

2022
**SUSTAINABILITY
REPORT**



Angelini
Pharma

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Letter to stakeholders

Dear readers,

I am thrilled to present our very first Sustainability Report. This document has been prepared for all of our colleagues, shareholders, suppliers, partners, and citizens who wish to learn more about our projects and our key activities. The report is a voluntary non-financial statement and covers the 2022 financial year. We have adopted the most highly recognized international standards, such as the GRI Standards, and our material topics have been defined taking into consideration the guidelines of the European Corporate Sustainability Reporting Directive (CSRD), which will become binding for us as of 2026 for data relative to the 2025 financial year.

We have also taken the decision to submit our Sustainability Report for an assurance review by an accredited third party. The document is a testament to our commitment to reporting our economic, environmental and social performance, and represents the first important step towards the definition of a strategy that aims to integrate ESG factors into our corporate management and governance systems, as indicated by our Parent Company Angelini Industries.

The word “sustainability” is now part of our vocabulary: according to the Best in Communication Index, it was one of the most commonly used terms in press releases issued by major Italian companies in both 2021 and 2022. No longer restricted to industry insiders, the word is now in common use. Thanks to international movements to combat climate change, the call for a more sustainable world is widely shared in both the public and private sectors, reaffirming the importance of ensuring a livable planet for future generations. In particular, Europe is signaling a virtuous path thanks to regulations that aim to limit the impact of companies and citizens on the environment and people.

For Angelini Pharma, the challenge of sustainability translates into a commitment to improve the quality of life of the communities we serve with our products and within which we conduct our activities. And we can overcome this challenge by ensuring that our products are accessible, available, and of the highest quality, by constantly improving the environmental impact of our actions, and by ensuring that the company operates ethically and transparently, reflecting and aligning with the needs of our stakeholders.

One of the goals that I have set myself as part of my mandate is integrating sustainability into our business approach, transforming it into a competitive lever that – much like the competitiveness sparked by innovation and organization – is able to drive the rapid acceleration of Angelini Pharma’s development. I am firmly committed to continue improving our work, monitoring the effects of our actions on people and the environment, and maintaining an open and constructive dialogue with you all. I have no doubt that as you leaf through the pages of this report you will gain a greater understanding and appreciation of an organization that, for over one hundred years, has striven to protect the health and improve the wellbeing of our countries.

Happy reading.

Jacopo Andreose
Chief Executive Officer

2022 highlights

Total revenue of the Angelini Pharma Group stands at **1,179.4 million euros** (representing approximately **60%** of the revenue of the Angelini Industries Group)

Angelini Pharma S.p.A.'s revenue stands at **887 million euros**, an increase of over 25% compared to 2021

Economic value generated of approximately **949.0 million euros**, up by 29.5% compared to the previous year (732.8 million euros)

81.1% of economic value generated distributed to stakeholders

Present in **20** countries¹

Distribution of pharmaceutical products in over **70** countries

5 production plants² with cutting-edge technology and the highest industry standards

279.5 million packs of finished products, of which 59.1% produced internally and 40.9% produced externally

Start of commercialization of **Ontozry** (cenobamate) in Italy on the third-generation antiepileptic drugs market

Lampi, a short film aimed at raising public awareness and **combatting the stigma surrounding brain health**

Internal fundraising campaign for Ukraine: **100,000** packs of anti-inflammatory drugs and paracetamol donated

EBRI Foundation to welcome female students from Afghanistan to Rome

¹ Spain, Portugal, Austria, Poland, Czech Republic, Slovakia, Hungary, Germany, Romania, Bulgaria, Greece, Turkey, France, UK, Sweden, Netherlands, Switzerland, Russia, the USA, and Italy.

² Located in Italy: Ancona (finished products), Aprilia, Latina (raw materials) and Casella, Genoa (products under the Amuchina brand); in Spain: Barcelona (dietary supplements such as Pastillas Juanola); in the USA - Albany, Georgia (ThermaCare Heatwrap products).

2,903 employees, of which **1,557** in Italy (53.6%) and **1,346** (46.4%) at the foreign Group companies

43% of the workforce in Italy are women

370 new hires, of which **56%** women and 21% aged under 30

Around **150,000** total hours of technical training and various initiatives for the development of managerial skills (Angelini Academy and My Development Garden)

Creation of the **Global Manifesto for Diversity and Inclusion** and a **Diversity & Inclusion Team** with ambassadors from every function/geographical area

Reduction of consumption at the production plants equal to **1,627** toe of energy, corresponding to **3,172** tCO_{2eq}³

Total self-production equal to **57,076** GJ, deriving from **cogeneration and photovoltaic** systems installed at the Aprilia site and from the cogeneration plant at the Ancona site

Self-production through **photovoltaic** energy equal to **443** GJ and consequent **avoided atmospheric emissions** equal to around **41** tCO_{2eq}

Launch of the **ETERNAL project**, co-funded by the EU, in collaboration with industrial, regulatory and research bodies from seven different countries

³ The calculation includes the following energy carriers: natural gas, heat, diesel and electricity (location-based approach) and is based on the emission factors published by the Department for Environment, Food & Rural Affairs (DEFRA) in 2022 and those provided by Terna in its "Confronti Internazionali", 2019.

Methodological Note

The publication of this first **edition of the Sustainability Report** constitutes a **voluntary effort** by the Angelini Pharma Group (hereinafter “Angelini Pharma” or the “company”) and represents a further step towards transparent and structured communication with its stakeholders to illustrate its performance not only in economic and financial terms, but also in non-financial terms that concern the overall environmental and social impact generated by the various business activities.

REPORTING PERIOD

This report refers to the period from **January 1 to December 31, 2022**. In addition, where possible or if deemed appropriate, the data concerning the latest fiscal year were compared with the information relating to FY 2020-2021 to allow all stakeholders to compare performance over time.

REPORTING SCOPE

The scope considered for drafting this report includes the following companies: Angelini Pharma S.p.A., Angelini Pharma Österreich G.m.b.H., Angelini Pharma Bulgaria E.O.O.D., Angelini Pharma Česká Republika s.r.o., Angelini Pharma Polska SP. Z.O.O., S.C. Angelini Pharmaceuticals Romania S.r.l., Angelini Pharma Deutschland G.m.b.H., Angelini Pharma España S.L.U., Angelini Pharma Portugal Unipessoal Lda., Angelini Pharma Hellas S.A., Angelini

Pharma Inc., Angelini ILAC SAN. VE TIC. A.S., Angelini Pharma RUS L.L.C.

For this first report, economic value generated and distributed is calculated using the values of the Parent Company Angelini Pharma S.p.A.

Any specific additions or scope limitations related to lack of data or the impossibility of ensuring a high quality are duly noted in the text.

REPORTING STANDARDS

For this Sustainability Report, the company adopted the following technical-methodological references:

- GRI Universal Standards published on October 5, 2021 by the Global Reporting Initiative (GRI), according to the “with reference to the GRI Standards” option;
- **2013 GBS Standard** - “Principi di redazione del bilancio sociale” (Sustainability Reporting Principles) issued by Gruppo di Studio per il Bilancio sociale (GBS), for preparing the statement for determining and distributing added value.



Synthesis department at the Aprilia plant - Fine Chemicals

DATA COLLECTION PROCESS AND REPORT STRUCTURE

The collection and consolidation of the information and data in this report was carried out through the use of data and qualitative information collection forms, appropriately extended to include the foreign companies. The process of collecting data and information for FY 2022 involved representatives from Angelini Pharma, who, in turn, coordinated the data collection process for the foreign companies.

The data was calculated in a timely manner based on the results of the general accounting and other information systems used. Where estimates were used to determine indicators, the method employed is provided.

The disclosure follows the Principle of Materiality (or Principle of Relevance). The topics addressed in the Sustainability Report are, in fact, those considered material (i.e. relevant) in that they reflect the social and environmental impact of the activities of the sectors in which the Group operates or influence the decisions of its stakeholders. These material ESG aspects were identified through a materiality analysis structured according to the approach described in the “Materiality and stakeholder engagement” section.

The report is made up of five main Chapters: 1. Identity and governance, 2. Economic and financial capital, 3. Production and social capital, 4. Human capital, 5. Natural capital. These Chapters are preceded in the initial part of

the report by the Letter to stakeholders and the following Sections: 2022 highlights and the Methodological Note.

EXTERNAL ASSURANCE

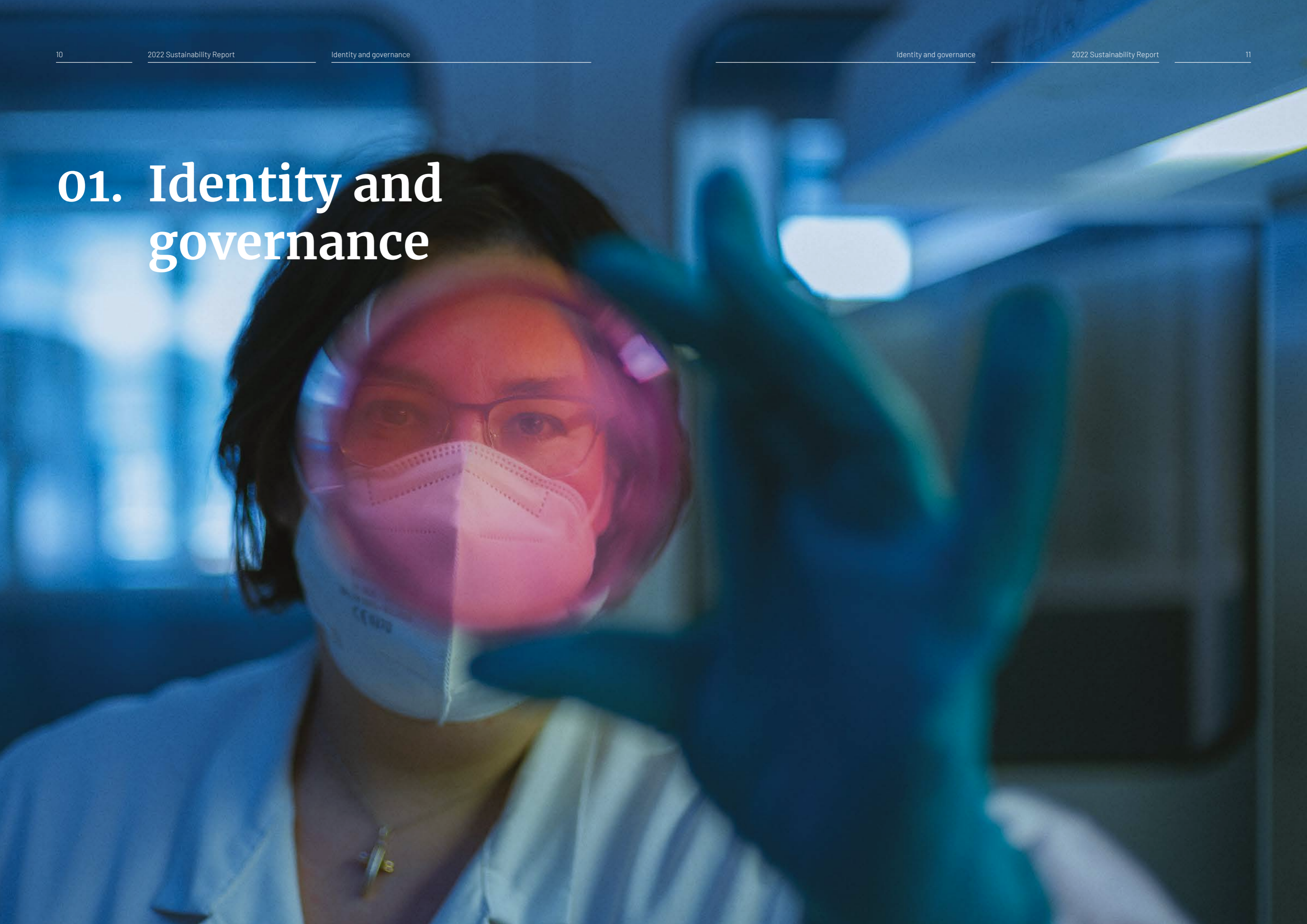
This Sustainability Report has been audited in order to verify the accuracy of the information contained herein. Specifically, this Sustainability Report has been subject to a limited assurance engagement according to the criteria established by ISAE 3000 Revised by the independent auditor BDO Italia S.p.A. The audit concluded with the publication of the “Independent Auditor’s Report” annexed to this document.

