company has chosen to adopt a series of tools aimed at guaranteeing transparency, legality and fairness in its business operations.

The measures adopted by the Company include the Organisation, Management and Control Model (the "Model"), compliant with Italian Legislative Decree 231/2001, by virtue of which a Supervisory Body was established to ensure the correct functioning of the Model and its updates. Likewise, a Code of Conduct was published and updated in 2024, clearly outlining the principles of ethics and conduct for all members of the Company.

Neopharmed Gentili is a member of the Italian Association of Pharmaceutical Companies (Farmindustria - pharmaceutical industry) and undertakes to carry out its activities in compliance with the provisions of the pharmaceutical industry Code of Ethics, promoting an understanding of ethics principles among new hires. This commitment is supported by continually investing in the training of employees and agents, especially those who manage sensitive relationships with public authorities and other stakeholders.

The Company also undertakes to conduct an annual internal audit to verify compliance with the guidelines of scientific information as prescribed by the pharmaceutical industry Code of Ethics. This audit is crucial to obtain annual certification from an external body (Bureau Veritas), which confirms the Company's commitment to ethics and quality in scientific information. Certification for the year 2024 was obtained on 10 February 2025.

3.2 Organisation, management and control model

With the aim of promoting ethical and transparent company management and preventing any form of offence, Neopharmed Gentili has voluntarily adopted the organisation, management and control model pursuant to Legislative Decree 231/2001. The Model is subject to periodic updates, the last of which took place in 2024.

This initiative came about in the belief that the Model represents a fundamental tool for promoting transparency, legality and responsibility at all company levels, protecting the company from legal and reputational risks.

Update of the 231 organisation, management and control model

On 3 July 2024, the Board of Directors of the Company Neopharmed Gentili S.p.A. approved the new organisation, management and control model adopted pursuant to Italian Legislative Decree no. 231 of 8 June 2001. The new Model adds to the pre-existing one, updating it in both the general and the special part impacted by legislative changes, with potential repercussions on the Decree, which took place after the approval of the last update of the Model on 24 October 2022.

The amendments to the Model entailed:

→ incorporation of the rules referred to in Legislative Decree no. 24 of 10 March 2023, enforcing Directive (EU) 2019/1937, concerning the protection of persons who report violations of EU law and violations of national regulatory provisions. The amendments entailed a change in the list of possible reporting entities, the expansion of the list of beneficiaries of protection with respect to hypothetical risks of retaliation of the Company following the report, the expansion of the range of areas and matters that could be reported, the change in the body to which the reporting management is entrusted which no longer has to correspond to the supervisory body;

→ incorporation of the provisions on bid rigging or the fraudulent transfer of values, prevention and repression of the unlawful dissemination of content protected by copyright through electronic communication networks, as well as individual offences amending Articles 24, 24-ter, 25-ter, 25-octies and 25-sexiesdecies of Legislative Decree 231/2001;

→ strengthening of special party protocols, with the inclusion of new obligations and prohibitions for the intended recipients to prevent the commission of one of the 231 offences;

→ rewriting of the code of conduct in order to make it more consistent with the mission and vision of the Company, also taking into account the guidelines of the trade associations.

Training is a crucial tool through which the Company, in close cooperation with the Supervisory Body, promotes the dissemination and application of the Model adopted pursuant to Italian Legislative Decree 231/2001, both internally and externally.

In particular, Neopharmed Gentili undertakes to:

- **Ensure that all staff have understood and accepted the Model, as well as the Code of Conduct and company protocols;**
- **Organise and verify the information and training activities for staff based on the skills required for each position;**
- **Record and assess the effectiveness of the information activity carried out.**

To ensure the correct functioning of the Model, the training of staff, business associates and agents is managed by the Legal & Compliance Department in close collaboration with the Supervisory Body.

In drafting and updating its Model, Neopharmed Gentili carries out a detailed risk assessment on its activities. This assessment aims to identify the company activities potentially most exposed to the risk of offences. These activities include relations with public authorities, sponsorships, hospital tenders, gifts, donations, consultancy and the reimbursement of expenses. To regulate these activities, specific Company processes have been drawn up with the specific aim of preventing situations that could result in the commission of criminal offences which are relevant in terms of liability pursuant to Italian Legislative Decree 231/2001.

3.3 The Supervisory Body

> **As part of the application of the Management and Control Model pursuant to Italian Legislative Decree 231/2001, the Supervisory Body has the task of supervising and guaranteeing the effective enforcement of the Model in the Company. The Supervisory Body must have the authority and powers necessary to independently supervise the functioning of and compliance with the Model, as well as to propose any amendments to the Board of Directors.**

In full compliance with the provisions of Legislative Decree no. 231/2001 and the reference Guidelines, Neopharmed Gentili carried out a check to choose the people most suitable to be part of the Supervisory Body.

In choosing the members of the Supervisory Body, the Company considered the need to guarantee an effective control system, adequate to its size and organisational complexity. For this reason, a collegial and multi-party Supervisory Body was established, composed exclusively of members outside the company. In particular, three members were appointed with proven experience in the area of Legislative Decree 231/2001, ensuring the requirements of independence and professionalism required.

The Supervisory Body can be assisted by a Secretary, selected from among the Company's employees and whose duties are defined in the Supervisory Body's Regulations. The Secretary, working in close coordination with the Supervisory Body, guarantees the correct execution of the activities related to the Decree and the Model, ensuring compliance with the expected times and quality standards, at the request of the Board of Directors or the Supervisory Body itself.

3.4 Code of Conduct and Whistleblowing

> **The shareholders and management of the Neopharmed Gentili firmly believe that the creation of value, arising from meeting the needs of the scientific community and patients, may only be achieved through the due consideration of ethical and behavioural principles and values manifested through respect for:**
> - **➔ the interests of all categories of parties who, in various ways, come into contact with the Company (shareholders, employees and business associates, customers and suppliers, lenders, business partners, etc.);**
> - **➔ the laws and regulations in force, both Italian and EU and of the other countries in which the company operates;**
> - **➔ the pharmaceutical industry (Farmindustria) Code Of Ethics.**

In accordance with the requirements of the Management and Control Model, Neopharmed Gentili chose to place, within the Code of Conduct, the ethical principles and corporate values that must dictate the conduct and behaviour of those who work on its behalf both inside and outside the company organisation. In other words, the Code represents the formalisation of a **concrete and ambitious aim of the Company**: to find a balance between being profitable and its social responsibility, operating according to transparent behavioural standards and implementing targeted and appropriate crime prevention measures.

The Code of Conduct, updated in 2024, was approved by the Board of Directors and establishes the reference ethical standards and outlines the rights, duties and responsibilities of all those who work for or with the Company in any capacity, be they employees, consultants, agents, business partners, outsourcers or parties linked by a relationship of collaboration (set of subjects hereinafter referred to as Recipients or Business Associates). The Code of Conduct is also a governance tool and, as such, an integral part of the Management and Internal Control System, also of the conditions governing employment relationships with the Company.

Goals and scope of application of the Code of Conduct

The main goal of the Code of Conduct is to define the guidelines and rules of conduct to which all recipients or business associates of the Company must comply to prevent the risk of unethical and unlawful conduct. Specifically, the provisions of the Code aim to promote:

- **➔ Conduct compliant with the laws and the Code of Ethics;**
- **➔ Conduct that is loyal to the Company;**
- **➔ Fairness, courtesy and respect in relations between colleagues;**
- **➔ Respect for the interests of all other stakeholders (customers, business partners, government authorities and the general public);**
- **➔ Compliance with competition rules;**
- **➔ Professionalism and diligence in carrying out duties.**

The rules of the Code of Conduct apply without exception to all activities and to all Recipients or Business Associates of the Company. The Code of Conduct forms the basis of all present and future guidelines and procedures adopted and/or applied by the Company in its organisation.

The Code of Conduct forms an integral part of the organisational model implemented by Neopharmed Gentili in accordance with Legislative Decree 231/2001 and management has the task of constantly monitoring compliance with the Code and implementing specific audit programmes, ensuring that Company expectations are understood and respected by the Business Associates.

Compliance with the rules of the Code of Conduct must be considered an essential part of the contractual obligations of employees, pursuant to and for the purposes of Art. 2104 of the Italian Civil Code. Management must ensure that the commitments expressed in the Code of Conduct are implemented.

In order to guarantee the effective application of the Code of Conduct and to comply with whistleblowing regulations, the Company has put in place appropriate reporting channels through which anyone who becomes aware of any cases of non-compliance with the Code within the Company may report their suspicions, freely, directly and confidentially, to specifically appointed external professionals. Anyone wishing to make a report can submit it through the following channels:

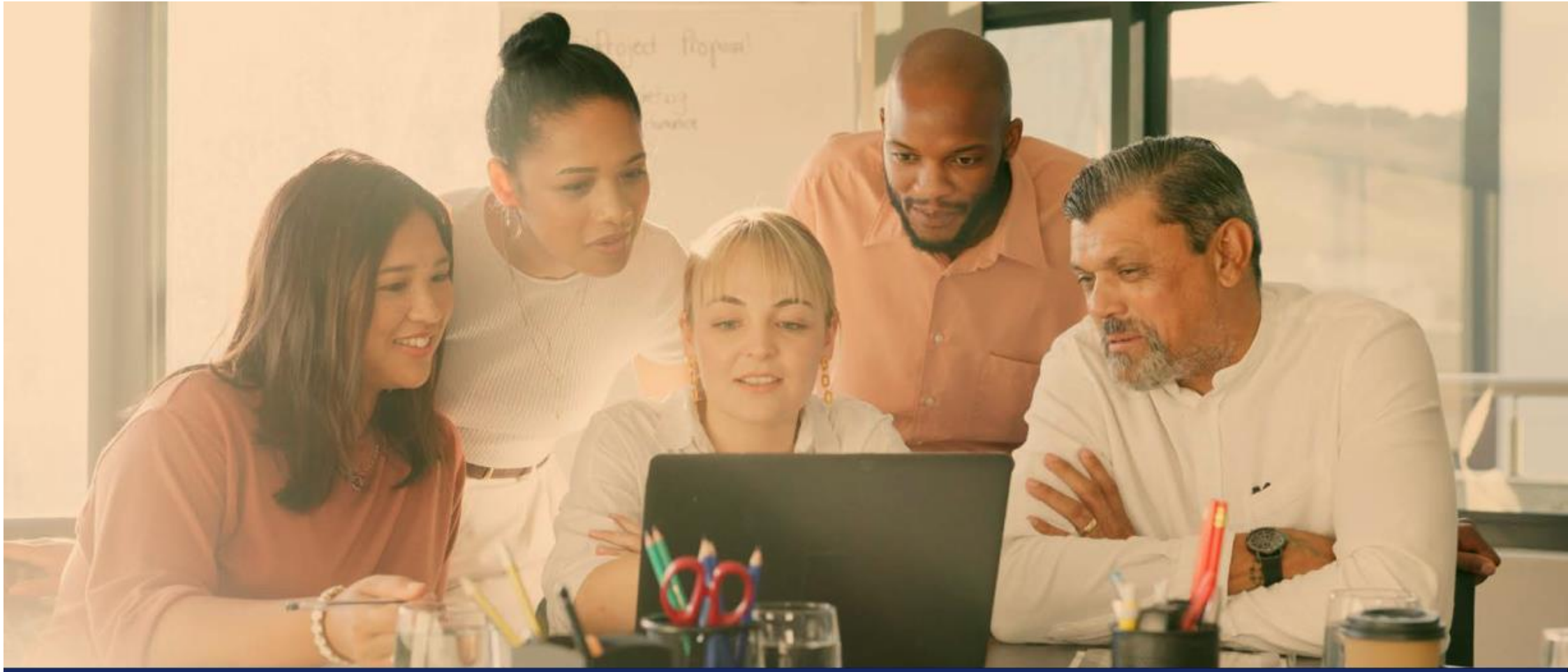
a telephone number for the collection of verbal reports, answered by an automated voice messaging service **toll-free 800 231 670**

a dedicated email address to which written reports can be sent and, if necessary, attached documents, **neogen_whistleblowing@complegal.it.**

> **With reference to the news of a violation or attempted violation of the rules established in the Code of Conduct, it will be the Company's responsibility to ensure that no one in the workplace may suffer retaliation, unlawful influence, distress or discrimination of any kind for having reported a violation of the contents of the Code of Conduct or internal procedures. Moreover, following the report, the managers of the reporting channels, with the support of the internal functions that they deem appropriate to involve, will be required to carry out the appropriate checks.**

During 2024, no reports were received through said channels. In addition, the Company has adopted the Policy for the Prevention of Abuse and Harassment and a procedure for the management of non-compliant situations, pursuant to UNI/PdR 125.

