



Sustainability Report 2024

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Letter from the President and CEO to Stakeholders

INTRODUCTION

Dear Readers

it is with great pleasure that I present to you the first **Sustainability Report of Biofarma Group** in its international dimension.

This year, for the first time, we report as one global entity, including the achievements of our American and Chinese offices.

For us, sustainable development is a topic of critical importance, both for the projects that shape our everyday business life and for shaping our long-term outlook, through an inextricable interconnection between individuals and communities, businesses and institutions.

The growth we experienced this year again proves that sustainability and economic performance are inseparable and mutually reinforcing. The challenge now is to continue this expansion by integrating resource efficiency and impact reduction principles ever more deeply into every phase of our development.

Our **Sustainability Plan 2030** was extended for the first time to all our international factories, from our headquarters in Mereto di Tomba to our laboratories in North Brunswick, from Shanghai to Sérent. Several hundred stakeholders participated in the materiality process, helping us to identify priority issues and enabling us to reflect and understand the impacts of our activities throughout the value chain.

It is a path that shows how sustainability is **built together**, through listening to those who live the company's reality on a daily basis. Our adherence to the **UN Global Compact** also formalises a commitment that goes beyond regulatory compliance, gearing every choice towards the creation of shared value.

The **energy transition** is marking a significant shift in our environmental approach. For the first time, we mapped the Group's entire carbon footprint, including indirect emissions along the global value chain. At the same time, the disclosure to the Carbon Disclosure Project of the group's approaches and performance in terms of climate risks has strengthened the transparency of our approach, allowing us to be accountable to all our stakeholders for our commitment to decarbonisation.

During the year, the main source of energy came from the use of certified green energy and autonomous production from renewable sources, facilitated by investments in photovoltaic plants.

During the past year, tangible results have been achieved in reducing our climate-changing gas emissions; further strategic investments will enable us to achieve our decarbonisation targets. But our environmental commitment also looks at the efficient use of water resources and the optimisation of waste management.

The growth of our company is taking place continuously and in balance with the company's development projects, through careful human resource development. Obtaining the **Top Employer Italy** certification confirms and rewards the company's constant commitment to creating a working environment that enhances people's talent and well-being, making room for diversity and inclusion.

The *Biofarma for a Smile* project, which since 2016 has been working to support health associations that provide medical care, training and concrete aid to the poorest communities in Madagascar, is a tangible expression of the values of health, diversity and inclusion that guide all our decisions. The same values underline the partnership with *Arte e Libro ETS* in the project for the labour inclusion of disadvantaged people, further proof of our commitment to the territory in which we operate, and a virtuous example for the whole country.

Sustainable development also and above all means **innovation**: in our R&D laboratories, which are the heart of our innovative capacity, every project stems from the conviction that science must be at the service of people's well-being and respect for the environment. This spirit guides us in exploring increasingly sustainable technologies, from environmentally-friendly formulations to innovative packaging that

reduces environmental impact without compromising efficacy and safety. As a strategic partner of our clients, we co-create shared value, putting our expertise at the service of a shared vision of corporate responsibility.

The culmination of our conscious transformational commitment is the **Biofarma Way for Excellence** programme: based on the Lean Six Sigma methodology, it involves dozens of internal resources on a global scale in continuous improvement projects, ranging from energy efficiency to optimisation of production and management processes, while consolidating a culture of excellence and a more sustainable and competitive business model.

We are proud of our achievements but aware that these are small steps on the path towards mature and conscious sustainability. Our commitment in this direction is unwavering, nurtured by the knowledge that economic growth and environmental responsibility constitute the only path to a prosperous and sustainable future.

Germano Scarpa

PRESIDENT & CEO BIOFARMA GROUP

ENVIRONMENTAL HIGHLIGHTS

ENERGY

0.47 GJ/k€

ENERGY INTENSITY

-2% COMPARED TO 2023

EMISSIONS

20.8 tCO₂ eq/MLN€

EMISION INTENSITY - SCOPE 1 AND 2 MARKET-BASED

-31% COMPARED TO 2023

WATER

6.47 m³/k€

WATER CONSUMPTION INTENSITY

-5% COMPARED TO 2023

WASTE

6.30 t/MLN€

INTENSITY OF WASTE NOT DESTINED FOR DISPOSAL

-1% COMPARED TO 2023

91%

NON-HAZARDOUS WASTE

-4% COMPARED TO 2023

SOCIAL HIGHLIGHTS

HUMAN RESOURCES

1,322

NUMBER OF EMPLOYEES

214

NUMBER OF NEW EMPLOYEES

TURNOVER

10%

EMPLOYEE TURNOVER

-3% COMPARED TO 2023

EQUALITY

57%

PERCENTAGE OF FEMALE EMPLOYEES

+1% COMPARED TO 2023

TRAINING

7 hours

AVERAGE HOURS OF TRAINING PROVIDED PER EMPLOYEE

+40% COMPARED TO 2023

GOVERNANCE HIGHLIGHTS

SUSTAINABILITY PLAN

5

SUSTAINABILITY PILLARS

15

GROUP OBJECTIVES

MATERIALITY ANALYSIS

611

STAKEHOLDERS INVOLVED

15

IDENTIFIED MATERIAL TOPICS

PRODUCTION

8

PRODUCTION PLANTS (6 IN UE)

53

PRODUCTION LINES

PRODUCTS & DISTRIBUTION

75

COUNTRIES SERVED

2,000

PRODUCTS

>500

CUSTOMERS

ECONOMIC VALUE

458,967 k€

GENERATED ECONOMIC VALUE

+27% COMPARED TO 2023

436,183 k€

DISTRIBUTED ECONOMIC VALUE

+22% COMPARED TO 2023

95%

PERCENTAGE OF DISTRIBUTED VALUE OUT OF TOTAL GENERATED VALUE

*All percentage changes refer to 2023 data.

Methodological note

The **Sustainability Report 2024** represents the fourth annual non-financial reporting cycle of the Biofarma Group (hereafter 'Biofarma', 'Group', 'Company', 'enterprise').

This document is the result of a path undertaken by the company to disseminate to its stakeholders the actions implemented, the main results in terms of ESG performance and future objectives, in order to provide complete and transparent communication.

The information presented in the Report has been defined using the **Global Reporting Initiative (GRI) Sustainability Reporting Standards** as the reference framework, according to the "with reference to" logic, in its version updated in 2021 and effective for reports published from 1 January 2023.

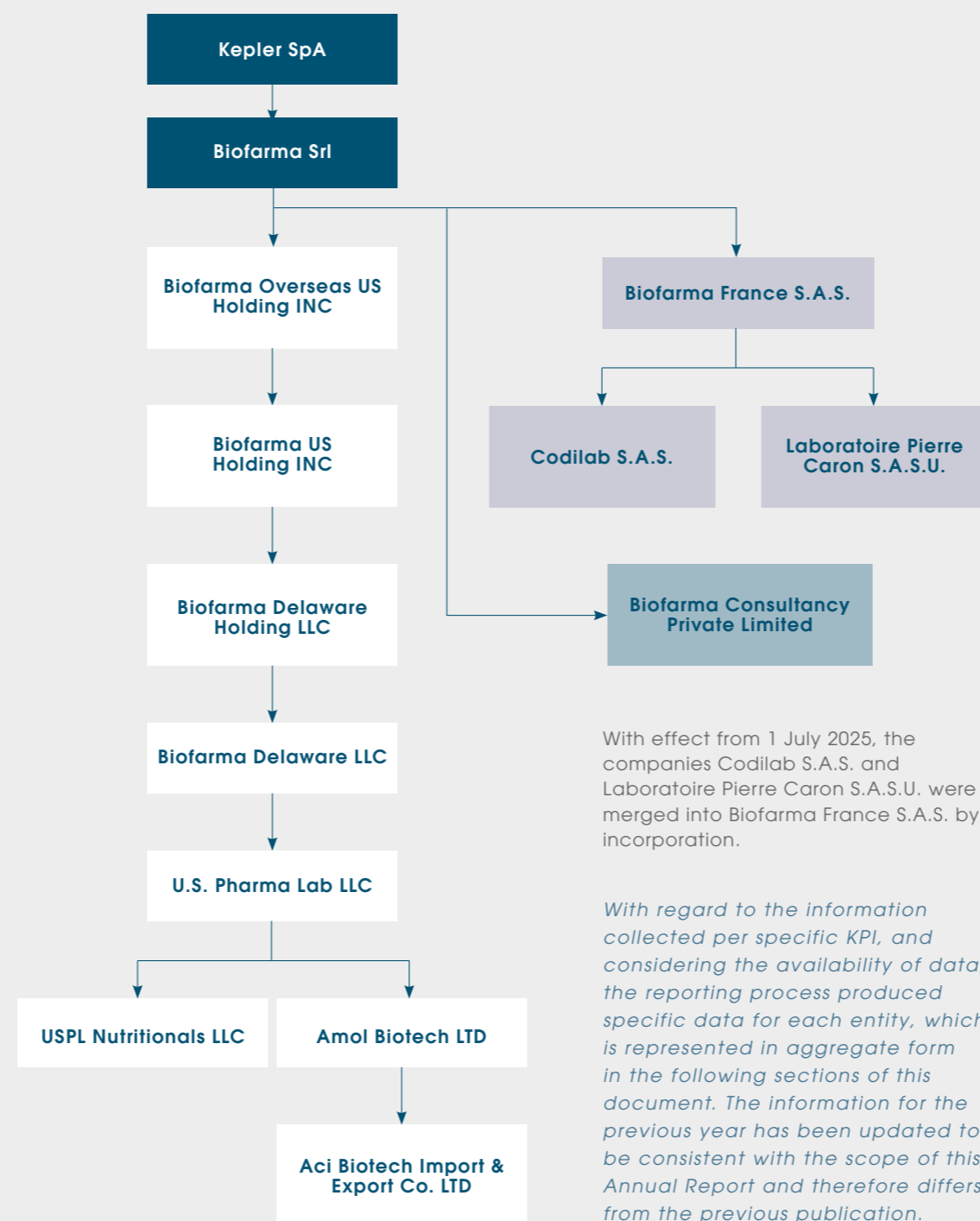
The document also includes references to the **Sustainable Development Goals (SDGs)** of the United Nations 2030 Agenda. These represent an opportunity for the company to actively and tangibly contribute to sustainable development by focusing on areas directly related to its business activities..

SCOPE AND PROCESS

The Sustainability Report 2024 was approved by the Board of Directors on **02/10/2025**.

The financial year ending **31 December 2024** constitutes the reporting period for the Sustainability Report, following an annual periodicity.

The reporting boundary corresponds to the consolidated financial statements of the Group, with data as at 31 December 2024, and is as follows:



REGULATORY REFERENCES

MATERIALITY

The 'Materiality' section is based on two fundamental regulatory pillars::

- **'Standard GBS 2013 - Principles of Social Reporting'**, prepared by the Gruppo di Studio per il Bilancio Sociale (GBS) established in 1998 by the National Association for Scientific Research on Social Reporting, for the part concerning the reclassification of production and distribution of added value.
- **'AccountAbility 1000 - Stakeholder Engagement Standard'**, process standard for stakeholder engagement.

ANALYSIS

The soundness of the analysis lies in the references adopted for the drafting of the document, which include:

- **Linking the SDGs and the GRI Standards** - as amended in March 2022 linking the GRI Content Index to the SDGs.
- **Making the Connection: Using the GRI G4 Guidelines to Communicate Progress on the UN Global Compact Principles** - version published in March 2013.

CONNECTION TABLES

The **GRI Content Index** is available at the end of the Report.

CHAPTER 1

Sustainability at the centre: a strategic and shared commitment

SUSTAINABILITY PLAN

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SUSTAINABILITY
PILLARS

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GROUP
OBJECTIVES

MATERIALITY ANALYSIS

611

STAKEHOLDERS
INVOLVED

15

IDENTIFIED
MATERIAL TOPICS



The materiality matrix

SUSTAINABILITY AT THE CENTRE

In line with the expanded reporting boundary, Biofarma Group has started a structured, global-level process to **identify and update the most relevant sustainability issues**, both for its stakeholders and for the company itself.

The materiality analysis was based on the guiding principles defined by the GRI Standards and had as its primary objective to ensure **an authentic and meaningful representation of the company's impacts and the expectations** of the target community.

In order to implement a structured stakeholder engagement process, the heads of the main corporate functions were involved in identifying and **mapping key stakeholders** in the corporate ecosystem. At a later stage, a questionnaire survey was conducted to capture and survey **stakeholder evaluations of the environmental, social and economic impacts** generated by the Biofarma Group, applying the impact materiality methodology.



QUESTIONNAIRE

611

STAKEHOLDERS INVOLVED

MATERIAL TOPICS 2025

TRAINING AND SKILLS DEVELOPMENT

RESPONSIBLE COMMERCIAL PRACTICES

ENERGY MANAGEMENT

HEALTH AND SAFETY

PRIVACY AND DATA SECURITY

MANAGEMENT AND PROTECTION OF WORKERS

DIVERSITY AND INCLUSION

EMISSIONS AND CLIMATE CHANGE

WASTE MANAGEMENT

RAW MATERIALS AND CIRCULAR ECONOMY

BUSINESS ETHICS AND INTEGRITY

WATER RESOURCE MANAGEMENT

THE MATERIALITY PROCESS

A **questionnaire** was administered to stakeholders to investigate the company's impact with respect to **15 ESG topics**.

For each topic, each reference person expressed an evaluation expressed as a score from 1 (lowest importance) to 4 (highest importance), based on their own perception and sensitivity towards the topic examined, to identify the most significant topics for the Biofarma Group.

Management was asked to investigate not only the dimension of impacts, but also that of risks and opportunities to enrich the analysis with a strategic and prospective dimension.

A total of **611** people responded to the materiality questionnaire. These included 53 members of **management**, 304 **employees** and 254 **external stakeholders**, including suppliers, customers and industry specialists, as well as institutions and banks.




Thanks to the processing of the responses collected, it was possible to **rank the topics in order of relevance and identify those considered a priority** with respect to the defined threshold.

Subsequently, **an assessment of the impacts, both positive and negative**, associated with the material topics that emerged and their relevance was conducted, considering the organisation's specificities.

MATERIALITY




15

IDENTIFIED **MATERIAL TOPICS**

TOPICS	TYPE	IMPACTS
 ENERGY MANAGEMENT	<i>Negative</i>	The lack of proper energy management could lead to excessive energy consumption and increased greenhouse gas emissions, negatively affecting energy resources and the environment.
	<i>Positive</i>	Biofarma takes measures to reduce energy consumption by improving the efficiency of production processes and investing in renewable energy sources.
 EMISSIONS AND CLIMATE CHANGE	<i>Negative</i>	The absence of pollutant emission controls could lead to increased air pollution and legal penalties, damaging the environment and corporate reputation.
	<i>Positive</i>	Biofarma promotes the creation of environmental value through the purchase and use of Guarantees of Origin (GO) for renewable electricity, direct production from photovoltaic sources and the development of environmentally friendly design solutions for packaging.
 WASTE MANAGEMENT	<i>Negative</i>	Inadequate management of waste, including hazardous waste, could lead to environmental pollution, public health risks and legal sanctions.
	<i>Positive</i>	Biofarma adopts responsible waste management practices, such as recycling and safe disposal of hazardous waste.

TOPICS	TYPE	IMPACTS
 RAW MATERIALS AND CIRCULAR ECONOMY	<i>Negative</i>	The use of unsustainable raw materials, obtained from non-certified sources or environmentally harmful practices, could contribute to deforestation, species extinction and aggravation of environmental problems.
	<i>Positive</i>	Biofarma adopts policies for the responsible sourcing of raw materials, preferring sustainable, recycled or sourced from suppliers who respect environmental and social standards.
 BIODIVERSITY AND PROTECTION OF LIVING ORGANISMS	<i>Negative</i>	Business activities that disregard biodiversity can contribute to habitat loss, threatening local species and altering the balance of ecosystems.
	<i>Positive</i>	Corporate activities indirectly impact the management of the surrounding environment in a positive way in proportion to philanthropic preservation activities.
 WATER RESOURCE MANAGEMENT	<i>Negative</i>	The irresponsible use of water resources, e.g. through water pollution or overuse, could lead to water depletion and damage aquatic ecosystems.
	<i>Positive</i>	Biofarma implements water-saving practices, adopting efficient technologies and reducing wasteful use of water resources.
 TRAINING AND SKILLS DEVELOPMENT	<i>Negative</i>	Lack of investment in staff training and development can limit employees' opportunities for growth and reduce their motivation, leading to reduced quality of work and talent drain.
	<i>Positive</i>	Biofarma invests in the continuous training and professional development of its employees, offering opportunities for learning and growth. This can lead to a more competent and motivated workforce, improving productivity and quality of work.

TOPICS	TYPE	IMPACTS
 HEALTH AND SAFETY	<i>Negative</i>	Lack of attention to occupational health and safety could lead to accidents, injuries or occupational diseases among employees, compromising their health and well-being and creating a negative working environment.
	<i>Positive</i>	Biofarma takes measures to ensure a safe and healthy working environment for employees by implementing accident and occupational disease prevention practices.
 PRIVACY AND DATA SECURITY	<i>Negative</i>	Cyber-attacks (e.g. data breaches, accidental publication, hacker attacks) could lead to violations of the privacy and data protection rights of employees, customers, suppliers and partners.
	<i>Positive</i>	Biofarma adopts information security management systems, implementing personal and corporate data protection measures that comply with current regulations (e.g. GDPR), reducing the risk of breaches and enhancing customer confidence.
 MANAGEMENT AND PROTECTION OF WORKERS	<i>Negative</i>	The lack of attention to human capital could lead to precarious working conditions and a poor working environment.
	<i>Positive</i>	Biofarma promotes a healthy and safe working environment, offers good salaries, benefits and professional development opportunities to employees, improving their well-being and creating a positive working atmosphere.
 DIVERSITY AND INCLUSION	<i>Negative</i>	The lack of policies for inclusion, diversity and non-discrimination can lead to an exclusive working environment, limiting the diversity of thought and talent within the company.
	<i>Positive</i>	Biofarma promotes an inclusive working environment, respectful of diversity and free from discrimination, valuing individual differences and enhancing cohesion and innovation within the team.

TOPICS	TYPE	IMPACTS
 RELATIONS WITH LOCAL COMMUNITIES	<i>Negative</i>	The absence of dialogue and involvement with local communities can generate social conflict, resistance to company activities and loss of consensus in the territory.
	<i>Positive</i>	Biofarma fosters constructive relations with local communities through initiatives to listen, participate and support local development projects, creating shared value and strengthening ties with the territory.
 HUMAN RIGHTS	<i>Negative</i>	Failure to respect human rights along the value chain, such as the exploitation of child labour or inadequate working conditions, can seriously damage corporate reputation and generate negative social impacts.
	<i>Positive</i>	Biofarma is committed to respecting and promoting human rights in all its activities and relations with suppliers and partners.
 RESPONSIBLE BUSINESS PRACTICES	<i>Negative</i>	Incorrect or misleading product communication could lead to misunderstandings, legal problems and loss of customer confidence.
	<i>Positive</i>	Biofarma ensures that product communication is clear, transparent and accurate, providing complete and truthful information to help customers make informed and safe choices about the products offered.
 BUSINESS ETHICS AND INTEGRITY	<i>Negative</i>	The lack of effective measures against corruption and misconduct can expose the company and its employees to legal risks, hamper business activity and compromise the well-being and quality of decisions. Moreover, the absence of ethics and integrity undermines the trust of customers and stakeholders and damages corporate reputation.
	<i>Positive</i>	Biofarma adopts an ethical and integrated approach in its business operations, avoiding unfair practices, corruption and conflicts of interest.

A table is proposed below to link the material topics identified with the normative references and standards present at the international level.

TOPICS	SDGs	GRI	ESRS
ENERGY MANAGEMENT	Objective 7: Clean and affordable energy	302 Energy	ESRS E1 - Climate Change
EMISSIONS AND CLIMATE CHANGE	Objective 13: Acting for the climate	305 Emissions	ESRS E1 - Climate Change
WASTE MANAGEMENT	Objective 12: Responsible consumption and production	306 Waste	ESRS E5 - Resource use and circular economy
RAW MATERIALS AND CIRCULAR ECONOMY	Objective 12: Responsible consumption and production	301 Materials	ESRS E5 - Resource use and circular economy
BIODIVERSITY AND PROTECTION OF LIVING ORGANISMS	Objective 15: Life on Earth	304 Biodiversity	ESRS E4 - Biodiversity and ecosystems
WATER RESOURCE MANAGEMENT	Objective 6: Clean water and hygiene	303 Water	ESRS E3 - Water and Marine Resources
TRAINING AND SKILLS DEVELOPMENT	Objective 4: Quality education	404 Training and Education	ESRS S1 - Own workforce
HEALTH AND SAFETY	Objective 3: Health and well-being	403 Health and Safety at Work	ESRS S1 - Own workforce
PRIVACY AND DATA SECURITY	Objective 16: Peace, justice and strong institutions	418 Customer privacy	ESRS G1 - Business Conduct
MANAGEMENT AND PROTECTION OF WORKERS	Objective 8: Decent work and economic growth	401 Employment 402 Working conditions and labour relations	ESRS S1 - Own workforce
DIVERSITY AND INCLUSION	Objective 10: Reducing inequalities	405 Diversity and Equal Opportunities	ESRS S1 - Own workforce
RELATIONS WITH LOCAL COMMUNITIES	Objective 11: Sustainable Cities and Communities	413 Local Communities	ESRS S3 - Communities concerned
HUMAN RIGHTS	Objective 10: Reducing inequalities	412 Human Rights	ESRS S3 - Communities concerned
RESPONSIBLE BUSINESS PRACTICES	Objective 12: Responsible consumption and production	416 Customer health and safety	ESRS G1 - Business Conduct

A forward-looking strategy: sustainability as a driver of transformation

SUSTAINABILITY AT THE CENTRE

In a context where environmental, social and economic challenges redefine the role of business, sustainability is no longer just a regulatory obligation or a competitive advantage; it is the driver of a profound transformation.

Biofarma embraces this awareness by making sustainability the cornerstone of its strategy for growth, innovation and responsibility.



A PATH THAT EVOLVES WITH INCREASING AMBITION

Biofarma started its journey towards sustainability well before it became mainstream. The **first Sustainability Plan, launched in 2020**, consolidated actions that had already been started and designed actions oriented towards continuous improvement.

Over time, this tool has been an accelerator for continuous improvement, translating the ESG strategy into daily operations and contributing to the consolidation of a sustainability culture. The **update of the plan**, which for the first time integrates the entire company perimeter into the strategic assessments, now represents a fundamental step to project the strategy in a medium-long-term perspective, strengthening its consistency with the main international standards.

STRATEGIC PLAN

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SUSTAINABILITY PILLARS

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GROUP OBJECTIVES

SUSTAINABILITY PLAN 2030

Biofarma's Sustainability Plan 2030 is based on a clear vision: 'Through strategic choices and conscious daily actions, we strive to create a lasting positive impact that shapes a prosperous and sustainable future for the community and future generations.'

This commitment is built around **five fundamental pillars**, for each of which precise strategic lines, specific objectives and targeted initiatives have been defined and constructed:



The definition of the strategic lines was based on four founding principles:

DISCLOSURE

Refers to the **transparency** and **sharing of information** about Biofarma's sustainability initiatives, progress and achievements. It is an essential element in consolidating trust with stakeholders, including employees, customers, investors and the community

COMMITMENT

Relates to **Biofarma's determination and willingness** to incorporate sustainability principles within all its business operations and strategies. A strong commitment to sustainability highlights how Biofarma perceives such practices not only as a corporate responsibility but also as an opportunity to innovate and develop in sustainable ways

TRAINING

Involves **educating** and **raising awareness among staff** and stakeholders about sustainable practices and their strategic value to the organisation and the social context. Adequate training is essential to ensure that all members of the company become aware of their own contribution in the pursuit of sustainability goals and possess the necessary skills and knowledge to operate effectively in this regard.

COMMUNICATION

Concerns the **constant promotion of dialogue and information sharing** on sustainability issues, both within and outside the organisation. Effective communication ensures that sustainability initiatives are recognised and supported by stakeholders. It also fosters collaboration and innovation, enabling the collection and integration of ideas and constructive feedback

Energy and Emissions Management

SUSTAINABILITY AT THE CENTRE

Proactive energy and emissions management is a key strategic driver for ensuring business sustainability, long-term competitiveness and environmental risk management.