For a more in-depth analysis, please use the following communication channels:

Website: <https://www.angelinipharma.com/>

Social media pages: [LinkedIn](#)

01. Identity and governance



Angelini Pharma

Angelini Pharma is the pharmaceutical division of **Angelini Industries**, a multi-business global group that operates in the Health, Industrial Technology and Consumer Goods sectors. The company researches, develops and markets healthcare solutions focusing mainly on the fields of **Mental Health, Epilepsy** and **Consumer Healthcare**, with highly successful OTC drugs distributed all over the world.

Angelini Pharma operates in **20 countries**, with a workforce of **2,903 employees and 154 external collaborators**. In 2022, the company had a turnover of over **1 billion euros**. Angelini Pharma products are marketed in **over 70 countries** both directly and through strategic alliances with leading international pharmaceutical Groups.

Angelini Pharma is a fully integrated company with extensive, recognized research and development programs, world-class production plants and international marketing of leading active ingredients and pharmaceuticals in many sectors of the market.

Research conducted by Angelini Pharma over the years has led to the identification of important active ingredients such as trazodone and benzydamine, while current research programs are developing new treatments for children. Angelini Pharma has public-private partnerships with universities and centers of excellence at national and international level, recognizing scientific partnerships as contributing significantly to innovation.



At the Casella plant

HISTORY

1919–1950

THE BEGINNING. The history of Angelini began in 1919 in Ancona, an Italian city located on the Adriatic coast, where Francesco Angelini opened a small pharmaceutical laboratory. In **1941** he founded **ACRAF**, an acronym of Aziende Chimiche Riunite Angelini Francesco, a company that focused on the production and distribution of pharmaceutical products. After the Second World War, Italy was badly affected by anemia. Francesco Angelini was the first person to import an essential treatment for this condition: vitamin B12. He sold it under the name **Dobetin®** and was extremely successful.



1950s

THE TURNING POINT. In the early 1950s the company moved to Rome, which remains the site of the company's head offices to this day. Around the same time it adopted a policy to diversify into the consumer goods market. In **1958** Angelini Pharma launched **Tachipirina®** onto the market, a paracetamol-based flu medication which is now the most prescribed product by pediatricians and one of the three bestselling drugs in Italy.



1960–1970

THE GOLDEN ERA. It was in this period that the first original molecules of Angelini's pharmaceutical research began to be produced. In the sixties and seventies important and innovative molecules were discovered and developed, including **oxolamine** (antitussive), **benzydamine** (anti-inflammatory), **trazodone** (antidepressant) and **dapiprazole** (antiglaucoma).



1980s

MARKETING. Angelini Pharma launched its **international expansion**, establishing production and sales facilities in Spain and Portugal. The company's activities in the Iberian Peninsula began in 1979 with the acquisition of the Barcelona-based Lepori Group. During this period, the company grasped the importance of direct promotion and marketing techniques for the success of its self-medication products. In **1985**, marketing campaigns were used for pharmaceutical products in Italy for the first time. Angelini Pharma recognized the immense potential of ibuprofen and launched it as a product to relieve headaches under the **Moment®** brand - another highly successful move.



1990–2011

INTERNATIONALIZATION. At the start of the new century, Angelini Pharma embarked on a series of **strategic acquisitions** to consolidate its global presence, initially in the Iberian Peninsula and later in other European countries, focusing in particular on Central and Eastern Europe.

In 2000 Angelini Pharma acquired **Amuchina®**, a Genoa-based manufacturer of disinfectants and sanitizing products, and in **2003** made its entry into the herbal remedies market with the **Body Spring®** range. In **2011** the company acquired **Infasil®**, Italy's leading brand of deodorant and intimate hygiene products, from P&G.



2012–Today

STRATEGIC MANAGEMENT. In recent years the Group has pursued its growth and internationalization strategy. Angelini Pharma has signed major multinational agreements in the pharmaceutical sector for the commercialization of several products: **Resilient®** (controlled-release lithium salt) and **Latuda®** (lurasidone hydrochloride) for mental health disorders; **Vellofent®** (fentanyl), **Tachifen®** (paracetamol and ibuprofen) for pain and inflammation, and **Ontozry** (cenobamate) for the treatment of drug-resistant epilepsy. In 2020 Angelini Pharma acquired the global rights (with the exclusion of the USA) for the commercialization of **ThermaCare®**. In 2021 the company consolidated its position in the **Brain Health** sector with the acquisition of **Arvelle Therapeutics**.



MISSION AND VALUES

"We work every day to grow as a leading European pharmaceutical company. Committed to improving patients' quality of life since our foundation in 1919."

MISSION

We aspire to become an admired European innovator, offering people, patients and their beloved ones new medicines and solutions to achieve better health outcomes and higher quality of life.

We make our aspiration real through investing in a robust pipeline growth, strong collaborations with best-in-class research institutes and valuable partnerships with our strategic allies.

We pledge to successfully develop distinctive treatments for Mental Health conditions and Epilepsy while selectively strengthening our leading position in the Consumer Healthcare segment.

VALUES

The principles that guide our company and translate into the conscious decisions, actions and interactions of our employees are based on values shared across the Angelini Industries Group: Ethics and Responsibility, Performance, Innovation, Engagement.



Innovation

We encourage the development and testing of new effective and practical solutions. We challenge the *status quo*. We manage the complexity and demands of an ever-changing world. We take responsibility for courageous choices aimed for the growth and development of the company. We learn from our mistakes and pursue continuous improvement.



Engagement

We are positive, motivated and open to new ideas, styles and perspectives. We promote collaboration within the Group. We value skills and reward merit. We share and celebrate the successes of our Company and those of our people.



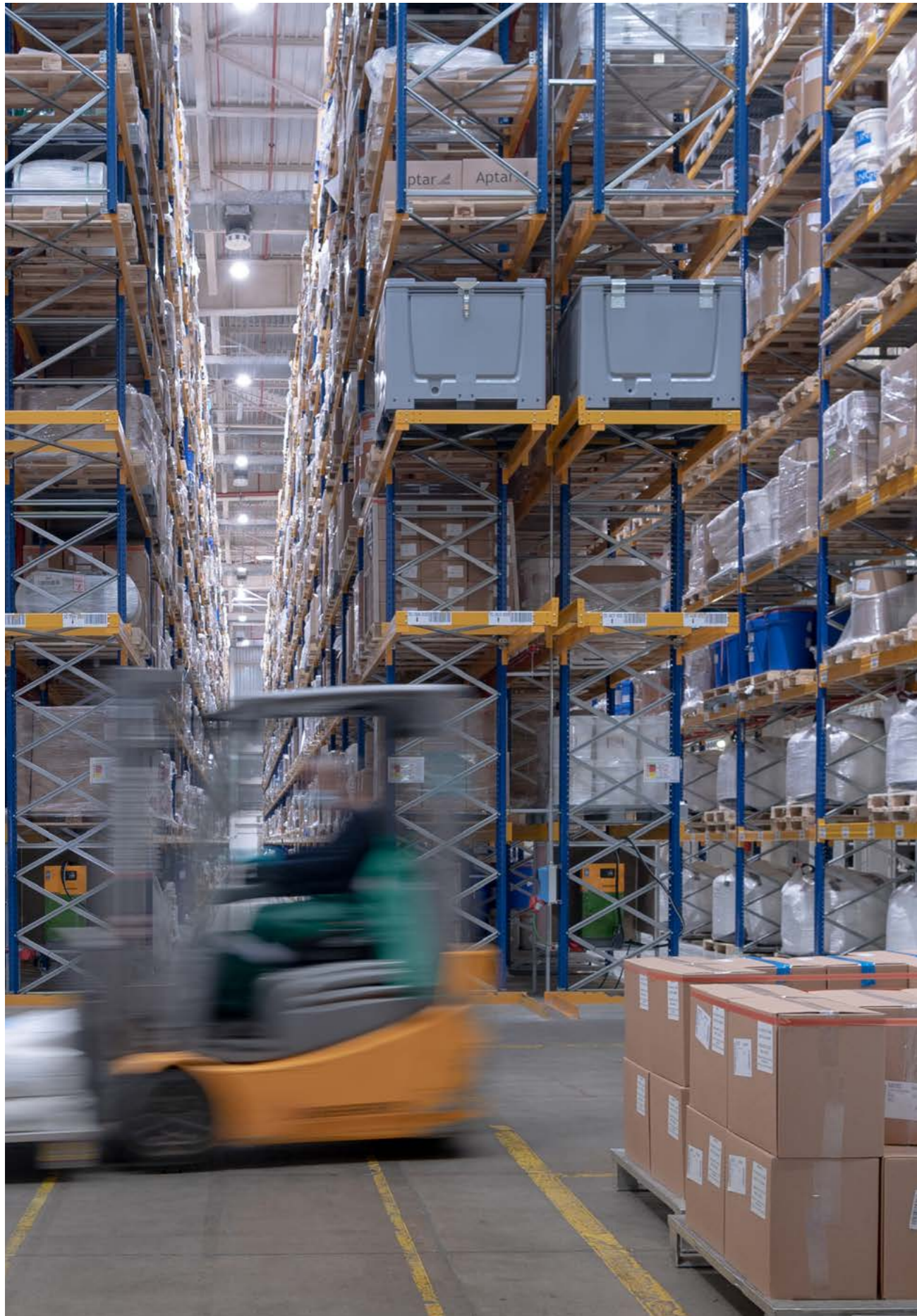
Ethics and Responsibility

We take care of our employees, patients and consumers. Respect for the highest ethical standards is the basis of all our actions, and our decisions are guided by a long-term perspective. We are committed to ensuring a sustainable economic development of the company, to safeguarding the environment and the communities in which we operate.