GRI 205-2 Communication on anti-corruption regulations and procedures	UoM	2023	2024
Members of the Board of Directors to whom anti-corruption policies and procedures have been communicated	No.	5	6
Total members of the Board of Directors	No.	5	6
Percentage of members of the Board of Directors to whom anti-corruption policies and procedures have been communicated	%	100	100



4.

Economic Performance

€ 279,101,928
+5.8%
Revenues from sales

€ 598,422,156
+47%
Shareholders' equity

€ 287,381,927
-1%
Generated economic value

€ 281,474,257
+33%
Distributed economic value

98%
+25%
Percentage of economic value distributed to generated value

The 2024 financial statements of Neopharmed Gentili were prepared for the first time according to the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB), and approved by the European Union. For the financial years up to 31 December 2023, the Company adopted the Italian national accounting standards.

The Company's total sales amounted to € 285.7 million in 2024, an increase of 5.7% compared to the previous year when sales amounted to € 270.2 million.

Socio-Economic Context

The year 2024 was characterised by a generally uncertain geopolitical framework caused by continuation of the conflict between Russia and Ukraine, as well as the tensions in the Middle East following the Hamas terror attack in Israel in 2023. Fortunately, despite the difficult general situation, there was a further containment of inflation and, especially in the second half of the year, a gradual reduction in interest rates.

The majority of the Company's sales are achieved on the national market. Therefore, their trend is directly connected to the economic situation of the country and the policies implemented therein, especially those relating to the pharmaceutical sector and health expenditure.

Moving on to the pharmaceutical sector data, according to IQVIA figures, in 2024 the Italian market generated sales of € 26.7 billion, with +5.7% in values and +1.9% in volumes. Within the overall figure, there was (in line with the historical trend) a strong increase in the hospital channel, with an increase of +8.2% in values and +2.7% in volumes, reaching almost € 13 billion in sales.

Third-party distribution also grew by +9.7% in terms of value, approaching € 3 billion in sales. The retail market (in which the Company's products are placed) closed the year with an increase of +1.9% in values and +1.5% in volumes, reaching € 11 billion in sales.

Within the retail channel (pharmacy), there was a growth in reimbursement class A,

The products in the cardiovascular area contributed in particular to the growth (+9.2%), but in general there were good performances on the entire catalogue, thanks in part to consolidation of the scientific information structure following the reorganisation that took place during the first part of 2023.

The only negative figure is that relating to the diabetes area (€ -1.4 million), due to the final patent expiry of sitagliptin during the first few months of 2023, which generated a decrease in both volumes and sale prices, also as a result of the transition of DPP-4 from third-party distribution to retail distribution in May 2024.

Operating expenses increased compared to the previous year, mainly due to the increase in sales (cost of sales, distribution and commercial costs); overhead costs remain substantially stable, thus allowing for an improvement in operating leverage.

The income statement for the year also includes the costs of the subsidiary Valeas, with its accounts added from 1 January 2024.

There were no significant investments in 2024, with the exception of normal purchases of IT equipment and software programmes, and certain investments related to technology transfer projects for some products aimed at achieving cost savings in the coming years.

The Company's shareholders' equity amounted to € 598.4 million at the closing date of the 2024 Statutory Financial Statements; the increase compared to the previous year is attributable to the effects of the mergers through incorporation that took place during the period.

in particular thanks to certain product categories such as lipid regulators, asthma and diabetes products; Class C also showed good results, despite the fact that no increase in sale prices was possible in 2024 (which can only be applied in odd-numbered years), while there was a decline in the self-medication segment.

Once again in 2024, the Company performed better than the market in terms of both value (+7.3%) and units (+6.0%).

Since 57% of the Company's catalogue is composed of drugs reimbursed by the National Health Service (SSN), healthcare expenditure trends are of particular interest. The 2024 National Health Fund was increased to € 134 billion.

Art. 1, paragraph 223 of the Italian Budget Law for the year 2024 (Law no. 213 of 30 December 2023) established that the pharmaceutical expenditure ceiling for direct purchases would be restated to the extent of 8.5% starting from 2024, and consequently the ceiling of the agreed pharmaceutical expenditure would be restated to the extent of 6.8% starting from the same period.

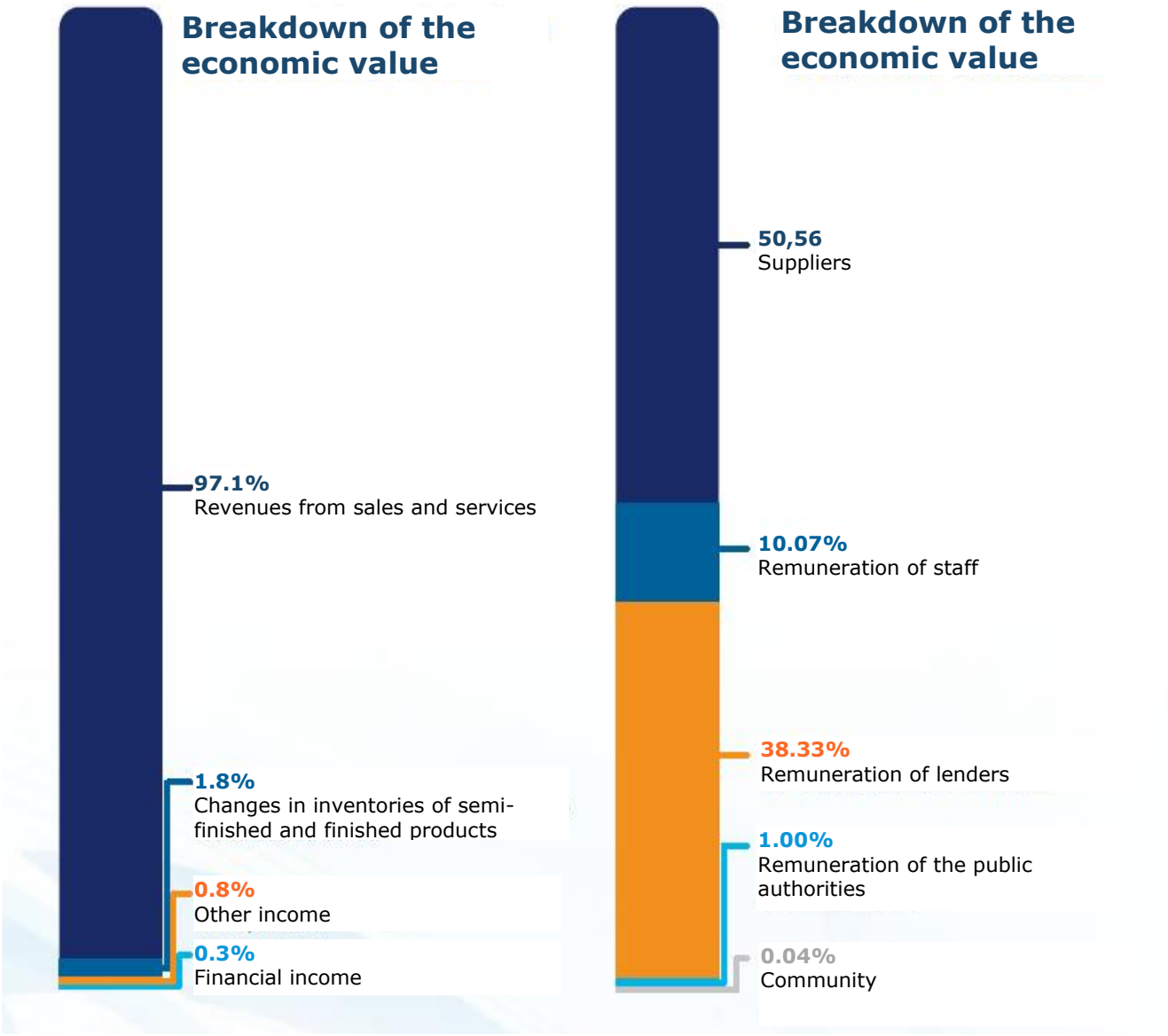
Despite this remodelling, the surplus on subsidised spending remains as in previous years. On the other hand, as regards hospital expenditure, despite an increase in the ceiling, for the year 2024 - based on preliminary data - an overrun of about € 4 billion compared to the ceiling of € 11 billion is estimated, of which 50% will have to be covered by companies through the well-known 'claw-back' mechanism. However, the impact of this measure is extremely limited for the Company, as almost all sales are achieved in the retail channel.

4.1 Economic Value Generated and Distributed to Stakeholders

> **The reclassification of the financial statements, aimed at measuring the difference between the wealth generated by the Company and the interactions with stakeholders, confirms effective management and a consistent management approach.**

The increase in revenue from sales is mainly reflected in the item "Direct economic value generated", which shows a slight decrease of -1% compared to 2023, mainly due to a reduction in financial income.

'Distributed economic value' increased by 33% compared to the previous year and represented 98% of the 'Direct economic value generated' in 2024. This balance reflects the Company's goal of creating shared value and generating lasting positive impacts for all stakeholders.



Items	UoM	2024	2023	Changes	
Direct economic value generated	**€**	**287,381,927**	**290,181,369**	**-2,799,442**	**-1.0%**
Revenues from sales and services	€	279,101,928	263,844,403	15,257,525	5.8%
Changes in inventories of semi-finished and finished products	€	5,118,709	4,271,487	847,222	19.8%
Other income	€	2,403,676	3,032,424	-628,748	-20.7%
Financial income	€	757,614	19,033,055	-18,275,441	-96.0%
Distributed economic value	**€**	**281,474,257**	**211,600,421**	**69,873,836**	**33.0%**
% to direct economic value generated	**€**	*98%*	*73%*		
Reclassified operating expenses	€	**142,319,594**	**139,034,461**	**3,285,133**	**2.4%**
Raw materials, consumables and goods	€	75,367,254	81,263,133	-5,895,879	-7.3%
Costs for services	€	63,796,763	55,744,749	8,052,014	14.4%
Other operating expenses	**€**	3,155,577	2,026,579	1,128,998	55.7%
Remuneration of staff	€	**28,345,658**	**21,397,964**	**6,947,694**	**32.5%**
staff costs	**€**	28,345,658	21,397,964	6,947,694	32.5%
Remuneration of lenders	€	**107,880,133**	**43,275,232**	**64,604,901**	**149.3%**
Financial expenses	**€**	107,880,133	43,275,232	64,604,901	149.3%
Remuneration of the public authorities	€	**2,807,172**	**7,835,907**	**-5,028,735**	**-64.2%**
Income Taxes	€	2,807,172	7,835,907	-5,028,735	-64.2%
Current taxes	€	13,236,262	13,554,812	-318,550	-2.4%
Prepaid taxes PL	€	107,157	-3,682,244	3,789,401	-102.9%
Deferred taxes PL	**€**	-10,536,247	-2,036,661	-8,499,586	417.3%
Community	€	**121,700**	**56,857**	**64,843**	**114.0%**
Donations	€	121,700	56,857	64,843	114.0%

4.2 Risk management

The analysis of the risks associated with the company business is an essential element for the correct management of ESG issues. To this end, Neopharmed Gentili has identified the following risk categories:

Legislative and regulatory risks

The Company takes a proactive approach to monitoring changes in national and regional regulations in the pharmaceuticals sector. This commitment is of fundamental importance to ensure full regulatory compliance and mitigate the risks associated with possible violations or non-compliance. In addition, the Company guarantees compliance with international quality standards (Good Manufacturing Practices - GMP) and with the regulations on scientific information for drugs to which its chemical and pharmaceutical production activities must adhere.

Risks related to the supply chain

In response to emerging supply chain challenges, including the impacts of the COVID-19 pandemic and regional conflicts, Neopharmed Gentili has adopted measures to diversify suppliers and ensure the continuity of supplies. Emergency inventory management is essential to address any disruptions in the supply chain.

Credit risk

The Company carefully assesses the credit risk associated with its business, taking into account the reliability of customers and past debt collection experiences. Neopharmed Gentili adopts strict financial policies to mitigate the risk of debtor default and protect the financial soundness of the Company. Among these, Neopharmed Gentili has an allowance for doubtful accounts on the balance sheet to account for amounts that may not be recoverable, based on an analysis of previous collection experience and customers' creditworthiness, taking into account any guarantees or insurance coverage.

Financial risks

To manage the financial risks deriving from market fluctuations and exchange rates, the Company adopts hedging strategies to protect its exposure and ensure prudent and sustainable financial management. Interest rate risk is minor. Cash flows, financial requirements and liquidity of Neopharmed Gentili are also constantly monitored to guarantee the efficient management of financial resources. Liquidity risk is mitigated by monitoring available liquidity (short and medium term) and monitoring future cash flow conditions on the basis of Company planning and the careful management of credit lines. The Company is only marginally exposed to exchange rate risk, as almost all transactions are in euros.