In a global context marked by energy instability, increasing regulatory pressure and rising social expectations, the ability to reduce energy consumption and climate-changing emissions translates into concrete benefits: **reduced operating costs, mitigation of supply risks, access to new sustainable finance instruments and increased reputational value.**

Biofarma has identified **energy transition** as the first of the pillars of its 2030 Sustainability Plan, adopting an integrated approach that aims to **decarbonise its business activities.**



GOALS

GOAL	GOAL DESCRIPTION
TRANSITION TO RENEWABLE ENERGY SOURCES	Investing in technologies and infrastructure that reduce the use of fossil fuels, such as the installation of photovoltaic, wind or bioenergy plants
ENERGY EFFICIENCY	Implementing measures to reduce energy consumption in production plants and company premises through the adoption of efficient technologies, consumption monitoring and employee awareness programmes
REDUCING EMISSIONS	Setting targets to reduce greenhouse gas emissions and implementing actions to monitor, measure and reduce emissions through improved production processes and optimised logistics
REDUCING AND/OR OFFSETTING EMISSIONS	Adopting strategies to reduce and/or offset residual emissions through reforestation projects or the purchase of carbon credits, and to support the supply chain

INITIATIVES

GREEN ENERGY

Purchase of green energy to reduce the use of fossil fuels and increase the share of renewable energy.

REDUCING EMISSIONS

Improving the energy efficiency of the production process to reduce total emissions per tonne of product.

SOLAR PV SYSTEMS

Upgrading of existing photovoltaic installations to increase the use of energy from renewable sources.

ENERGY EFFICIENCY

Improving facilities in terms of energy efficiency to reduce overall energy consumption.

TEMPERATURE MANAGEMENT

Improving temperature management in warehouses and departments to optimise energy efficiency.

MONITORING SYSTEM

Improvement of plant monitoring systems to ensure more efficient use of energy.

Waste Management and Recyclability

SUSTAINABILITY AT THE CENTRE

Proper waste management is central to reducing environmental impact, promoting operational efficiency and contributing to an increasingly regenerative economy.

From a systemic sustainability perspective, the correct treatment and recovery of materials is not only a regulatory duty, but a concrete opportunity to **strengthen business competitiveness and generate economic benefits** along the entire value chain.

The **integration of circular models** makes it possible to minimise the amount of materials destined for disposal, favouring **the reuse and recycling of resources** that would otherwise represent an environmental and economic cost. Efficiently managed waste streams, dialogue with qualified suppliers and the adoption of recovery technologies are strategic drivers that can **transform the very concept of waste into a resource**.



GOALS

GOAL	GOAL DESCRIPTION
RECYCLING AND RECOVERY	Promoting the internal and external recycling of materials used in production processes and the waste generated, working with suppliers and partners to ensure the proper management of materials

INITIATIVES

WASTE MONITORING SYSTEM

Creation of a traceability and monitoring system for each type of waste produced, using a broader perspective including the Supply Chain.

ECO-DESIGN

Development of eco-design with solutions designed for disassembly or disposal in one specific waste stream.

LCA CALCULATION

Development of an LCA project to identify product families where efficiency activities should be concentrated.

ENVIRONMENTAL RISK MONITORING

Monitoring the group's areas of activity for environmental risks and biodiversity conservation, optimally managing waste streams.

REDUCTION OF PACKAGING WASTE

Reducing the use of packaging materials, avoiding the creation of waste and preventing over-packaging.

SUSTAINABLE PACKAGING

Single-component materials, RPET products and other projects focused on the replacement of petrochemical materials, the development of environmentally friendly sunscreens, the use of VOC-free propellants and BOV aerosol systems.

USE OF RECYCLED MATERIAL

Promoting the reuse and utilisation of recycled materials, reducing the use of virgin materials, extending the useful life of those already produced.

Corporate Governance and Sustainability

SUSTAINABILITY AT THE CENTRE

Robust **corporate governance** geared towards ESG principles is an essential element in ensuring transparency, integrity and accountability in strategic and operational decisions.

In an ever-changing regulatory environment and with increasing stakeholder expectations, the quality of governance directly influences the organisation's ability to generate sustainable long-term value.

For Biofarma, compliance is not just a regulatory procedure, but **a concrete expression of its commitment to a responsible corporate culture consistent with its values.** A well-structured governance system defines clear rules for decision-making processes, oversees risk management and protects the interests of shareholders, employees and local communities.

Alignment between governance and compliance leads to a **greater ability to identify ESG risks early**, to prevent potential legal and reputational issues, and to strengthen organisational resilience.



The continuous strengthening of governance is also articulated through **tools and practices that foster corporate integrity**: from the adoption of codes of conduct, to the implementation of internal control systems, to the constant training of management on sustainability issues. The integration of these mechanisms supports innovation, stimulates continuous improvement and enables the construction of a business system geared towards the creation of shared value.

GOALS

GOAL	GOAL DESCRIPTION
TRANSPARENCY AND REPORTING	Adopting reliable and transparent governance practices by clearly communicating ESG objectives, policies and performance.
ACTIVE INVOLVEMENT OF MANAGEMENT	Actively involving management in decisions concerning sustainability, ensuring that this issue is integrated into the corporate strategy at all levels.

INITIATIVES

RESPONSIBLE GOVERNANCE

Collaboration with UN Global Compact and establishment of a Sustainability Committee.

INCENTIVE SYSTEMS

Definition of ESG KPIs for the MBOs of the management involved in the optimisation processes.

SOCIAL INVOLVEMENT

'Biofarma for a Smile', a corporate volunteering project with the intention of setting up a pharmaceutical compounding laboratory in Madagascar, to support the production of first aid medicines with a constant supply of raw materials and to provide the necessary treatment for local children and families.

CUSTOMER SATISFACTION PLAN

Implementation of a structured Customer Satisfaction Plan.

COMMUNITY

Project in association with the 'Cooperativa Arte e Libro' in Udine to launch an initiative to promote the employment of people with significant physical and mental disabilities.

Stakeholder Engagement

SUSTAINABILITY AT THE CENTRE

For Biofarma, listening to and **involving stakeholders** is a key element in guiding concrete and responsible choices.

Continuous dialogue with customers, employees, partners and communities makes it possible to intercept real needs, prevent risks, identify opportunities and strengthen the coherence between corporate strategy and social expectations.

GOALS

GOAL	GOAL DESCRIPTION
DIVERSITY AND INCLUSION	Creating a work environment that celebrates and respects the differences between individuals, promoting diversity of perspectives, experiences and backgrounds. The aim is to accommodate and value differences in gender, ethnicity, ability, sexual orientation and socio-economic background.
EMPLOYEE WELL-BEING	Investing in resources and programmes aimed at improving the physical, mental and emotional health and well-being of employees. This may include access to health services, psychological support programmes and work flexibility policies to facilitate a better work-life balance.
SAFETY AT WORK	Focus on creating a safe environment that protects employees from risks and promotes well-being, ensuring a productive and protected workforce.
DEVELOPMENT OPPORTUNITIES	Providing professional and personal development opportunities for employees through training, skills development and mentorship programmes.
EMPLOYEE INVOLVEMENT	Encouraging the active participation of employees in group activities and building lasting relationships to improve attractiveness and retention.
SUPPLY CHAIN MANAGEMENT	Integrating ESG criteria in supply chain assessment and management

INITIATIVES

SOCIAL AND DIVERSITY INVOLVEMENT

Employees are actively involved in specific projects (e.g. 'Art and Book', 'Biofarma for a Smile') to directly experience and participate in the group's interaction with the community.

ENGAGEMENT SURVEY

Platform for analysing corporate climate and engagement. For example, Beaconforce is a listening tool based on positive psychology, behavioural science and neuroscience.

TRAINING AND DEVELOPMENT

Development and use of a training platform to improve accessibility and accuracy in monitoring.

ONBOARDING

A structured programme for integrating new hires into the company, reducing time to productivity and maximising engagement and empowerment.

EMPLOYEE VALUE PROPOSITION

Definition of a document describing the set of benefits, opportunities and experiences that Biofarma is committed to providing to current and future employees.

WELLBEING

A well-being project consistent with the brand identity and core business, centred on people and ensuring all-around well-being through a deep listening process.

TOP EMPLOYER

Maintenance of Top Employer certification to ensure excellence in human resources management practices.

Economic performance

SUSTAINABILITY AT THE CENTRE

Alongside the environmental and social dimensions, sustainability is also based on a company's ability to be economically resilient over time.

A financially sound company can continuously invest in advanced technologies, develop innovative solutions, open up new markets and ensure high standards of governance and compliance.

Biofarma integrates economic sustainability into its strategic vision, promoting a growth model that creates value for both the company and society. This commitment is reflected in responsible resource management, sustainability-oriented investments and a constant search for development opportunities consistent with ESG principles.



GOALS

GOAL	GOAL DESCRIPTION
SUSTAINABLE INVESTMENTS	Allocating financial resources to projects and initiatives that generate economic and social value, e.g. by investing in clean technologies, employee training and sustainable innovation.
RISK ASSESSMENT	Integrating the assessment of environmental, social and governance (ESG) risks into corporate decision-making and investment processes to ensure sound risk management.

INITIATIVES

RESEARCH AND DEVELOPMENT (R&D) STRUCTURE

Two separate research and innovation divisions with high-level professionals to promote open innovation and translate innovative ideas into concrete projects.

SUPPLY CHAIN OPTIMISATION

Optimising the supply chain by improving efficiency and resilience, reducing costs and improving service quality.

PRODUCT DEVELOPMENT

Developing new products that meet market needs and contribute to sustainable economic growth.

SUSTAINABLE TECHNOLOGIES

Investments in sustainable technologies related to the EU taxonomy to promote long-term sustainability.

INTERNATIONAL EXPANSION

Exploring new markets and segments to diversify revenue sources and increase global presence.

SUSTAINABLE GROWTH

Turnover growth consistent with sustainability goals, following classical financial performance indicators.

Biofarma Way for Excellence

The **Lean Six Sigma (LSS)** approach adopted by Biofarma integrates the principles of Lean (reducing complexity and waste to speed up processes) and Six Sigma (reducing variability to enhance quality), with the goal of achieving sustainable excellence.

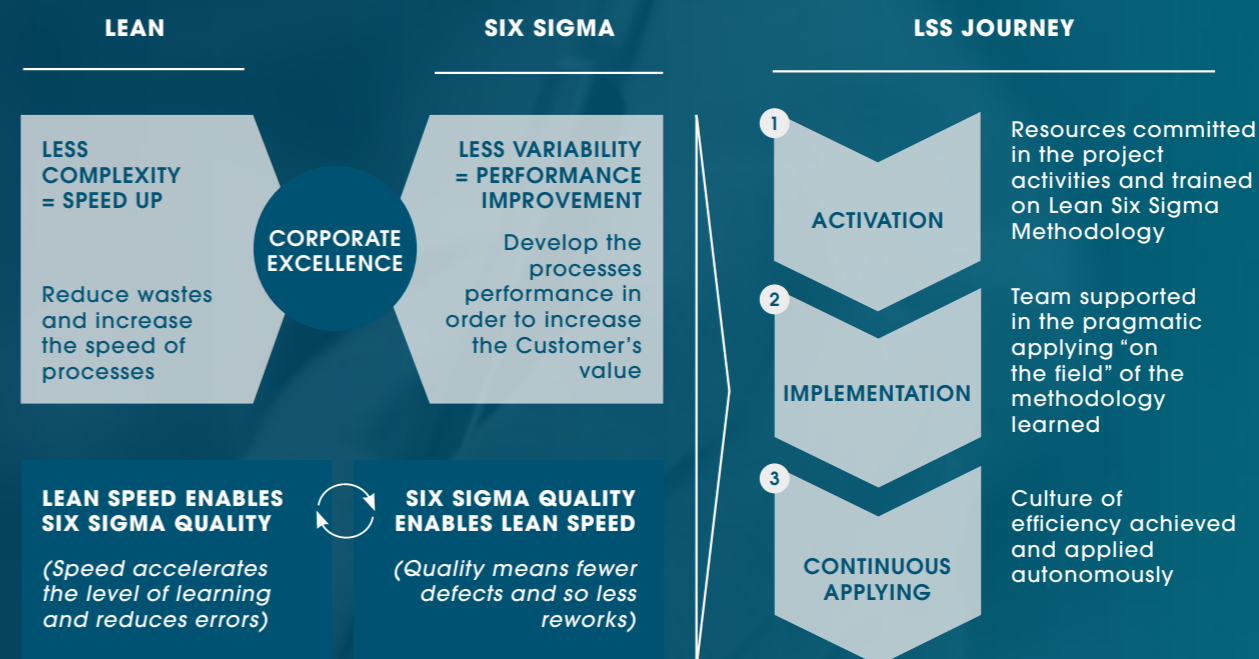
LEAN

Focuses on streamlining operations, reducing waste and increasing speed of execution for greater productivity;

SIX SIGMA

Aims to reduce process variability, thereby improving the quality of products and services offered.

The combination of the two approaches results in continuous structural improvement, where increased speed accelerates learning and reduces errors, while higher quality reduces defects and rework.



The Lean Six Sigma programme is divided into three key phases:



ACTIVATION

In this phase, company resources are engaged in project activities and receive training in Lean Six Sigma methodology. The objective is to prepare the team to understand and apply the principles of LSS in daily operations.



IMPLEMENTATION

During the implementation phase, the team is supported in the practical application of the learnt methodology.



CONTINUOUS APPLICATION

The last phase of the journey involves the autonomous and continuous adoption of a culture of efficiency. Once this stage is reached, the company is able to maintain and continuously improve its operational processes autonomously, ensuring ongoing and sustainable improvement.

In 2024, Biofarma gave full impetus to the **Biofarma Way for Excellence programme**, a strategic initiative structured to improve operational and management excellence on an international scale.

This programme includes numerous improvement initiatives defined and implemented through the Lean Six Sigma methodology and indirect cost saving projects (INCO), **intending to optimise expenditure at the Group level.**

Biofarma Way for Excellence is a true internal machine for operational excellence, capable of structurally improving processes across functions and geographies.

During 2024, **more than 40 improvement projects were initiated**, and more than 50 internal 'Green Belt' and 'Black Belt' resources were trained, testifying to the commitment to spreading a culture of excellence.

Sustainable Growth and Internationalisation

SUSTAINABILITY AT THE CENTRE

In 2024, the pharmaceutical and cosmetics industry continued its **evolution towards increasingly sustainable practices**, driven by growing social awareness and increasingly stringent environmental regulations. In particular, the **nutraceuticals** market - an area in which the Biofarma Group is a leader - is experiencing **a significant acceleration towards sustainable**, innovative and evidence-based **solutions**.

The demand for high-quality products made with natural ingredients and through responsible production processes is growing steadily, in both Europe and the US.

In this global scenario, the Biofarma Group has strengthened its commitment to sustainability by adopting an integrated international approach, structured along three strategic lines: **responsible geographical expansion, sustainable innovation and advanced risk management**.

Recent acquisitions and consolidations in key markets such as the **US, France, China and India** reflect a vision to build a resilient, localised supply chain that meets the highest quality, environmental and regulatory standards.

In particular, the entry into the US market through the acquisition of US Pharma Lab and the creation of Biofarma Consultancy Private Limited in India strengthen the Group's ability to navigate local regulatory frameworks and promote sustainable practices throughout the product life cycle.

Finally, in a macroeconomic context characterised by increasing geopolitical instability and redefined global trade balances, Biofarma has adopted **resilient and sustainable procurement policies**. These include diversification of sources, selection of certified suppliers even in low-cost countries, and the ability to transfer innovation and know-how between the Group's different business units.

In a world that demands increasing responsibility, the Biofarma Group establishes itself as a player capable of combining international growth and sustainable commitment to meet global challenges and generate shared value for customers, partners and communities.

WE SUPPORT



ACCESSION TO THE UN GLOBAL COMPACT

In 2024, Biofarma Group formalised its membership of the **UN Global Compact**, the largest global initiative dedicated to promoting corporate sustainability.

This endorsement represents a concrete commitment by the Group **to align its strategies and operations with the Ten Universal Principles in the areas of human rights, labour, environment and anti-corruption**, while promoting the achievement of the Sustainable Development Goals (SDGs) of the 2030 Agenda.

Participation in the Global Compact confirms the Biofarma Group's willingness to integrate the principles of sustainability into its organisational culture and daily activities, strengthening the company's role as a responsible actor within the economic and social community.

CHAPTER 2

Group DNA: between growth and responsibility

PRODUCTION

8

PRODUCTION
PLANTS
(6 IN UE)

ECONOMIC VALUE

458,967 K€

GENERATED ECONOMIC VALUE

+27%

COMPARED TO 2023

436,183 K€

DISTRIBUTED ECONOMIC VALUE

+22%

COMPARED TO 2023

95%

PERCENTAGE OF DISTRIBUTED VALUE OUT OF TOTAL GENERATED VALUE

The history of Biofarma

GROUP DNA

The Biofarma Group is a **globally leading CDMO** specialising in the development, production and packaging of **food supplements, medical devices, probiotic-based drugs and cosmetics**, exclusively for third parties.

The Group was born from a strategy of growth by external lines, through the synergetic integration of complementary realities, which gave birth to an industrial player with a **broad and differentiated portfolio of production technologies and formulated solutions**.

Biofarma takes a proactive approach to innovation, oriented towards anticipating trends and emerging customer needs. This is possible thanks to a strong in-house R&D competence as well as a proprietary technology portfolio.

UPDATES FOR 2024

HR TEAM AT THE CERTIFICATION DINNER TOP EMPLOYERS 2024

On 1 February, Biofarma's Human Resources team attended the **Certification Dinner 2024** at the Pirelli Hangar Bicocca in Milan, together with **147 other Top Employer-certified Italian companies**. The event was an opportunity to engage with top players and strengthen the commitment to inclusive and innovative workplaces.

- **Networking and sharing:** Meeting with leading international companies, exchanging best practices and strengthening Biofarma's position in the Italian and European HR landscape.
- **Thematic focus points:** Centrality of shared values, clear objectives, internal dialogue, well-being programmes, inclusiveness and digitisation as drivers for the sustainable growth of organisations.

BIOFARMA ON A MISSION: SUPPORT FOR HEALTH FACILITIES IN ANDAVADOAKA AND ANAKAO

Since 2016, **Biofarma for a Smile** has been the company's volunteer project that actively involves employees in **activities to support the communities of Andavadoaka and Anakao, Madagascar**. Each year, four volunteers are selected to take part in the company's humanitarian mission in person.

- **Activities:** Supporting pharmaceutical warehouse management, preparing galenic medicines, working with doctors and pharmacists, teaching Italian, promoting hygiene in healthcare settings, oral care prevention campaigns.
- **Local impact:** The Hopitaly Vezo in Andavadoaka and the Fanday Soa association in Anakao are among the few facilities in the area that provide free care, aiming to train new local workers and run campaigns against malnutrition, poor hygiene and drinking water.

TIMELINE

- 1987** • Birth of Biofarma
- 1991** • Biofarma starts production of food supplements
- 2010** • AIFA certification obtained for the pharmaceutical workshop
- 2013** • Farma tower construction for lactic ferment production
- 2018** • Expansion and restructuring of production sites
- 2019** • Creation of the new logistics hub in Mereto
- 2020** • Birth of Biofarma Group (Apharm, Biofarma, Claire, Nutrilinea and Pharcoterm)
- 2021** • Entry of IHS (International Health Science) into the Group
- 2022** • French private equity group Ardian acquires majority stake from White Bridge Investments
- 2023** • Acquisition of US Pharma Lab and optimisation of corporate structure through mergers
- 2024** • Top Employer Italy certification

AN EXPLOSIVE START

If we had to use an adjective to define **the birth of Biofarma**, this would certainly be the most appropriate..

In the warehouses of a chemical company nestled in the countryside of a small town in rural Friuli, leftovers from nitrocellulose processing used in the production of explosives were stored: a transformation project to reuse production waste **began the production adventure of Germano Scarpa and Gabriella Tavasani.**

It was back in 1987.

At the time, they were in their early twenties and had just begun to explore the world of work: she was a promising science teacher, he an enterprising medical sales representative employed by a pharmaceutical company that is still an important reference on the world market.

One day, like so many others, Germano Scarpa found himself choosing from a shortlist of over sixty destinations throughout the region where he would go to do his work. **He chose Mereto di Tomba.** It was also a beautiful morning, the cold November sun illuminated the surrounding countryside, and of that day he still remembers the charm of the landscape and the image of a nearby mill.

A sign of destiny?

Only time has been able to give all the answers to the reasons for the choice he made that morning, shaping the future of his family and the history of his company.

The project of reusing processing waste soon gave way to one closer to his scientific knowledge and expertise. He wanted to start producing creams.

He and his wife soon began to fill that warehouse with their ideas. Among the many things they found stored there was a small, old, turbo-emulsifier: a good metalworker did the impossible by refurbishing it.

The production adventure began.

Driven by great convictions and clear values, investing in a forward-looking manner, looking to the future with courage and a spirit of cooperation, step by step their actions and ideas were joined by those of many other people who believed in their project and helped to make it a reality.

The warehouse and the old turbo-emulsifier in the countryside of Mereto soon gave way to a company that grew in leaps and bounds, quickly becoming a reference point on the international market.

Biofarma's story teaches how doing business and being a business are one and the same.

It teaches that it is necessary to plant principles and human values in the soil to cement the foundations of the company, even before grafting the production facilities; it means being able to live in the light of a constant and growing planning, having a mission and having dreams to share. It means being able to identify one's goal and pursue it consistently.



FOUNDATION

1987

BIRTH OF BIOFARMA
37 YEARS OF HISTORY

PRODUCTION

8

PRODUCTION PLANTS
IN 2024
6 IN EU

Today, 37 years after that 'explosive' start-up, **Biofarma continues to have solid roots and a clear vision of the future:** to grow, continuing to create something wonderful, unique, innovative, for people's health and well-being.

HISTORY IN STAGES

Biofarma has always been characterised by a strong drive for innovation and a strong focus on investment, aspects that have punctuated its growth path with important milestones, from obtaining certifications to expanding production space.

When, in 1991, Biofarma opened its doors to the world of nutraceuticals, it went from being a small cosmetic manufacturing company to a major player in the market for food supplements in solid and liquid forms and later expanded its production capacity by adding medical devices to its portfolio.

2010 is marked by obtaining **AIFA certification for the Pharmaceutical Workshop** and, later, **for the QC laboratory for the production of drugs with probiotics**: the Farma Tower, built in 2013, is the first plant at European level dedicated to the production of milk enzyme products.

In 2018, the major project to expand and revolutionise the production sites came to life, reflecting a company policy of innovation, excellence and - above all - environmental sustainability.

The office tower is born, which combines the principles of green building and circular economy in a multifunctional structure that houses an auditorium and large spaces dedicated to the organisation of meetings, conferences, and customer reception.

The lightness of the fir wood used for construction and the reduced number of metal elements express in this structure the synergy between architecture, engineering and innovation, and make it a symbol of the desire to build ethically, with the utmost respect for man and the environment.

The realisation of Biofarma 2 allowed the company to design a new organisation of spaces and work areas, and to continue to grow in equipment, machinery and qualified personnel.

The cosmetics and cosmetic pouch packaging department, previously located in Biofarma 1, has been fully relocated to the new production facility in Biofarma 2 and **occupies an area of 3,800 square metres**. This also made it possible to expand the packaging and production departments for supplements and cosmetics production at Biofarma 1, overall enhancing the company's production capacity evenly to accommodate increased market and customer demands.

To continue to offer an increasingly secure service in terms of product traceability and availability, in addition to guaranteeing prompt delivery, **the new Logistics Centre was established on 1 July 2019**.

Comprising a logistics area and a highly computerised and automated shipping area, the new building can accommodate up to 20,205 pallets, and is characterised by the presence of **photovoltaic panels, which allow the company to produce 8% of its energy consumption in one year**.

For both the office tower and Biofarma2, **the Elysium system coating was used**,

which, thanks to its vegetable oil-based paint, is **able to significantly reduce its environmental impact**.

In 2020, a big leap occurred.

The Scarpa family's dream of building a timeless company, able to look to the future and go beyond the founding and present generations, met with the strength of a group of people who shared its values and intentions and set up a major industrial development project.

On 12 February 2020, the dream became reality, **Biofarma Group was born**.

Apharm, Biofarma, Claire, Nutrilinea and Pharcoterm formalise a process of integration to create a production reality capable of becoming, in a short time, the point of reference in the Health&Beauty Care third-party sector on the national and international markets.

Like all important projects, this one was born from the meeting of people who shared the same values and principles.

Only the awareness of these prerequisites made it possible to lay the foundations of a solid company, capable of looking to the future, with the involvement of far-sighted entrepreneurs, an excellent management and a group of financiers who, believing in the industrial project, supported the investments necessary to increase its economic strength.

This path of integration has enabled the Biofarma Group **to establish itself as a unique partner for its customers**, through its capacity for innovation and cutting-edge production technologies, but also through the excellence of its human capital.

In 2021, **IHS (International Health Science)** also joined the Group, allowing the company to acquire highly specialised know-how in the distribution of supplements and medical devices with a high scientific content, in order to compete as a key player at a global level.

A development also bet on by **Ardian**, one of the world's leading French private equity groups, which acquired **a majority stake in the group from White Bridge Investments in January 2022**.