Performance

Each of us is responsible for achieving our own goals and those of the team. We are determined to make things happen and do our best in every circumstance, with speed, rigor and transparency. We seek excellence, constantly looking for ambitious goals. We face up to problems with determination and resilience.



Angelini Pharma Finished Products Plant, Ancona, Italy

GLOBAL PRESENCE, BUSINESS AREAS AND PRODUCTS

Angelini Pharma has a direct presence in Italy, Spain, Portugal, Austria, Poland, Czech Republic, Slovakia, Hungary, Germany, Romania, Bulgaria, Greece, Turkey, France, UK, Sweden, Netherlands, Switzerland, Russia and the USA. Our global reach is bolstered by strategic partnerships with leading international businesses. In line with our **internationalization strategy**, Angelini Pharma has pursued a development path in countries with high potential for growth through targeted acquisitions and the development of its existing business. Furthermore, thanks to **strategic alliances** with leading global pharmaceutical Groups, Angelini Pharma products are now distributed globally. These include Trittico® (trazodone, antidepressant), Latuda® (lurasidone hydrochloride, antipsychotic), Tantum® (benzydamine, anti-inflammatory), Aulin® (nimesulide, anti-inflammatory analgesic), Vellofent® (fentanyl, analgesic), Xydalba® (dalbavancin, antibiotic) and Ontozry (cenobamate, anti-epileptic). Angelini Pharma's production plants in Italy, located in Ancona (Finished Products), Aprilia (Raw Materials) and Casella (Amuchina branded products) use cutting-edge technology, meet the highest industry standards and, thanks to the use and integration of renewable energy, are at the forefront of environmental protection. The plant in Barcelona, Spain produces dietary supplements such as

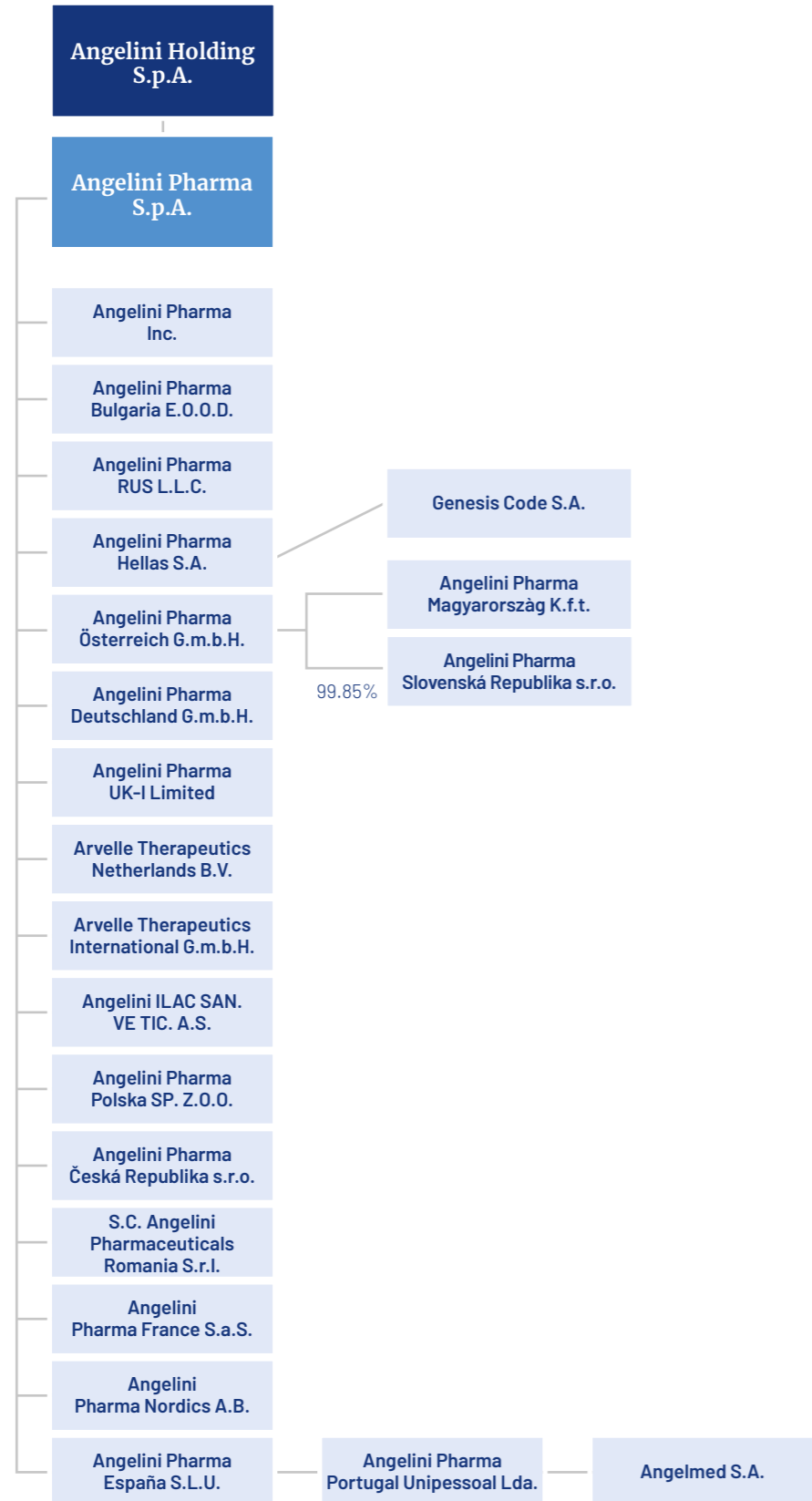
Pastillas Juanola, while the US plant in Albany, Georgia, acquired by the company in 2020, is the global provider of ThermoCare Heatwrap products. Angelini Pharma offers both prescription and OTC drugs, as well as a wide range of personal hygiene and self-care products and supplements. Based on the product characteristics, these are classified into the following categories:

- APIs;
- Medicines;
- Medical devices;
- *In vitro* diagnostic medical devices;
- Medical-surgical aids and biocides;
- Cosmetics;
- Dietary supplements;
- Detergents.

GROUP STRUCTURE

Angelini Pharma S.p.A., in its role as the Parent Company, represents the Pharmaceutical branch of the

Health division of the Angelini Industries Group, and is wholly owned by Angelini Holding S.p.A., the industrial holding company of the Angelini Industries Group.



Governance and internal control systems

ORGANIZATION

The organizational structure of Angelini Pharma is divided into the Pharmaceutical Division (Pharma Headquarters), with centralized functions within the division reporting to the corresponding functions at Angelini Holding S.p.A., where present, and a Business Division. Both the centralized functions and the Business Division report to the CEO, who reports directly to the shareholders' meeting. In 2022, the role of CEO was held by Pierluigi Antonelli until October, and then *ad interim* by Sergio Marullo di Condogjanni. Jacopo Andreose was appointed to the position in February 2023.

In 2022, Angelini Pharma restructured its organization, extending the responsibilities and scope of activities of the **Regulatory Affairs and Pharmacovigilance Department** and restructuring the **Global Research and Development Department**, with the aim of:

- establishing a modern Research and Development department able to guide the strategic direction of the Pharma division to become an innovative leader in Brain Health at European level;
- furthering the development of the company's personnel and promoting the acquisition of highly specialized new skills;
- supporting portfolio expansion towards innovative products and managing existing products in the company's target treatment areas.

Angelini Pharma pursues its objectives thanks to a system of internal bodies, regulations and procedures able to ensure the effective and transparent management of its business. The company has adopted a traditional governance system: the Board of Directors is responsible for business management, while supervisory activities are

conducted by the Board of Statutory Auditors. The Board of Directors is composed of three members and is responsible for the management of the company's

ordinary and extraordinary activities, apart from any activities reserved by law or by the Articles of Association to the shareholders' meeting.

COMPOSITION OF THE BOD ⁴	AGE	POSITION
Jacopo Andreose	Over 50	Chair of the Board of Directors
Marco Morbidelli	Over 50	Director
Emanuele Campagnoli	Over 50	Director

The Board of Statutory Auditors is composed of three standing auditors and two alternate auditors, and provides oversight over the activities of the company directors,

ensuring that the company is managed in accordance with the law and the deed of incorporation.

COMPOSITION OF THE BOARD OF STATUTORY AUDITORS ⁵	AGE	POSITION
Fabrizio Marchetti	Over 50	Chair of the Board of Statutory Auditors
Lorenzo Barbone	Over 50	Auditor
Antonio Bruno	Over 50	Auditor
Giuseppe Marciano	Over 50	Alternate auditor
Vittorio Belato	30-50 years	Alternate auditor

Independent Auditor: E&Y S.p.A.

⁴ Composition of the BoD at time of writing.