Tax risks

Tax risk management is carried out in a manner consistent with applicable regulatory requirements and with the best long-term interests for shareholders, considering operational, economic and reputational factors. In order to minimise tax risk, the Company provides specific controls to ensure the accuracy and timeliness of the tax settlement and payments as part of transparent and accurate compliance also intended to prevent possible disputes. Additional guarantees are obtained from the periodic audits carried out by the Board of Statutory Auditors and the body responsible for the statutory audit of the accounts, also for the tax risk management processes.

Risks associated with staff

Neopharmed Gentili is committed to ensuring a safe working environment in accordance with occupational health and safety regulations. Training programmes and staff management policies are adopted in order to mitigate employee health and safety risks.

Environmental risks

Although the Company has not identified significant risks directly related to its operations, it promotes environmental sustainability by adopting responsible procurement practices and carrying out supplier audits to ensure compliance with environmental regulations.

Risks related to products

The Company cooperates with reliable suppliers and complies with sector-specific regulations to guarantee the quality and safety of its products. Quality control measures and risk management policies are adopted to ensure that products meet the highest standards and protect the Company's reputation.

5.

Quality at the heart of our mission

The values that guide the mission of Neopharmed Gentili primarily include the constant attention to the quality of pharmaceutical products intended for patients. The Company's objective is to guarantee safe products that can positively affect the health of patients, thus contributing to the well-being of the community and therefore to public health. To this end, the Company is committed to maintaining the highest quality and safety standards at every stage of the production process.

> **The Company began measuring and monitoring the positive impacts of its products on patients' health in 2019 through a special dashboard that provides the following information:**
> - ➔ **breakdown of drugs by category of illness;**
> - ➔ **number of patients treated for each product;**
> - ➔ **'event reduction' calculated on the basis of the main clinical studies, using indicators such as 'total lives saved' or similar.**

The number of patients treated is carefully monitored through the IQVIA system to ensure the effective and efficient provision of healthcare solutions.

In 2024, Neopharmed Gentili helped to improve the lives of 3,792,586 patients (+12.1% compared to 2023).

5.1 Quality control system

> **With the goal of ensuring the quality, safety and effectiveness of its products, Neopharmed Gentili adopted a quality control system based on a body of procedures aimed at managing internal quality processes (e.g. storage, stability, quality control, staff training) and external quality processes (e.g. qualification of suppliers, audits, complaints, recalls, quality agreements).**

Neopharmed Gentili's quality system is based on European **Good Manufacturing Practices (GMP)** and on the national reference legislation, such as the ICHQ10 and the Reflection paper for MAH, where applicable. All GMP-relevant activities are carried out in compliance with written procedures by qualified and appropriately trained staff, and quality standards are also ensured by appropriate and necessary resources made available by the Company's senior management.

The effectiveness of the internal quality system is continuously monitored through regular internal inspections as well as those by the authorities, primarily the **Italian Medicines Agency (AIFA)** and the **National Institute of Health (ISS)**. In particular, an AIFA inspection was carried out in 2024, the observations of which were resolved during the reporting year and led to the renewal of the GMP certification.

The quality system of external suppliers is assured through Quality Agreements, and the effectiveness is continuously monitored through supplier risk analyses and GMP audits carried out regularly. Neopharmed Gentili has a Pharmaceutical Laboratory authorised by AIFA decree aM-121/2024 of 02/08/2024 and certificate GMP IT/165/H/2024.

The pillars of the quality management procedure

- ➔ **Customer complaints handled in compliance with Standard Operating Procedures (SOP).**
- ➔ **Compliance with high quality standards regarding clinical studies.**
- ➔ **Company activities regularly audited by**
- ➔ **commercial partners, certification authorities and/or government agencies.**
- ➔ **Training of all employees on product quality and safety issues: each employee receives scientific training adapted to their role and responsibility (including the regulation and management of medical devices, laboratory data analysis, audits and batch releases). New employees benefit from customised training adapted to their specialisation.**

5.2 Pharmacovigilance

> **In order to guarantee the safety of patients when taking pharmaceutical products, Neopharmed Gentili has implemented a Pharmacovigilance system: a structured set of activities and procedures aimed at monitoring, collecting and analysing information relating to the undesirable effects of medicines.**

The corporate pharmacovigilance system is constantly monitored through internal audits, reviews by commercial partners and regulatory inspections. Neopharmed Gentili's activities are certified using quality indicators in line with national and European standards of the pharmaceutical industry.

Key elements of the Pharmacovigilance System

- ➔ **Collection of reports: reports of adverse events from healthcare professionals, patients and other parties are collected through specific channels and databases.**
- ➔ **Data analysis: the information collected is examined to identify potential risks or safety signals that may require interventions or updates of information on the drug.**
- ➔ **Risk assessment and management: following the analysis, mitigation measures are implemented and, if necessary, changes to the dosage, instructions or even withdrawal of the drug from the market**
- ➔ **Communication: the results and recommendations deriving from the analysis are communicated to healthcare professionals, patients and regulatory authorities to ensure timely and transparent risk management.**

Neopharmed Gentili collects and evaluates all information relating to adverse events or adverse reactions regarding its drugs through the system described. In order to monitor the benefit/risk profile, they are discussed at 'Signal Detection and Safety Evaluation Committee' meetings, and the relevant information is communicated to the competent authorities in accordance with current regulations.

The assessment of reports of possible adverse events or reactions by patients and doctors is crucial for drafting periodic safety reports that are subject to in-depth analysis by the European Medicines Agency (EMA) and those of the countries in which our drugs are marketed.

In accordance with current legislation, Neopharmed Gentili prepares an analysis of the risks associated with the use of all new drugs placed on the market and the resulting **Risk Management Plan.** The Company also undertakes to ensure that all Company staff are aware of the principles of pharmacovigilance and the protocols to be followed in the event of reported adverse events.

To this end, each new employee receives specific training when they join the Company, and a regular refresher course is provided every 18 months for all staff. In addition, the staff involved in pharmacovigilance participate in internal and external training courses to remain constantly up to date on the obligations and best practices in the field of pharmacovigilance.

5.3 Privacy, Security and Data Protection

Neopharmed Gentili considers that the security of information, through the preservation of confidentiality, integrity and availability of data, is of primary importance to pursue its strategic objectives. Considering the growing global cyber threats, the importance of the industry in which it operates and its complexity, the Company is committed to pursuing the following objectives:

- **guaranteeing the confidentiality, integrity and availability of the data processed by all business associates, ensuring that the relevant technologies and IT services are correctly enabled;**
- **proactively and effectively responding to the increase in cyber threats, in particular by developing mechanisms to prevent data breaches;**
- **protecting the data and interests of customers and business partners;**
- **preserving the reputation gained over the years in order to support business development in new and existing markets and geographical areas;**
- **protecting know-how to ensure evolution of the product portfolio and protect the Company's supply chain and brands;**
- **ensuring compliance with the various applicable rules and regulations.**

The commitment to achieving these objectives is supported by specific operating procedures and a set of technological measures aimed at preventing and combating IT security risks. These procedures and measures were further integrated during 2024.

IT system continuity operating procedure

In order to ensure the proper functioning of the business, Neopharmed Gentili has developed an operating procedure to identify critical or vital IT systems whose malfunctions could have serious repercussions on Company operations, and has established recovery procedures in the event of an IT disaster. In accordance with national and international regulatory directives, such as the ISO/IEC 27002 and ISO 22301 standards of 2019, together with the GDPR provisions, the Company has classified services according to their critical nature and tolerance to interruption.

In order to ensure compliance with EU Regulation 2016/679, known as the GDPR, the Company has implemented and periodically updates a procedural system to guarantee the security and privacy of the data processed.

- **Appointment of an external DPO (to ensure impartiality and transparency);**
- **Presence of the Processing Register;**
- **Presence of DPIA or impact assessment;**
- **Issue of a series of procedures related to the protection of privacy (Data Breach - Continuity of IT systems - General information security policy, IT security management manual - ICT security procedures manual);**
- **Presence of a set of documents on the protection of privacy (appointment of data processor and Privacy policy statement).**

There is an assessment of the risks for all processing recorded thanks to the presence of the processing register. Considering the activities carried out by the Company, the procedures for processing the data of the doctors for whom medical-scientific information collection activities are carried out are of particular importance, as well as the collection of information within the national pharmacovigilance system, which may include, albeit to a lesser extent, the personal data of patients. This is another reason why the Company is careful to provide all new medical representatives with training courses provided by the Legal & Compliance Department, regarding the necessary obligations and correct management of personal data processing as part of their work activities.

The Company rules for processing the aforementioned data consider the specific regulations of the industry, combining them with the principles of transparency to which the Company is always very attentive. The provision of the information required by Article 13, GDPR, the identification of the correct legal basis and the collection of consent, as required, constitute - even before mere compliance with the law - implementation of Neopharmed Gentili's fundamental principles of transparency.

In line with the Company's desire to fully comply with the industry regulations with legislative, regulatory and ethical sources, the Company is updating its data processing methods on transfers of value to doctors so that it can properly feed the 'transparent healthcare' register envisaged by the **'Sunshine Act'** as soon as it is operational. Further, important processing is carried out to protect tangible and intangible assets using cyber and physical security tools.

Attention to the values of the dignity of labour and the desire to fully apply the measures prescribed by the **Workers Charter** have resulted in a process shared with trade union representatives for the adoption of effective protection tools, in compliance with the principles of strict necessity, relevance and non-excess in the collection, storage and processing of staff data.

As part of the Disaster Recovery Plan, the organisational structure for the coordination of recovery operations is well defined and includes various figures, such as Management, the Crisis Manager, Operations Manager, the External Structures and the General Services Manager. Each of these figures has defined roles, from identifying the emergency to dealing with the recovery operations in order to ensure the continuity of business activities even in critical situations.

6.

The people of Neopharmed Gentili

219
-2.2%
Number of employees

17
-41.4%
Number of new employees

10%
–
Turnover rate outgoing

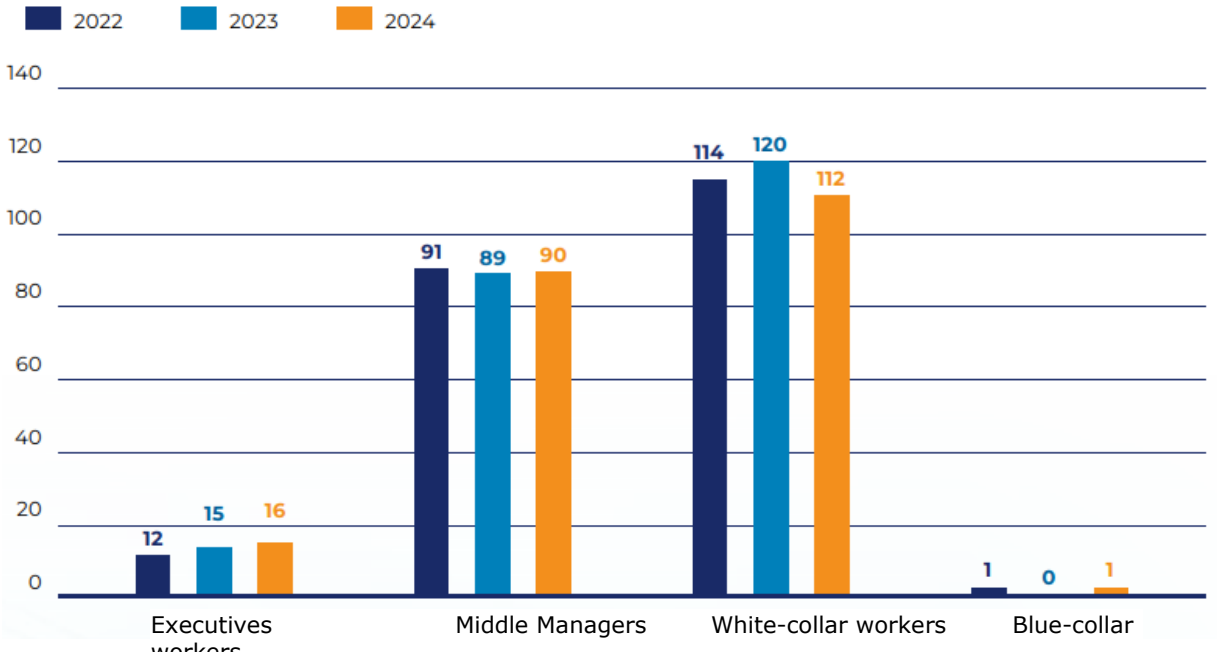
46%
+2.0%
Percentage of female employees

5,898
+8.1%
Hours of training provided

6.1 Human Resource Management

The founding values that guide the work of Neopharmed Gentili include particular attention to the needs of employees with the aim of creating a positive and stimulating work environment in which each individual can find their own professional fulfilment. This assumption is directly reflected in the corporate Strategic Sustainability Plan where there is an entire area of action aimed at improving the well-being of employees and the work-life balance.

