

HEALTH, SAFETY AND ENVIRONMENTAL POLICY

High-quality therapeutics and diagnostics solutions for patients, ethics as our underlying principle, dedication to innovation and advancement, strong people centricity and environmental sustainability: these five pillars form the foundation of the Menarini Group, an Italian pharmaceutical company with 135 years of history. Founded in 1886 in Naples under the name of Farmacia Internazionale, in 1915 Menarini moved to Florence where the Group's headquarters are still located today.

The Menarini Group is present in 140 countries around the world, with companies spanning Europe, Asia, Africa and the Middle East, Central America and the United States.

Thanks to the valuable contribution of over 17,000 employees, every year almost 600 million packs of drugs are produced at the Group's 18 manufacturing sites, including a biotech plant for the manufacturing of monoclonal antibodies that also serves external clients.

The Group has also decided to invest in the construction of a new production plant, with great attention paid to the environmental impact, looking for technological solutions that favour the recovery of natural resources and energy efficiency.

From research to manufacturing, from distribution to scientific information, Menarini's goal is to achieve excellence.

The **MENARINI Group** has embarked on a structured path of **sustainability**, aware that encouraging the integration of ESG (Environmental, Social and Governance) criteria within its business model is an essential requirement to creating lasting value over time.

PRINCIPLES

The principles adopted by the **MENARINI Group** concerning Health, Safety and the Environment include:

- compliance with the applicable environmental and workplace safety regulations and with all the other commitments made;
- sustainable industrial development, which enhances the safety and health of workers and protects the environment, with the aim of optimising processes, effectively monitoring performance and pursuing continuous improvement;
- participation of employees, temporary workers and workers from third-party companies in the process of risk prevention, environmental protection and protecting health and safety;
- preventive assessment of investments, taking into account the potential impact on the environment, health and safety;
- satisfying stakeholders' expectations and compliance with the formal obligations entered into by the Group as a fundamental prerequisite for creating value and promoting sustainable development.

COMMITMENTS

The **MENARINI Group** is committed to translating its principles into action by continuing to:

- improve energy efficiency and reduce environmental impact through training and raising awareness among personnel;
- reduce emissions from production plants thanks to the installation of systems that are technologically advanced and compliant with European Guidelines;
- promote and encourage the use of sustainable transport methods by all employees; define objectives related to the progressive reduction of CO₂ emissions from the vehicle fleet;
- plan and develop all relative work activities by adopting the best techniques available in order to prevent accidents and the onset of occupational diseases;
- ensure the education and training of personnel, making all employees and contract workers aware of how to perform their duties in safe conditions and respecting the environment, with commitment and participation;
- improve internal and external communication processes with the aim of increasing the effectiveness of the Integrated HSE Management System;
- guarantee the improvement of performance in relation to the environment, health and safety, defining appropriate performance indicators aimed at achieving the established objectives;
- promote the progressive digitization of processes and activities related to the management of health, safety and environment, to increase the effectiveness, reliability and consistency of the HSE indicators.

REPORTING

- availability of performance indicators regarding the environment, health and safety;
- dissemination of environmental, health and safety accident analyses to the personnel concerned;
- sharing audit results.