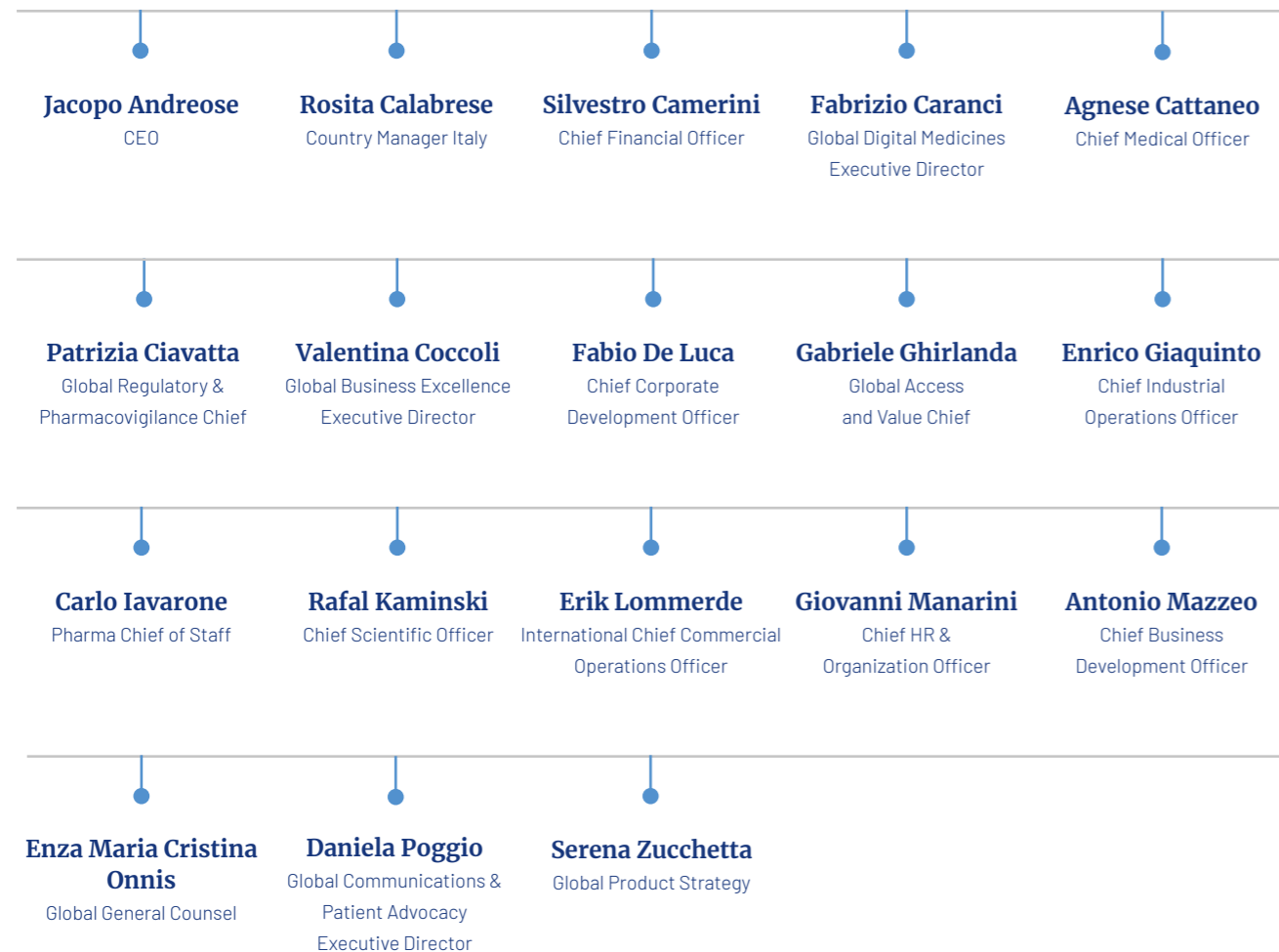
⁵ Composition of the Board of Statutory Auditors at time of writing.



The exterior of the Ancona plant

The Leadership Team supports the management and oversight bodies and is responsible for overseeing the

main company functions. The **members of the Leadership Team** of the Angelini Pharma Group are as follows.



BUSINESS ETHICS AND REGULATORY COMPLIANCE

Angelini Pharma strongly believes in the need to guarantee, promote and consolidate a culture of fairness, integrity and transparency in its business affairs and relations with its stakeholders. The company operates in accordance with the laws and regulations and takes steps to guarantee compliance at all levels of the organization. All employees are called upon to operate with integrity in all aspects of their work and to expect the same from all those they engage with both within and outside the organization.

The documents and procedures pertinent to this paragraph are available at the following link: <https://www.angelinipharma.com/our-responsibility/ethics/>.

CODE OF ETHICS AND 231 MODEL

The ethical framework adopted by Angelini Pharma involves conducting business in a way that is morally correct and responsible, without compromising the moral principles of honesty, lawfulness and compliance, loyalty, reliability, mutual respect and dignity, and transparency. These fundamental principles are enshrined in two important documents adopted by the company: the Organization, Management and Control Model, and the Code of Ethics and Conduct.

Angelini Pharma has adopted the **Code of Ethics** of the Parent Company Angelini Holding S.p.A., updated in the last quarter of 2022 and notified to all personnel employed by the Holding and by each individual Operating Company in Italy and abroad. The Code of Ethics supplements the Organization, Management and Control Model, of which it forms an integral part. The set of ethical principles and values enshrined in the Code inspire the actions of all those who work within the company, taking into account the importance of the relevant roles, the complexity of the functions, and the responsibility assigned in pursuit of the targets adopted at Group level.

Angelini Pharma has adopted and effectively implemented an **Organization, Management and Control Model**. The Model was developed taking into account Italian Legislative Decree 231/2001, the guidelines issued by industry associations, and the specific initiatives already implemented at Group level within the internal control and risk management system. The Model defines the procedural directives to be followed in all decision-making and

operational phases of the company's activities, in order to guarantee its smooth operation as well as the reliability of its management and image. In line with Legislative Decree 231/2001, the Model provides for the appointment of a **Supervisory Body** and the establishment of internal whistleblowing channels.

The **whistleblowing** process was established to provide a reporting channel for alleged wrongdoing or offenses and governs the submission and handling of such reports, which may be sent or transmitted by anyone, including on an anonymous and confidential basis. The Global Policy on Whistleblowing provides guidance on the reporting process, describing its contents, recipients and reporting channels, as well as the forms of protection provided for the whistleblower. The Policy is published on the company website and the intranet, and communicated when establishing contractual relationships.

TRANSPARENCY, LAWFULNESS AND ANTI-CORRUPTION

Angelini Pharma acts with integrity, trust, respect and transparency in all interactions with healthcare providers (HCPs), healthcare organizations (HCOs) and patient associations, in line with the highest ethical standards. As a member of Farmindustria and Confindustria Dispositivi Medici, Angelini Pharma is committed to ensuring respect for the principle of transparency, and publishes information on direct and indirect value transfers related to prescription-only medicines for human use and medical devices, the list of supported patient associations, and the scholarships it provides.

Angelini Pharma guarantees compliance with the relevant laws, regulations, industry codes and ethical standards, setting out the fundamental principles to act with integrity, compliance and transparency in various Global Compliance Policies approved by the company's CEO. Third parties that act on behalf of Angelini Pharma and their employees are required to comply with the **Global Policy on Anti-Corruption**, the **Global Policy on Conflict of Interests**, the **Global Policy on Relations with Healthcare Organizations**, and the **Global Policy on Whistleblowing**.

CERTIFICATIONS AND MANAGEMENT SYSTEMS

The company's commitment to quality, customer satisfaction, the environment, and occupational health and safety is reflected by the voluntary adoption of the relative management systems based on international reference standards and the consequent acquisition of the relevant certifications.

The company's Italian production plants have been certified according to quality standards **UNI EN ISO 9001:2015** and **UNI EN ISO 13485:2016** for several years, and hold the necessary authorizations under Italian and international law for the manufacture and commercialization of APIs, medicines, medical devices, *in vitro* diagnostic medical devices, medical-surgical aids and biocides, cosmetics, dietary supplements, and detergents. The Albany plant is **FDA-registered**, certified **ISO 13485**, and holds the **TÜV certification for the manufacture of medical devices**.

The three production plants operated by Angelini Pharma are also certified to represent "**best practices**" in **environmental protection**, as demonstrated by the **UNI EN ISO 14001:2015** certification, first achieved in 2004 for the Ancona site and subsequently extended to all the company's sites, and the **UNI ISO 45001:2018** certification on occupational health and safety.



In the synthesis department at the Aprilia (Latina) plant - Fine Chemicals

Sustainability at Angelini Pharma

Our commitment to sustainability is inspired by the Code of Ethics adopted by the company and is an integral part of the identity, mission and values of Angelini Pharma. Our activities are guided by the values of integrity and business ethics, supported by the knowledge that this translates into benefits for all of our stakeholders. This commitment is reflected in a wide range of projects and initiatives promoted throughout Europe and the world.

SUSTAINABILITY AGENDA

In 2022 Angelini Pharma translated its commitment to social and environmental issues into a multi-year Sustainability Plan that sets out a series of actions for the short, medium and long term.

The plan led to the creation of a Sustainability Operating Team, which is tasked with defining a pathway based on a systemic approach to ESG (Environmental, Social and Governance) topics. To this end, the Team is focusing on two key activities: the definition of an ESG strategy, and the calculation of direct (Scope 1) and indirect (Scope 2) GHG emissions, as well as all other indirect GHG emissions that occur in the value chain (Scope 3), with the aim of reducing the company's impact on climate change, in line with the most relevant international standards.

With the launch of these activities, in the first six months of 2023 Angelini Pharma conducted a materiality analysis with the involvement of its key stakeholders. This activity informed the structure of the non-financial reporting process, and represented an opportunity to expand the company's understanding not only of the economic impacts, but also the social and environmental impacts⁶ of Angelini Pharma on the environment and society. The results of the analysis and the relative commitments undertaken by Angelini Pharma are communicated to internal and external stakeholders through this very Sustainability Report.

MATERIALITY AND STAKEHOLDER ENGAGEMENT

The materiality assessment will support the ESG Strategy adopted by Angelini Pharma, ensuring that the company's efforts remain focused on the areas with the greatest impact, and guaranteeing an appropriate dialogue with the most important stakeholders.

For this assessment the emerging “**double materiality**” approach was adopted, a concept introduced by the Corporate Sustainability Reporting Directive (CSRD) which analyses both the **impact materiality** and the **financial materiality**.

⁶ In the GRI Standards, the term “impacts” refers to the effects that an organization has or may have at an economic, social and environmental level, including those on human rights, as a consequence of its activities or its business relations. Impacts may be actual or potential, negative or positive, short or long term, intentional or unintentional, reversible or irreversible, and represent the positive or negative contribution of the organization to sustainable development.

Under this approach, the definition of material topics considers both perspectives:

- the “**inside-out**” perspective (impact materiality), in which Angelini Pharma draws attention to the positive and negative impacts, both actual and potential, that its business can generate on a certain ESG topic in the short, medium and long term; and

- the “**outside-in**” perspective (financial materiality), in which Angelini Pharma considers the risks and opportunities of a specific ESG topic and the impact that these may generate on its economic and financial performance.
- The materiality assessment process involves the following phases.



Phase 1

Mapping and identification of most significant stakeholders

- Selection of most significant stakeholders of Angelini Pharma;
- Selection of “Sustainability Champions” to be involved in workshops.



Phase 2

Selection of ESG topics

- Competitive analysis;
- Analysis of main sustainability frameworks;
- Workshop to define potential material topics and the relative impacts;
- Certification of results by the Leadership Team.



Phase 3

Stakeholder engagement and assessment of internal and external impacts

- Online survey with key stakeholders;
- Interviews with Angelini Pharma senior management and external stakeholders.