Employees 2022-2023-2024



Considering the three-year period 2022-2023-2024, the performance in the chart shows substantial balance in the breakdown of Neopharmed Gentili's workforce. In particular, there was a gradual, albeit limited, increase in executives and a decline in the number of white-collar workers due to the increase in agents with agency contracts. Overall, in the years considered, white-collar workers represent the largest portion of the Company population, followed by middle managers and then executives. Given the business of Neopharmed Gentili, blue-collar workers play a marginal and numerically negligible role. Overall, the number of employees decreased from 224 in 2023 to 219 in 2024.

GRI 2-7A | Employees	Women	Men	Total
Total contract employees 2024	**100**	**119**	**219**
Permanent	98	118	216
Fixed term	2	1	3
Non-guaranteed hours (e.g. on call, occasional)	0	0	0
Total full-time + part-time employees 2024	**100**	**119**	**219**
Full-time	97	119	216
Part-time	3	0	3

As can be seen from the table, all of Neopharmed Gentili's employees are covered by collective bargaining agreements.

GRI 2-30 | Bargaining agreements	2023	2024
Number of employees covered by collective bargaining agreements	**224**	**219**
Total number of employees	224	219
% employees covered by collective bargaining agreements	100%	100%

In particular, depending on the specific job held, the following National Collective Labour Agreements (CCNL) used are: CCNL for Executives of Industrial Companies; CCNL for employees in the Chemical and Chemical-Pharmaceutical Industry. Two second-level agreements have also been adopted: Second-level WELFARE Agreement for all Middle Managers - White-collar Workers - Blue-collar workers and Second-level SMART WORKING Agreement for Middle Managers - White-collar Workers.

In order to ensure transparency and full compliance with the principles of equal opportunity, Neopharmed Gentili has voluntarily drawn up an internal Staff Selection and Hiring Policy. Aimed at all staff regardless of the type of contract, the policy governs the following processes:

- ➔ **search and selection of staff;**
- ➔ **confirmation of meeting the requirements requested during the candidate selection phase;**
- ➔ **trial period and staff assessment; mandatory training.**

The Policy is updated by the Personnel Department together with General Management.

In addition to employees, Neopharmed Gentili works with non-employee business associates and, in particular, external consultants and 297 sole agents, an increase of 26 compared to the previous year. The work of the sole agents is closely linked to the company business and the pharmaceutical industry: specifically, these professionals work exclusively for the Company with the dual purpose of providing scientific information to doctors, and to a lesser extent, sales activities in pharmacies.

6.2 Diversity, Inclusion and Gender equality

Neopharmed Gentili firmly believes in the values of inclusiveness, gender equality and integration, in both corporate and social contexts. For this reason, starting from 2021, the Company embarked on a process aimed at governing and formalising, in an increasingly detailed manner, company standards in diversity & inclusion.

GRI | 405-1 Employees by category and gender	2023	2024
Total employees	**224**	**219**
Women	98	216
Men	126	3
Executives	**15**	**219**
Women	7	216
Men	8	3
Middle managers	**89**	**90**
Women	19	21
Men	70	69
White-collar workers	**120**	**112**
Women	72	72
Men	48	40
Blue-collar workers	**0**	**1**
Women	-	-
Men	-	1

AIMING TOWARDS UNI/PdR 125:2022

With the aim of guaranteeing the values of diversity and inclusion to guide the company's work, Neopharmed Gentili has chosen to undertake a path aimed at achieving UNI/PdR 125: 2022 certification on gender equality in the Company. The focal points of the process that led the Company to achieve certification in February 2025 are described below.

2021

Approval of Diversity and Inclusion Policy

The key points of the document include: the creation of an inclusive work environment, free from all forms of discrimination and harassment, whether of a sexual, cultural, political or personal nature; the pursuit of staff recruiting and management procedures based on transparency and respect for equal opportunities; the definition of training courses and professional development paths aimed at encouraging each employee's full achievement of their human potential. Said document contains and indicates the tools for reporting any violation of the contents of the Policy.

In 2024, compared to the previous year, there was an increase in female staff in the middle management category.

The figures below provide an overview of the breakdown of employees by age and gender:

GRI 405-1 | Employees by age and gender	2023	2024
Total employees	**224**	**219**
Women	98	100
Men	126	119
Under 30	**14**	**12**
Women	8	8
Men	6	4
Between 30 and 50	**67**	**71**
Women	44	44
Men	23	27
Over 50	**143**	**136**
Women	46	48
Men	97	88

Update of the internal Diversity and Inclusion Policy

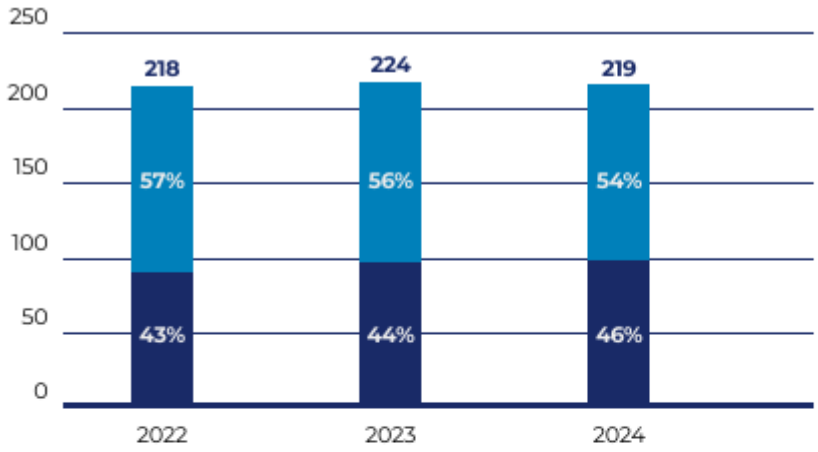
Update aimed at achieving high standards of inclusion and gender equality. The action taken aims to integrate the principles already expressed within the procedure with others of a broader scope: guaranteeing equal pay for both genders, prohibiting any form of gender discrimination; ensuring full parenting support for both genders; supporting employees in identifying proper work-life balance through the flexible organisation of work activities.

2024

2023

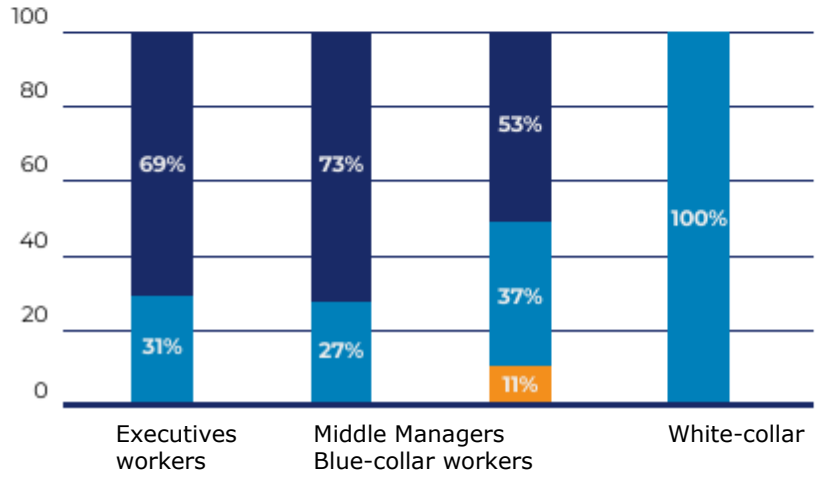
Aiming towards UNI/PdR

On 11 December 2024, the Board of Directors approved a series of company policies on D&I: the **Gender Equality Policy** included in the pre-existing D&I policy, was presented to the entire company. The **Staff Selection Policy, the Career Management Policy, the Pay Equality Policy, the Parenting Policy, the Work-Life Balance Policy and the Abuse and Harassment Prevention Policy** were also drafted, approved and disseminated with the adoption of a channel through which reports can be made, even anonymously, on the subject. These Policies were also adopted for the process that Neopharmed decided to undertake, in line with the strategic sustainability plan, i.e. the process that led the Company to obtain gender equality certification pursuant to UNI/PdR 125: 2022 in 2025. In this regard, the Company held training sessions for employees on UNI/PdR 125: 2022, in which the reference normal practice on gender equality certification was described.



Employees by gender

Women
Men



Employees by function and age

Over 50
Between 30 and 50
Under 30

During the two-year period 2023-2024, there was substantial stability in the breakdown of Neopharmed Gentili employees. In more detail, in 2024 there was a 6% increase in hiring of employees between 30 and 50 years old. At the same time, there was a 5% reduction in employees over 50 and 14% in employees under 30.

Given the Company's great attention to gender equality, Neopharmed Gentili has chosen to publish the evidence relating to the salary ratio between male and female employees with equal roles in this Report.

Gender pay gap	2023	2024
Executives	13%	9%
Middle managers	11%	11%
White-collar workers	13%	10%
Total	**12%**	**9%**

The table shows the analysis of the gender pay gap calculated over the two-year period 2023-2024. For both years, the values reported were calculated on the basis of the average gross hourly remuneration and the percentages indicate the salary difference between men and women within the following categories: Executives, Middle Managers and White-Collar Workers.

In 2024, there was an overall improvement in the wage gap between women and men compared to the previous year. The data described therefore indicate a positive trajectory in the reduction of the gender pay gap, especially among management positions (from 13% to 9%) and in relation to the category of white-collar workers (from 13% to 10%). However, it is necessary to take into account the difficulties in comparing perfectly equivalent figures between the three categories analyse due to differences related to seniority and skills, even between formally similar roles.

In line with the D&I principles already described and with the provisions of Italian Law 68/99, Neopharmed Gentili includes resources belonging to protected categories within its workforce. The number of employees belonging to these categories remained stable in the two-year period under review.

GRI 405-1 | Protected categories	2023	2024
Women	6	7
Men	3	4

Partnership with the Libellula Foundation

In March 2024, Neopharmed Gentili became part of the Libellula Foundation network, a network of companies committed to preventing and combating gender-based violence through an inclusive culture. Membership the Libellula Foundation network reflects the principles of Diversity, Equality and Inclusion that permeate the philosophy of Neopharmed Gentili and the Company's commitment to promoting an inclusive culture that eliminates all forms of prejudice and discrimination within the working environment and in the Company so that each person can feel respected in their identity.

Promoting respect for women and equal opportunities in every context of life, in the family, in the world of work and in society, is the first form of combating gender-based violence. A commitment that Neopharmed Gentili pursues internally through policies that guarantee equal career opportunities and promote work-life balance.

The Company held, in partnership with the Libellula Foundation, two training sessions for headquarters staff, the first entitled "A certain kind of respect" held on 19 April 2024 at the head office auditorium and the second on 13 September 2024 through a webinar entitled "Maybe me too ... the big little daily acts of violence against women". They were both well attended with much interaction of the participants. In addition, two people from the Company followed the training conceived by the Libellula Foundation and developed to train as "Ambassadors against gender violence", i.e. people who, in their own professional context or other, can interpret the value of respect between people of different genders, bear ideas and projects on the topic and listen to and observe situations of potential difficulty.

At the end of this process, on 24 October 2024 the "Ambassador for change: a process against gender-based violence" ceremony was held at the new Parliamentary Groups Chamber in Rome with the Chairperson of the Parliamentary Commission of Inquiry on Feminicide, as well as on all forms of gender-based violence, the honourable Martina Semenzato.