In **September 2022**, Biofarma Group strengthened its presence in the European market with **the acquisition of French Nutraskills**, a company specialising in the research and development, production and packaging of food supplements.

The acquisition concerns both business units that constitute Nutraskills: **Codilab** (CMO of solid supplements with a plant in Herbergement) and **Laboratoire Pierre Caron** (CDO with a plant in Sérent focused on the formulation and packaging of food supplements for third parties). The foundations are being laid for an internationalisation process that points towards an important goal: to become the global benchmark in the nutraceutical market.

On **25 July 2023**, the Group acquired the entire share capital of **US Pharma Lab, Inc.** and its subsidiaries, except for USA Formulations LLC, 1200 AP Road LLC, 1300 Airport Road LLC, Amol Pharmaceuticals and Aspire LLC.

This strategic partnership represented a significant evolution for the **Biofarma Group**, which **becomes a global CDMO focused on nutraceuticals**, with a manufacturing presence in the US, Europe (Italy and France) and China, and with innovation capabilities on both sides of the Atlantic.

For Biofarma, 2024 was a year of consolidation and new confirmations in the ESG area. The Group obtained **Top Employer certification**, reinforcing the comparison with other excellent realities on key issues for the enhancement of people and workplaces.

It also renewed its commitment to international volunteering, continuing its **work in support of the Vezo Hospital and the Fanday SOA association in Madagascar**, which began in 2016.

During the year, there was a major consolidation of the company's transformation and change management projects, represented in particular by the development of the continuous improvement programme **Biofarma Way for Excellence** based on the Lean Six Sigma methodology.



The evolution of the CDMO market: growth and specialisation

GROUP DNA

The competitive environment in which the **Biofarma Group** operates is **part of a rapidly expanding CDMO** (Contract Development and Manufacturing Organisation) **market** at a global level, with a constantly evolving demand, increasingly driven by the need for innovation, wellness and customisation of the offer.

The underlying markets - i.e. **food supplements, medical devices and skin care and protection products** - in the **five major European countries** (EU5: Italy, France, Germany, Spain and the United Kingdom) and in the **United States**, collectively reached an estimated value of approximately EUR 93 billion in 2024, registering a compound annual growth rate (CAGR) of 6% between 2019 and 2024, with prospects for further expansion of 5% per annum in the period 2024-2028¹.



Particularly dynamic is **the specialised nutraceuticals segment** - including probiotics, innovative formats and medical devices (Europe only) - which **alone accounted for around 55% of Biofarma's turnover in 2024**. This segment shows higher growth potential than the overall market, with a projected CAGR of 7% in the EU5 region and 9% in the US between 2024 and 2028².

The growth momentum of these markets is supported by global structural trends such as **the increase in awareness towards health and wellness** (also as a lasting effect of the COVID-19 pandemic), **the spread of preventive approaches and self-medication, the preference for natural solutions and the emergence of a digital, informed and self-care-oriented consumer**. In addition, there are significant demographic phenomena, such as an ageing population and an increase in chronic and metabolic diseases³.

The CDMO market specifically for food supplements, medical devices and dermocosmetic products, which is estimated to be worth around **EUR 11 billion in 2024 between the EU and the US**, is growing faster than the target markets. Specifically, between 2019 and 2024, the CAGR of the CDMO segment was 7% (compared to 6% for the end-market), with a forecast of further acceleration to 7% until 2028⁴.

This performance is supported by a significant increase in the penetration of CDMO services: from 68% to 70% in 2019-2024 for supplements and medical devices in the EU5 countries, and from 69% to 70% for dietary supplements in the US. Levels are set to rise further by 2028 (72% and 71% respectively)⁵.

Customers - especially FMCG and pharmaceutical companies - are increasingly turning to CDMO partners to meet the growing demand for customised formats, reduce fixed costs, accelerate time-to-market and focus on strategic activities such as marketing, distribution and brand building.

This shift towards asset-light models and the need for continuous innovation reinforce **Biofarma's centrality as a value-added industrial partner**⁶.

Finally, the CDMO market showed a temporary contraction in 2023-2024 due to destocking by retailers, particularly in Europe (CAGR -5% in 2024), following post-COVID accumulations. However, a trend reversal can already be observed, particularly in the US, where the CDMO market for supplements is expected to recover with a +9% CAGR in 2024⁷.

¹ Grand View Research, *Nutraceuticals Market Size & Share Report, 2024*.

² Custom Market Insights, *Global Nutraceutical Products Market Report, 2025*.

³ Virtue Market Research, *Europe Nutraceuticals Market Analysis, 2024-2030*.

⁴ Market.us, *CDMO Market Size & Trends, 2024*.

⁵ Alira Health, *Report on the European MedTech CDMO Industry, 2024*.

⁶ Precedence Research, *Pharmaceutical CDMO Market Forecast 2024-2034*.

⁷ Grand View Research, *Healthcare CDMO Market Analysis, 2024*.

Therapeutic areas

GROUP DNA

Biofarma Group articulates its therapeutic offering across a broad spectrum of clinical and functional areas, reflecting **a commitment to health promotion as a preventive**, supportive and complementary to traditional therapeutic pathways.

This allows a targeted response to the needs of a constantly changing population, promoting sustainable, accessible and scientifically based operational models.



The Group is active in established areas such as **the immune system, gastrointestinal health, metabolism, cardiovascular function and mental wellbeing**, but also integrates specific areas such as **gynaecology, uro-genital health, paediatrics and active ageing**, addressing topics with a high social and clinical impact.

These are accompanied by expanding segments such as **nutricosmetics and cosmeceuticals**, which combine dermatological and functional needs, as well as organic solutions for a more natural and sustainability-oriented approach.

Special attention is paid to the **Clinical Trials area**, which includes advanced nutraceutical formulations developed for conditions such as prediabetes, non-alcoholic liver steatosis, sleep disorders and cognitive dysfunction, in collaboration with research centres and healthcare professionals.

Each area is managed with an evidence-based approach, emphasising quality, traceability of formulations and safety of use, with a view to continuous improvement and accountability to the community.

Production plants

GROUP DNA

Biofarma Group can count on a **production platform strategically distributed across Europe, Asia and America**, with plants in Italy, France, the United States and China forming the core of its development and production capacity on a global scale.

This multi-local structure allows the Group to ensure responsiveness, flexibility and proximity to key markets, responding effectively to the needs of international customers in terms of quality, timeliness and innovation.

The operational integration between the sites allows industrial synergies and complementary technological competencies to be exploited, optimising the value chain globally.

In 2024, the Group further strengthened its production footprint through **greenfield investments in France and the US and the expansion of the Gallarate plant**, strengthening production capacity in strategic segments such as probiotics, liquid solutions and advanced packaging.



BIOFARMA'S OPERATIONAL LOCATIONS



MERETO DI TOMBA (HEADQUARTERS)

Udine, Italy

A plant specialising in the production of nutraceuticals in solid and liquid form, medical devices for topical and oral use, supplements, cosmetics and drugs with probiotics, it is also the Group's headquarters.

SURFACE: 50,000 m²

WAREHOUSE: 30,000 pallet positions

SÉRENT

Brittany, France

Plant specialising in the production of nutraceuticals in solid form.

SURFACE: 2,400 m²

WAREHOUSE: 1,500 pallet positions

L'HERBERGEMENT

Pays de la Loire, France

Plant specialising in the production of nutraceuticals in solid form.

SURFACE: 4,800 m²

WAREHOUSE: 1,650 pallet positions

CUSANO MILANINO⁸

Milan, Italy

Plant specialising in the production of nutraceuticals in solid form, medical devices for oral use, and sports nutrition.

SURFACE: 3,700 m²

WAREHOUSE: 1,300 pallet positions

SAN PIETRO VIMINARIO

Padua, Italy

Plant specialising in the production of medical devices for topical use and cosmetics.

SURFACE: 3,700 m²

WAREHOUSE: 3,100 pallet positions

⁸ The relocation of the production activities of the Cusano site to the Gallarate site was completed in 2025.

GALLARATE

Varese, Italy

Plant specialising in the production of nutraceuticals in solid form, medical devices for oral use, and sports nutrition.

SURFACE: 9,000 m²

WAREHOUSE: 2,000 pallet positions

USA & CHINA



North Brunswick, New Jersey, USA

Plant with primary production specialisation in solid dosage nutraceuticals, single and multi-layer tablets, mini-tabs, chewable and orally dissolving tablets, capsules, ready-to-drink powders and customised powders.

SURFACE: 28,335 m²

WAREHOUSE: 9,220 pallet positions

Shanghai, China

Plant specialising in the primary production, granulation and supply of botanical extracts, amino acids, crushed vitamins, special products and value-added premixes, especially for more specific nutritional actives.

SURFACE: 5,574 m²

WAREHOUSE: 452 pallet positions

Group services

GROUP DNA

Thanks to a well-established presence in dynamic international markets and an evolved know-how, **Biofarma Group offers a complete, integrated and strongly innovation-oriented service**, covering the entire value chain: from scientific research to the delivery of the finished product, through full compliance with applicable quality and regulatory standards.

SERVICES

- RESEARCH AND DEVELOPMENT
- QUALITY CONTROL
- REGULATORY AFFAIRS
- PRODUCTION
- PACKAGING
- LOGISTICS



RESEARCH AND DEVELOPMENT

Biofarma Group is a strongly innovation-oriented CDMO (Contract Development and Manufacturing Organisation), which places human and environmental well-being at the centre. The R&D division is structured in two complementary hubs:

- **Research & Innovation Centre:** a centre of excellence that works closely with universities, start-ups, key opinion leaders and research centres to identify new and increasingly sustainable frontier technologies and solutions.
- **Development Centre:** a team of more than 50 experts involved in galenic development, scale-up and industrialisation, with expertise spanning numerous pharmaceutical forms and regulatory areas.

QUALITY CONTROL

The Biofarma Group's chemical-physical and microbiological laboratories are distinguished by their high technological level and the use of advanced methods to guarantee consistency and reliability in results. The AIFA-certified laboratory at the Mereto di Tomba plant is a reference point for the validation of analytical methods and support throughout the entire product life cycle.

REGULATORY AFFAIRS

The Group's Regulatory Affairs Department supports partners in the development of regulatory dossiers that comply with international regulations. The tailor-made approach enables efficient market access, from the pre-registration phase to the maintenance of the marketing authorisation.

PRODUCTION

With 8 specialised production sites, the Biofarma Group is able to guarantee flexible, scalable and customised production. State-of-the-art technologies and a lean approach enable the efficient handling of batches of different sizes and complexity, while maintaining high standards of quality and sustainability.

PACKAGING

Packaging represents a strategic phase for the Group. Thanks to an automated machinery fleet and modular solutions, Biofarma is able to handle multiple types of packaging, with increasing focus on reducing environmental impact, ecodesign and traceability.

LOGISTICS

As of 2019, Biofarma Group will make use of the automated logistics hub in Mereto, designed to respond to new distribution models. The advanced information system enables full traceability, real-time stock management and flexible and reliable global distribution.

Biofarma's institutional and commercial commitment

GROUP DNA

The Biofarma Group regularly participates in **trade fairs, conferences and international events** to present its innovations, keep abreast of the main market trends and learn about the latest technological developments.

This constant presence allows the company to guarantee its customers high standards in terms of quality and innovation, as well as fostering the development of new strategic collaborations and direct dialogue with the professional community in the sector.

TRADE FAIRS AND EVENTS IN 2024

VITAFOODS EUROPE

BIOPHARMA BETWEEN HEALTH TRENDS AND NUTRACEUTICAL INNOVATIONS

Biofarma participated in *Vitafoods Europe 2024*, one of the most important international events for the nutraceutical sector, presenting a complete portfolio of nutritional supplements in various formats: solid, semi-solid, powder and liquid.

The proposed solutions stand out for their high level of innovation and scientific reliability and find application in multiple areas of human health: from mental, intestinal, immune, metabolic and cardiovascular wellbeing to dermatology, beauty, photoprotection and active ageing. Particular attention was paid to the development of targeted formulations for specific targets, including women, men and children.

During the event, the Nutrigenomics project developed by Team Innovation was also presented: a proposal structured in two distinct services, designed to accompany companies in the validation and development of cutting-edge formulations with the aim of creating supplements capable of promoting well-being by modulating gene expression.



CPHI WORLDWIDE

BIOPHARMA GROUP PREPARES TO PRESENT LATEST INNOVATIONS

In 2024, Biofarma Group participated in CPHI Worldwide, the leading international platform dedicated to the pharmaceutical supply chain, held in Milan from 8 to 10 October. The event, which brought together over two thousand exhibiting companies from all over the world, was an important networking and professional development opportunity for the industry.

In this context, Biofarma presented a product portfolio in line with the main trends in the nutraceutical market, with a focus on four key therapeutic areas: Gut Health, Mental Health, Woman Health and Skin Health.

The company's stand also offered an overview of the Group's technological expertise, which includes solid, powder and liquid formulations for both topical and oral use. These solutions, developed in our eight production facilities located in Europe, America and Asia, are designed to meet customers' needs in a customised manner. Ample space was also devoted to innovation projects. Among them, a project in the field of cancer immunotherapy was presented, aimed at developing a nutraceutical product to support cancer patients undergoing immunotherapy treatments.



TRADE FAIRS AND EVENTS IN 2024

SUPPLY SIDE WEST 2024

EVENT TO PRESENT THE LATEST NUTRACEUTICAL INNOVATIONS

In 2024, Biofarma Group participated in Supply Side West in Las Vegas, the leading US event dedicated to the health and nutrition sectors, held from 30 to 31 October. The event, which brings together more than 2,000 exhibiting companies each year, is a strategic platform for international business expansion.

For the second year running, Biofarma was represented at the event by US Pharma Lab, which joined the Group in 2023. The event offered the ideal opportunity to present the Biofarma Group's expertise as a CDMO in the Health & Beauty Care sector, with a focus on the advanced production and technological capabilities of the US facility.

Operating since 1996, US Pharma Lab specialises in innovative solutions such as tab-in-caps, minitabs and beadlets, and has a high level of expertise in the production of probiotic-based supplements, consolidating the Biofarma Group's role as a global reference in the nutraceutical segment.



COSMOPROF WORLDWIDE BOLOGNA

BIOFARMA'S COSMETIC INNOVATIONS BETWEEN SUSTAINABLE BEAUTY AND NUTRICOSMETICS

From 21 to 23 March, the Biofarma Group participated in Cosmoprof Worldwide Bologna, the leading international trade fair dedicated to the cosmetics supply chain, presenting eco-friendly technologies and products designed to meet the needs of sustainability-conscious consumers.

Among the products on display were cosmetics in solid format for face, body and hair, characterised by high performance and sustainable packaging, together with the innovative BOV (bag on valve), safe and environmentally friendly aerosols that use compressed air as propellant.

Completing the offer are the eco-powders: cleansing powders that are characterised by production requiring less water and completely plastic-free packaging for a more sustainable and responsible approach to beauty.

There was also no lack of nutraceutical products with a beauty target, developed to act in synergy with cosmetics, enhancing beauty from within and promoting healthy skin, hair and nails.



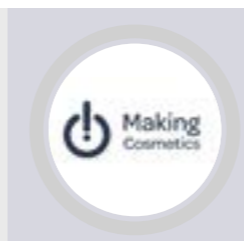
MAKING COSMETICS & IN-VITALITY

MAKING COSMETICS ON THE PRODUCTION, FORMULATION AND PACKAGING OF COSMETICS

In 2024, Biofarma took part in Making Cosmetics & in-Vitality, one big event dedicated to the cosmetics and nutraceutical sector, held in Milan on 20 and 21 November. The event provided an important opportunity for industry professionals to exchange views, offering an in-depth look at emerging trends, the latest technologies and current issues, including sustainability, natural cosmetics and wellness.

For Biofarma, the event was an opportunity to present the best of its innovative solutions and cutting-edge technologies in the two fields. Highlights include nanoemulsions, a high-performance cosmetic technology for the treatment of face, body and hair; environmentally friendly solid cosmetics, designed to promote sustainable and conscious beauty; and BOV (Bag-On-Valve) aerosol technology, which uses natural gases to ensure safe, effective and environmentally friendly dispensing.

Great attention was also paid to beauty-targeted nutraceuticals, with new-generation supplements designed to support the well-being of skin, hair and nails by acting from within.



The economic value generated and distributed to stakeholders

GROUP DNA

In 2024, the Biofarma Group generated a total economic value of approximately EUR 459 million, marking an increase of 27% over the previous year.

This result reflects the solidity of an industrial model that combines organic growth, technological innovation and the integration of new production realities. The figure is consistent with that reported in the "Annual Consolidated Financial Report 2024", prepared in accordance with IFRS, and demonstrates an alignment between financial performance and sustainability strategy.



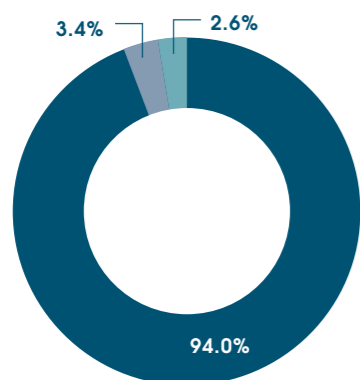
ENTRIES	U.M.	2024	2023	VARIATION	
Generated economic value	k€	458,967⁹	361,984¹⁰	96,983	26.8%
Revenues from sales and services	k€	431,578	350,405	81,173	23.2%
Other operating revenues	k€	15,366	5,018	10,348	206.2%
Financial income	k€	12,023	6,561	5,462	83.2%
Distributed economic value	k€	436,183	358,512	77,671	21.7%
% of generated economic value		95%	99%		
Operating Expenses	k€	284,708	252,151	32,557	12.9%
Raw materials, ancillary materials, consumables and goods	k€	205,233	180,305	24,928	13.8%
Costs for services	k€	76,318	60,899	15,419	25.3%
Other operating costs	k€	3,157	10,947	-7,790	-71.2%
Salaries and employee benefits	k€	78,786	54,662	24,124	44.1%
Personnel costs	k€	78,786	54,662	24,124	44.1%
Payments to capital suppliers	k€	69,512	51,999	17,513	33.7%
Interest and other financial charges	k€	69,512	51,999	17,513	33.7%
Payments to governments	k€	3,177	-300	3,477	-1159.0%
Income Taxes	k€	3,177	-300	3,477	-1159.0%
Economic value not distributed	k€	22,784	3,472	19,312	556.2%

⁹ The revenue value referring to 2024 used for the calculation of the intensity parameters corresponds to the Pro-Forma Revenues, derived from the economic value generated, net of financial income and extraordinary income related to the earnout of Nutraskills. To this amount are added government grants, not yet certified and received, as well as some income reclassified from costs for services to revenue.

ENTRIES	U.M.	2024
Revenues and other income	k€	446,944
Earnout	k€	-9,445
Government Grants	k€	3,300
Reclassifications	k€	2,480
Pro Forma Revenues	k€	443,279

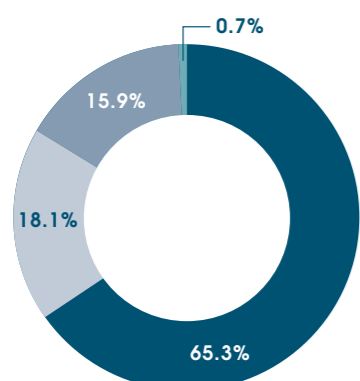
¹⁰ The value of turnover reported for 2023 is different from that in the previous Financial Statements, as it includes contributions from the plants in China and the United States from 25 July 2023 until the end of the financial year. For the purpose of calculating the intensity indicators, a value of EUR 432.5 million was adopted, which also considers the contribution of the Chinese and US plants for the first half of the year.

COMPOSITION OF GENERATED ECONOMIC VALUE



- Revenues from sales and services
- Other operative income
- Financial income

COMPOSITION OF DISTRIBUTED ECONOMIC VALUE



- Operating expenses
- Employee salaries and benefits
- Payments to capital providers
- Payments to governments

The distribution of the generated value follows a principle of **responsibility towards stakeholders**, in line with a sustainable and inclusive development approach. **Ninety-five per cent of the generated economic value was redistributed to key stakeholders** - including employees, suppliers, financial institutions and the public administration - for a total of **EUR 436 million**.

In an environment characterised by macroeconomic uncertainty, rising interest rates and complex geopolitical dynamics, Biofarma has taken effective mitigation measures. In particular, it implemented **strategies to diversify supply sources, optimise energy contracts and increase operational efficiency**. These actions made it possible to contain the increase in costs and maintain competitiveness in the market, as demonstrated by the solid margins and the maintenance of industrial margins during the period.

The Group has also **invested significantly in human capital and advanced technology solutions** for production and digitisation. The evolution towards an innovative and comprehensive CDMO model, supported by a structured programme of operational excellence and investments focused on sustainability and energy transition, has strengthened the overall resilience and ability to generate shared value in the medium to long term.

ECONOMIC VALUE

458,967 K€

GENERATED ECONOMIC VALUE

+27%

COMPARED TO 2023

436,183 K€

DISTRIBUTED ECONOMIC VALUE

+22%

COMPARED TO 2023

REDISTRIBUTION

95%

PERCENTAGE OF DISTRIBUTED VALUE OUT OF TOTAL GENERATED VALUE

CHAPTER 3

Corporate governance and Integrity Safeguards

Biofarma S.r.l. is a global CDMO specialising in the development, production and contract packaging of food supplements, medical devices, probiotic-based drugs and cosmetics.

The Company is indirectly controlled by several funds managed by Ardian France S.A. - Ardian Buyout Fund VII B SLP, ABF VII Balzar Co-Invest SLP, ABF VII Co-Invest 1 SLP, and ABF VII New Jersey SLP (collectively "Ardian").

These hold 94.77% of the share capital of Vegeta S.p.A., which in turn, through Tatoonie S.p.A. ("TopCo"), indirectly holds approximately 69.5% of the share capital of Biofarma S.r.l.

The remaining share capital of TopCo is held by other investors, including Victoria HD S.r.l. and some members of the management.

TopCo is at the apex of a complex shareholding structure, holding 100% of the share capital of **Kelt S.p.A.**, which in turn controls 100% of **Denis S.p.A.**, which holds 100% of **Kepler S.p.A.**, which fully controls **Biofarma S.r.l.**

Vegeta S.p.A. was incorporated on 7 February 2022 for the specific purpose of acquiring Biofarma S.r.l. from White Bridge Investments and other minority shareholders.

The acquisition of Biofarma S.r.l. was finalised on 27 March 2022 by **Ardian, Victoria HD S.r.l.** and some members of the Group's management. The acquisition was conducted through the newco **Tauri S.p.A.**, directly controlled by Kepler S.p.A., which was subsequently merged into Biofarma S.r.l. with retroactive application for accounting and tax purposes.

The group of companies under Biofarma S.r.l. was originally formed in February 2020 through the aggregation of five Italian companies highly specialised in the nutraceutical and health sector: Biofarma S.r.l., Nutrilinea S.r.l., Apharm S.r.l., Pasteur S.r.l. and International Health Science S.r.l.

Starting in 2022, the Group has embarked on an ambitious path of international growth and corporate rationalisation. Significant milestones include:

- the acquisition of the French **Nutraskills group (Codilab and Laboratoire Pierre Caron)** in September 2022, leading to the creation of an operational hub for the French market;
- the completion, by deed dated 30 March 2023, of the merger of **IHS S.r.l., Apharm S.r.l., Pasteur S.r.l.**, and subsequently - by deed dated 20 December 2023 - **Nutrilinea S.r.l.** into Biofarma S.r.l., to simplify the corporate structure and increase operational efficiency;
- the acquisition in July 2023 of **US Pharma Lab LLC** and its subsidiaries (**USPL Nutritionals LLC and Amol Biotech LTD**, the latter in turn controlling 100% of **ACI Biotech Import & Export Co. LTD**), expanding the Group's manufacturing and commercial presence in the US and China, and thus consolidating Biofarma's position as a global CDMO specialising in innovative nutraceuticals.



The Corporate Governance Model

CORPORATE GOVERNANCE

Biofarma S.r.l. adopts the traditional governance model, characterised by **the clear separation between the management and control functions of the Company**, entrusted to two distinct corporate bodies, both appointed by the shareholders' meeting.

This model is designed **to ensure an effective balance between the operational management of the company and supervision**, ensuring sound management practices and compliance with current regulations.

Furthermore, with the aim of encouraging and promoting a corporate culture geared towards preventing the risk of offences, the Company has adopted **an organisational, management and control model** pursuant to Legislative Decree No. 231/2001. 231/2001, setting up a Supervisory Board responsible for monitoring the proper functioning of, and compliance with, the Model adopted.



GOVERNANCE BODIES

Shareholders meeting

As the highest expression of the corporate will, the Shareholders' Meeting is called upon to deliberate on the most important strategic decisions: from the appointment of directors to the approval of the budget and amendments to the articles of association. Through these prerogatives, the Meeting ensures alignment between governance and the collective interests of the Members.