Phase 4

Identification of ESG material topics for Angelini Pharma

- Analysis of survey and interview results;
- Communication of results and engagement with Angelini Pharma senior management.



The solid dosage department at the Ancona plant

PHASE 1 - MAPPING AND IDENTIFICATION OF MOST SIGNIFICANT STAKEHOLDERS

The company has identified a wide range of stakeholders to be involved in the materiality analysis, with a view to exploring diverse areas of sensitivity and expectations. The identified stakeholders include both internal stakeholders (Leadership Team and workers) and external stakeholders (healthcare professionals, shareholders and investors, patient and consumer associations, trade associations and advocacy groups, universities and the scientific community, suppliers, distribution chain, and the media).

PHASE 2 - SELECTION OF ESG TOPICS

The company conducted a benchmark analysis with leading businesses in the field of ESG and a workshop with the newly established Sustainability Operating Team, leading to the identification of **twelve potentially material topics**, grouped into four macro ESG areas, and their relative impacts.

	ENVIRONMENT	SOCIAL	GOVERNANCE	
AREAS	PLANET STEWARDSHIP	EMPLOYEES WELFARE	PATIENT AND CUSTOMER CARE	ETHICAL AND RESILIENT MANAGEMENT
	Climate change	Our people safety & wellbeing	Access to medicine & healthcare system	Ethical business practices
TOPICS	Nature & Water	Diversity, equity & inclusion	Product quality & safety	Resilient governance & business
	Product Innovation & Circularity	Community engagement & support	Patient-centric approach	Supply chain management

PHASE 3 - STAKEHOLDER ENGAGEMENT AND IMPACT ASSESSMENT

Following the identification of the potentially material topics, individuals and groups from nine stakeholder categories were actively involved in the process to assess the topics identified and the relative impacts. This phase consisted of two activities:

- an **online survey**, which produced **466 responses** and generated wide-spread participation from Angelini Pharma employees, who represented 88% of all responses received⁷;

- **15 interviews** with internal stakeholders (members of the Leadership Team) and external stakeholders to provide a fuller picture of the reference context. The five external representatives interviewed belong to a manufacturing company specializing in the production of pharmaceuticals, a foundation that promotes the right to healthcare, a major distribution company, an academic institution, and a consultancy firm.



AP ELT and employees



Healthcare system



Owners and investors



Advocacy groups/Industry associations



Patients/Consumer associations



Universities and the scientific community



Suppliers



Distribution



Media

● Engagement through surveys and interviews

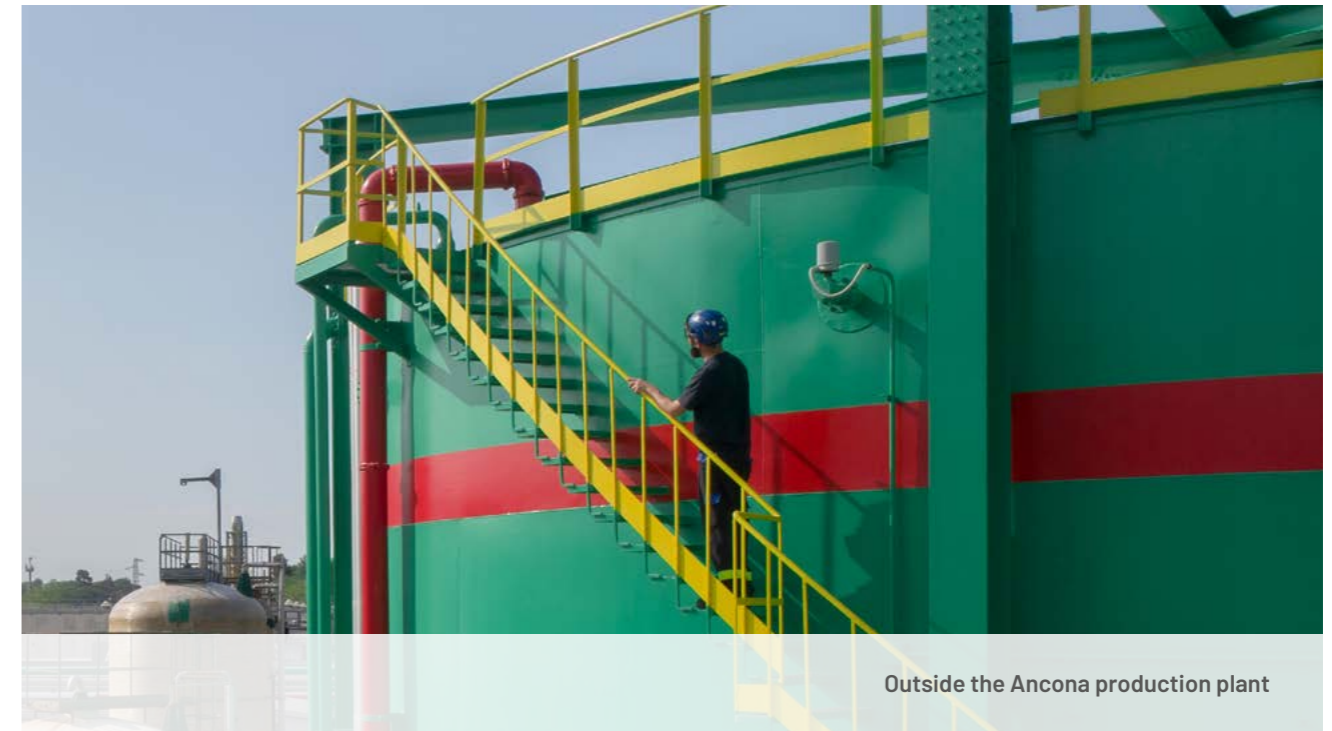
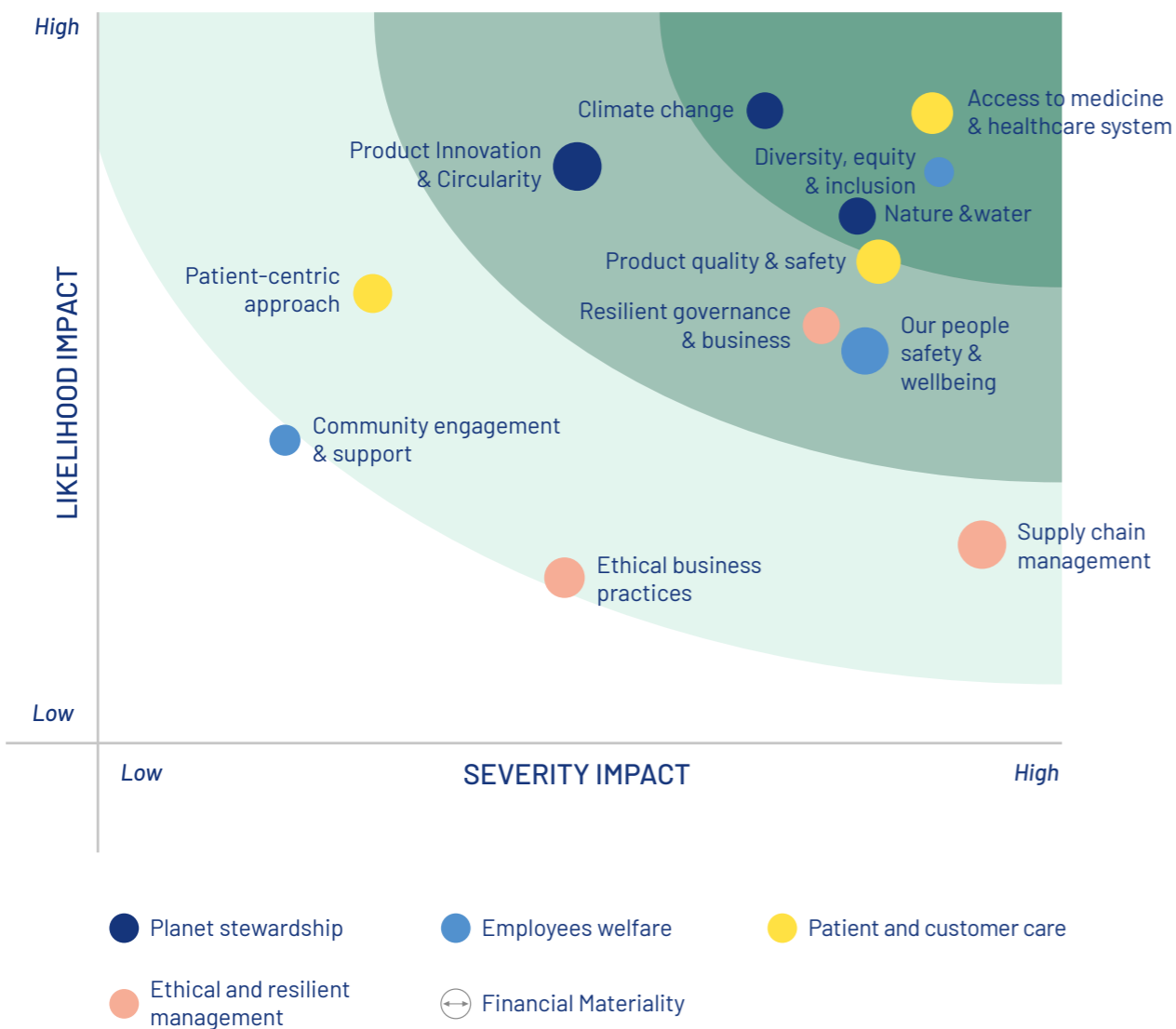
● Engagement through surveys

⁷ For this reason, when analyzing the results a lower weight was assigned to the values of this group in order to ensure a fair representation of each stakeholder category.

PHASE 4 - IDENTIFICATION OF ESG MATERIAL TOPICS FOR ANGELINI PHARMA

Following the analysis of the results of the survey and the interviews, the company was able to construct a materiality matrix including the ESG topics deemed material for Angelini Pharma.

Specifically, the materiality matrix ranks topics based on the severity of the associated impacts (x-axis) and the likelihood of occurrence (y-axis). The size of the circles indicates the financial materiality of each given topic, based on the assessment of Angelini Ethical and resilient management and shareholders.



The materiality matrix demonstrates that the stakeholders involved considered all of the proposed ESG topics to be of medium or high materiality for the company. However, taking a closer look at the analysis, the topics can be sorted by materiality, starting with those in the "darkest" band, characterized by a **high likelihood and high severity index**: Access to medicine & healthcare system, Diversity, equity & inclusion, Climate change, Nature & Water, Product quality & safety. The topics that combine high or medium levels of both likelihood and severity fall into the second darkest band.