In addition to the partnership launched with the Libellula Foundation, Neopharmed Gentili is actively engaged in supporting projects of extreme value to raise awareness on Diversity and Inclusion issues. These include:

- **The annual Diversity & Inclusion Hub Summit held in Rome on 29 October 2024 at Villa Blanc - LUISS Business School, in which Neopharmed Gentili participated. The "Diversity and Inclusion Hub" is the permanent observatory dedicated to the issues of diversity and inclusion in the world of work, and which actively involves industry stakeholders to encourage the adoption of D&I policies at corporate level and share case histories, best practices and success stories. The mission of the initiative is to promote awareness of the added value of diversity and inclusion at corporate level, create partnerships and collaborations between the main stakeholders, propose policies to the reference institutions and strengthen the relationship between the latter, companies and the associations involved.**
- **As part of SuperJob, the Neopharmed Gentili project dedicated to the inclusion of people with disabilities into the world of work, the "In Sport - including with Sport "event was held at the PalaLuiss in Rome on 16 September 2024. During the day, 20 young people with disabilities were the real protagonists, participating in sports activities under the guidance of coaches and supported by Luiss Sport athletes, with the support of the 'divertitempo onlus' and 'Mio Fratello è Figlio Unico' associations. The initiative highlighted the need to create integration spaces for young people with disabilities through sport as a tool for personal and social growth. SuperJob, together with Neopharmed Gentili and its partners, demonstrated once again how inclusion can become a driver of change and awareness within the community. The participating associations underlined their great satisfaction at the organisation and effectiveness of the event, and reiterated the need to continue to promote projects that put children with disabilities at the centre, creating opportunities for active participation and development of their skills.**
- **A partnership with Happinesski was also launched in 2024, an innovative competitive and inclusive ski project dedicated to young people with disabilities. An initiative created by the Club de Ski Valtournenche, 'Happinesski' represents a unique example of how sport, determination and inclusion can come together to break down barriers and create opportunities for all.**

6.3 Health and safety of human resources

To guarantee the protection and safety of its employees, the Company has adopted an Occupational Health and Safety Management System (SGSL), compliant with the provisions of Legislative Decree 81/08.

Occupational health and safety management system

As part of the OHSMS, and in line with current legislation, a clear breakdown of responsibilities has been defined.

- **Skills and key roles: The company management is responsible for the preparation of the Risk Assessment Document and the appointment of the Head of the Prevention and Protection Service (RSPP). The latter relies on the collaboration of the Prevention and Protection Service Officers (ASPP) to perform their functions in the best possible way. In compliance with article 28 of Legislative Decree 81/08, the Risk Assessment Document provides a detailed analysis of the risks related to safety and health in the various company work environments, including offices, laboratories, pharmaceutical facilities and external network. In addition, the document defines the preventive measures adopted to reduce the risk of accidents at work.**
- **Emergency management and worker representation: To strengthen safety, the Company has set up specialised emergency management teams, including a fire-fighting team and a first aid team. A fundamental role is played by the Workforce Safety Representative elected directly by the employees. His/her task is to represent the needs of the workforce in terms of health and safety, promoting prevention and awareness raising initiatives within the Company.**
- **Monitoring and prevention: To ensure compliance with the OHSMS and reduce the risk of accidents and occupational disease, Neopharmed Gentili set up quarterly meetings in which a doctor, the Head of the Prevention and Protection Service, the Prevention and Protection Service Officers and the Workforce Safety Representative participate. In addition, health surveillance is ensured through periodic medical examinations, organised according to the risk levels identified in the Risk Assessment Document. The daily compliance with safety regulations is supervised by the Supervisors, appointed directly by the company management.**

The importance of prevention

In order to raise the awareness of its employees on the importance of proper prevention, during 2024 Neopharmed Gentili launched numerous campaigns in partnership with local associations, specialised companies and medical professionals:

- **To celebrate World Breast Cancer Day, three days of prevention were promoted at the Neopharmed Gentili headquarters with the option to get breast examinations and breast ultrasound scans.**
- **A flu vaccination campaign.**
- **Two days of Disease Awareness dedicated to the prevention of male urogenital diseases.**
- **The appointment for the prevention of venous and arterial diseases was renewed as the Company has decided to organise three Disease Awareness days dedicated to Eco Doppler examinations of the lower limbs.**

GRI 403-9 | Data on employee and non-employee accidents	2023	2024
Total number of recordable accidents	**3**	**2**
of which employees	3	2
of which non-employees	-	-
Number of accidents with serious consequences	**0**	**0**
of which employees	-	-
of which non-employees	-	-

GRI 403-9 | Hours worked (ordinary hours + overtime + banked hours)	2023	2024
Total number of hours worked	**376,934**	**379,852**
employees	376,934	379,852
non-employees	-	-

GRI 403-9 | accident rate	2023	2024
Accident rate	**8.0**	**5.3**
employees	8.0	5.3
Serious accident rate	**0**	**0**
employees	-	-

*The rate of recordable work-related accidents is calculated as the ratio between: (number of recordable work-related accidents/number of hours worked) * 1,000,000.

An analysis of the two-year period 2023-2024 shows a positive trend in relation to the accident rate. The number of accidents, already limited in 2023, is reduced to two units. This figure, associated with a slight increase in hours worked, brings the accident rate down to 5.3. The total absence of serious accidents was also confirmed in 2024.

6.4 Professional development and training

As part of the activities dedicated to the company's workers, Neopharmed Gentili has always been characterised by the amount of training and professional development opportunities given to employees. In line with this principle, the Company has developed a structured Corporate Training Plan, designed to effectively meet the training needs of staff.

The Human Resources Department is responsible for the selection of training courses, identified on the basis of an in-depth analysis of training needs in collaboration with the various company areas. Following this assessment, the most appropriate training activities are identified, which may concern both technical-specialist skills and transversal skills, with the aim of ensuring targeted professional development in line with company needs.

GRI 404-1 | Training hours as at 31.12.2024 by employee category (h)	Women	Men	Total
Executives	301	229	530
Middle managers	648	1,921	2,569
White-collar workers	1,961	838	2,798
Total	**2,910**	**2,988**	**5,898**

Compared to the previous year, there was an increase in training hours for each category of staff: Executives, Middle Managers, white-collar and blue-collar staff (the latter not present in 2023). At the aggregate level, in 2024, the Company made 445 more training hours available to its employees than in 2023, with an overall increase of 8%.

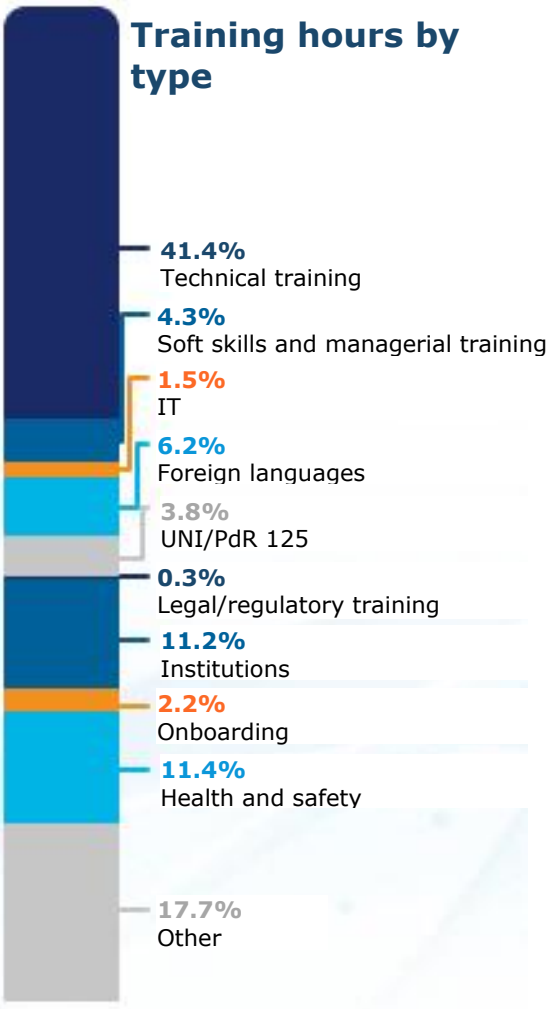
Number of people trained on ethics

91

Hours of training on ethics

108

In 2024, in line with the path taken by the Company to achieve the UNI/Pdr 125, two new training areas were introduced not present in 2023: the first of a social nature, linked to the training sessions developed in collaboration with the Foundation Libellula and the voluntary activities carried out by Neopharmed Gentili employees. The second, linked to regulatory training on UNI/PdR 125.



In line with previous years, the company training programme also includes technical issues (41% of total training hours); language (6% of training hours); IT (11% of training hours) and

programmes dedicated to improving soft skills as well as hours dedicated to the onboarding of new company employees and training on legal/regulatory issues.

During the year, 108 hours of training on ethics were also provided to new employees hired (in total 17), and to 74 representatives. During 2025, the Company plans to carry out refreshment courses on these issues, involving all employees.

In 2024, Neopharmed Gentili employees had access to the LinkedIn Learning platform to increase their hard and soft skills through ad hoc courses and training.

> **The Management Training Programme is also continuing, in collaboration with Profexa, aimed at increasing managerial and leadership skills, primarily for department managers and their teams. The training course is currently still in progress, and includes several phases: assessment of the figures involved and identification of their aptitudes; individual coaching meetings with expert advisors; development of an individual and team training plan; identification of actions aimed at team growth based on the specific aptitudes and characteristics of the team members involved.**

6.5 Turnover and parental leave

GRI 401-1 | New hires during the year by age and gender	2023	2024
Total new hires	**29**	**17**
Women	17	11
Men	12	6
Under 30	**11**	**5**
Women	8	4
Men	3	1
Between 30 and 50	**13**	**10**
Women	8	6
Men	5	4
Over 50	**5**	**2**
Women	1	1
Men	4	1

The turnover rate of the Neopharmed Gentili workforce resulting from the relationship between new hires and termination of employment relationships in the two-year period 2023-2024 are shown in the table below. In particular, there were 17 new hires in 2024, of which 11 women and 6 men. On the other hand, a total of 22 (13 men and 9 women) terminated their employment relationships, of which 11 were over 50 years of age.

Analysing the two-year period 2023-2024, in 2024 there was a reduction in employment levels, down by 5 percentage points. On the other hand, the leaving turnover was stable at 10% in both years in question. Overall, total turnover decreased by 5 percentage points compared to 2023.

GRI 401-1 | Staff who interrupted or terminated the employment relationship by age and gender	2023	2024
Total employees leaving	**23**	**22**
Women	12	9
Men	11	13
Under 30	**3**	**2**
Women	2	2
Men	1	0
Between 30 and 50	**6**	**9**
Women	4	6
Men	2	3
Over 50	**14**	**11**
Women	6	1
Men	5	10

GRI 401-1 | Total turnover rate, by gender and age	2023	2024
Total turnover rate	**23%**	**18%**
Incoming turnover rate	**13%**	**8%**
Women	17%	11%
Men	10%	5%
Outgoing turnover rate	**10%**	**10%**
Women	12%	9
Men	9%	11

During 2024, a total of 3 female employees benefited from parental leave, with a return rate of 100% at the end of the maternity period.

6.6 Company welfare and remuneration system

In line with the corporate strategy on employee well-being, inclusion and equal opportunities, Neopharmed Gentili has planned a broad range of initiatives aimed at promoting a good work-life balance. These include:

- ➔ **Smart working, governed by a company policy;**
- ➔ **Flexible hours, to adapt to the needs of employees.**

These initiatives are supported by a company Welfare Plan, developed in association with the main trade unions and aimed at all employees (with the exception of Executives). The Plan, implemented with the support of our partner ASSITECA, assigns each employee, on a fixed-term or permanent basis, an annual amount in the form of "Welfare credits", which can be used to purchase services in various areas, including:

- ➔ **Education and training;**
- ➔ **Assistance to family members;**
- ➔ **Reimbursement for public transport;**
- ➔ **Goods and services (for example, vouchers for different product segments).**

The programme was initiated following an internal investigation that involved all employees, thus guaranteeing voluntary and informed membership. In 2024, the Company also sent a survey to the entire company to investigate the issue of work-life balance and the issue of harassment. No critical issue emerged from the analysis of the responses received.

In addition to the benefits listed above, some categories of employees can use a company car, in compliance with the Company's Car Policy. In addition, the 16 Executives, although not included in the Welfare Plan, benefit from a supplementary health insurance package, entirely financed by Neopharmed Gentili.

Corporate volunteering alongside 'Opera San Francesco'

In 2024, the first corporate volunteering project entitled "Care to Care" was launched, which aimed to promote the values of support, listening, empathy and inclusion in collaboration with the 'Opera San Francesco' Foundation of Milan. The initiative opened with a kick-off meeting attended by all employees of the head office regardless of whether they were going to participate in the project or not. The meeting was held on 21 May 2024 at the Auditorium and the volunteering activities were then scheduled and took place between the months of June and September 2024. At the end of the first corporate volunteering project, the closing meeting was held on 30 September 2024: an important moment of sharing in which to collect feedback on the initiative just ended and give space to suggestions to identify other interesting potential volunteering initiatives to be implemented in the future.

To promote a meritocratic culture and encourage its employees, the Company has implemented a **Performance Management System** aimed at assessing staff performance and the shared definition of improvement objectives. These objectives are assigned to specific resources in the first quarter of the year, monitored in June through a specific comparison and assessed at the end of the year to determine the level of achievement and to disburse the corresponding bonus.