Board of Directors

It is the body responsible for the ordinary and extraordinary management of the company. The Board of Directors defines and implements, also through the Managing Director, the strategic guidelines, exercising all powers that are not expressly reserved to the Shareholders' Meeting, in accordance with the law and the Articles of Association.

Boards of Auditors

Consisting of standing and alternate auditors elected by the Shareholders' Meeting, the Board of Statutory Auditors supervises compliance with the law and the Articles of Association, compliance with the principles of proper administration and the adequacy of the organisational, administrative and accounting structure adopted by the company and its actual functioning. The term of office is three years, with the possibility of renewal, and ends with the approval of the budget for the third year of office.

Supervisory Board pursuant to Legislative Decree 231/2001

The Supervisory Board monitors the effectiveness of the organisation, management and control model adopted pursuant to Legislative Decree 231/2001. It carries out ongoing control activities, with regular meetings (usually monthly), monitoring the adequacy of the internal offence prevention system, the emergence of any critical issues and the adoption of corrective measures. It operates autonomously and with full independence, contributing to the dissemination of a corporate culture marked by legality and responsibility.

COMPOSITION OF THE BOARD OF DIRECTORS OF BIOFARMA S.R.L. AS AT 31.12.2024

NAME	SURNAME	SEX	ROLE	BIRTHPLACE	BIRTH DATE
Andrea	Audisio	M	Member	Turin (TO)	04/10/1996
Scarlett Eurydice Iphigenie	Broca	F	Member	France	23/04/1982
Yann Marie Serge	Chareton	M	Member	Gabon	08/01/1978
Claudio	Colombi	M	Member	Vizzolo Predabissi (MI)	09/04/1970
Giacomo	Forti	M	Member	Cesena (FC)	22/02/1987
Aldo	Mazzocco	M	Member	Southern Rhodesia	02/09/1961
Fabrizio	Raso	M	Member	Genoa (GE)	14/02/1994
Germano	Scarpa	M	Chairman of the Board of Directors and CEO	Udine (UD)	04/06/1959
Gabriella	Tavasani	F	Member	Gorizia (GO)	28/11/1964

COMPOSITION OF THE BOARD OF STATUTORY AUDITORS OF BIOFARMA S.R.L. AS AT 31.12.2024

NAME	SURNAME	SEX	ROLE	BIRTHPLACE	BIRTH DATE
Diego	De Francesco	M	Statutory Auditor	Naples	11/06/1968
Carlo	Molaro	M	Chairman of the Board of Auditors	Codroipo (UD)	22/10/1962
Pedro	Palau	M	Statutory Auditor	Genoa	11/11/1967
Paolo	Ferrandi	M	Alternate Auditor	Milan	13/12/1979
Tommaso	Vidale	M	Alternate Auditor	Palmanova (UD)	01/10/1991

COMPOSITION OF THE SUPERVISORY BOARD OF BIOFARMA S.R.L. AS AT 31.12.2024

NAME	SURNAME	SEX	ROLE	BIRTHPLACE	BIRTH DATE
Giancarlo	Besia	M	Chairman of the SB	Milan	06/05/1967
Stefano	Sassara	M	Member of the SB	Udine	07/10/1963
Marco	Zini	M	Member of the SB	Gorizia	03/09/1971

CHANGES IN THE COMPOSITION OF CORPORATE BODIES AND THE SUPERVISORY BOARD AFTER 31 DECEMBER 2024

With the approval of the financial statements of Biofarma S.r.l. for the year ended 31 December 2024, the Board of Directors and the Board of Statutory Auditors previously in office expired.

Therefore, at the shareholders' meeting convened for 9 May 2025, it was resolved to renew both bodies for a period of three financial years, i.e. until the approval of the financial statements for the year ending 31 December 2027.

By resolution of 28 May 2025, the Board of Directors also resolved on a renewed composition of the SB, for a period of three financial years and thus until the approval of the financial statements for the year ending 31 December 2027.

Ethics, integrity and compliance

CORPORATE GOVERNANCE

The Biofarma Group bases its operations on a robust value system that integrates ethics, integrity and responsibility.

In a rapidly evolving industrial context of increasingly stringent regulatory standards and growing stakeholder expectations, **adherence to ethical principles is not only a duty but a distinctive and competitive element.**

CARDINAL VALUES

- HONESTY
- FAIRNESS
- PROTECTION OF THE INDIVIDUAL
- SUSTAINABILITY
- RESPONSIBILITY TOWARDS THE COMMUNITY



THE CODE OF ETHICS

The Group Code of Ethics constitutes **the moral compass that guides all decisions and behaviour**. It enshrines the collective commitment to operate with loyalty, transparency and respect, promoting responsible and consistent behaviour.

The core principles - including **honesty, fairness, protection of the individual, sustainability and responsibility towards the community** - permeate across all activities, from the strategic top management down to the operational functions, reinforcing the ethical identity of the organisation.

Within the subsidiaries, local best practices are valorised: the Group's French subsidiaries provide the Code of Ethics to every new employee and promote courses on Business Ethics for managers. As of July 2023, the **Conflicts of Interest Policy** was also adopted, a tangible sign of the ongoing commitment to transparency.

Biofarma recognises the prevention of corruption as an essential principle of its corporate culture.

Specific risk scenarios have been identified along the entire value chain, such as **procurement and supplier management, activities related to the liability cycle, relations with public authorities, asset management, customer relations, and applications for authorisations and financing**. Each area is monitored through controls, separation of functions and traceability of operations.

These measures are part of an integrated risk management system, which strengthens regulatory compliance and promotes the resilience of the Group.

The proactive approach to preventing misconduct is accompanied by continuous training, confidential whistleblowing channels and internal policies aimed at promoting a culture of integrity as a shared asset.

During 2024, there were no reported episodes or anomalous situations attributable to conduct contrary to the principles of legality, transparency and fairness, confirming the effectiveness of the internal control system and the dissemination of an ethically oriented corporate culture.

The Group's integrity journey is based on a commitment that goes beyond mere regulatory compliance, aiming to represent a model of responsible and sustainable conduct.

In an industry that demands scientific rigour, transparency and reliability, Biofarma integrates ethics into its strategic vision, valuing trust as a driver for solid, sustainable and lasting growth.

BIOFARMA'S CERTIFICATIONS

All the Group's certifications can be downloaded via the following links.

CERTIFICAZIONE	STABILIMENTO	LINK
ENVIRONMENTAL POLICY	Mereto	Download
WORKERS' HEALTH AND SAFETY POLICY	Mereto	Download
QUALITY POLICY	Mereto	Download
QUALITY POLICY	Gallarate	Download
ISO 13485 (Medical Devices)	Mereto	Download
ISO 13485 (Medical Devices)	Cusano Milanino	Download
ISO 13485 (Medical Devices)	Gallarate	Download
ISO 13485 (Medical Devices)	San Pietro Viminario	Download
ISO 22716 (Cosmetics)	Mereto	Download
ISO 22716 (Cosmetics)	San Pietro Viminario	Download
ISO 9001	Gallarate	Download
ISO 9001	Cusano Milanino	Download
GMP CFR Title 21, Part 111	Mereto	Download
GMP CFR Title 21, Part 111	Gallarate	Download
GMP CFR Title 21, Part 111	Cusano Milanino	Download
GMP PHARMA AIFA	Mereto	Download
PET FOOD Supplement Authorization	Gallarate	Download
Kosher	Mereto	Download
Halal	Mereto	Download
Halal	Gallarate	Download
Cosmos	Mereto	Download
RSPO Mass Balance (Cosmetics)	Mereto	Download
ISO 45001:2018	Mereto	Download
Organic Food	Mereto	Download
Organic Food	Gallarate	Download

CERTIFICAZIONE	STABILIMENTO	LINK
Organic Cosmetics	San Pietro Viminario	Download
Fda Registration	Mereto	Download
Fda Registration	Gallarate	Download
Fda Registration	San Pietro Viminario	Download
Fda Registration	Sérent	Download
Fda Registration	L'Herbergement	Download
ISO 22000:2018	Cusano Milanino	Download
ISO 2200:2018	Sérent	Download
ISO 2200:2018	L'Herbergement	Download
Manufacturing Licence If0610401189	Mereto	Download
IFS HPC-Household and Personal Care	Mereto	Download
FSSC 22000	Mereto	Download
FSSC 22000	Gallarate	Download
FDA Cosmetic Registration	Mereto	Download
FDA Cosmetic Registration	San Pietro Viminario	Download
ISO 14001	Mereto	Download
NF EN 17444:2021 (Anti-Doping)	Sérent	Download
ECOCERT	Sérent	Download
FFL	Sérent	Download
NF EN 17444:2021 (Anti-Doping)	L'Herbergement	Download
ECOCERT	L'Herbergement	Download
FFL	L'Herbergement	Download
Manufacturing Authorization for PMC	Mereto	Download
USFDA Registration Food For Human Consumption (Dietary Ingredients)	North Brunswick	
NJ State License (Food & Cosmetic Establishment)	North Brunswick	
NSF Certificate (Third Party GMP Certificate)	North Brunswick	
Halal Certificate (Product Specific)	North Brunswick	
Kosher Certificate (Product Specific)	North Brunswick	

MANAGING MACROECONOMIC IMPACTS

Conflict in Ukraine

The Group has no direct exposure to the Russian and Ukrainian markets. However, a portion of nutraceutical production destined for European customers is subsequently marketed there. Annual indirect sales attributable to these destinations are estimated at around **EUR 12.1 million**, equivalent to less than 3% of total turnover. Continuous monitoring of local flows and contexts enables the Group to ensure business continuity and compliance with international compliance standards.

Conflict in Israel and Palestine

The Group's direct exposure to the Israeli market is extremely low, with annual sales estimated at **EUR 0.2 million** from nutraceuticals and cosmetics made for local customers. Indirect sales - through European customers - amounted to approximately **EUR 0.6 million**, down from 2023 (when they amounted to EUR 0.9 million). The Group continues to ensure regularity in production and logistics, even in complex geopolitical contexts.

Inflation

During 2024, Biofarma benefited from a gradual easing of costs related to raw materials, energy, labour and services, in line with the return of the inflationary cycle at global level. At the same time, the Group continued to implement **measures aimed at mitigating residual costs**, focusing on operational efficiency, resource optimisation and diversification of material and packaging suppliers. Thanks to its differentiating positioning and the specialised nature of its offer, the Group maintains a consolidated ability to pass on cost adjustments in a transparent and balanced manner, consistent with the dynamics typical of the CDMO sector.

Privacy and data processing

CORPORATE GOVERNANCE

The Biofarma Group **guarantees and protects the right to privacy of its customers, employees, collaborators, suppliers and partners.**

Biofarma is committed to using and processing personal data collected in the countries where it operates in accordance with applicable regulations, including EU Regulation 2016/679 (General Data Protection Regulation or GDPR).

To this end, Biofarma has adopted internal procedures, tools and guidelines that define rules and instructions for the processing of personal data, the types of data collected, the purposes and purposes for which such data are processed, the data retention periods and the applications used, with an indication of the respective roles and responsibilities.

With the aim of ensuring a high level of security and regulatory compliance, these documents include **the register of personal data processing activities, the Data Protection Impact Assessment (DPIA), the procedure for dealing with data breaches (Data Breach) and for exercising the rights of data subjects, as well as the regulation on the use of IT tools.**



These documents, processes and tools are regularly monitored and, if necessary, updated to reflect any new regulations, technological developments and changes in the Group's organisational structure. Biofarma's **Data Protection Officer (DPO)** is responsible for monitoring compliance with the rules on the processing of personal data and for providing advice on privacy issues, also acting as a point of contact between the Company and the Data Protection Authority.

CYBERSECURITY AND NIS2 COMPLIANCE

Biofarma recognises the strategic importance of **IT security** for the protection of its data, processes and the entire supply chain. In line with the principles promoted by Directive (EU) 2022/2555 (NIS2) and transposed by Leg. Decree No. 138 of 4 September 2024, the Company has started **a process of strengthening its organisational and technological set-up**, aimed at ensuring a high level of cybersecurity.

Cybersecurity is not limited to the protection of systems, but also involves the prevention, detection and response to attacks, through the adoption of technological and behavioural measures. With the exponential increase in data stored and exchanged online, it is becoming increasingly essential to protect this sensitive information. To address the challenges posed by these threats, the Company has developed a cybersecurity strategy based on **a thorough risk assessment, rigorous governance and continuous employee training**, to promote a security culture at all organisational levels.

Raising people's awareness is crucial, as most breaches are caused by human error, such as clicking on phishing e-mails or malicious attachments, which is why **almost 3,500 hours of cyber security courses were delivered to all group employees in 2024**, with a participation rate of around 80 per cent, in addition to **phishing campaigns** aimed at further training employees in recognising fraudulent e-mails.

The company is working on several fronts to improve corporate security, integrating processes, technology and governance. The security of all IT devices (PCs, servers) is ensured by state-of-the-art software that proactively manages their protection, and the entire perimeter is guarded by artificial intelligence solutions that constantly report any anomalies, which are proactively and extensively monitored by cybersecurity experts, ensuring effective and continuous protection. Access to the company network and data is only granted to devices certified and authorised by the IT department.

During the year, the first preparatory activities for regulatory alignment were carried out, including the definition of organisational safeguards and the mapping of applicable requirements, with a view to the full implementation of the obligations for the relevant entities.

CHAPTER 4

Products: innovation, quality and relationships

PRODUCTION

53

PRODUCTION
LINES

DISTRIBUTION

75

COUNTRIES
SERVED

OFFER

2,000

PRODUCTS

SALES

>500

CUSTOMERS



Integrated excellence: from research to production

PRODUCTS

For the Biofarma Group, **ensuring the quality and safety of its products is a top priority, not only as a regulatory obligation, but as a concrete expression of its mission to serve health.**

Every business process is guided by strict control protocols and an integrated approach to traceability and compliance, to ensure high performance and consistent reliability.

The Group's commitment translates into **constant innovation**, supported by **strategic investments in Research and Development** and the **enhancement of in-house technical skills**. This approach enables a timely response to the needs of the market and the scientific community, while maintaining a distinctive proposition aligned with the latest advances in health and wellness.



FOOD SUPPLEMENTS

Biofarma Group positions itself as a partner of choice in the contract manufacturing of **food supplements and nutraceuticals**.

The formulations, developed from ingredients of plant, food or microbotic origin, are designed **to support prevention, improve well-being and promote active ageing**.

Supplements cover a broad spectrum of functional areas, including:

- Immune system
- Gastrointestinal health
- Cardiovascular function
- Mental well-being
- Vitality and longevity



FOOD SUPPLEMENTS IN NUMBERS

53 PRODUCTION LINES

70 PACKAGING LINES

847 MILLION CAPSULES PRODUCED PER YEAR

2.2 BILLION TABLETS PRODUCED PER YEAR

75,000 kg FLUIDISED BED GRANULES PER YEAR

615 MILLION STICK PACKS PER YEAR

342 MILLION SACHETS PER YEAR

61 MILLION BLISTERS PER YEAR

MEDICAL DEVICES

In the field of **medical devices**, Biofarma Group develops solutions with high therapeutic value, acting both as a third-party manufacturer and in out-licensing.

The devices produced meet specific needs through mechanical actions and offer **clinically relevant benefits**.

The Group follows the entire product lifecycle in-house, from design to the collection of technical and clinical data, through to CE marking according to MDR. Areas of application include, among others:

- **Gastrointestinal**
- **Cough and cold**
- **Uro-genital health**
- **Orthopaedics**
- **Proctology**

CLINICAL STUDIES

Biofarma Group attaches great importance to **clinical studies to validate the efficacy and safety of its products**. Collaborating with research centres, universities and start-ups, **the company's R&D division develops over 2000 projects annually**, many of which turn into successfully marketed products.

Clinical studies conducted by the group cover different therapeutic targets such as **pre-diabetes type 2, non-alcoholic hepatic steatosis, erectile dysfunction, pre-hypertension, sleep disorders, pre-depression, hyperuricemia and prostatitis**.

PRODUCTION

2,000

PRODUCTS

PROBIOTICS

The Group is also present in the **probiotics** sector, producing both supplements and drugs. These products are based on beneficial bacterial strains selected for their potential **to strengthen intestinal balance and modulate the immune system**.

Biofarma's scientific approach makes use of an extensive network of academic and industrial collaborations, with the aim of investigating the role of probiotics in improving human health..

COSMETICS

Biofarma Group is involved in **the development, production and packaging of cosmetics** for third parties: from facial treatments to products for the body, hair, hygiene and skin care, even the most sensitive and delicate skin of children.

By promoting **green and certifiable formulations**, the company ensures that each product respects the environment and animals, and by meeting modern beauty needs, cosmetics are developed that combine innovation and social responsibility.

SUSTAINABLE AND ADVANCED PACKAGING SOLUTIONS

Packaging is an area where the **Biofarma Group combines technological innovation and environmental responsibility**. The company selects materials and solutions that ensure maximum product protection and, at the same time, reduce environmental impact.

In 2024, **the packaging offer includes:**

- Jars, stick packs and sachets for powders.
- Alu-alu blisters and active bottles for capsules and tablets.
- Glass/plastic bottles, liquid sticks and liquid sprays.
- Single-dose Dry-Cap, M-Cap and two/three-phase cap systems for solid-liquid combinations.
- Pressurised solutions with Bag-On-Valve (BOV) technology for efficient and sustainable distribution.

Research and development

PRODUCTS

Innovation at Biofarma is driven by a strong **research and development system**, structured to support the constant evolution of the product portfolio and promptly respond to new market dynamics.

Through structured experimentation and optimisation activities, the company develops high-performance solutions consistent with customer requirements, while maintaining high effectiveness and reliability standards.

The strategy adopted is based on a logic of open innovation, which has led to the activation of **synergies with university institutes, research organisations and start-ups at the local and national level**. This approach enables access to emerging technologies and encourages the integration of highly specialised know-how into their processes.

The international set-up of its **seven R&D laboratories**, located in Europe, China and the United States, allows Biofarma to oversee all stages of development - from design to manufacture - while also ensuring the regulatory support and controls necessary for the marketing of tailor-made products.



ACTIVE AGEING: FROM BIOFARMA GROUP A PRODUCT TO SUPPORT ACTIVE AGEING

In 2024, Biofarma Group developed a **new nutraceutical proposal dedicated to active ageing**, meeting the growing need for solutions to promote physical and mental well-being as we age.

In line with the concept of healthy ageing defined by the World Health Organisation, the company has formulated an innovative product based on a microencapsulated core containing three active ingredients selected for their antioxidant properties: **quercetin, resveratrol and zinc**.

Microencapsulation, a technology used in the product, protects the active ingredients from degradation, improves their bioavailability, controls their release and optimises their absorption, as well as ensuring greater stability and tolerability.

The efficacy of the formulation was validated through a **preclinical in vitro study conducted on human mesenchymal stem cells (hAT-MASCs)**, which showed the product's ability to **reduce cell senescence, promote proliferation, limit DNA damage and contain inflammation**.

The results have laid the foundation for the future creation of a complete line of specific supplements for different areas related to healthy ageing: from skin health to cardio-metabolic well-being, from cognitive support to the maintenance of muscle mass and osteoarticular health.

NUTRIGENOMICS: THE FUTURE OF HEALTH

During 2024, Biofarma Group strengthened its commitment to scientific innovation in the service of health by strategically integrating **nutraceuticals and nutrigenomics**. Starting from the potential offered by this discipline - which studies the interaction between nutrients and the human genetic heritage - two innovative service proposals were born, with the aim of formulating and validating food supplements capable of promoting wellbeing through the modulation of gene expression.

The first type of service proposed is **the scientific validation of existing nutraceutical products through in vitro preclinical studies** performed on cell lines relevant to the target pathology, followed by clinical studies on healthy volunteers. The output is a marketing dossier containing the results obtained and the technical-scientific evidence supporting the effectiveness of the products.

The second approach involves **the joint development of new products aimed at specific therapeutic targets, in collaboration with customers**. The process consists of identifying functional ingredients, selecting genetic markers of interest and conducting preclinical and clinical studies on subjects with suboptimal health conditions. The activity concludes with the preparation of a marketing dossier and a nutrigenomic card illustrating, for each subject, the effect of the formulation on gene expression.

Both services were designed with a flexible protocol, adaptable to the needs of the client and the target audience. The approach developed by Biofarma represents an evolution in the design and validation of food supplements, introducing a methodology based on personalisation and scientific support of efficacy, with the aim of improving quality of life through targeted and innovative solutions.

SUN PROTECTION: HOW A SUN CARE PRODUCT IS CREATED AT BIOFARMA GROUP

Biofarma Group has been active for many years in **the development of innovative and sustainable sunscreen products** that meet market developments and emerging consumer needs, who are increasingly attentive to skin protection and respect for the environment.

Faced with a growing awareness of the importance of photoprotection and in a context of constant expansion of the sun care market, the Group is developing advanced technical and formulation solutions that guarantee effective and safe protection against all forms of radiation (UV, IR, blue light). The formulations also respond to specific

functional needs, including anti-ageing, moisturising, soothing and antioxidant properties as well as respect for the marine ecosystem.

Research and development focused on designing products formulated with **ingredients of natural origin and 'sea-friendly' mineral filters**, free from ethoxylated emulsifiers and characterised by high water resistance, to ensure high performance and low environmental impact. Particular attention was also paid to the adoption of water-saving technologies, such as anhydrous stick formulations, oil and lipo-alcoholic solutions, which do not require the use of preservatives.

The products developed include:

- **Mineral Sun Care SPF 30**, a spray sunscreen formulated with only mineral filters, suitable for all skin types, water-resistant and with nourishing properties.
- **Stick Sun Protection SPF 30 and SPF 50**, specific solid sunscreens for sensitive areas of the face and body, free from water and preservatives, enriched with emollient ingredients.
- **Transparent Spray**, an aerosol sunscreen with Bag On Valve technology, suitable for sensitive skin of adults and children, offering an even, fast and environmentally friendly application.
- **Scalp and Body Sun Protection 50+**, a mousse spray designed to protect the scalp, with refreshing action and broad-spectrum UV shielding.

The approach adopted by Biofarma has integrated regulatory, formulation and technological expertise, ensuring the creation of products aligned with cosmetic market trends and consistent with the company's goals of environmental sustainability, quality and innovation.

The supply chain

PRODUCTS

Biofarma considers **the supply chain** a strategic and integrated element in its sustainability vision.

The commitment to ensure business relations based on fairness, transparency and respect for rights is formalised in the Code of Ethics and the Code of Conduct, documents that regulate relations with suppliers and establish key principles such as **fair competition, prevention of corruption, anti-money laundering and antitrust compliance.**

In support of a solid, legality-oriented governance system, Biofarma has for years applied **the Organisation, Management and Control Model** pursuant to Leg. Decree 231/2001, to prevent unlawful behaviour and promote a responsible corporate culture.



DISTRIBUTION

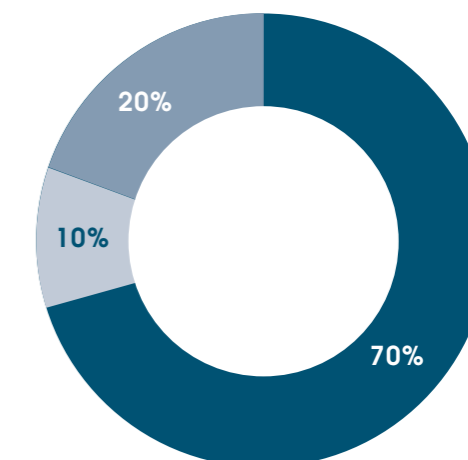
75

COUNTRIES SERVED

During 2024, the company strengthened its **procurement policies** through concrete actions to increase chain resilience and promote sustainable practices:

- **Proactive diversification of suppliers** made it possible to reduce concentration risks and increase the ability to adapt to external events.
- **The selection of new partners** in low-cost countries was conducted based on strict criteria of quality, sustainability and ethical compliance.
- **The medium-term contracts** were structured in a flexible manner to ensure stability and the possibility of rapid reaction in the event of unfavourable variations.

ORIGINS OF MAIN SUPPLIERS BY TURNOVER



- Italy
- Austria
- Switzerland/France

Biofarma has integrated **a constant scouting of alternative materials** into its purchasing and R&D function, focusing on innovations that **improve the environmental performance** of its products and processes. Actions were implemented to reduce the environmental impact of packaging, as well as the introduction of new, more sustainable raw materials.

Customers

PRODUCTS

Biofarma is positioned as a strategic partner and 'Global CDMO' for customers active in the Consumer Health Care sector, thanks to a highly specialised offering of nutraceuticals, topicals and medical devices.

Thirty years of experience, combined with a flexible organisational structure and a technological and production offer that is almost unique in the market, can meet the most diverse customer requirements. Indeed, the company provides an integrated service of Research and Development, Regulatory Support, Production, Packaging, Logistics and Certification.