These topics include: Product Innovation & Circularity, Resilient governance & business, Our people safety & wellbeing. The four remaining topics - Patient-centric approach, Community engagement & support, Ethical business practices, Supply chain management - were characterized by lower levels of likelihood and severity, but nonetheless remain material topics for the company.

02. Economic and financial capital

Total revenue of the Angelini Pharma Group stands at **1,179.4 million euros** (representing approximately **60%** of the revenue of the Angelini Industries Group)

Angelini Pharma S.p.A.'s revenue stands at **887 million euros**, an increase of over 25% compared to 2021

Economic value generated of approximately **949.0 million euros**, up by 29.5% compared to the previous year (732.8 million euros)

81.1% of economic value generated **distributed to stakeholders**

Economic value generated and distributed

Despite the challenging context characterized by uncertainty and complexity, 2022 represented a milestone year for Angelini Pharma. In particular, the Parent Company Angelini Pharma S.p.A. recorded revenues of **887 million euros**, up by **over 25% compared to 2021**.

The significant increase in Angelini Pharma's revenue can mainly be attributed to two factors: seasonal influenza, which was characterized by two peaks in the first and third quarter, and the continuation of the Covid-19 pandemic. The combination of these two factors led to **growth on the Cold, Cough and Flu market**, where Angelini Pharma maintains a presence with recognized brands including Tachipirina, Tachifludec, Tachifene and Tantum Verde. A large part of the increase in sales was due to the **Pre-scriptioin Medicine business unit**, which recorded a total turnover in 2022 of 340 million euros, mainly generated

by the **Tachipirina** brand which saw a steady increase in consumption in the final quarter of 2022. The company's growth was also boosted by the **Consumer Healthcare division**, driven by the brands **Moment**, which recorded record turnover in 2022, and **Tantum**, which performed extremely well on the international market.

The revenues taken in 2022 vary by the type of activity that generated them and the geographical location in which they were produced. While remaining firmly anchored in its native Italy, where 67.8% of revenues were generated, **Angelini Pharma S.p.A. is also strengthening its global presence**, as demonstrated by its international revenue: Europe represented 29.6% of total revenue (+22.8% on 2021) while the rest of the world contributed 2.6% (+12.9% compared to 2021).

REVENUE BY GEOGRAPHICAL AREA ⁸	2020	2021	2022
Italy	72.9%	73.6%	67.8%
Europe	24.5%	24.1%	29.6%
Rest of the world	2.6%	2.3%	2.6%

⁸ The values refer to the Parent Company Angelini Pharma S.p.A.



The Research & Development laboratories at Ancona

The main economic impacts for the company are presented through the reclassification of the Profit and Loss Account. This reclassification aims to demonstrate the economic value directly generated by the company and how this value is distributed among its internal and external stakeholders. Economic value distributed represents the total economic and social impact of the company, as well as the wealth generated and distributed to different categories of parties who, as the main stakeholders of Angelini Pharma, contributed in various ways to its production.

In the 2022 fiscal year, Angelini Pharma S.p.A. generated an economic value of almost 949.0 million euros, up by 29.5% compared to the previous year (732.8 million euros). **Of the value generated in 2022, 81.1% was distributed to stakeholders**, as indicated in the figure on page 39, while the remaining 18.9% (179.1 million euros) was carried forward by the company to guarantee its economic sustainability over time.

ECONOMIC VALUE GENERATED AND DISTRIBUTED ⁹ (euros)	2020	2021	2022
FY revenue	755,124,447	688,286,368	862,463,843
Other revenue	19,524,216	19,243,322	24,572,123
Financial proceeds and interests	18,250,717	25,314,338	61,923,253
ECONOMIC VALUE GENERATED	792,899,380	732,844,028	948,959,219
Operating costs	481,159,803	439,921,360	604,556,968
Remuneration of employees	146,851,327	141,783,865	151,475,397
Public Administration remuneration ¹⁰	32,300,000	20,950,000	10,142,000
Stakeholder remuneration	0	0	0
Lender remuneration	1,741,134	3,230,675	3,525,811
Investments in the community ¹¹	413,241	172,658	151,009
ECONOMIC VALUE DISTRIBUTED	662,465,505	606,058,558	769,851,185
Amortization, depreciation and adjustments	66,798,804	86,541,141	88,999,866
Provisions for risks and other provisions	3,106,353	2,749,735	5,597,151
Value adjustment of financial assets and liabilities	2,980,785	7,329,444	14,193,559
Operating results allocated to reserves	52,068,814	50,605,573	73,797,723
Exchange rate gains and losses	5,479,119	(20,440,423)	(3,480,265)
ECONOMIC VALUE RETAINED	130,433,875	126,785,470	179,108,034

⁹ The values refer to the Parent Company Angelini Pharma S.p.A.

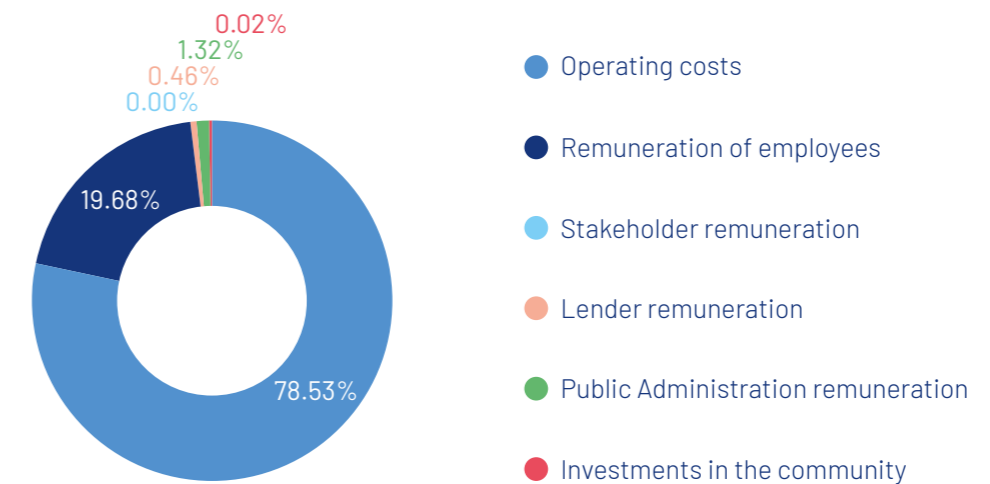
¹⁰ The item Public Administration remuneration refers to current taxes and does not include deferred or prepaid taxes.

¹¹ In addition to the investments shown here, in 2020, 2021 and 2022 Angelini Pharma S.p.A. transferred two assets on loan for use to two universities, with a value of 66,309 euros.

In 2022, the economic value generated was mainly used to cover operating costs, which amounted to 604.6 million euros. The main recipients of economic value distributed were employees, who collectively received 151.5 million

euros, followed by the Public Administration (10.1 million euros) and lenders (3.5 million euros). The company also paid out external donations amounting to 151,009 euros.

ECONOMIC VALUE DISTRIBUTED IN 2022



Supply chain management¹²

The 2022 financial year was characterized by the overlapping of several different uncertainty factors: the continuing effects of the Covid-19 pandemic and Russia's invasion of Ukraine led to an increasing incidence of the cost of certain materials required for Angelini Pharma's activities. The possibility of running into shortages of certain raw materials and the unprecedented increase in raw materials costs caused by the geopolitical consequences of the pandemic made the risk of inadequate service by suppliers more realistic, and consequently had a significant impact on consumer prices.

Given the uncertainty and volatility surrounding raw materials costs, the **Risk Management System** implemented by Angelini Pharma assumed a crucial role in preventing the occurrence of risks potentially impacting its supply chain or otherwise mitigating the likelihood of their occurrence. The risk management process adopted by Angelini Pharma is structured in three phases:

1. **Risk assessment:** the risks are classified based on the **likelihood of occurrence** and the severity of their **potential impact**. The intersection of these two variables enables specific assets to be categorized in specific risk clusters (acceptable risk, limited risk, relevant risk, critical risk, unacceptable risk). The risk assessment of an asset is a complex process that considers several

factors, including the economic significance of the product, whether the product classifies as an ethical drug, the presence of alternative production sites for the given product, the availability of alternative supply lines for each material or component of the product, and the average response time for each specific class of material or component.

2. **Risk management:** certain actions are implemented, such as the certification of alternative suppliers on specific materials, or rescaling of stocks on critical materials.
3. **Recalculation of risk coefficient:** the likelihood and potential impact of the risk is reassessed with a view to bringing it back into the risk clusters deemed manageable and under control.

A recent screening of a sample of 254 products including both in-house production and purchased finished products showed that 82% of the gross margin generated by these products falls into the medium to low risk clusters, while for the remaining 18% the risk is classified as critical.

In the course of its activities, Angelini Pharma relies on several purchasing clusters, which can be categorized as follows:

- **direct materials:** all finished products purchased from third parties and later commercialized on the market under the company's own brand or through licensing agreements, and unprocessed materials required for the production processes carried out in the company's plants;
- **indirect materials and services:** all materials and services that support the normal operation of the company's production and sales activities, both of an industrial (logistics, CapEx, spare parts, maintenance,

etc.) and non-industrial (marketing, IT, R&D, consultancy, etc.) nature.

In the most recent financial year, the company allocated 49.3% of procurement expenses to the purchase of direct materials, and 50.7% to the purchase of indirect materials and services. Of these, purchases of finished products and Sales & Marketing expenses had the greatest impact on total procurement expenditure in 2022, respectively representing 30.1% and 25.7% of total purchases.