In terms of remuneration, the Company therefore envisages a fixed and variable remuneration policy for some parties, calculated according to the specific nature of the tasks performed. Executives and middle-managers are entitled to a fixed remuneration, to which MBOs are added on the basis of Company objectives (sales) and individual objectives.

Objectives related to sustainability performance have recently been included in the MBO programme for the members of the Sustainability Committee. The CEO and some managers are also entitled to a system of stock options linked to the Company's medium/long-term performance. The network of external business associates, consisting of Pharmaceutical Representatives (**ISF**), Area Managers (**AM**) and Field Managers (**FM**), is entitled to a fixed remuneration in addition to a bonus system based on sales targets.

7.

Our commitment beyond company boundaries

7.1 Initiatives in Favour of the Community

In order to be a responsible company, it has to look beyond its own boundaries and actively contribute to the well-being of the community. Neopharmed Gentili therefore intends to take action to generate a positive impact on the Company, supporting initiatives that promote inclusion, health, education and social development.

Always active in the social sphere, over the past few years Neopharmed Gentili has consolidated its commitment through strategic arrangements with Third Sector entities and local associations and institutions in order to generate shared values. From access to care for the most vulnerable groups to the promotion of educational and cultural projects, each initiative stems from the desire to respond to the concrete needs of the territory and to build a more equitable and inclusive future for all.

The following pages describe the process, the partnerships activated and the projects that the Company supported during the year.

SuperJob

Neopharmed Gentili confirmed its commitment to "Super Job" also in 2024, a project launched in 2020 thanks to the synergy with Page Group and the Vertical Foundation, a non-profit organisation engaged in scientific research for the treatment of spinal cord injuries. The initiative was created with the aim of bringing the business world closer to people with disabilities, facilitating the match between labour supply and demand through an ad hoc digital platform.

Super Job is an e-recruitment space that allows candidates and companies to publish and respond to job advertisements free of charge, offering a protected environment in which people with disabilities can find professional opportunities suited to their needs. Over time, the project has been enhanced with the publication of good practices, information content and events through the website and social channels, thus contributing to the dissemination of a culture of inclusion.

The experience of Super Job led to numerous collaborations with various Third Sector companies, including Opera in Corsia, Fare, PizzAut and Divertitempo Onlus.

Thanks to the growing number of stakeholders involved and the collaborations launched, Super Job has become both a very successful project and a real point of reference for dialogue between the Third Sector, companies and institutions, actively contributing to the enhancement and inclusion of people with disabilities in the labour market.

Neopharmed Gentili's attention to disability represents a pillar of its corporate social responsibility, but it is not the only area in which it acts. The Company stands out for its concrete commitment on several fronts, at national and international level, through projects and partnerships with Third Sector entities and local organisations. Some of the main initiatives supported during 2024 are shown below:

- **Donation of drugs for a value of € 105,645 to the 'Banco Farmaceutico ETS' Foundation.**
- **Contribution to the G. e D. De Marchi' Foundation in support of the project "The Most Beautiful Paediatrics Department in the World", for the creation of paediatric care spaces at the Nuovo Policlinico in the heart of Milan.**
- **Support for 'Vivi Down' - Italian Association for Scientific Research and for the Protection of people with Down's Syndrome to implement initiatives aimed at guaranteeing support to members with trisomy 21 and their families.**
- **Contribution to the 'Amici di URI Onlus' Foundation, an institute to support andrological research aimed at the implementation of a project for the molecular study of urological diseases.**
- **Support for the 'Area' Foundation for the design and implementation of an epidemiological study on the incidence of balance disorders in the elderly.**
- **Support for the Italian College of Phlebology for the implementation of an epidemiological study on chronic venous disease in Italy.**

In conclusion, Neopharmed Gentili's commitment to local communities translates into concrete actions and strategic partnerships that aim to generate a positive and lasting impact. By supporting projects of inclusion, health and social development, the Company aims to build a more equitable and sustainable future, strengthening the link between business and the community.

7.2 Green Procurement

> **Neopharmed Gentili is constantly committed to monitoring and improving the sustainability of its supply chain. The Company is aware that careful selection and management of suppliers is fundamental to guarantee the quality, reliability and compliance of the products and services offered.**

In particular, Neopharmed Gentili works with a wide network of business partners, including multinationals in the pharmaceutical industry and third party subcontractors (CMO), located mainly in Italy. In addition, it entered into licensing and distribution agreements with foreign partners for specific products. Procurement takes place both through the purchase of finished products and through production on commission. Depending on specific requirements, the subcontractors can provide a complete service, from purchase of the active ingredients to the final packaging, or the Company can directly handle the supply of the Active Pharmaceutical Ingredients (API) and some packaging materials. This supply chain model guarantees flexibility and adaptability to market demands.

Once production is complete, the finished products are transferred to a warehouse managed by a logistics partner, from which they are then distributed to wholesalers, pharmacies and hospitals based on the orders received.

Over the past few years, Neopharmed Gentili has launched an ambitious suppliers sustainability assessment process. The first step, which took place in 2021, coincided with the formalisation and sending of a questionnaire dedicated to environmental, social and governance (ESG) aspects. This initiative involved 90% of active ingredient suppliers and finished products, making it possible to map the ESG profile of the entire supply chain. The results were positive and did not show up critical issues among the suppliers assessed, confirming the Company's commitment to an increasingly sustainable and responsible production chain.

Suppliers of active ingredients mapped according to ESG criteria

> **In 2024, following up on the initiatives envisaged by the Corporate Strategic Sustainability Plan, Neopharmed Gentili formalised an internal green procurement procedure that resulted in the publication of the first Supplier Code of Conduct and the implementation, within the company's purchasing policy, of a section dedicated to sustainable purchases.**

Both tools will be shared with the key suppliers of Neopharmed Gentili starting from 2025. In view of this activity, in 2024, the Company carried out an in-depth mapping of its key suppliers, identifying 125 of them (including suppliers of the active ingredients, finished products and contract manufacturing organisations) who will be subject to the Supplier Code of Conduct.

Suppliers of active ingredients mapped according to ESG criteria

125

The objective of both tools is to share the ESG principles that guide the work of Neopharmed Gentili with their key suppliers, asking them to respect them and apply them within their business.

In addition, in February 2025, Neopharmed Gentili completed the assessment process and in turn obtained the EcoVadis rating, one of the most widely recognised international standards for the ESG ratings of supply chains.

8.

Protection of the environment and natural resources

13,276 GJ
-0.5%
Energy consumption

9,339 cubic metres
+49.7%
Water withdrawals

0.65 t
+16.0
Laboratory waste

933 tCO_2eq
-3.8%
Emissions

3.26 $gCO_2/€$
-9.1%
Emission intensity (location based)

Aware of the importance of its role in ensuring sustainable economic development, Neopharmed Gentili is committed to minimising its environmental impact, while promoting awareness raising and ecological awareness among its stakeholders.

In fact, through the adoption of targeted strategies and policies, the Company aims to involve employees and the supply chain in the achievement of common objectives aimed at reducing the environmental impact along the entire production chain.

8.1 Energy and emissions

> **With the intention of actively contributing to the achievement of the international goals of the Agenda 2030, Neopharmed Gentili undertakes to reduce the impact of its activities on the environment by adopting an operational approach that takes into account significant environmental factors.**

Considering the business of Neopharmed Gentili, focused on the marketing of products and not on their production, energy consumption derives exclusively from the offices of the headquarters, the laboratory and the emissions of the car fleet.

The table below shows the energy consumption relating to the two-year period under review (2023-2024), broken down by electricity purchased and consumed, district heating and consumption relating to the company car fleet. In order to enable a comparison of the various types of consumption, the unit of measurement used to report all values is GJ, as required by the GRI.

GRI Energy consumption within the organisation		UoM	2023	2024
Electricity	**Total electricity purchased and consumed**	**GJ**	**2,401**	**2,373**
	- of which purchased from renewable sources according to the supplier 's energy mix	GJ	0	0
District heating	**Total electricity purchased and consumed**	**GJ**	**1,675**	**2,138**
Company car fleet	**Diesel**	**GJ**	**8,324**	**7,618**
	Petrol	**GJ**	**418**	**734**
	Methane	**GJ**	**522**	**413**
	Methane	**GJ**	**2,401**	**2,373**

GRI 302-3 | Energy intensity of internal consumption	UoM	2023	2024
Total energy consumption	**GJ**	**13,339**	**13,276**
Total leased	sqm	3,330	3,330
Sales	€	270,167,780	285,694,578
Energy intensity	**GJ/sqm**	**4.01**	**3.98**
	MJ/€	**0.05**	**0.04**

In 2024, energy consumption stood at 13,276 GJ, down slightly from the previous year. This is directly attributable to a reduction in consumption associated with the company car fleet. Against a 75% increase in consumption associated with the purchase of petrol, there was a 21% reduction in consumption associated with methane and an 8% reduction in consumption associated with diesel compared to the previous year.

At the same time, there was an increase in thermal energy purchased of 28% compared to 2023.

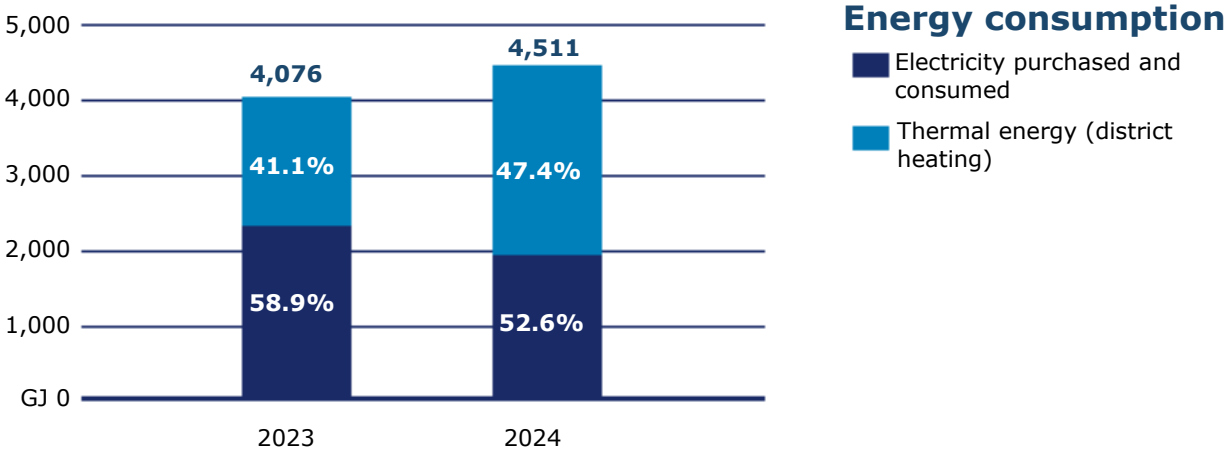
Initiatives for the environment

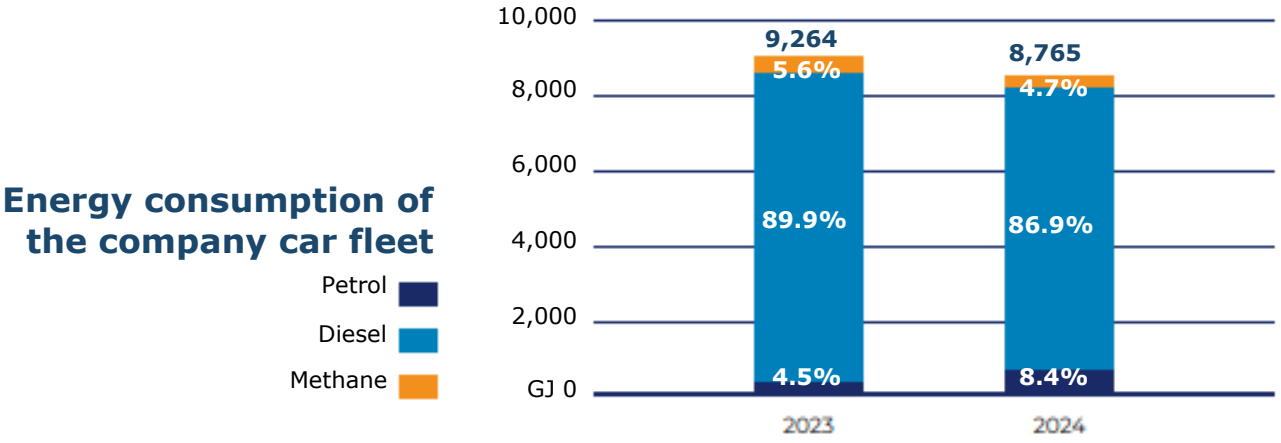
Over the past few years, Neopharmed Gentili has implemented a series of initiatives aimed at mitigating the effects of the company's business on the planet.