The Group's customer portfolio consists of more than 500 companies in 75+ countries, including outside the EU. These customers include leading companies in the consumer health care and beauty sectors, producing for the most famous and reliable brands on the Italian and European market.

The Group works with pharmaceutical companies, Consumer Health players, digital brands and multinationals active in the health and wellness sectors.

This diversification is the result of a process of growth by external and internal lines that has consolidated over time a multi-business model structured into **four main Business Units**, each specialising in a complementary, high-potential area:

- **Food Supplements**

This Business Unit is focused on **the formulation and production of functional food supplements**, intended for health maintenance and prevention, also as an adjunct to pharmacological treatments for chronic diseases. In many of the markets in which the Group operates, the purchase of supplements does not require a prescription, but is often guided by recommendations from health professionals.

For years, countless scientific studies and clinical trials have amply demonstrated how **nutraceuticals play a decisive role in maintaining optimal health** through the use of products that concentrate the active ingredients naturally present in food.

Today, this segment represents the conscious choice of an increasing number of people and the continuous stimulus for the company to find more and more targeted solutions to maintain and support people's health.

- **Medical Devices**

Medical devices developed by the Group achieve their therapeutic effect through a physical or mechanical mechanism of action. These products, which, like drugs, **are used for the prevention, control, treatment or alleviation of a disease**, are subject to a strict regulatory framework at both national and EU level and, like supplements, are mainly recommended by doctors and distributed through the pharmacy channel.

Biofarma has extensive experience in the design and manufacture of proprietary medical devices in different therapeutic areas, such as respiratory, gastrointestinal, proctological, gynaecological and topical.

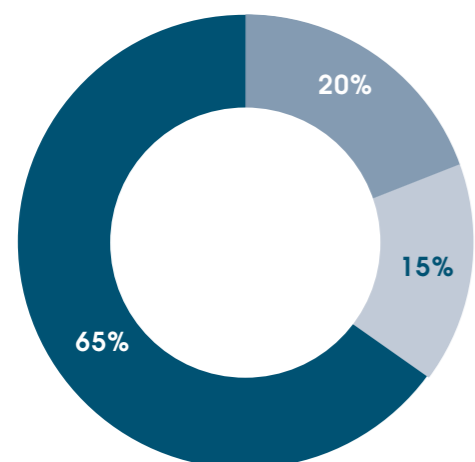
- **Cosmetics**

This business unit focuses on the creation of **premium skin care cosmetics**, including anti-ageing creams, sunscreens and hair products. The strategic focus is on so-called '**cosmeceuticals**', **cosmetics with a potentially therapeutic action**. The BU also integrates innovative and patentable technologies, such as Bag on Valve (BOV) technology, to improve product efficacy, safety and sustainability.

- **Probiotic-based drugs**

The Mereto site has a dedicated 3,500 square metre area in ISO8, temperature- and humidity-controlled, AIFA-certified environments for the **production of probiotic-based drugs** in various galenic forms, such as sticks, capsules, tablets, and oil drops

REVENUES PER BUSINESS UNIT



- Medical devices
- Cosmetics
- Food supplements

Biofarma's approach to its customers is based on a **collaborative model, founded on co-creation and long-term relationships.**

Thanks to its ability to develop tailor-made products and its high level of technical specialisation, the Group is often the supplier of choice, with established relationships characterised by high replacement costs.

In 2024, **more than 40 per cent of the customer portfolio was managed through multi-year relationships**, evidence of a mutual trust built on reliability, innovation capacity and regulatory competence.

STRATEGIC RELATIONS AND CO-DEVELOPMENT

To further strengthen its positioning and stimulate shared development, Biofarma has implemented several **initiatives geared towards dialogue and value creation** with its customers:

- The organisation of **regular innovation meetings for the joint development** of new products and the identification of key therapeutic trends.
- The preparation of **detailed technical data sheets** to support scientific transparency and regulatory traceability.
- The integration of **market analysis into development activity** to align the product pipeline with global demand developments.
- The promotion of **co-funded or co-developed nutraceutical projects** focusing on high-tech solutions with patent potential.

In this context, the customer is not merely a recipient of products, but a strategic interlocutor with whom to share a long-term vision. **Biofarma values the creation of relational ecosystems oriented towards innovation, sustainability and scientific progress**, thus strengthening its role as a partner of excellence in the international Contract Development & Manufacturing landscape.



SALES

>500

CUSTOMERS

CHAPTER 5

Growing together: people and business in harmony

HUMAN RESOURCES

1,322

NUMBER OF EMPLOYEES

214

NUMBER OF NEW
EMPLOYEES

TURNOVER

10%

EMPLOYEE
TURNOVER

-3%

COMPARED TO 2023

EQUALITY

57%

PERCENTAGE
OF FEMALE
EMPLOYEES

+1%

COMPARED TO 2023

TRAINING

7 HOURS

AVERAGE HOURS OF
TRAINING PROVIDED PER
EMPLOYEE

+40%

COMPARED TO 2023



The human value

GROWING TOGETHER

At Biofarma, people are at the centre of the company's ambitious growth and development project. For this reason, **the focus on human capital** is not limited to enhancing the professional contribution, but extends to the broader dimension of the individual, in a balance between individual development and collective vision.

HUMAN RESOURCES

1,322

NUMBER OF EMPLOYEES

214

NUMBER OF NEW EMPLOYEES



HR STRATEGY

Biofarma bases its **human resources management strategy on five key pillars**, with the aim of promoting genuine professional development, enhancing overall well-being and fostering an inclusive, cohesive and future-oriented corporate culture:

Continuous professional growth

The company constantly invests in **the training of its employees**, offering **in-house training tools and international courses that encourage mobility and the expansion of skills**. This approach stimulates personal growth and strengthens the ability to deal with market changes in a proactive and flexible manner.

Supporting individual passions

Biofarma supports employees' personal inclinations and interests through **innovative welfare measures, with specific incentives for recreational and cultural activities**. The aim is to create an environment that recognises and supports the human dimension beyond the professional role.

All-round health and well-being

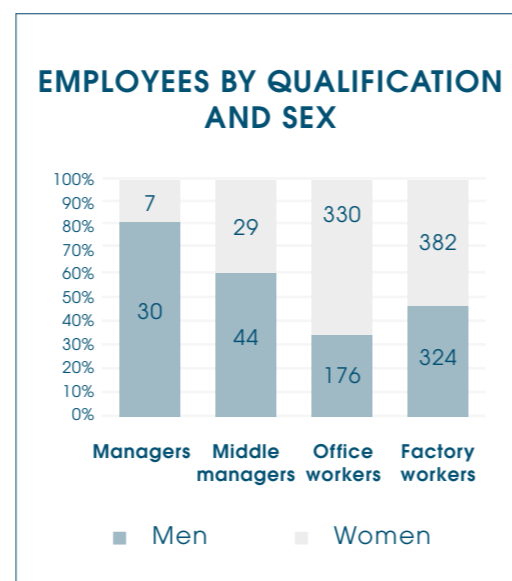
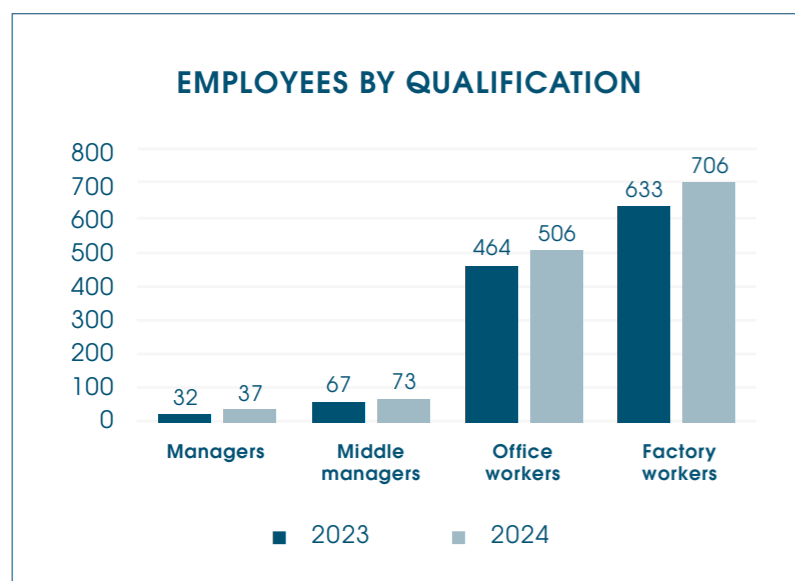
The health of employees is promoted through **the continuous enhancement of welfare programmes, the strengthening of health coverage and prevention initiatives**. A healthy and safe working environment is considered a necessary condition to foster serenity and productivity.

Connections and collaboration

In order to build a genuine sense of belonging and encourage the cross-fertilisation of ideas, the company actively promotes **team-building initiatives and cross-functional and cross-regional projects**, fostering teamwork and cohesion between different departments.

Effective communication and digital development

Biofarma focuses on transparent and accessible communication, including through **the creation of a People and Corporate Communication function, the creation of a corporate intranet, the revision of the corporate website and the activation of digital platforms for self-learning**. These tools facilitate knowledge of the corporate fabric, nurture a sense of belonging and make learning more inclusive, continuous and personalised.



GRI 405-1 EMPLOYEES BY CATEGORY AND SEX	2023	2024
Total number of employees	1,196	1,322
Women	672	748
Men	524	574
Managers	32	37
Women	6	7
Men	26	30
Middle Managers	67	73
Women	25	29
Men	42	44
Office workers	464	506
Women	294	330
Men	170	176
Factory workers	633	706
Women	347	382
Men	286	324

During 2024, Biofarma continued to grow, not only in terms of results but also by cultivating its human capital. **The total number of employees increased significantly from 1,196 to 1,322.**

This is a growth of 10.5% over the previous year, confirming the solidity of the path undertaken by the company and its willingness to strengthen its organisational structure with new qualified and stable resources, in a constantly evolving production context.

This expansion did not focus on a single area but involved all professional categories. **The growth of the management team - from 32 to 37 people** - reflects the desire to strengthen the strategic leadership of the company. This category includes not only the first line of management, which reports directly to the CEO, but also key figures at an immediately lower level. **The cadre group also recorded an increase, from 67 to 73.** These are managerial figures located two or three levels from top management, whose role is crucial in ensuring operational continuity, coordination and dissemination of corporate culture.

Office workers surpassed the 500-mark, with an increase of 9%. This reflects the expansion of technical-administrative and support activities, which are essential to support the organisation in its expansion phase. At the same time, **the number of factory workers** - the largest component of the workforce - **also grew substantially, from 633 to 706.** An increase of 11.5% aligned with the expansion of production capacity and the operational needs of industrial sites.



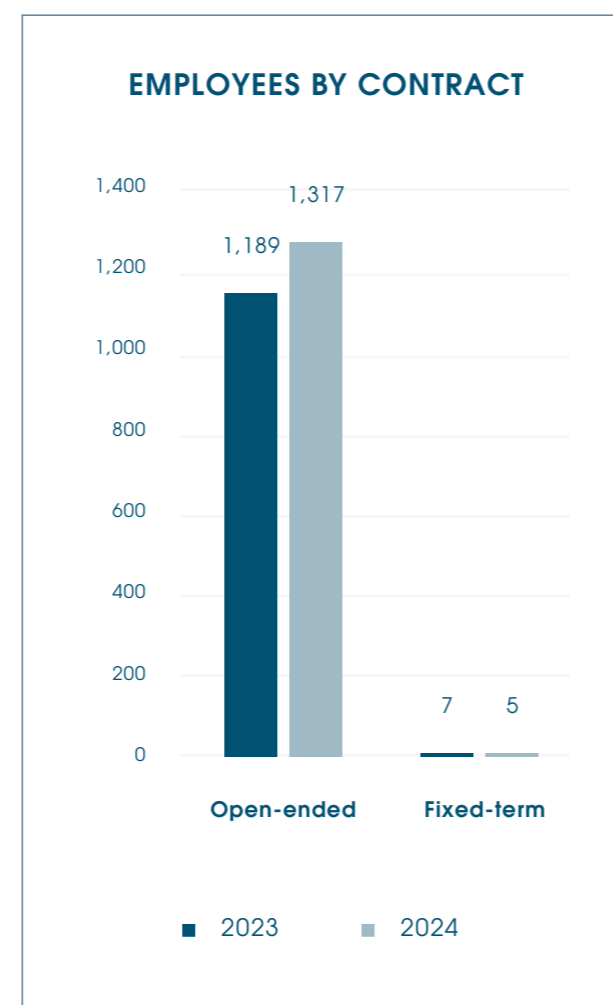
Further reinforcing this growth trajectory, in 2024 Biofarma also consolidated the quality and stability of labour relations. Almost all staff, **more than 99%, are employed on permanent contracts**, an increase over the previous year that confirms the company's desire **to build long-term, professional relationships**.

Also in terms of time commitment, the prevailing configuration is **full-time, involving more than 98% of the company population**. Part-time work, chosen or adopted by a very limited number of employees, is still a possibility offered to meet specific and personal needs.

Alongside its direct personnel, Biofarma also makes use of external professionals, such as interns, project workers, contract workers and other forms of specialist support.

On the issue of collective representation, Biofarma confirms its commitment to a working environment based on dialogue and participation.

In 2024, **73% of all employees are covered by national and supplementary collective agreements**. Significantly, this percentage reaches 100% in Italy, France and China, where adherence to collective agreements is fully guaranteed for all workers.



GRI 2-7A EMPLOYEES	2023	2024
Total employees	1,196	1,322
Women	672	748
Men	524	574
Open-ended contracts	1,189	1,317
Women	668	744
Men	521	573
Fixed-term contracts	7	5
Women	4	4
Men	3	1
Total full-time + part-time employees	1,196	1,322
Women	672	748
Men	524	574
Full-time	1,178	1,305
Women	655	733
Men	523	572
Part-time	18	17
Women	17	15
Men	1	2

Diversity and inclusion

GROWING TOGETHER

The growth of personnel in Biofarma has not been limited to numbers: it has also followed a consistent trajectory in terms of diversity, gender balance and generational inclusion, confirming an organisational model that is increasingly attentive to the quality of relationships and the valorisation of people in all their dimensions.

In 2024, the number of women in the company rose to 748, or 57% of the total. This figure is stable in its prevalence and indicative of a structural balance that is consolidated over time.

GENDER EQUALITY

57%

PERCENTAGE OF FEMALE EMPLOYEES



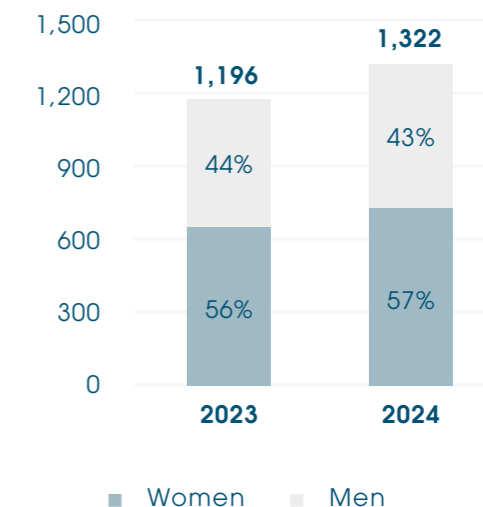
GENDER EQUALITY

+1%

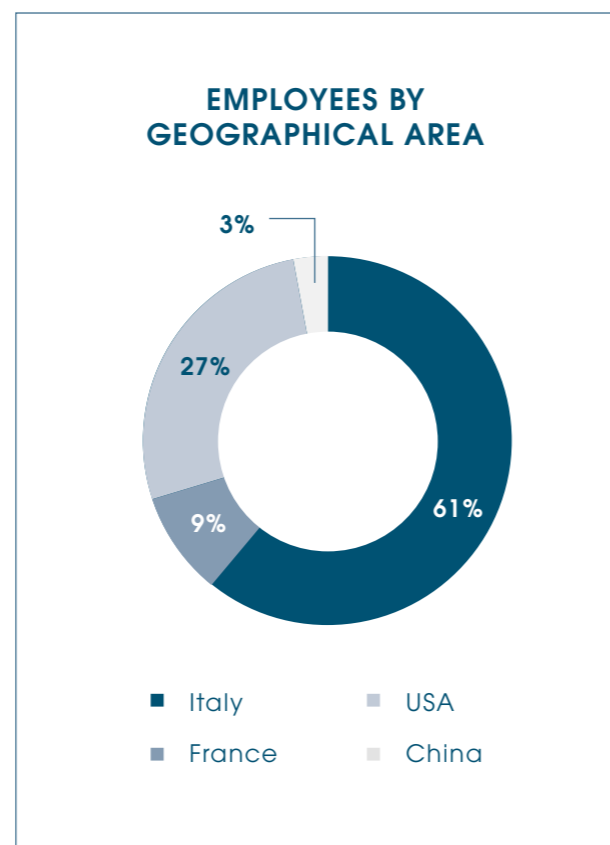
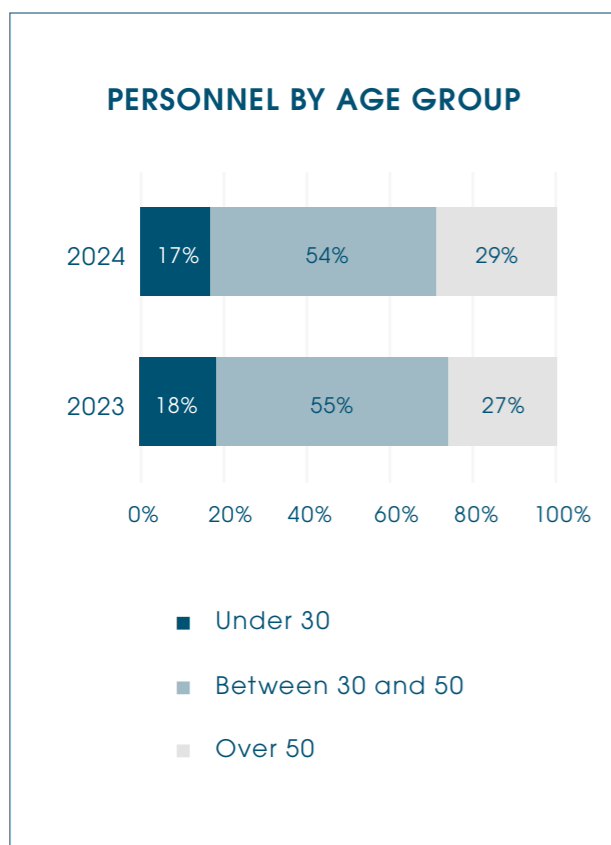
FEMALE EMPLOYEES COMPARED TO 2023

The female contribution is particularly significant among office workers (65 per cent), but it is also growing among factory workers, where female workers increased by 35 to 382. Even in top positions, an encouraging development can be observed: women managers and middle managers increase by one and four respectively compared to 2023.

PERSONNEL BY SEX



GRI 405-1 PERSONNEL BY AGE GROUP AND SEX	2023	2024
Total personnel	1,196	1,322
Women	672	748
Men	524	574
Under 30	221	223
Women	140	148
Men	81	75
Between 30 and 50	663	719
Women	366	401
Men	297	318
Over 50	312	380
Women	166	199
Men	146	181



The topic of inclusion is also reflected in the composition by age group, which shows a balanced demographic distribution. **The middle-aged group, between 30 and 50, represents the relative majority (54%),** followed by a strong over-50s component (29%) and a 16% under-30s.

This **generational balance** allows the company to integrate experience, consolidated skills and new energy, in a logic of intergenerational exchange that strengthens the adaptive capacity of the company system.

Geographically, **over 60% of the workforce is concentrated in Italy,** followed by **the USA (27%), France (9%) and China (3%).** This distribution reflects the company's territorial rootedness in its main production poles and its progressive international consolidation, while maintaining at its core a common work culture marked by inclusiveness, cohesion and dialogue.

On the whole, Biofarma is increasingly configuring itself as **a dynamic, plural and representative organisation, capable of valuing every identity, every age and every expertise.** A reality in which the growth of people is interpreted not only as a driver for corporate development, but also as a concrete expression of social responsibility.



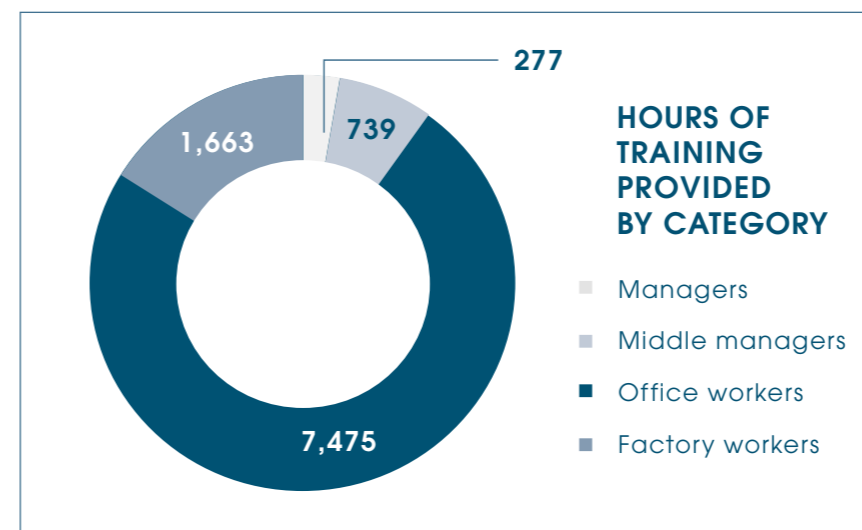
Training and skills development

GROWING TOGETHER

In a rapidly changing production environment, **training is an essential element for Biofarma in terms of competitiveness and innovation.**

In 2024, the commitment in this area resulted in a significant increase in **the total number of hours of training activities delivered, from 5,784 to 9,803.**

The increase affected all occupational categories, with an intensification in particular for **office workers (+3,433 hours).**



TRAINING
9,803

TOTAL HOURS OF TRAINING PROVIDED

+4,019 HOURS
COMPARED TO 2023

GRI 404-1 HOURS OF TRAINING PER YEAR BY OCCUPATIONAL CATEGORY AND SEX	2023	2024
Total	5,784	9,803
Women	3,296	5,639
Men	2,488	4,164
Managers	152	277
Women	64	51
Men	88	226
Middle Managers	366	739
Women	112	237
Men	254	503
Office workers	4,042	7,475
Women	2,760	4,919
Men	1,282	2,556
Factory workers	1,224	1,663
Women	360	618
Men	864	1,046

At the same time, **the average training hours per employee rose from 5 to 7 hours per year.** A figure that becomes even more relevant when looking at performance by sex: **women, in fact, benefited from an average of 8 hours of training** in 2024.

The training programmes range from specialised technical courses to transversal initiatives, emphasising a continuous learning logic, with in-person sessions, online activities and self-accessible e-learning platforms.

TRAINING

7 HOURS

AVERAGE HOURS OF TRAINING PROVIDED PER EMPLOYEE

+40%

COMPARED TO 2023

GRI 404-1 AVERAGE HOURS OF TRAINING PER YEAR BY OCCUPATIONAL CATEGORY AND SEX	2023	2024
Total	5	7
Women	5	8
Men	5	7
Managers	5	7
Women	11	7
Men	3	8
Middle Managers	5	10
Women	4	8
Men	6	11
Office workers	9	15
Women	9	15
Men	8	15
Factory workers	2	2
Women	1	2
Men	3	3



Employment dynamics and turnover

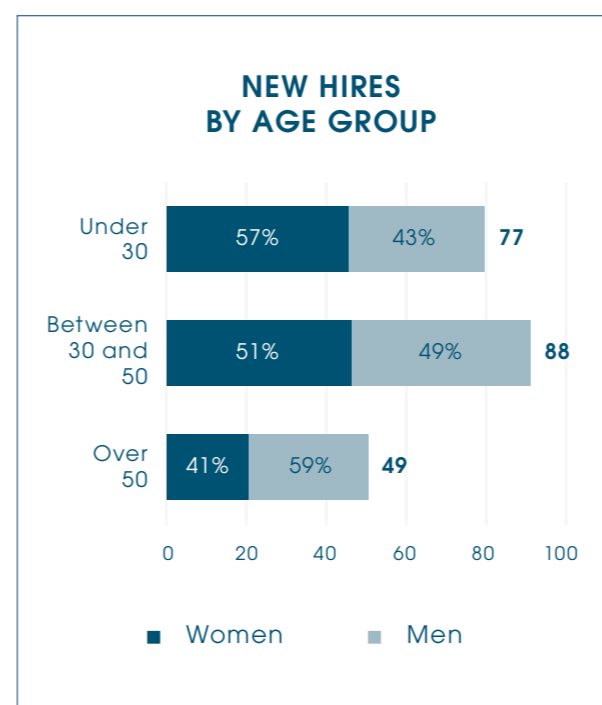
GROWING TOGETHER

During 2024, Biofarma experienced a gradual settling of employment dynamics, with a decrease in both the number of new hires and overall departures compared to the previous year.