TYPE OF PURCHASES IN %	2020	2021	2022
	% OF THE TOTAL	% OF THE TOTAL	% OF THE TOTAL
Finished products	40.3%	31.0%	30.1%
Packaging materials	5.3%	4.8%	5.9%
Raw materials	10.3%	11.4%	13.3%
Total purchases of direct materials	55.9%	47.2%	49.3%
HR, Legal, Administration	5.5%	5.3%	4.2%
ICT	1.1%	2.4%	1.7%
Logistics	3.7%	4.2%	4.4%
Mobility	1.0%	1.4%	1.6%
MRO, Opex, Capex & Hard Facility Management	7.8%	7.1%	6.3%
R&D	3.7%	4.1%	4.2%
Sales & Marketing	20.2%	26.3%	25.7%
Service & Soft Facility Management	1.1%	2.1%	2.6%
Total purchases of indirect materials and services	44.1%	52.8%	50.7%
TOTAL PURCHASES	100%	100%	100%

Due to the variety of materials and services acquired and the company's presence in a highly regulated market based on quality and regulatory compliance, Angelini Pharma's supply chain is extremely complex. To support the company's strategy and in line with its mission, suppli-

er relations are founded on values and principles that aim to guarantee alignment with market requirements, economic competitiveness, and future sustainability. Angelini Pharma operates a global supply chain that covers a vast geographical area, adopting criteria to prioritize suppliers

¹² The data shown in this section were extracted from the SAP management system and refer exclusively to the following Operating Companies: Angelini Pharma S.p.A., Angelini Pharma Österreich G.m.b.H., Angelini Pharma Bulgaria E.O.O.D., Angelini Pharma Česká Republika s.r.o., Angelini Pharma Polska SP. Z.O.O., Angelini Pharma Deutschland G.m.b.H., Angelini Pharma España S.L.U., Angelini Pharma Portugal Unipessoal Lda., Angelini ILAC SAN. VE. TIC. A.S., Angelini Pharma RUS L.L.C.

located in proximity to the company's sites and partners. In 2022, **87.6% of the company's suppliers were classified as "local", meaning they are situated in the same country as the headquarters of the Angelini Pharma Group company that they supply.** This figure, which is higher than in 2021, represents a major opportunity to support local

communities and, at the same time, allows supply chain dynamics to be monitored more accurately. At a time of great uncertainty in procurement, it is essential for the company to carefully monitor its suppliers to mitigate risks and preserve continuity of supply.

NUMBER OF SUPPLIERS ¹³	2020	2021	2022
	% OF THE TOTAL	% OF THE TOTAL	% OF THE TOTAL
Number of local suppliers	88.9%	86.3%	87.6%
Number of EU suppliers	7.0%	6.7%	7.7%
Number of extra-EU suppliers	4.1%	7.0%	4.7%
SUPPLIER TOTAL	100%	100%	100%

While the percentage of local suppliers increased slightly, the budget assigned to those suppliers remained the same. In 2022, Angelini Pharma made 70.4% of its pur-

chases from local suppliers, 16.3% from suppliers in the EU, and the remaining 13.3% from extra-EU countries.

BUDGET SPENT WITH SUPPLIERS	2020	2021	2022
	% OF THE TOTAL	% OF THE TOTAL	% OF THE TOTAL
Budget spent with local suppliers	66.2%	70.4%	70.4%
Budget spent with suppliers from the EU	21.9%	17.0%	16.3%
Budget spent with suppliers outside of the EU	11.9%	12.6%	13.3%
TOTAL BUDGET	100%	100%	100%

¹³ "Local suppliers" means suppliers located in the same country as the company. Suppliers "located in the EU" refers to all suppliers based in an EU member state, while extra-EU suppliers are suppliers that do not fall into the categories illustrated above. Some data have been estimated.

SUPPLIER SELECTION AND CERTIFICATION

The Corporate Procurement process is based on a set of procedures, regulations and tools that ensure that the process is efficient, functional and ethical. Particular attention is devoted to the **supplier selection and certification** phases, which follow defined and standardized procedures and ensure alignment with ethical criteria, such as the adoption of the company's Code of Ethics, and regulatory compliance. In particular, **suppliers of direct materials** undergo a more rigorous and technical certification process aimed at guaranteeing compliance with the reference standards (GMP/GMD – Good Manufacturing Practices & Distribution Practices) according to existing quality and regulatory policies.

To support and standardize the supplier selection process, in 2019 Angelini Pharma adopted the **Group e-Procurement system (Procunity)**. This platform represents a centralized digital space where the company can communicate and interact with both existing and potential suppliers and manage the entire supply process. To register on the portal, new suppliers are asked to provide information specific to their product category, such as technical and regulatory data, information on health, safety and the environment, and personal, financial and general details. Once the certification process is complete, the Procunity system allows the company to manage all negotiation, tendering, instruction and contract management processes in an efficient and traceable manner.



In addition to the certification process, all suppliers must undergo a systemic evaluation. This takes into account audit and monitoring plans and includes a risk assessment specific to the material, component or service provided. By managing procurement on the Procunity platform and implementing appropriate auditing processes, Angelini Pharma is able to continuously monitor its value chain, ensuring that suppliers are certified, orders, negotiations and contracts are managed digitally, and quality and regulatory policies are observed.

DISTRIBUTION AND LOGISTICS

Angelini Pharma S.p.A. manages downstream logistics processes by using its own warehouse in Ancona to store, prepare and distribute finished pharmaceutical products destined for distribution channels in Italy (wholesalers, pharmacies, OTC pharmacies and hospitals) and abroad (subsidiaries and international customers). When storing and distributing pharmaceuticals it is crucial to maintain the correct temperature to preserve the products, and consequently around half of all pallets are stored at a temperature below 25 °C.

The warehouse complies with the main industry regulations, including:

- Authorization for wholesale distribution of medicinal products for human use by the Municipality of Ancona, pursuant to Italian Legislative Decree 219/2006;
- Certificate issued by a certification body (TUV Italia) following the non-adoption of the GDP 2013/C 343/01 standards in Italy;
- Narcotics trade authorization issued by the Central Drugs Office (Ufficio Centrale degli Stupefacenti – UCS) of the Italian Ministry of Health, in accordance with Italian Presidential Decree 309/90;
- Food business registration in accordance with EC Reg. 852/2004 issued by AST Ancona, with recognition for secondary food packaging.

Moreover, Angelini Pharma uses warehouses in Italy operated by third party logistics (3PL) providers to distribute non-pharmaceutical products and expand its storage and distribution capacity, especially during seasonal distribution and sales peaks.

03. Production and social capital

Present in **20** countries¹⁴

Distribution of pharmaceutical products in over **70** countries

5 production plants¹⁵ with cutting-edge technology and the highest industry standards

279.5 million packs of finished products, of which 59.1% produced internally and 40.9% **produced externally**

Start of commercialization of Ontozry (cenobamate) in Italy on the third-generation antiepileptic drugs market

Lampi, a short film aimed at raising public awareness and **combatting the stigma surrounding brain health**

Internal fundraising campaign for Ukraine: **100,000** packs of anti-inflammatory drugs and paracetamol donated

EBRI Foundation to welcome female students from Afghanistan to Rome

¹⁴ Spain, Portugal, Austria, Poland, Czech Republic, Slovakia, Hungary, Germany, Romania, Bulgaria, Greece, Turkey, France, UK, Sweden, Netherlands, Switzerland, Russia, the USA and Italy.

¹⁵ Located in Italy: Ancona (finished products), Aprilia, Latina (raw materials) and Casella, Genoa (products under the Amuchina brand); in Spain: Barcelona (dietary supplements such as Pastillas Juanola); in the USA - Albany, Georgia (ThermaCare Heatwrap products).

Our markets of operation

In 2022 Angelini Pharma produced a total of **279.5 million packs of finished products**, of which 59.1% were produced internally and 40.9% were produced externally. The company is intensifying its efforts to consolidate its presence on the **pre-clinical development and research markets**, and is increasing its investments in innovation. One key element of Angelini Pharma's strategy is to promote the use of pharmaceutical therapies that adapt to patients' individual needs, demonstrating an innovative approach based on the principle of **patient care**. For Angelini Pharma, the patient is at the very heart of every company activity, from the research and development of new products to non-pharmacological patient care, and all of our target treatment areas are characterized by a patient-centric approach. The company operates in the following core treatment areas.

BRAIN HEALTH

For over 50 years, Angelini Pharma has been committed to improving the care and quality of life of patients suffering from mental health disorders (depression, bipolar disorder and schizophrenia). More recently, the company has also begun to focus on neurological conditions such as epilepsy. We are committed to offering new solutions, investing in research, developing products with proven effectiveness, providing clear and accurate information, and investing in projects that can combat the prejudices that those suffering from these diseases still have to confront.

PAIN

We are an undisputed point of reference in pain medication, with a very comprehensive **portfolio** of prescription drugs that covers the entire pain scale and includes leading self-medication brands. In fact, Angelini Pharma has a long tradition of research into the treatment of pain and inflammation. In particular, the R&D department not only works towards identifying new active ingredients, but also conducts studies into known substances to improve their clinical effectiveness and offer better results for patients, including in terms of treatment adherence. Angelini Pharma holds a unique market position in headache treatment thanks to the **Moment** brand, which offers targeted responses to the most common types of headache which are mainly managed through self-medication. Moreover, the company also provides treatment for muscular pain through the **ThermaCare** lines, which use unique patented heat cell technology to provide prolonged relief.

ANTIBIOTIC THERAPY

Angelini Pharma is committed to combatting **antibiotic resistance** through an awareness-raising program that aims to promote sensible prescription practices and the appropriate use of antibacterials. Given that the emergence of resistance is being accelerated on a global scale by the use and misuse of antimicrobial agents, Angelini Pharma firmly believes that drug research and devel-

opment is not enough and that a proactive preventive attitude aimed at correcting inappropriate practices is crucial.

The company has been operating in the field of antibiotic therapy since the nineties and is deeply committed to combatting antibiotic resistance, particularly in the context of bacterial skin infections for patients of different age groups, including infants aged over 6 months, adolescents and adults.

COLDS AND FEVERS

Angelini Pharma has been providing appropriate treatments for fever in children for several years. Each year, the company provides hundreds of pediatricians with the opportunity to undertake refresher training on the correct diagnosis and treatment of fever in children, exploring theoretical contexts such as the symptom of fever itself, as well as issues of great topical interest for pediatricians, such as the need for adequate communication with parents for a more conscious management of childhood fever.

In recent years, the company has promoted a **paradigm shift** from an approach centered mainly on lowering body temperature, to a treatment strategy that also takes into account the extent of the child's more general malaise and the recommendation to assess and treat this condition as well.

DISINFECTION

Angelini Pharma operates in the disinfection sector through the recognized Italian brand **Amuchina**. The brand, which was acquired by the company in 2000, came to the fore in 2020 when disinfection played a major and essential role in the fight against the Coronavirus. Characterized by its effective disinfecting action against bacteria and viruses, Amuchina has been a chosen ally in various health emergencies. With the outbreak of the **pandemic** in 2020 and the recommendation of the World Health Organization (**WHO**) to regularly sanitize hands and surfaces, Amuchina products experienced such a substantial boom in demand that Angelini Pharma increased its production capacity, in what was an unprecedented effort by collaborators at the Ancona plant, which produces Amuchina Xgerm, and the plant in Casella (Genoa), which produces several products in the Amuchina line. Production at the two plants almost doubled, with specialized staff on site 24 hours a day, seven days a week.