These include:

- ➔ **Replacement of lamps with LED models: Initiative launched to reduce energy consumption, both inside and outside the building.**
- ➔ **Optimal control of environmental temperatures: implementation of strategies to effectively regulate winter and summer heating and air conditioning systems, ensuring a comfortable environment and further reducing energy consumption.**
- ➔ **Installation of charging stations for electric cars: Positioning of the charging stations in the company garage to support sustainable mobility.**
- ➔ **Adoption of the district heating network from 2017: Replacement of gas boilers with a district heating system, for more efficient management of energy resources.**

Since 2023, Neopharmed Gentili has also been engaged in calculating its direct emissions and those associated with the purchase of energy with the aim of assessing possible margins for improvement and remedial actions aimed at reducing the company's carbon footprint. In calculating its emissions, the Company has chosen to align itself with the international guidelines of the GHG Protocol.





In particular, Scope 1 and 2 emissions can be defined as follows:

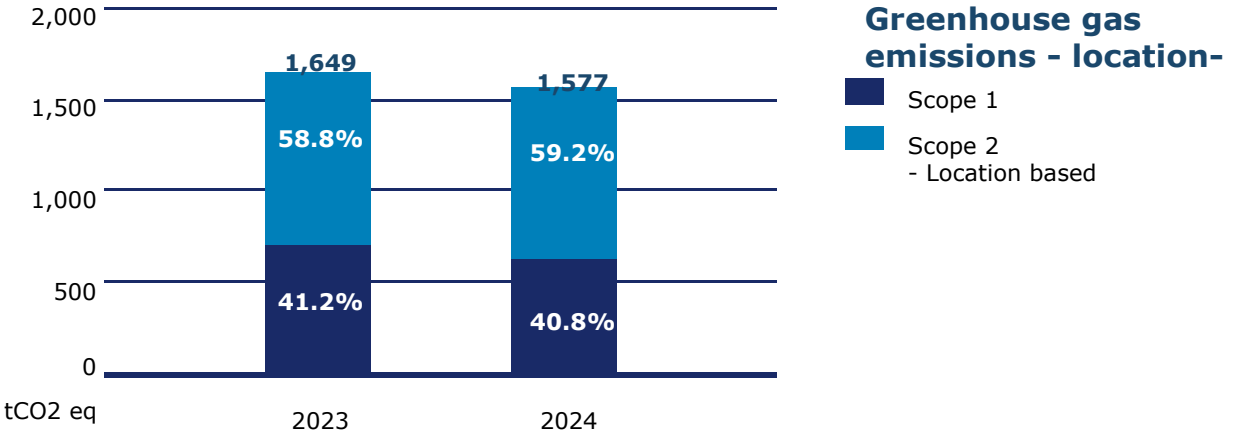
- **Scope 1: The set of emissions generated by the Company's internal activities or the companies it controls. Most of these emissions come from stationary sources of combustion and mobile sources, such as the company fleet. Fugitive emissions of refrigerant gases in air conditioning systems are also considered Scope 1 emissions.**
- **Scope 2: the set of indirect emissions for which the Company is responsible, and which derive from the production of electricity, steam or heat supplied by third parties. Neopharmed Gentili is considered responsible for these emissions as an end consumer. These emissions are calculated using two distinct approaches: the market-based approach, which uses the emission factors associated with the electricity supplied by the selected suppliers (residual mix), and the location-based method, which uses the emission factors of the national energy mix (production mix). [1]**

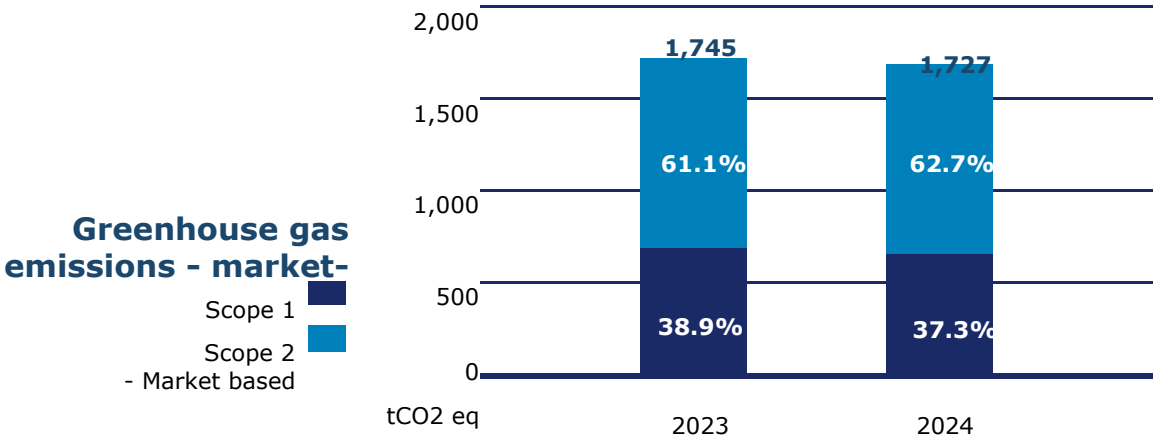
[1] In light of the indications reported in the GHG Protocol Scope 2 guidance (page 53), which expressly indicate the requirements for the emission factors that can be used for the location-based approach, the use of the production mix factor for the calculation of location-based emissions was considered preferable. To ensure full comparability of the data, the Scope 2 - location based value was updated by adopting the same methodology.

The following table shows the direct (Scope 1) and indirect (Scope 2) emissions of Neopharmed Gentili, broken down by the various categories of emission sources.

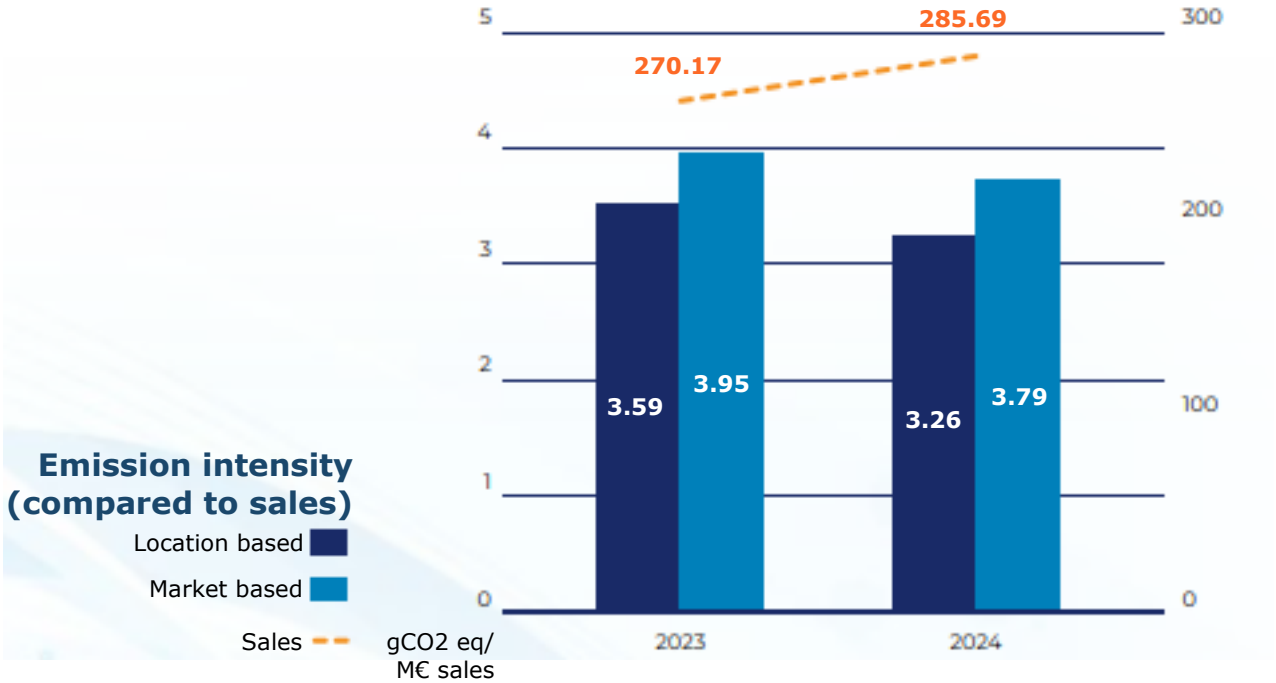
GRI 305 | Emissions	UoM	2023	2024
GRI 305-1 Direct (Scope 1) emissions			
Diesel	tCO2 eq	619.17	566.65
Petrol	tCO2 eq	30.72	53.99
Methane	tCO2 eq	29.55	23.44
Total Scope 1	**tCO2 eq**	**679.44**	**644.08**
GRI 305-2 Indirect (Scope 2) emissions			
From purchased electricity - location based	tCO2 eq	211.30	181.79
From purchased electricity - market based	tCO2 eq	306.87	332.56
From purchased heat - district heating	tCO2 eq	79.42	106.67
Total Scope 1 + Scope 2 Location based	**tCO2 eq**	**970**	**933**
Total Scope 1 + Scope 2 Market based	**tCO2 eq**	**1,066**	**1,083**
GRI 305-4 Emission intensity			
Sales	€	270,167,780	285,694,578
Market based KPIs	**gCO2eq/€**	**3.94**	**3.79**
Location based KPIs	**gCO2eq/€**	**3.59**	**3.26**

During 2024, there was a decline in **Scope 1**emissions, mainly associated with the reduction of energy used to supply the company car fleet. On the other hand, with regard to **Scope 2**emissions, evaluating both approaches (location-based and market-based), there was a slight increase in emissions calculated according to the market-based approach and, at the same time, a reduction in emissions calculated according to the location-based approach. This is attributable to an increase in the amount of renewable energy present within the national energy mix and therefore to an improvement in the associated emission factor: the production mix. On the other hand, considering the worsening of the residual mix (the emission factor used for the calculation of the scope 2 market based), with the same amount of energy purchased, there was an increase in Scope 2 - Market based.





Considering the increase in company sales and the emission performance analysed in the previous paragraph, in 2024 there was a 9% reduction in emission intensity calculated according to the location-based approach. At the same time, the emission intensity calculated on the basis of the market-based approach was down by 4%.



8.2 Waste management

> **Neopharmed Gentili adopts a careful approach to the daily management of waste, with the aim of preventing, within the limits of company needs, both the production and the excessive accumulation of the same.**

This intent emerges clearly in the company Strategic Plan where there are specific initiatives aimed at reducing waste production. In particular, during 2024, the Company launched an important activity to raise awareness among employees with respect to separate waste collection and introduced new bins for the correct separation of common waste generated in the office.

As already pointed out in the previous chapters, the Company, in carrying out its activities, does not have an internal production structure and relies on external CMOs for the production of pharmaceutical products. This means that there is a total absence of waste deriving from the production process.

The waste produced directly by the Company belongs to two main categories:

- ➔ **Chemical-pharmaceutical waste from the Quality Control Laboratory;**
- ➔ **Waste of civil origin, not related to the analytical activities of the Laboratory, such as waste produced by offices.**

The Company engages authorised disposal firms for the treatment of drugs and primary and secondary materials, managed through the CMOs or the logistics operator. The entire disposal process is subject to careful monitoring, thanks to the verification of specific forms. Most pharmaceutical waste and materials are disposed of due to their obsolescence or possible non-compliance.

The table shows the waste by breakdown in the two-year period 2023-2024.

GRI 306-3 | Waste by composition	UoM	2023	2024
Paper	t	0.42	0.02
Plastic	t	1.18	0.36
Aluminium	t	1.43	0.22
Laboratory waste	t	0.57	0.65
Other (APIs, expired finished products, samples, promotional materials)	t	21.63	56.20
Total	**t**	**25.23**	**57.45**

The table shows that the main component of the waste generated by the Company in both 2023 and 2024 comes from APIs, expired finished products, samples and promotional materials. While in 2023 this category covered 86% of total waste, in 2024 the percentage increased to 98%. This can be justified by considering that, unlike in 2023 in which a single disposal was carried out (for a total disposal of 580,000 packages), in 2024, due to the company growth and the acquisition of new pharmaceutical products, the Company disposed of approximately 1,300,000 packages during two different disposals.

Confirming the growing attention of Neopharmed Gentili towards the reduction and correct sorting of waste, in 2024 there was a net improvement in the production of direct waste. With regard to the use of paper, Neopharmed Gentili has embarked on an ambitious internal process of gradual dematerialisation that has led to a 20% reduction in printed documents compared to 2023.