This trend reflects a moment of organisational consolidation, in which numerical growth is accompanied by a greater balance between entries and exits.

There were 214 new hires during the year, and the sex distribution remained balanced (51% women, 49% men).

GRI 401-1 NEW STAFF HIRED DURING THE YEAR BY AGE AND SEX	2023	2024
Total new hires	327	214
Women	196	109
Men	131	105
Under 30	112	77
Women	73	44
Men	39	33
Between 30 and 50	159	88
Women	97	45
Men	62	43
Over 50	56	49
Women	26	20
Men	30	29



TURNOVER

10%

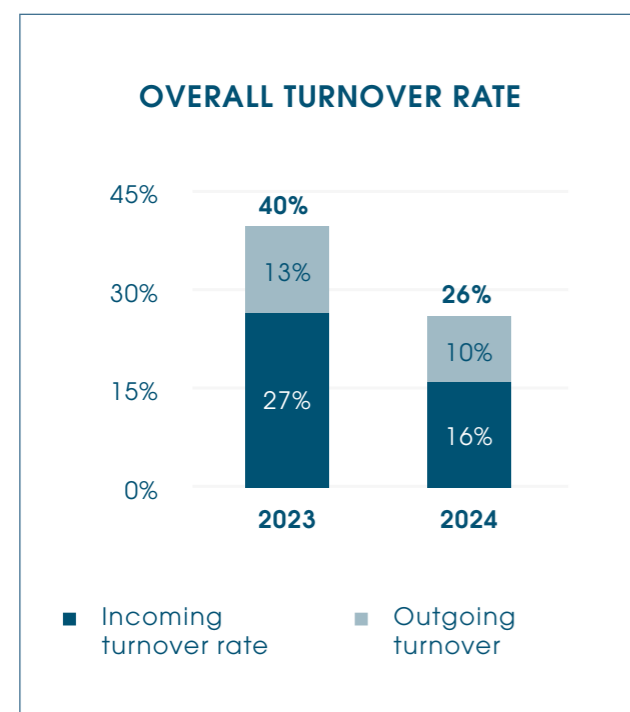
EMPLOYEE TURNOVER RATE

-3% COMPARED TO 2023

At the same time, the number of exits also decreased, from 156 to 135, with a fairly even distribution between men and women, and a higher incidence in the 30-50 age group.

GRI 401-1 PERSONS WHO INTERRUPTED OR TERMINATED EMPLOYMENT BY AGE AND SEX	2023	2024
Total new exits	156	135
Women	76	67
Men	80	68
Under 30	50	39
Women	32	20
Men	18	19
Between 30 and 50	74	64
Women	33	35
Men	41	29
Over 50	32	32
Women	11	12
Men	21	20

GRI 401-1 TOTAL TURNOVER RATE, BY SEX AND AGE	2023	2024
Overall turnover rate	40%	26%
Incoming turnover rate	27%	16%
Women	29%	15%
Men	25%	18%
Under 30	9%	6%
Women	11%	6%
Men	7%	6%
Between 30 and 50	13%	7%
Women	14%	6%
Men	12%	7%
Over 50	5%	4%
Women	4%	3%
Men	6%	5%
Employee turnover	13%	10%
Women	11%	9%
Men	15%	12%
Under 30	4%	3%
Women	5%	3%
Men	3%	3%
Between 30 and 50	6%	5%
Women	5%	5%
Men	8%	5%
Over 50	3%	2%
Women	2%	2%
Men	4%	3%



The analysis by age group shows an improvement on the stability front among younger workers: **the exit rate among the under-30s dropped from 4% to 3%, while among the over-50s it remained constant at 2%.**

These positive signs suggest **greater staff loyalty**, fostered by investments in training, organisational well-being and internal growth paths.

Staff selection and retention

GROWING TOGETHER

Biofarma is actively engaged in **strengthening the retention of its staff**, with the aim of limiting the turnover rate and ensuring greater organisational continuity.

The new direction taken by the HR function includes a series of actions aimed at enhancing the well-being of employees and promoting a stimulating working environment.

One of the key elements of this approach is the adoption of **a clear and structured talent acquisition process**, which is the first step in building a trusting relationship with future talent.

BIOFARMA'S SELECTION PROCESS

The **Biofarma Group's selection process** is structured to enhance talent and establish solid and lasting professional relationships. Through a clear and transparent process, the company follows candidates from their first application to their onboarding, ensuring a positive and mutually growth-oriented experience. **The steps followed** by the company are described in the following section:

Online application

To join Biofarma, candidates can view **the company's Career Page** and send their CVs in response to open positions or submit an unsolicited application to express interest in future job opportunities.

Recruitment proposal

At the end of the selection phases, Biofarma **formalises the recruitment proposal**, thus initiating a collaboration process aimed at the growth of the new employee and the company.

Warm-up

If the candidature meets the requirements, **the Talent Acquisition Team contacts the candidate** to initiate an initial discussion aimed at getting to know each other and planning together the most suitable career path.

Onboarding

Each new addition represents added value for the organisation. Through **a structured onboarding programme**, Biofarma accompanies the new employee in getting to know the company culture, processes and people, facilitating an effective and engaging induction.

Introductory interview

During the first interview, the Talent Acquisition Team further explores the candidate's profile by investigating experience, skills and professional aspirations. If this step proves positive, **further interviews are conducted with the function managers**, aimed at assessing in more detail the technical skills and aptitudes required for the position.

Welcome on board

By becoming part of the team, the new employee contributes to building a future based on trust, respect, innovation, responsibility, courage and teamwork, playing a central role in Biofarma's health-oriented mission.

Further actions in the HR strategy focus on improving the quality of working life, optimising talent acquisition processes and defining structured paths for professional growth:

TOP EMPLOYER

In 2024, the Biofarma Group was awarded the **Top Employer certification**, an award issued by the Top Employers Institute, an international body that assesses corporate excellence in HR through a national and international benchmark.

Achieving this certification was made possible by **passing the HR Best Practices Survey**, an in-depth analysis that measures the quality and level of implementation of HR practices in eight key areas: **talent strategy, workforce planning, new-hire integration, training and development, performance management, leadership development, careers and succession, and corporate culture.**

The certification process involved all the Group's Italian companies, totalling **about one thousand employees** and representing the largest sample of the global organisation. The corporate population in Italy is characterised by an average age of 37 years and a strong presence of young people under 30, who account for 30% of the workforce.

The award is the result of a structured process that included data analysis, validation of the answers by an HR Auditor and the return of a detailed picture with areas for improvement and concrete suggestions. **The result confirms the effectiveness of the HR policies adopted in recent years**, rewarding the synergetic work carried out at all levels of the organisation.



Employer branding

Biofarma is active in the enhancement of its professional opportunities through **participation in networking initiatives** (e.g. career days or project work) in collaboration with prestigious universities in the area, educational and institutional bodies, and Master's courses to ensure the company always has a pipeline of talent.

Job Posting

Biofarma promotes the well-being of its people by offering the opportunity **to pursue new career paths within the organisation**. The initiative aims to stimulate internal mobility by allowing employees to apply for open positions in other company areas.

AperiBuddy

Biofarma is committed to **supporting new recruits during the early stages of their journey in the company**, fostering an in-depth knowledge of the organisation. The initiative involves new recruits from the same period and their Buddies, creating an informal get-together designed to strengthen ties and promote integration.

Career & Development Center

It is an initiative dedicated to **defining career paths that integrate individual aspirations with the needs of the company**. To support this process, the project uses tools such as assessment, career guidance, training and coaching.

Referral Programme

A programme was introduced to enhance the active involvement of employees in the selection process, allowing them **to refer potential candidates from their own network of acquaintances**. In the case of a hire, the referral is rewarded with an economic incentive or benefit, generating a double benefit: for the employees, who become an integral part of the company's growth process, and for the company, which can access qualified profiles through direct referrals.

Employer Value Proposition (EVP)

Employee Value Proposition (EVP) summarises the benefits, values and commitments Biofarma offers its employees in return for their skills, dedication and performance, while maintaining an approach of total transparency. This document permeates every dimension of corporate communication, illustrating the initiatives and guarantees that the company is committed to providing to both current and future employees.

Attraction/Retention plan

The project aims **to attract and retain junior profiles**, who are crucial for the future sustainability of the company, through a set of strategies that include project aspects, economic incentives and opportunities for professional growth and skills development.

Well-being, health and safety

GROWING TOGETHER

At Biofarma, caring for those who work in the company means creating the conditions for everyone to **work safely, sustainably and consciously**, in a context that recognises human value before the professional role.

Health and safety at work are thus interpreted not only as regulatory duties, but as tools for building trust, cohesion and a shared future. It is on this basis that **the company continuously invests in prevention, active listening and organisational innovation**, nurturing a culture that truly puts the person at the centre.

In 2024, **the total number of recordable accidents was 38 cases**. Of these, 30 involved employees and 8 contractors, and of the events recorded, 7 were operating accidents (there were 5 in 2023).

Despite the increase in numbers compared to the previous year, it is important to note that **none of the accidents had serious consequences**, confirming the organisation's ability to limit the severity of the events

through effective and timely protective measures.

The figure should also be read in the light of **the increase in the total number of hours worked to over 2.46 million in 2024 (+2.9% compared to 2023)**, driven by a growing workforce. The rate of recordable occupational accidents stood at 15 cases per million hours worked, compared to 11 in the previous year.

GRI 403-9 NUMBER OF ACCIDENTS INVOLVING EMPLOYEES AND NON-EMPLOYEES	2023	2024
Total number of recordable accidents	26	38
Of which to employees	17	30
Of which to contractors	9	8
Number of accidents with serious consequences	0	0
Of which to employees	0	0
Of which to contractors	0	0

GRI 403-9 HOURS WORKED (ORDINARY HOURS + OVERTIME + TIME BANK HOURS)	2023	2024
Total number of hours worked	2,396,425	2,464,860
Employees	1,941,266	2,107,626
Contractors	455,159	357,234

GRI 403-9 RATE OF ACCIDENTS AT WORK	2023	2024
Recordable work accident rate	11	15
Of which to employees	9	14
Of which to contractors	20	22



THE CENTRAL ROLE OF PEOPLE'S WELL-BEING

Underlying Biofarma's HR strategy is a deep conviction: **people are the company's true capital.**

For this reason, **numerous tools and programmes have been put in place to support staff on several fronts:** from physical and mental health to professional development and active participation in company life. These include:

Human Capital Management

An **integrated system that centralises human resource management**, including training, skills development and performance monitoring.

Performative well-being project

An **initiative that**, through a careful listening process, **focuses on the total well-being of people**, ensuring a healthy and supportive working environment.

Engagement Survey with Beaconforce

A **platform** that uses positive psychology and neuroscience to **analyse corporate climate and employee engagement**, transforming the collected opinions into useful insights to create a more engaging and sustainable working environment.

Contribution to the community

GROWING TOGETHER

Biofarma demonstrates a strong sense of **responsibility towards the territories in which it is present**, actively contributing to the social, economic and environmental development of local communities.

The company strengthens its ties with the region through **educational projects in collaboration with schools and universities**, offering training tools and opportunities for growth.

This is complemented by **support for local health initiatives**, with a view to shared value and mutual progress.



BIOPHARMA FOR A SMILE PROJECT

In 2024, Biofarma Group confirmed its concrete commitment to social responsibility by continuously supporting the **Biofarma for a Smile project in Madagascar**, an initiative the company has been supporting since 2016.

Rooted in the values of ethics and solidarity that guide the Group's work, the project aims to **improve access to medical care and essential medicines** for the population of the most isolated villages in the south-west of Madagascar.

Over the years, the project has been consolidated through collaboration with two local organisations: **the Fanday Soa association and the Vezo Hospital in Andavadoaka**. Fanday Soa - whose name in the Malagasy language means 'the beautiful things we take with us to give to others' - operates with the aim of offering concrete and lasting health aid, focusing on medical care and the training of local staff.

In 2022, a new operational phase was launched at **the Public Health Centre in the village of Anakao, led by Dr Michele Sari and Joelson Jean Baptiste**. Biofarma's financial support made it possible to launch a health training programme for local nurses and midwives, thus contributing to the creation of lasting skills in the area.

In the last period, thanks to these activities, **2,875 medical examinations, 38 birth assistances, 276 obstetrical ultrasounds and 9 hospitalisations were carried out**, including complex cases such as malaria and tuberculosis infections. The healthcare training activities involved **12 new professionals**, confirming the Group's commitment to promoting sustainable and widespread healthcare.

In parallel, **support to the Vezo Hospital involved the supply of key active ingredients for the treatment of widespread diseases**, including clindamycin hydrochloride, metformin and itraconazole, as well as essential medicines. Biofarma promoted again this year the direct on-site delivery of the drugs, actively involving its employees together with international volunteers.

The Group also encouraged the active participation of employees in **activities supporting the hospital and oral hygiene education initiatives** promoted by both associations. The actions undertaken also included the preparation of galenic formulations, further strengthening the link between the company and local communities.

The impact generated by the Biofarma for a Smile project during 2024 was an important example of how the values of inclusion, personal care, health promotion and shared commitment find concrete application in Biofarma's choices and actions, confirming the company's focus on truly sustainable development.



ARTE E LIBRO ETS

Starting in January 2019, Biofarma Group, in cooperation with the **Cooperativa Arte e Libro of Udine**, launched a project aimed at **the employment of disadvantaged persons** with physical and mental disabilities.

The initiative provided for the training and placement of these individuals in an appropriate work context, with the aim of fostering their active participation and enhancing their potential.

Numerous activities are also promoted through the involvement of company employees such as, for example, the participation in workshops at the Arte e Libro site or the big event on 4 December, **Diversity Christmas Day**, organised at Biofarma in the presence of authorities, institutions and representatives of the regional industrial fabric, to **raise awareness on the issue of labour inclusion** on World Disability Day.



BIOFARMA MEETS THE YOUNG

Collaboration with ISTUD Business School and 24 Ore Business School

During the year, Biofarma renewed its collaboration with **the ISTUD Business School in Baveno and the 24 Ore Business School in Milan**, confirming its commitment to supporting the professional growth of the young talents of **the Master Scientists in Business and the Master in Pharma and Biomed**. The initiative aims to guide students in defining their career path, offering them the opportunity to develop transversal skills through practical exercises and project work. During classroom activities, participants were supported by the Regulatory Affairs and Quality Assurance and Sales teams, delving into the characteristics of these business areas and developing real business cases, also thanks to the contribution of former students, now professionals within Biofarma.

Job Fair at the Milan State University 2024

Biofarma Group participated for the first time in **Job Fair 2024 - La Statale**, the event dedicated to career guidance for **students and young graduates of the University of Milan**. The initiative took place in the historic courtyard of Via Festa del Perdono, where Biofarma's HR - Talent Acquisition Team met with numerous young talents, **presenting career opportunities within the Group and sharing growth paths in a dynamic and expanding reality**. The presence at the event confirmed Biofarma's commitment to dialogue with the new generations, promoting the development of skills and investing in the professional potential of future industry players.

BIOFARMA MEETS THE YOUNG

FVG 2024 Job Fair

On the occasion of the **FVG Job Fair - Allig 2024 Conference**, held online on 25 October and in attendance on 26 October at the Teatro Nuovo Giovanni da Udine, Biofarma renewed its commitment to young people's career guidance and placement. Through its direct involvement in the event's programme, the company confirmed its willingness to **open up to dialogue with students, undergraduates and professionals**, sharing its projects and opportunities for growth in a dynamic and confrontational context. Participation in this event, which was attended by 85 organisations, is part of Biofarma's drive to enhance talent and promote a work culture in the region.

Training meetings and career day 2024

In 2024, Biofarma Group strengthened its interaction with students and recent graduates by actively participating in university events and promoting face-to-face meetings with young talent. The first initiatives took place at the **Career Days organised by the main universities in Northern Italy**. The Talent Acquisition Team took part in the **IES Career Day at the University of Padua**, where it met students and graduates of the Engineering, Economics and Science courses, presenting professional opportunities within the Group. At the same time, Biofarma also participated in the **Career Day of the University of Eastern Piedmont**, held at the Perrone University Complex in Novara, where it had the opportunity to meet profiles from a variety of educational backgrounds.

Engineers in the company

The project aims to identify talented candidates in different fields of engineering, supporting them in their five-year thesis and involving them in **career paths on specific projects**, active in key areas such as sustainability, energy efficiency, safety and continuous improvement. The students are selected from among the three-year **undergraduate and graduate students of the engineering faculties of the Universities of Udine, Trieste and Padua**. The meeting is an opportunity to share company projects.

Job@uniTS 2024

Biofarma Group took part in the 2024 edition of **Job@UniTS, the career day organised by the University of Trieste**. The event provided an important opportunity for **the academic and business worlds to meet**, involving students, undergraduates and recent graduates from all departments. With the participation of the HR - Talent Acquisition team, Biofarma renewed its commitment to the development of young talent by presenting internships, professional opportunities and dissertation projects. A concrete opportunity to tell the corporate identity and consolidate the link with new generations of professionals.



CHAPTER 6

Environmental management and performance

INTENSITY

0.47 GJ/k€

ENERGY INTENSITY

-2% COMPARED TO 2023

20.8 tCO₂ eq/MLN€

EMISSION INTENSITY - SCOPE 1 AND 2
MARKET BASED

-31% COMPARED TO 2023

6.47 m³/k€

WATER CONSUMPTION INTENSITY

-5% COMPARED TO 2023

6.30 t/MLN€

INTENSITY OF WASTE NOT DESTINED
FOR DISPOSAL

-1% COMPARED TO 2023

CONSUMPTION

207,233 GJ

ENERGY CONSUMPTION

+0.4% COMPARED TO 2023

6,470 tCO₂ eq

SCOPE 1 EMISSIONS

-6% COMPARED TO 2023

2,768 tCO₂ eq

SCOPE 2 EMISSIONS MARKET-BASED

-54% COMPARED TO 2023

52,075 tCO₂ eq

SCOPE 3 EMISSIONS¹¹

¹¹ In the calculation of Scope 3, the impact of category 3.3 (Fuel- and energy-related activities) is affected by the approach (location or market) chosen for the calculation of Scope 2. The reported figure refers to a location-based approach.

68,566.31 m³

WATER CONSUMPTION

5,147.29 t

WASTE PRODUCED

91%

NON-HAZARDOUS WASTE

-4% COMPARED TO 2023

Environmental protection is a core value for Biofarma and underpins the company's entire strategy.

The company has long adopted an **integrated approach** that, thanks to a comprehensive vision, allows it to identify and guide targeted actions in the most relevant aspects.

With this in mind, **Biofarma is committed to reducing the ecological footprint of its operations** through the adoption of sustainable strategies, technological innovation and responsible resource management.

Energy consumption

ENVIRONMENTAL PERFORMANCE

The **efficient management of energy resources** is essential and unavoidable for Biofarma, both for business continuity and for achieving sustainability goals.

In line with its Sustainability Plan 2030, Biofarma has long been implementing **initiatives aimed at containing its consumption, diversifying energy and sourcing from renewable sources.**

ENERGY

207,233 GJ

ENERGY CONSUMPTION

+0.4% COMPARED TO 2023



Overall, **Biofarma Group's energy requirements remained virtually unchanged** in 2024 (+0.4% compared to 2023).

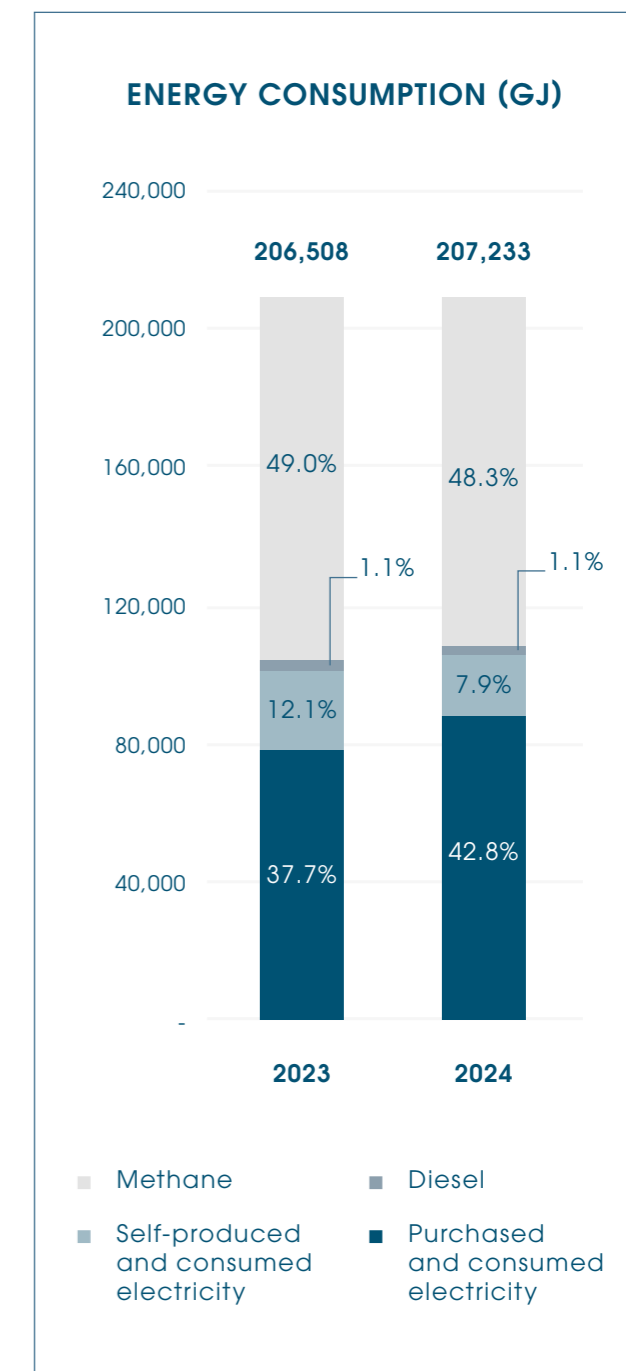
This result, in line with the Group's energy efficiency targets, was achieved despite a general increase in production and a 14% increase in purchased and consumed electricity.

Looking into the specific dynamics of each country of the Group, an upward trend in electricity demand compared to the previous year can be seen for both the French and US locations, mainly justified by the growth in volumes produced.

As far as Italy is concerned, the **Mereto plant**, the Biofarma Group's main plant and the one with the greatest impact in terms of energy use, saw a particularly interesting variation in energy demands.

In fact, the data show opposite dynamics: while **purchased electricity increased by about 30%**, there was a 14% reduction in natural gas requirements.

The analysis of this data shows, on the one hand, that in 2024 self-generation capacity has weakened, mainly due to problems that have limited the operation of the cogeneration plant. However, at the same



time, energy efficiency policies are bringing the expected results of lower overall consumption.

GRI 302-1 ENERGY CONSUMED WITHIN THE ORGANISATION		U.M.	2023	2024
Electricity	Total purchased and consumed electricity	GJ	77,899	88,619
	Of which purchased from certified renewable sources with Guarantee of Origin	GJ	-	57,510
	Total self-produced and consumed electricity	GJ	25,006	16,288
	Of which self-generated by photovoltaic plants	GJ	2,843	1,679
	Of which self-generated by cogenerator	GJ	22,164	14,608
Methane	Natural gas by production process	GJ	101,286	100,049
Diesel	Heating oil	GJ	2,317	2,278
Total energy consumption		GJ	206,508	207,233
Total self-produced and sold electricity (by cogenerator)		GJ	66	271
Company car fleet	Diesel	GJ	3,591	5,737
	Petrol	GJ	-	102
	LPG	GJ	-	18

GRI 302-3 ENERGY INTENSITY OF DOMESTIC CONSUMPTION		U.M.	2023	2024
Total energy consumption		GJ	206,508	207,233
Turnover		k€	432,500	443,279
Energy intensity	GJ/k€ turnover		0.48	0.47

Further proof of Biofarma's achievements in 2024 comes from the analysis of **energy intensity**. In fact, the Group has long been monitoring the performance indicator expressed in GJ/k€ in order to carefully assess the relationship between energy consumption

and company production. **In 2024, the Group's energy intensity stood at 0.47 GJ/k€, 2% lower than in 2023.**

Over time, the expansion of the company's perimeter has pushed and continues to push Biofarma towards the search for new **energy efficiency initiatives and solutions**, necessary to continue the path undertaken in recent years and consolidated in 2024, always aimed at increasing the sustainability of its production processes.

ENERGY

0.47 GJ/k€
ENERGY INTENSITY

-2% COMPARED TO 2023

Emissions

ENVIRONMENTAL PERFORMANCE

Understanding one's environmental footprint in depth means equipping oneself with a compass for change: in this perspective, for Biofarma, **emissions reporting** becomes a strategic tool for targeting interventions, **reducing environmental impact** and promoting a more efficient use of resources.

To support this approach, the company adopts a structured and rigorous method, which involves the **in-depth analysis of both direct and indirect sources**.

To ensure transparency and reliability, the process is based on internationally recognised methodologies, such as the **Greenhouse Gas Protocol (GHG Protocol)**, which provides precise criteria for quantifying and managing emissions. Thanks to this methodological approach, the company is able to accurately monitor the evolution of its emissions over time, set ambitious but achievable reduction targets, and implement effective strategies for the continuous improvement of its environmental performance.



SCOPE 1

6,470 tCO₂ eq

SCOPE 1 EMISSIONS

-6% COMPARED TO 2023

SCOPE 2

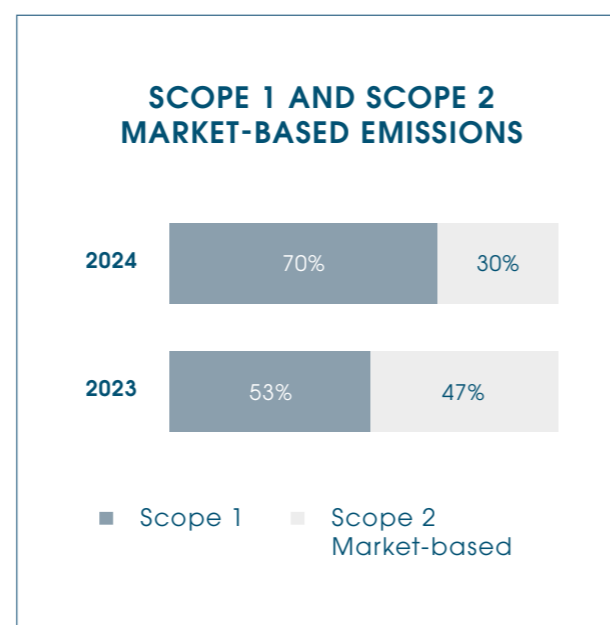
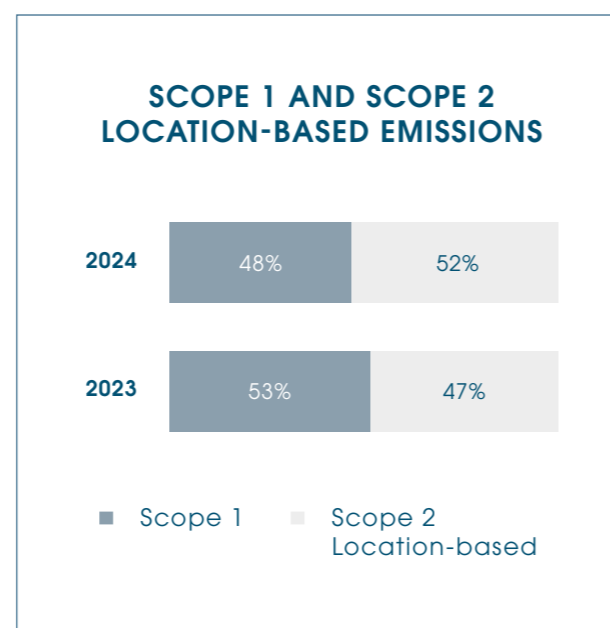
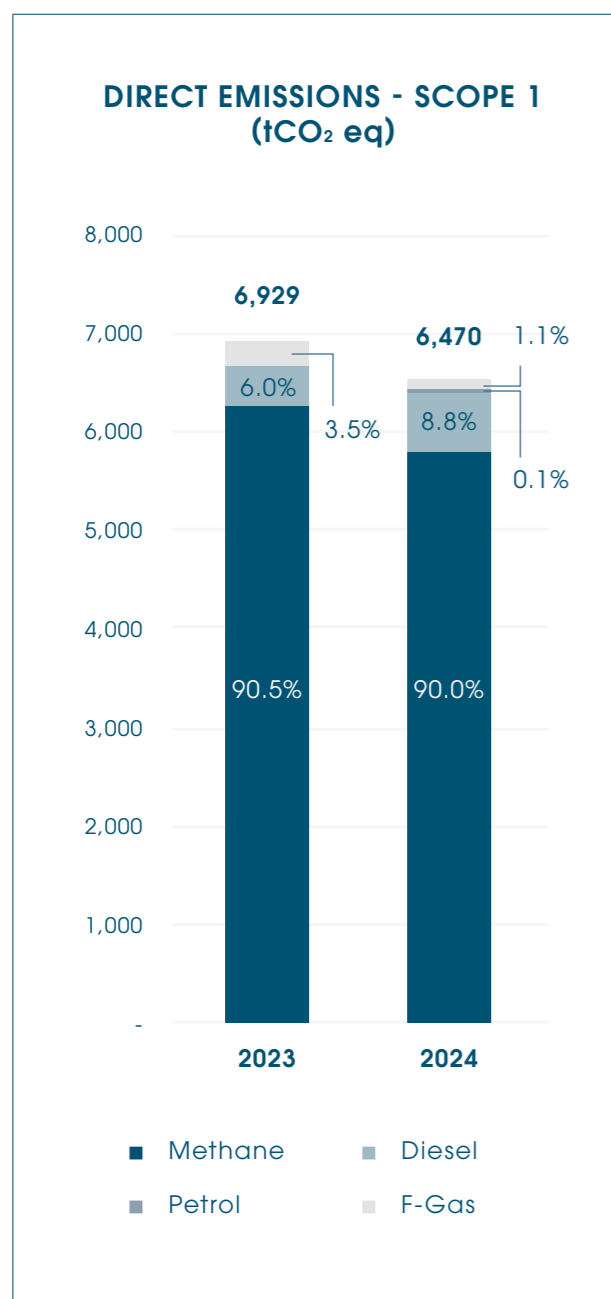
2,768 tCO₂ eq

SCOPE 2 EMISSIONS MARKET-BASED

-54% COMPARED TO 2023

GRI 305 EMISSIONS	U.M.	2023	2024
GRI 305-1 Scope 1 Direct Emissions			
Methane	tCO ₂ eq	6,273	5,825
Diesel	tCO ₂ eq	417	566
LPG	tCO ₂ eq	-	1
Petrol	tCO ₂ eq	-	7
F-Gas	tCO ₂ eq	239	71
Total Scope 1	tCO₂ eq	6,929	6,470
GRI 305-2 Scope 2 Indirect Emissions			
From purchased electricity - Location-based	tCO ₂ eq	6,132	6,885
From purchased electricity - Market-based	tCO ₂ eq	6,132	2,768
Total Scope 1 + Scope 2 Location-based ¹²	tCO₂ eq	13,061	13,355
Total Scope 1 + Scope 2 Market-based	tCO₂ eq	13,061	9,238
GRI 305-4 Emission Intensity			
Turnover	MLN€	432.5	443.3
Emissive intensity - Location-based	tCO₂ eq/MLN€	30.2	30.1
Emission intensity - Market-based	tCO₂ eq/MLN€	30.2	20.8

¹² The 2023 factors were updated and aligned with those of 2024, using IEA - Emission Factors for Energy as the reference database. The nature of the database does not track residual mixes; therefore, the factors applicable for location and market approach are the same. It follows that in the absence of rebates from the purchase of energy from renewable sources, emissions are equivalent.



Direct emissions, also known as **Scope 1 emissions**, include all **emissions from sources owned or controlled directly by Biofarma**, such as the use of fossil fuels in production processes and company transport. In the case of Biofarma, **methane, diesel, petrol and FGAS** are considered.

Compared to the previous year, **direct emissions (Scope 1) decreased by 6%**.

More remarkable was the result achieved on indirect emissions from electricity consumption (**Scope 2 - market-based**), which **marked a significant decrease of about 54%**, mainly due to the procurement of electricity from renewable sources certified through Guarantees of Origin (GO).

In contrast, the value of Scope 2 emissions calculated using the **location-based** method showed a **slight increase of 12%**, primarily attributable to an overall increase in electricity consumption taken from the grid, while emission factors remained broadly stable between 2023 and 2024.

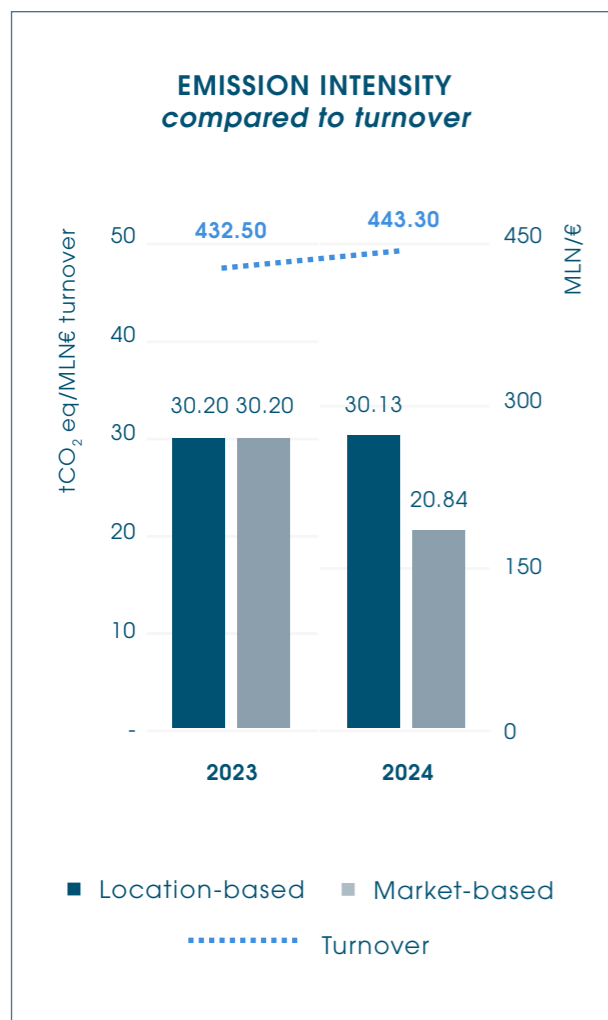
At the Group level, compared to the previous year, there was **a growth in energy consumed and withdrawn** from the grid due to a lower share of self-generation through cogeneration in the Italian plants where such systems are present.

By relying more on the Italian electricity grid, the resulting emissions are affected by the worst emission factors in comparison to other countries in which the Group operates.

It should also be noted that, following the extension of the reporting boundary, **these financial statements also include the operating sites located in the United States and China.**

The deviations from the data reported in the previous report result from a combination of factors: the expansion of the scope, the updating of the emission factors used, and an improvement in the collection and accuracy of primary data.





Emission intensity represents the ratio of CO₂ emissions to company turnover. While turnover was substantially stable globally, location-based emission intensity was equally stable, showing little change.

Conversely, when looking at the normalised figure in a market-based logic, the considerable reductions in scope 2 emissions ensure a 31% decrease in emission intensity, underlining the effectiveness of renewable procurement initiatives on this indicator as well.

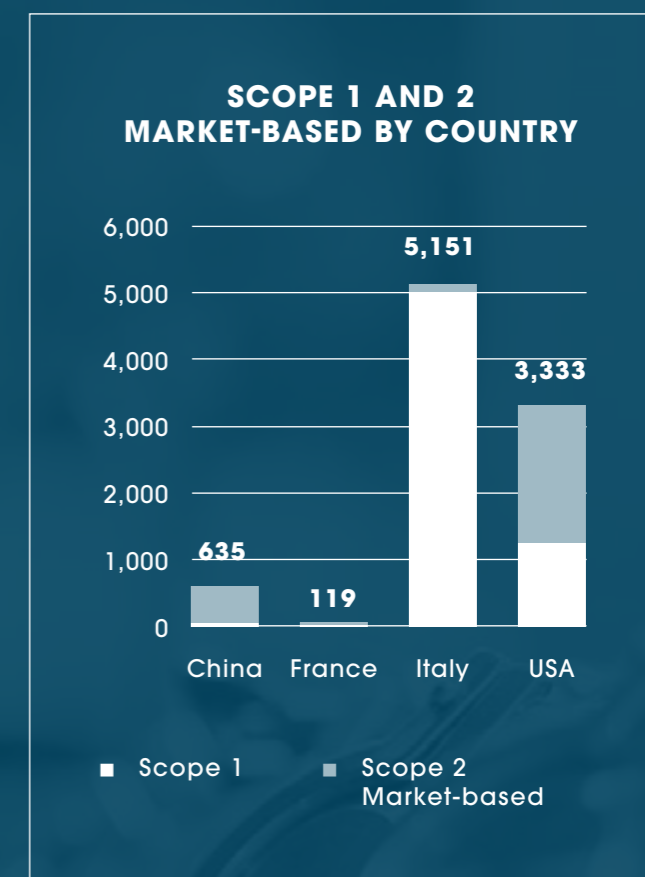
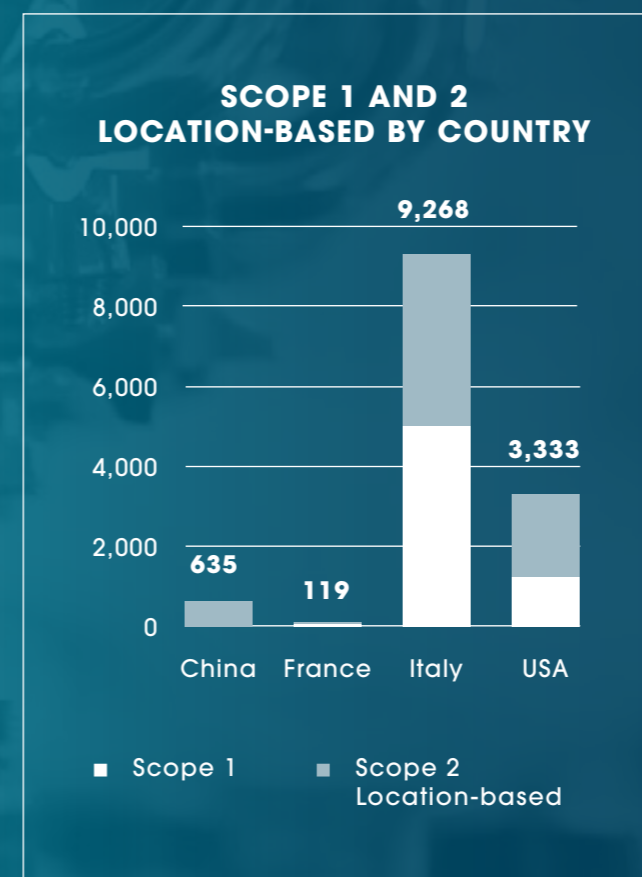
INTENSITY

20.8
tCO₂ eq/MLN€

EMISSION INTENSITY
SCOPE 1 AND SCOPE 2
MARKET BASED

-31% COMPARED TO 2023

COUNTRY DISTRIBUTION

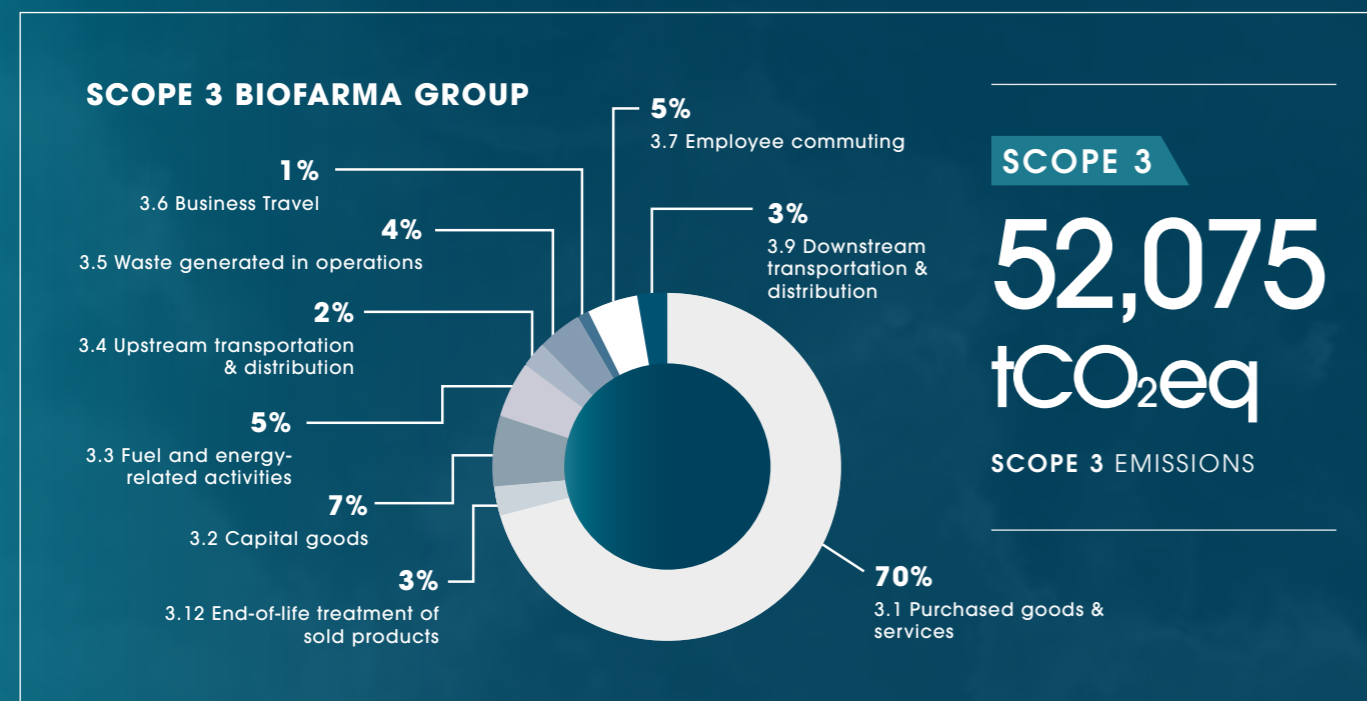


It is interesting to observe the **breakdown of Scope 1 and 2 emissions for the year 2024**, for each of the countries in which Biofarma is present with its production activities. As can easily be assumed, most emissions are concentrated in Italy, given the presence of the group's main plant (**Mereto di Tomba**) in the country.

Analysing the data according to the market-based approach, the positive impact of renewable sourcing choices, in terms of emission reduction, is highlighted. Continuing with the analysis of contributions to group emissions, the contribution of **the United States stands out in second place**, a sign of

the site's production relevance and strategic importance for the North American market. To date, **sites in China and France make marginal contributions to the group's carbon footprint**. For the French site, it is interesting to emphasise that the essentially insignificant contributions, highlighted in particular for Scope 2, are due to extremely low emission factors, thanks to the strong presence in the French energy mix of a significant share of production from nuclear power: these factors mean that, although electricity consumption is higher than in China (1,251 vs 986 MWh), **the associated emission is almost 91% lower (51 vs 579 tCO₂eq)**.

FOCUS ON SCOPE 3 EMISSIONS



Biofarma has long since embarked on a **Scope 3 emissions reporting process**. Over the years, this reporting has been progressively extended to the entire company perimeter, including the acquisitions in the US and China in recent years.¹³

Looking at the updated data for 2024, it is confirmed **that the vast majority of emissions fall into the Scope 3 category, contributing 52,075 tonnes CO₂eq¹⁴**. An analysis of Biofarma's main scope 3 contributions shows that most of the emissions come from **purchased goods**

and services, which account for 70% of the total. Within this category, the bulk of the emissions still remain tied to **purchased packaging, which accounts for as much as 47%** of the mentioned category.

Significant contributions also come from the capital assets acquired during 2024, as well as from emissions related to the production, transport and distribution of the energy sources used. Equally significant is the impact associated with the disposal of waste produced by the company's own activities and by the end-of-life of products placed on the market.

¹³ The data presented above for the year 2023 has been subject to updates made necessary following the retrieval of higher-quality primary data, which made it possible to replace some items previously modelled using a spend-based approach. Some emission factors have also been updated and some corrections made concerning the modelling of category 3.1.

¹⁴ The emissions reported refer to the fossil component only. Contributions from land use, land use change and related activities are accounted for and reported separately, and amount to 1,224 tCO₂e.

CARBON DISCLOSURE PROJECT AND DECARBONISATION INITIATIVES

In order to strengthen its commitment to transparency and focus on reporting its environmental impacts, **Biofarma completed the CDP questionnaire in 2024**.

Joining the CDP is a strategic step towards aligning with international sustainability standards, improving climate risk management and communicating its emissions mitigation actions in a clear and structured manner. Through this path, Biofarma aims to consolidate stakeholder trust and actively contribute to the transition to a low-carbon economy.

In March 2023, Biofarma, at the same time as drawing up its inventory, took a first step towards defining its own **emission reduction strategy**.

This path, updated again this year following the expansion of the perimeter, makes it possible to make preliminary assessments of the effectiveness of energy efficiency initiatives, as well as the reduction of climate-altering emissions.

The initiatives evaluated to date are only **focused on Italian locations**. These assessments should therefore be extended to the group's other locations, with the aim of developing a solid decarbonisation strategy aligned with SBTi targets.

Water management

ENVIRONMENTAL PERFORMANCE

Sustainable water management is a priority commitment for Biofarma in its environmental strategy.

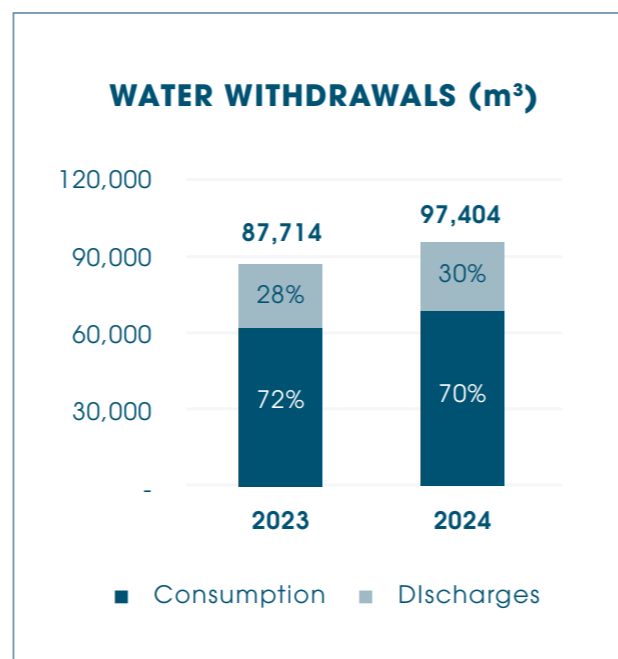
Water is an essential resource for production processes and, at the same time, an increasingly valuable global commodity. This is why **the company constantly monitors its withdrawals and consumption**, adopting solutions geared towards efficiency and waste reduction.

In 2024, **the total volume of water withdrawn amounted to 97,403 m³, an increase of about 11%** compared to the previous year (87,714 m³). As in 2023, about 90% of the group's water withdrawals take place in Italy, and specifically, **71% at the Mereto site**: this figure for the Friuli site is justified by the wide variety of products and processes that require water in formulations or for proper operation.

WATER

68,566.31 m³

WATER CONSUMPTION



Despite the overall increase in withdrawals, an analysis of the ratio between actual consumption and discharges paints a positive picture: **the volume of water actually consumed rose to 68,566 m³, while the volumes discharged stood at 28,837 m³**, maintaining a stable ratio consistent with the previous year. In percentage terms, **70 per cent of the water withdrawn is used directly in processes, while only 30 per cent is returned to the sewerage system**, a ratio that has remained virtually constant since 2023.

GRI 303-3 WATER WITHDRAWAL FROM AQUEDUCT	U.M.	2023	2024
Total	m ³	87,714.45	97,403.54
Of which fresh water (≤1000 mg/l total dissolved solids)	m ³	87,714.45	97,403.54
Of which other water types (>1,000 mg/l total dissolved solids)	m ³	0	0

GRI 303-4 WATER DRAINAGE IN SEWERAGE SYSTEMS	U.M.	2023	2024
Total	m ³	24,345.84	28,837.23
Of which fresh water (≤1000 mg/l total dissolved solids)	m ³	24,345.84	28,837.23
Of which other water types (>1,000 mg/l total dissolved solids)	m ³	0	0

GRI 303-5 WATER CONSUMPTION	U.M.	2023	2024
Total	m ³	63,368.61	68,566.31

The water intensity results testify to Biofarma's commitment to limiting **water consumption** per production unit, even in a context of expanding industrial activity. The company also continues to **adopt water efficiency measures** with timely monitoring systems and internal awareness-raising on the conscious use of the resource.

WATER

6.47 m³/k€

WATER CONSUMPTION INTENSITY

-5% COMPARED TO 2023

WATER INTENSITY	U.M.	2023	2024
Turnover	k€	432,500	443,279
Total water withdrawal	m ³	63,368.61	68,566.31
Water intensity	m ³ /k€	6.82	6.47

Waste

ENVIRONMENTAL PERFORMANCE

In 2024, Biofarma handled a total of **5,147 tonnes of waste**, a slight increase from the previous year (4,931 tonnes). The composition remains strongly oriented towards **non-hazardous waste, which accounts for 91% of the total**, with hazardous waste making up the remaining **9%**, up from 5% in 2023.