Management of raw materials and waste from the laboratory

Considering the business of Neopharmed Gentili, the raw materials purchased and directly analysed in the company laboratory are limited to some active ingredients (API) including:

→ Oral sodium mesoglycan
→ Rizatriptan benzoate
→ Mesoglycan sodium for injection

Once analysed, these active ingredients are sent to the respective subcontractors for the production of the drug.

In order to manage the laboratory generated waste, the Company scrupulously adopts an SOP (Standard Operating Procedure) that details each step of the process of classification, collection and temporary storage of waste generated by the activities carried out in the Quality Control Laboratory.

The Laboratory periodically checks and monitors waste management by filling in disposal forms that are filed and sent to the waste register manager of Neopharmed Gentili.

The waste generated in the Laboratory is managed internally by authorised staff in special segregated rooms which are not accessible to other staff, before being disposed of by specialised external companies.

Different categories of waste are identified in the waste management process of the Laboratory, including reactants, solvents, advanced and expired pharmaceutical active ingredients, as well as solid materials such as glassware and containers. This waste is divided into hazardous and non-hazardous waste. The former includes reactants, solvents and other chemicals that can pose a risk to health and the environment, such as halogenated organic solvents, washing solutions and solid waste containing hazardous substances. Other waste, such as medicines that have expired or are left over from analyses, together with non-contaminated packages and packaging, are considered non-hazardous waste.

GRI 306-3 | Waste by composition		2023			2024		
	UoM	On site	At external site	Total	On site	At external site	Total
Non-hazardous waste	t	-	0.09	0.09	-	0.15	0.15
Hazardous waste	t	-	0.47	0.47	-	0.50	0.50
Total	**t**	**-**	**0.56**	**0.56**	**-**	**0.65**	**0.65**

Compared to 2023, there was a slight increase in hazardous waste of 6%. This increase is attributable to the new procedure HSE003 which introduced the new EWC code 150110 (packaging containing hazardous substances) at the beginning of 2024 on the basis of which 0.034 t of glass was disposed of.

As regards non-hazardous waste, there was an increase of 67% compared to the previous year. This increase is mainly due to the company expansion, which involved the acquisition of new products and the need to retain and therefore dispose of a greater number of counter-samples. In particular, in 2024 there was a greater disposal of expired counter-samples of products whose marketing authorisation ownership was acquired by Neopharmed in 2020. The most recent legislation requires that all counter-samples present in the laboratory be disposed of within one year from the expiry date. In 2023, 320 lots were disposed of, compared to 990 in 2024.

The end of life of pharmaceutical products

In compliance with the principles of environmental and regulatory responsibility, Neopharmed Gentili adopts a codified process for the disposal of medicines close to expiry, stored in specialised third party warehouses. This process, carried out in collaboration with the company logistics partner and with qualified disposal firms, is activated on a regular basis (1-2 times a year) starting from the monthly reporting of the lots due to expire in the following six months.

Once the authorisation phase has been completed, the goods are physically moved by the logistics partner to the disposal plant. After the destruction - certified through official forms - the logistics partner sends the documentation to Neopharmed Gentili, which makes the accounting entry and pays the invoices relating to the service. The entire process is marked by traceability, safety and regulatory compliance, in accordance with the environmental and tax provisions in force.

The Company also participates in the Assinde circuit, which collects and disposes of unsold product at the production chain.

8.3 Use of water resources

Neopharmed Gentili's business with respect to water resources is limited to withdrawing and discharging water from common office operations. Since it is a non-productive environment, discharges are similar to the withdrawals, and the company water consumption is zero. During 2024, water withdrawals and therefore discharges increased by 50% compared to the previous year.

GRI 303-3 | Water withdrawal	UoM	2023	2024
Total	**m3**	**6,237**	**9,339**
Water withdrawn from the aqueduct	**m3**	**6,237**	**9,339**
of which fresh water (≤1000 mg/l of total dissolved solids)	m3	6,237	9,339

GRI 303-4 | Water discharge	UoM	2023	2024
Total	**m3**	**6,237**	**9,339**
of which fresh water (≤1000 mg/l of total dissolved solids)	m3	6,237	9,339

Within the context of the Quality Control laboratory, specific procedures are in place to manage the water resources. In particular, the water is analysed four times a year before it is released into the sewerage system, using the service provided by Assoservizi. Water meters are installed to monitor the effluent from the various wash basins in the laboratory, before it is discharged into the sewerage system.

Most wastewater is instead collected and stored in sealed bins in the Industrial Basement Storage area, pending annual disposal through the supplier RGF.

The discharged water related to the laboratory is shown below:

GRI 303-4 | Water discharge related to the laboratory	UoM	2023	2024
Total	**m3**	**97**	**92**

Methodological support from

[Logo] **Circularity**

GRI Content Index

Neopharmed Gentili S.p.A. reported the information cited in this GRI content index for the period from 01/01/2024 to 31/12/2024, with reference to the 2021 GRI Standards.

GRI	INDICATOR SPECIFICATION	PARAGRAPH	NOTES
GRI 2 - General Disclosure			
2-1	Organisational details	1. Company history and development	
2-2	Entities included in the organisation's Sustainability Report	Methodological Note	
2-3	Reporting period, frequency and contacts	Methodological Note	
2-4	Restatements of information	Methodological Note	
2-5	External assurance		This Sustainability Report is not subject to external assurance
2-6	Activities, value chain and other business relationships	1.1 Mission, vision and therapeutic areas; 8.2 Green Procurement	
2-7	Employees	6.1 Human Resource Management	
2-8	Workers who are not employees	6.1 Human Resource Management	
2-9	Governance structure and composition	3. Transparent and responsible governance	
2-10	Nomination and selection of the highest governance body	3. Transparent and responsible governance	
2-11	Chair of the highest governance body	3. Transparent and responsible governance	
2-12	Role of the highest governance body in overseeing the management of impacts	3. Transparent and responsible governance	
2-13	Delegation of responsibility for managing impacts	3. Transparent and responsible governance	
2-14	Role of the highest governance body in sustainability reporting	3. Transparent and responsible governance	
2-15	Conflicts of interest	3.4 Code of Conduct and Whistleblowing	
2-16	Communication of critical concerns	3. Transparent and responsible governance	
2-17	Collective knowledge of the highest governance body	3. Transparent and responsible governance	
2-18	Performance assessment of the highest governance body	6.6 Company welfare and remuneration system	
2-19	Remuneration Policies	6.6 Company welfare and remuneration system	
2-20	Remuneration determination process	6.6 Company welfare and remuneration system	
2-22	Statement on the sustainable development strategy	2.3 Update of the Strategic Sustainability Plan	
2-23	Policy commitments	6.2 Diversity, Inclusion and gender equality 7.2 Green procurement	
2-24	Embedding policy commitments	2.3 Update of the Strategic	

		Sustainability Plan	
2-25	Processes to remediate negative impacts	2.3 Update of the Strategic Sustainability Plan	
2-26	Mechanisms for seeking advice and raising concerns on corporate conduct	3.4 Code of Conduct and Whistleblowing	
2-27	Compliance with laws and regulations		There were no significant cases of non- compliance with laws and regulations
2-28	Membership associations	1.1 Mission, Vision and Therapeutic Areas	
2-29	Approach to stakeholder engagement	2.1 Stakeholder Engagement	
2-30	Collective bargaining agreements	6.1 Human Resource Management	
GRI 3 - Material Topics			
3-1	Process for determining material topics	2.2 Materiality Analysis	
3-2	List of material topics	2.2 Materiality Analysis	
3-3	Management of material topics	2.2 Materiality Analysis	
ECONOMIC PERFORMANCE			
3-3	Management of material topics	4. Economic Performance	
GRI 201- ECONOMIC PERFORMANCE (2021)			
201-1	Direct economic value generated and distributed	4.1 Economic Value Generated and Distributed to Stakeholders	
205-2	Communication and training on anti-corruption regulations and procedures	3.4 Code of Conduct and Whistleblowing	
205-3	Confirmed incidents of corruption and measures taken		There were no confirmed incidents of corruption
MARKET PRESENCE			
3-3	Management of material topics	1.1 Mission, Vision and Therapeutic Areas	
INDIRECT ECONOMIC IMPACTS			
3-3	Management of material topics	4. Economic Performance 7.1 Initiatives in Favour of the Community	
PROCUREMENT POLICY			
3-3	Management of material topics	7.2 Green Procurement	
BUSINESS ETHICS AND INTEGRITY			
3-3	Management of material topics	3 Transparent and responsible governance	
TAX RISK MANAGEMENT			
3-3	Management of material topics	4.2 Risk management	
GRI 207- TAXES (2021)			
207-2	Tax governance, control and risk management	4.2 Risk management	
ENERGY			
3-3	Management of material topics	8.1 Energy and emissions	
GRI 302- ENERGY (2021)			
302-1	Energy consumption within the organisation	8.1 Energy and emissions	
302-3	Energy intensity	8.1 Energy and emissions	
302-4	Reduction of energy consumption	8.1 Energy and emissions	

WATER AND EFFLUENTS		
3-3	Management of material topics	8.3 Use of water resources
GRI 303- WATER AND EFFLUENTS (2021)		
303-3	Water withdrawal	8.3 Use of water resources
303-4	Water drainage	8.3 Use of water resources
303-5	Water consumption	8.3 Use of water resources
EMISSIONS		
3-3	Management of material topics	8.1 Energy and emissions
GRI 305 - EMISSIONS (2021)		
305-1	Direct GHG emissions (Scope 1)	8.1 Energy and emissions
305-2	Indirect GHG emissions form energy consumption (Scope 2)	8.1 Energy and emissions
305-4	GHG emissions intensity	8.1 Energy and emissions
305-5	Reduction of GHG emissions	8.1 Energy and emissions
WASTE		
3-3	Management of material topics	8.2 Waste management
GRI 306 - WASTE (2020)		
306-1	Waste generation and significant waste-related impacts	8.2 Waste management
306-3	Waste generated	8.2 Waste management
SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of material topics	7.2 Green Procurement
HUMAN RESOURCE MANAGEMENT POLICIES		
3-3	Management of material topics	6. The people of Neopharmed Gentili
GRI 401- EMPLOYMENT (2021)		
401-1	New employee hires and employee turnover	6.5 Turnover and parental leave
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.6 Company welfare and remuneration system
401-3	Parental Leave	6.5 Turnover and parental leave
INDUSTRIAL RELATIONS MANAGEMENT		
3-3	Management of material topics	7.2 Green Procurement
PROTECTING OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of material topics	6.3 Health and safety of human resources
GRI 403 - OCCUPATIONAL HEALTH AND SAFETY (2021)		
403-1	Occupational health and safety management system	6.3 Health and safety of human resources
403-2	Hazard identification, risk assessment and incident investigation	6.3 Health and safety of human resources
403-3	Occupational health services	6.3 Health and safety of human resources
403-5	Worker training on occupational health and safety	6.4 Professional development and training
403-6	Promotion of worker health	6.3 Health and safety of human resources
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.3 Health and safety of human resources

403-8	Workers covered by an occupational health and safety management system	6.3 Health and safety of human resources	
403-9	Work-related accidents	6.3 Health and safety of human resources	
STAFF TRAINING AND EDUCATION			
3-3	Management of material topics	6.4 Professional development and training	
GRI 404 - TRAINING AND EDUCATION (2021)			
404-1	Average hours of training per year per employee	6.4 Professional development and training	
404-3	Percentage of employees receiving regular performance and career development reviews	6.6 Company welfare and remuneration system	
INCLUSION, DIVERSITY AND NON-DISCRIMINATION			
3-3	Management of material topics	6.2 Diversity, inclusion and gender equality	
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITY (2021)			
405-1	Diversity in governance bodies and among employees	6.2 Diversity, inclusion and gender equality	
IMPACTS ON THE LOCAL COMMUNITY			
3-3	Management of material topics	7.1 Initiatives in Favour of the Community	
PROTECTION OF CUSTOMER HEALTH AND SAFETY			
3-3	Management of material topics	5. Quality at the heart of our mission	
GRI 416 - CUSTOMER HEALTH AND SAFETY (2021)			
416-1	Assessment of the health and safety impacts of product and service categories	5.3 Pharmacovigilance	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No non-compliance incidents occurred concerning the health and safety impacts of products and services.
FOCUS ON PRODUCT COMMUNICATION			
3-3	Management of material topics	2.2 Materiality Analysis	
PROTECTION OF CUSTOMER PRIVACY			
3-3	Management of material topics	5.4 Privacy, Security and Protection of Customers' Data	

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