Over **3,250 tonnes of waste** were sent for preparation for reuse, recycling or other forms of recovery, confirming the company's orientation towards circular economy practices. In particular, **non-hazardous waste sent for recovery increased**, thanks to an increase in preparation for reuse (**+138 tonnes**), demonstrating greater efficiency in upstream separation and management.

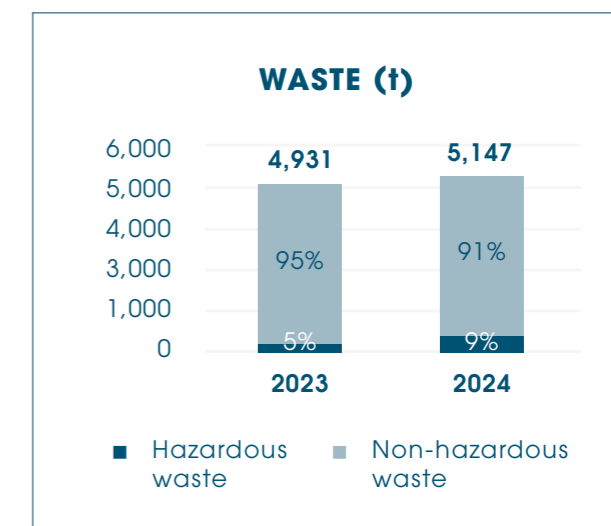
WASTE

5,147.29 t

WASTE PRODUCED (91% NON-HAZARDOUS WASTE)

The amount of **hazardous waste recovered** also more than doubled compared to the previous year (**from 229 to 460 tonnes**), a sign of an advancement in the ability to intercept and manage critical materials correctly, limiting the use of disposal.

With regard to **waste for disposal**, a trend in line with the previous year is observed, with a total of **1,893 tonnes in 2024 (down slightly from 1,954 in 2023)**. Of these, **only 12 tonnes are hazardous waste**.

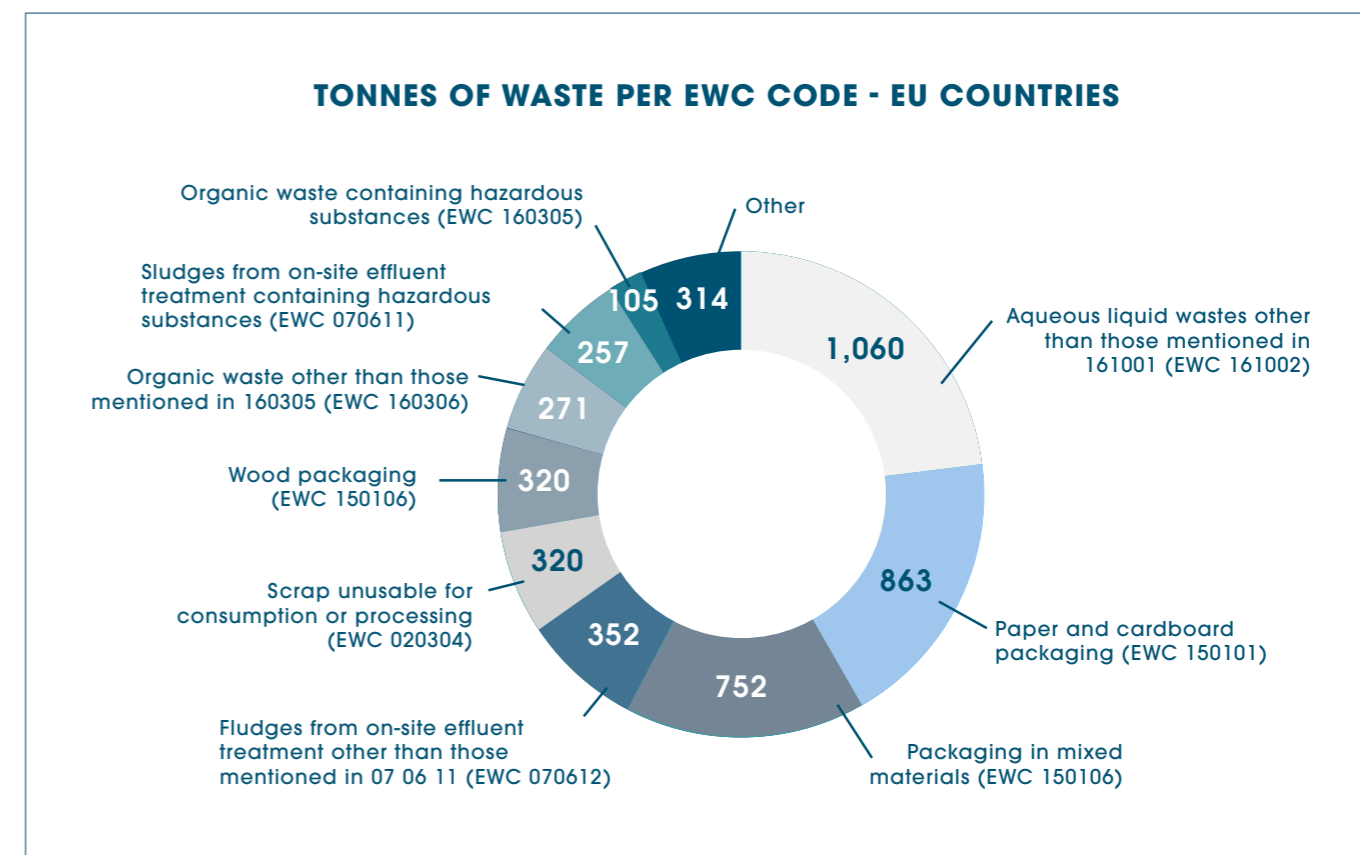


GRI 306-3 WASTE BY COMPOSITION	U.M.	2023	2024
Hazardous waste	t	241.96	472.46
Non-hazardous waste	t	4,689.14	4,674.83
Total	t	4,931.10	5,147.29

GRI 306-4 WASTE NOT DESTINED FOR DISPOSAL	U.M.	2023	2024
Hazardous waste			
Preparation for re-use	t	229.79	460.05
Recycling	t	-	-
Other recovery operations	t	0.14	0.08
Total	t	229.93	460.13
Non-hazardous waste			
Preparation for re-use	t	1,299.09	1,437.40
Recycling	t	904.20	857.81
Other recovery operations	t	543.58	498.33
Total	t	2,746.87	2,793.54

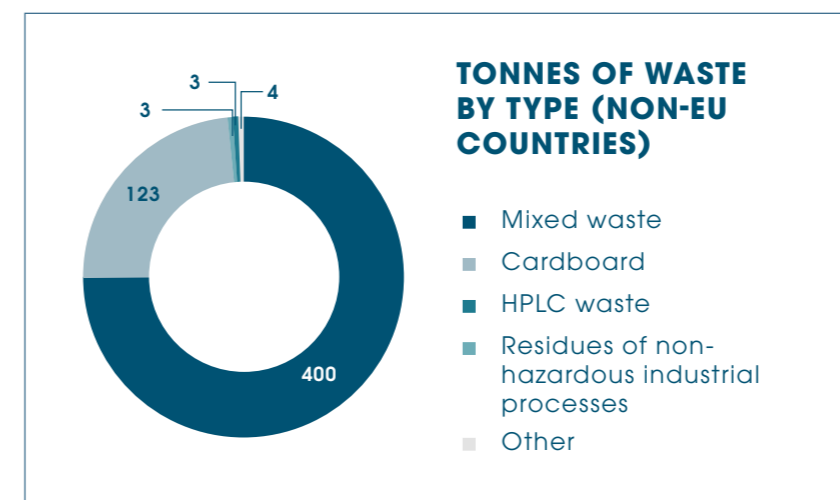
GRI 306-5 WASTE FOR DISPOSAL	U.M.	2023	2024
Hazardous waste			
Preparation for disposal	t	6.02	7.28
Incineration with energy recovery	t	1.65	1.07
Incineration without energy recovery	t	2.12	1.58
Landfilling	t	-	-
Other disposal operations	t	2.24	2.39
Total	t	12.03	12.32
Non-hazardous waste			
Preparation for disposal	t	1,155.74	1,170.43
Incineration with energy recovery	t	2.87	2.83
Incineration without energy recovery	t	-	-
Landfilling	t	374.37	308.45
Other disposal operations	t	409.28	399.48
Total	t	1,942.26	1,881.18

In Italy and France, Biofarma applies the waste classification system laid down in the **European Waste Catalogue (EWC)**, which allows the different types of waste to be traced according to their origin and composition. Below is a representative cross-section of waste classified according to EWC codes in the countries of the European Union.



WASTE PRODUCTION INTENSITY	U.M.	2023	2024
Turnover	MLN€	432.5	443.3
Total waste production	t	4,931.10	5,147.29
Waste production intensity	t/MLN€	11.40	11.61
Total waste not destined for disposal	t	2,746.87	2,793.54
Intensity waste not destined for disposal	t/MLN€	6.35	6.30

WASTE
6.30
t/MLN€
 INTENSITY OF WASTE NOT DESTINED FOR DISPOSAL
-1%
 COMPARED TO 2023



On the other hand, with regard to waste generated by **establishments outside the European Union**, as these are not subject to European legislation, it is not possible to establish a direct correspondence with the EWC codes adopted in EU countries. In these cases, classification is by generic types of waste.

Headquarters: Mereto di Tomba

ENVIRONMENTAL PERFORMANCE

Mereto di Tomba, located in the north-east of Italy in the province of Udine, is the **headquarters of the Biofarma Group and a production centre of excellence**, offering a reliable and tailor-made service.

Numerous authorisations and certifications make this plant a benchmark for quality and safety in contract manufacturing.

Covering **an area of 44,000 m²**, the Mereto site houses over **650 employees** and has state-of-the-art facilities for the production of nutraceuticals in solid and liquid form, medical devices for topical and oral use, sports supplements and cosmetics.

The facility is equipped with **53 production lines and 94 packaging lines**, supported by an automated warehouse with 30,000 pallet spaces, ensuring a high operational and logistical capacity.

Annual production capacities include:

356 TONNES FOR COATING

615 MILLION STICKS

550 TONNES OF TABLETS

61 MILLION BLISTERS



Solid forms for oral and topical use

The plant in Mereto di Tomba is characterised by a large production and technological capacity, covering **solid formats for topical and oral use**. It is able to produce **solid supplements and cosmetics** in different pharmaceutical forms, including **coated and uncoated tablets, chewable tablets, ODT tablets, hard capsules, powders and solid cosmetic products**, establishing itself as a partner of choice for industrial outsourcing projects.

Semi-solid formats

Biofarma's headquarters are able to effectively manage **projects in semi-solid forms**, thanks to strong experience in developing specific solutions in this area. Specialisation in managing chemical and physical stability and ensuring format homogeneity allows the production of a wide range of products for both topical and oral use, including **emulsions, gels, butters, scrubs, muds, creams and pastes**.

Liquid formats

With a solid experience in the nutraceutical and cosmetic sectors, the Mereto di Tomba production site confirms itself as the ideal partner in the production of **supplements and cosmetics in all the main liquid forms**, thanks to the use of state-of-the-art equipment and technologically advanced production lines. The types developed include **water-based, oil-based, alcoholic solutions, oil sprays and multi-phase solutions**.

AIFA-certified pharmaceutical workshop

The result of continuous investments in cutting-edge production technologies and strategic partnerships, **the specialised area active** at the Mereto di Tomba plant represents a centre of excellence for the development of innovative, competitive and high-quality solutions in the field of milk enzymes.

Production takes place within **a 3,500 m² tower-like structure, spread over three floors and comprising 15 production rooms**, designed to operate in strictly controlled, ISO8-class environmental conditions, with temperature and humidity constantly monitored to ensure the highest quality standards and prevent all forms of microbial contamination.

Within these premises, authorised and certified by the Italian Medicines Agency (AIFA), **milk enzyme-based medicines and food supplements** destined for the international market are produced, using the same production facilities and spaces for both types, in full compliance with current regulations.

Packaging capacity

Thanks to a wide availability of technologies and dedicated lines, the Mereto di Tomba production site is able to offer **a wide range of packaging solutions**, perfectly integrated with production capabilities in terms of galenic forms, both for topical and oral use, for nutraceutical and cosmetic applications. The offer includes different types of packaging, including **blisters (ALU-ALU, ALU-PVC), bottles and vials, jars, pill bottles, ampoules, tubes, pouches, stick packs and roll-ons**, ensuring versatility and adaptability to formulation and market needs.

Patented multi-phase technologies

M-Cap and Dry-Cap are the two patented multi-phase packaging technologies, available at the Mereto di Tomba production site and represent advanced solutions for handling two-phase products, solids and liquids within the same primary package.

These innovative systems allow the powder and liquid components to be kept separate until use, thus preserving product quality. **Particularly suitable for probiotic formulations**, these technologies are also effectively adapted to **vitamins, minerals and other micronutrients**.

The M-Cap and Dry-Cap vials guarantee the functional integrity of the powder by protecting it from moisture and light, ensuring a high stability of the contents and an extended shelf-life: up to 24 months for M-Cap and up to 36 months for Dry-Cap.

A state-of-the-art logistics hub

Biofarma2, an integral part of the industrial complex, has housed the department dedicated to the **packaging of topical products** since 2020, covering an area of 3,800 square metres. The same facility also hosts the **Logistics Centre**, consisting of a highly computerised and automated shipping and logistics area, with **a storage capacity of up to 20,205 pallet spaces**.

CERTIFICATIONS AND AUTHORISATIONS

Production and qualifications

- **Manufacturing Licence** - IT0610401189
- **GMP Pharma AIFA**
- **GMP CRF Title 21, Vol 2, Part 111** (Dietary Supplements)

Medical devices

- **ISO 13485** – Management Systems for Medical Devices
- **FDA Cosmetic Registration**
- **FDA Registration**

Cosmetics and personal care

- **ISO 22716** – Good Manufacturing Practice (GMP) for cosmetics
- **IFS HPC** – Standards for personal and home care products
- **COSMOS** – Certification for organic and natural cosmetics
- **RSPO Mass Balance** – Sustainability of palm oil in cosmetics

Food and organic

- **Organic Food** – Organic Food Certification
- **Kosher** – Certification according to Jewish food standards
- **Halal** – Certification in accordance with Islamic requirements

Management and safety systems

- **ISO 45001:2018** – Occupational Health and Safety Management System
- **ISO 14001** – Environmental Management System
- **FSSC 22000** – Food Safety Management System

EFFICIENCY SYSTEMS ACROSS THE ENTIRE OPERATIONAL AREA

Sito of Mereto di Tomba

- **Water purification system and mechanisms to control emissions, consumption and energy.**
- **Energy production of 1 MW/h by cogenerator (68% of the site's annual energy demand).**

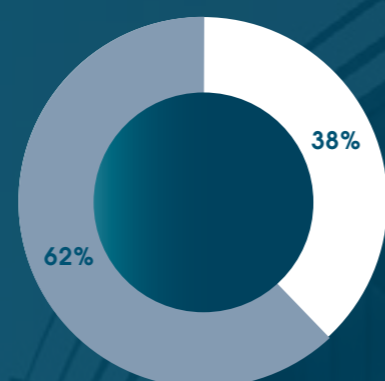
Biofarma 2

- **Logistics hub** with highly computerised and automated logistics and shipping areas.
- **Packaging department of 7,600 square metres** on two floors, designed according to lean manufacturing principles.
- **827 kW of photovoltaic power (8% of annual energy consumed).**

Biofarma1 offices

- A 14-metre high, 1,500 square metre building on 3 floors, housing **commercial, purchasing and management offices**, made of 420 cubic metres of PEFC-certified fir wood.
- 100-seat space as an **'Auditorium' for schools, universities, local authorities and companies** to promote the meeting and exchange of expertise.

ENERGY CONSUMPTION



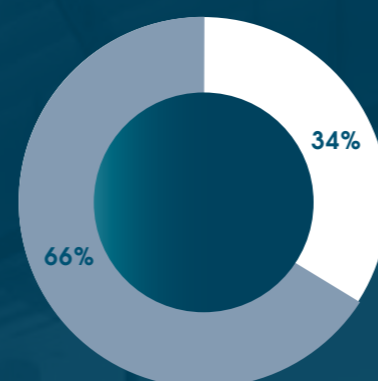
■ Other plants ■ Mereto

The Mereto plant is confirmed as the main contributor to the Group's energy consumption, accounting for 62% of the total.

As part of the process of optimising the use of energy resources initiated in recent years in the Italian plants, the Mereto plant is distinguished by a particularly active process of monitoring and prioritising the selection of energy efficiency initiatives.

New actions being implemented include the **installation of new cooling towers, condensate recovery from boilers, and a temperature management system in the winter months** to make energy consumption more efficient.

WATER CONSUMPTION

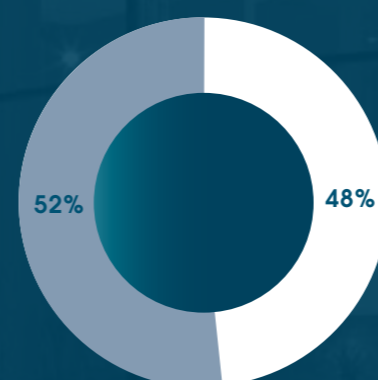


■ Other plants ■ Mereto



In 2024, there was an **increase in water consumption** at the Mereto di Tomba plant, which accounts for **66%** of the total water consumption recorded at the Group level.

WASTE PRODUCED



■ Other plants ■ Mereto

Overall waste production also increased compared to the previous year, in line with the trend observed in water consumption.

This increase is mainly attributable to the hazardous waste component. However, most of this waste is not destined for disposal, but follows **recovery routes** through processes that prepare it for reuse.

APPENDIX

GRI Content Index

Below is an **analytical index of the contents included in the Biofarma Group's Sustainability Report 2024.**

The schedule has been prepared in accordance with the latest guidelines issued by GRI Standards.



GRI	INDICATOR SPECIFICATION	PARAGRAPH	NOTES
GRI 2 - GENERAL DISCLOSURE			
2-1	Organisation details	Methodological Note; Scope and Process	
2-2	Entities included in the organisation's sustainability report	Methodological Note; Scope and Process	
2-3	Reporting period, frequency and contacts	Methodological Note; Scope and Process	
2-4	Redetermination of information	Methodological Note; Scope and Process	
2-5	External assurance	-	No external assurance
2-6	Activities, value chain and other business relations	2.2 The evolution of the CDMO market: growth and specialisation	
2-7	Employees	5.1 Human value	
2-8	Non-employees	5.1 Human value	
2-9	Governance structure and composition	3.1 The Corporate Governance Model	
2-10	Appointment and selection of the highest governing body	3.1 The Corporate Governance Model	
2-11	President of the highest governing body	3.1 The Corporate Governance Model	
2-12	Role of the highest governing body in overseeing impact management	3.1 The Corporate Governance Model	
2-13	Delegation of responsibility for impact management	3.2 Ethics, integrity and compliance	
2-14	Role of the highest governing body in sustainability reporting	Methodological Note; Scope and Process	The Board of Directors approves the budget and material topics
2-15	Conflicts of interest	3.2 Ethics, integrity and compliance	
2-22	Sustainable Development Strategy Statement	1.2 A forward-looking strategy: sustainability as a driver of transformation	

GRI	INDICATOR SPECIFICATION	PARAGRAPH	NOTES
2-25	Processes to remedy negative impacts	1.2 A forward-looking strategy: sustainability as a driver of transformation	
2-26	Mechanisms for seeking advice and raising concerns about business conduct	3.2 Ethics, integrity and compliance	
2-27	Compliance with laws and regulations	3.2 Ethics, Integrity and Compliance	
2-28	Membership of associations	5.7 Contribution to the community.	
2-29	Approach to stakeholder engagement	1.1 The materiality matrix	
2-30	Collective Bargaining Agreements	5.1 Human value	
GRI 3 - MATERIAL TOPICS			
3-1	Process for determining material topics	1.1 The materiality matrix	
3-2	List of material topics	1.1 The materiality matrix	
3-3	Management of material topics	1.1 The materiality matrix	
BUSINESS ETHICS AND INTEGRITY			
3-3	Management of the material topic	3.2 Ethics, integrity and compliance	
<i>GRI 201 - ECONOMIC PERFORMANCE (2021)</i>			
201-1	Directly generated and distributed economic value	2.4 Economic value generated and distributed to stakeholders	
<i>GRI 205 - ANTI-CORRUPTION (2021)</i>			
205-1	Operations assessed for corruption risks	3.2 Ethics, integrity and compliance	
205-3	Established incidents of corruption and actions taken	3.2 Ethics, integrity and compliance	
RESPONSIBLE BUSINESS PRACTICES			
3-3	Management of the material topic	4.3 The Supply Chain	

GRI	INDICATOR SPECIFICATION	PARAGRAPH	NOTES
RAW MATERIALS AND CIRCULAR ECONOMY			
3-3	Management of the material topic	4.3 The Supply Chain	
ENERGY MANAGEMENT			
3-3	Management of the material topic	6.1 Energy consumption	
GRI 302 - ENERGY (2021)			
302-1	Internal energy consumption within the organisation	6.1 Energy consumption	
302-3	Energy intensity	6.1 Energy consumption	
WATER RESOURCE MANAGEMENT			
3-3	Management of the material topic	6.3 Water Management	
GRI 303 - WATER AND EFFLUENTS (2021)			
303-1	Interaction with water as a shared resource	6.3 Water Management	
303-2	Management of water discharge impacts	6.3 Water Management	
303-3	Water withdrawal	6.3 Water Management	
303-4	Water drainage	6.3 Water Management	
303-5	Water consumption	6.3 Water Management	
BIODIVERSITY AND PROTECTION OF LIVING ORGANISMS			
3-3	Management of the material topic	1.2.2 Waste Management and Recyclability	
EMISSIONS AND CLIMATE CHANGE			
3-3	Management of the material topic	6.2 Emissions	
GRI 305 - EMISSIONS (2021)			
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	6.2 Emissions	
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	6.2 Emissions	

GRI	INDICATOR SPECIFICATION	PARAGRAPH	NOTES
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	6.2 Emissions	
305-4	Intensity of greenhouse gas (GHG) emissions	6.2 Emissions	
WASTE MANAGEMENT			
3-3	Management of the material topic	6.4 Waste	
GRI 306 - WASTE (2020)			
306-1	Waste generation and significant waste-related impacts	6.4 Waste	
306-2	Management of significant waste-related impacts	1.2.2 Waste Management and Recycling; 6.4 Waste	
306-3	Waste generated	6.4 Waste	
306-4	Waste not destined for disposal	6.4 Waste	
306-5	Waste destined for disposal	6.4 Waste	
MANAGEMENT AND PROTECTION OF WORKERS			
3-3	Management of the material topic	5.4 Employment dynamics and turnover	
GRI 401 - EMPLOYMENT (2021)			
401-1	Recruitment of new employees and employee turnover	5.4 Employment dynamics and turnover	
401-2	Benefits for full-time employees that are not available to fixed-term or part-time employees	5.4 Employment dynamics and turnover	
HEALTH AND SAFETY			
3-3	Management of the material topic	5.6 Well-being, health and safety	
GRI 403 - HEALTH AND SAFETY AT WORK (2021)			
403-1	Occupational Health and Safety Management System	5.6 Well-being, health and safety	

GRI	INDICATOR SPECIFICATION	PARAGRAPH	NOTES
403-2	Hazard identification, risk assessment and accident investigation	5.6 Well-being, health and safety	
403-3	Occupational Health Services	5.6 Well-being, health and safety	
403-5	Worker training on occupational health and safety	5.5 Well-being, health and safety	
403-6	Workers' health promotion	5.6 Well-being, health and safety	
403-9	Accidents at work	5.6 Well-being, health and safety	
TRAINING AND SKILLS DEVELOPMENT			
3-3	Management of the material topic	5.3 Training and Skills Development	
<i>GRI 404 - TRAINING AND EDUCATION (2021)</i>			
404-1	Average number of training hours per year per employee	5.3 Training and Skills Development	
DIVERSITY AND INCLUSION			
3-3	Management of the material topic	5.2 Diversity and inclusion	
<i>GRI 405 - DIVERSITY AND EQUAL OPPORTUNITIES (2021)</i>			
405-1	Diversity in governance bodies and among employees	5.2 Diversity and inclusion	
RELATIONS WITH LOCAL COMMUNITIES			
3-3	Management of the material topic	5.7 Contribution to the community	
PRIVACY AND DATA SECURITY			
3-3	Management of the material topic	3.3 Privacy and Data Processing	
HUMAN RIGHTS			
3-3	Management of the material topic	1.3 Sustainable Growth and Internationalisation; 4.3 The Supply Chain	

REPORT WRITTEN WITH THE
METHODOLOGICAL SUPPORT OF