DIETARY SUPPLEMENTS

Angelini Pharma operates in the dietary supplements sector with several product lines that range from mental performance to defense and general physical wellbeing:

- **Acutil** is a range of active supplements to support normal brain health and energy metabolism, and to reduce tiredness and fatigue;
- **Energya** is a line of dietary supplements designed specifically to help people tackle the change in the seasons with the right boost and support the proper functioning of the body's natural defenses;
- the **Body Spring** range features supplements and herbal remedies to promote general physical wellbeing, from weight management supplements and antioxidants to products that help restore tone and vitality. The Body Spring portfolio also features herbal products that offer consumers the option to choose the product that best suits their wellbeing needs.

PERSONAL HYGIENE AND CARE

Angelini Pharma has been active in this sector since the seventies with the **Ginetantum** brand and, since 2000, with the **Tantum Rosa Intimo Quotidiano** brand, both of which specialize in the treatment and prevention of minor female intimate ailments. Moreover, in 2011 the company reaffirmed its commitment to this treatment area with the acquisition of the leading Personal Care brand **Infasil**. Infasil offers a comprehensive portfolio of intimate hygiene, personal hygiene, cleanliness and deodorant products designed for the whole family: for women at all stages of their life, for men and for children, from newborns to 3-12 year olds.

Product quality and safety

Angelini Pharma is committed to protecting and improving the health of patients and consumers. The company pursues this mission through the constant supply of high quality, safe and effective products, as well as high quality services, that are able to meet and exceed the expectations of patients, consumers, customers and stakeholders in full compliance with regulations, codes of conduct and standards. The corporate culture of Angelini Pharma is inspired by its **Quality Policy** and is founded on the following key principles:

- company **leaders** are responsible for maintaining a highly effective Quality Management System. This system is based on appropriate procedures and processes designed to guide conduct towards quality and guarantee the adoption of decision-making processes that promote product quality and patient and consumer safety;
- every single **person** at Angelini Pharma plays an important role in promoting and maintaining a corporate culture and mentality focused on quality. The training, education, skills and experiences of all of our employees are essential to enabling them to conduct their work in compliance with the applicable regulations, standards and company procedures;
- the company's **suppliers** are chosen according to defined criteria to ensure that they meet the most rigorous standards of quality and safety. Partners are supervised closely to promote mutual collaboration and establish the required level of service;

- thanks to the use of **digital systems**, process records and data collection processes, the performance, efficiency, quality and traceability of company processes are constantly improved.

The **quality targets** are clearly defined, monitored and subject to regular review in order to guarantee that the company's performance and standards of conduct meet the high quality expectations of patients, consumers, customers and stakeholders.

Furthermore, the adoption of an **Integrated Risk Management System** allows us to identify, assess and minimize the risks associated with our products. In the event of risks that cannot be eliminated, escalation processes are activated to preserve product integrity and protect patient and consumer safety.

Quality Management System

Management Responsibility
QMS Documentation & Record Management
Quality Risk Management
Organizational, Personnel and Training
Customer, Field & Surveillance
CAPA
Validation & Qualification
Change Control
Product Development, Industrialization & Life Cycle
Supplier Quality Management
Quality Audits
Operations Control
Distribution & Licensing
Non-Clinical Studies
Clinical Studies

The Quality Policy is distributed to all employees and implemented via the company's **Quality Management System**. This system consists of a series of scrupulously codified measures and procedures implemented by appropriately trained and qualified personnel, and quality records are kept to enable its effective functioning to be constantly monitored. As shown in the figure, the Quality Management System is based on 16 elements and offers comprehensive coverage of all of the processes at Angelini Pharma to guarantee that all products developed by the company meet appropriate performance standards. In a testament to the company's product quality and in line with the European Regulation on Medical Devices (EU Reg. 2017/745), Angelini Pharma was one of the first companies in Europe to hold the **MDR certification**, which was awarded to ThermaCare range in 2022. Another product to be recognized for its quality is Amuchina Gel Xgerm which was named "Best in Test" for two consecutive years by Altroconsumo, the largest independent consumers' association in Italy. Following a comparative test of 20 hand gels, **Amuchina Gel Xgerm distinguished itself from the crowd yet again for its quality and effectiveness**, affirming its position as the best in its category and consolidating the brand's positioning on the market.

Innovation, research and product accessibility

Over the years, Angelini Pharma has identified **major active ingredients such as trazodone and benzydamine**. The innovation, research and development programs developed by Angelini Pharma are implemented in a transparent, responsible and safe manner and focus on the areas of Diseases and Disorders of the Nervous System, and Pain and Inflammation, with a strong commitment to the pediatric sector.

The strategic direction adopted by Angelini Pharma, which is oriented towards increasing innovation, has been further strengthened by the **appointment of Rafal Kaminski as the new Chief Scientific Officer**. The international experience in research and innovation of the new Scientific Officer, who took office in 2022, represents a major opportunity to develop a strong leadership in the field of mental health and rare diseases.

The **Research and Development (R&D) team** at Angelini Pharma specializes in responding to future changes and developing the treatments of tomorrow, yet it is also actively involved in expanding the company's product portfolio in the short, medium and long term. The company's R&D projects are aimed at developing innovative treatments in several therapeutic areas, managing the life cycle of existing products, and developing new, non-pharmaceutical products. Examples of Angelini Pharma's R&D projects include:

- the market launch of **Ontozry (cenobamate)**, introducing a new active ingredient to combat epileptic sei-

zures. The launch marked the most important stage in a journey that began in early 2021 with the acquisition by Angelini Pharma of the Swiss biotech company Arvelle Therapeutics, thanks to which the company obtained the exclusive license to commercialize the molecule;

- a clinical research program into the long-term effectiveness of **trazodone** to constantly improve the performance of the drug and transform it into a modern ally in the treatment of mood disorders, working to find solutions able to improve the lives of pediatric patients and their carers by investing in research into neurodevelopmental disorders;
- programs to improve the preventive approach and treatment of oral mucositis (OM) using **benzydamine**;
- the identification and development of **innovative disinfectants, biocides and medical devices** to support pharmaceutical products and the company's commercial lines.

The company's performance is further improved through the **digital strategy** adopted by Angelini Pharma to respond to the gradual migration of the shopping experience from physical stores to online channels. To confront this new challenge - the impacts of which affect not only product promotion but production processes as well - Angelini Pharma has placed the "Go Digital" strategy at the very center of its initiatives, using it as a lever to accelerate business growth and expansion. On the production side

of things, this commitment translates to various **projects aimed at transforming and optimizing engagement with doctors, pharmacies, patients, consumers and other key stakeholders**.

At an internal level, Angelini Pharma has promoted the adoption of a digital culture by its own **employees** through the **D.N.A. - Digital Now Angelini Pharma** project, while the **Go Green** initiative aims to promote environmental sustainability by reducing paper consumption through the digitalization of everyday work activities.

The company has also adopted a digital strategy for its **Industrial Operations**, characterized by a roadmap of innovative value-added use cases. The roadmap will be implemented over the next three years, supported by a high-level plan of up to 10 years, to deliver greater efficiency, flexibility and agility in the management of a high-value innovative project portfolio.

One of the initiatives aimed at strengthening the company's leadership in the pharmaceutical sector and improving relations with **pharmacists** is the development of **Angelini Pharma Plus+**, a phygital platform that offers access to a broad range of services for pharmacists, including continuous training on the company's products and treatment areas, and real-time order and delivery tracking. Meanwhile, in the **customer engagement sector**, Angelini Pharma has introduced the **D.A.M.A. - Digital Angelini Pharma Marketing Automation** program, which allows the company to send personalized communications based

on customers' evolving needs. The company has also launched **Angelini ID**, a one-stop-shop portal that offers access to all of the company's online services for doctors, pharmacists and consumers.

The **Harmonia Mentis** project is the beating heart of Angelini Pharma's online Brain Health services, a digital hub devoted to providing high quality information on disease awareness.

Furthermore, the company has begun to explore the use of **Artificial Intelligence (AI)** in the healthcare sector, and aspires to use this emerging technology to respond to the needs of epilepsy patients and their carers, as well as to support doctors when deciding on the best treatment for each patient. A tangible example of the company's future projects is the **OntozApp**, an AI-powered chatbot that will provide specialists with information on available epilepsy treatments, dosages and drug interactions, opening up new innovative opportunities in the field.

Finally, Angelini Pharma is working to apply **blockchain** technology to pharmaceutical products to guarantee their traceability from manufacturer to end customer, proving product authenticity and helping authorities to combat counterfeiting.

All of these initiatives have contributed to making Angelini Pharma a **Digital First Company**, actively promoting the transition to a digital approach in all aspects of the company's activities. In 2022, Angelini Pharma took third place in the **AboutPharma Digital Awards** in the category

of **Best Digital Company**. The award recognized the digital ecosystem created by the company, which is considered a best practice in the sector. The ecosystem is characterized by its ability to stimulate growth and improve business efficiency, while also enabling direct and personalized communication with the target audience.

COLLABORATIONS AND PARTNERSHIPS: PROJECTS AND RESEARCH

Angelini Pharma's Research and Development department firmly believes that scientific collaboration and networking are essential to promote innovation, especially in the pharmaceutical sector where development times can be particularly long and the risks and costs can be very high. Consequently, the department has developed a specific research and development model based on the **sustainable pipeline** concept. Under this model, new projects can come from the company's internal activities or through contributions from leading researchers in the public and private sector, including as part of programs supported by national or international funding. To this end, the Team identifies high profile research groups for **public-private collaborations** on internal research projects and the early-stage development of innovative products.

Angelini Pharma is a key player in the network and collaborates with hospitals, research centers and Contract Research Organizations (CROs) in Italy and abroad. Some of the most important projects supported through these collaborations include:

- in the pediatric sector, the collaborations with the European organization **ECNP** dedicated to innovative treatment of neurological disorders, and with **INCIPIT (Italian Network for Pediatric Clinical Trials)** to develop

the pediatric investigation plan for cenobamate;

- the partnership with **Certara**, the global leader in the field of biosimulation which operates in all treatment areas, aimed at providing translational solutions, from discovery to patient access, and implementing drug development strategies through quantitative science and integrated approaches. Thanks to the Simcyp software, for example, it was possible to predict the performance of pharmaceuticals on virtual populations and to model their use in pediatric patients to support drug development;
- Angelini Pharma is involved as a stakeholder in the **PharmaSea project** led by the Department of Life Sciences and the Environment at Marche Polytechnic University. The European research project integrates international expertise to investigate the biological effects of active pharmaceutical ingredients (APIs) that are known contaminants of emerging interest for marine ecosystems;
- the development of two research projects and a technology transfer project for the regional collaborative platform **Marche Biobank**, funded by the Marche Region. The project involves 14 partners from the business and research sectors and conducts research into personalized medicine, focusing in particular on pharmaceuticals and new therapeutic approaches. The main goal of the platform is to create and support an effective public-private collaboration on personalized medicine in the Marche Region, with a specific focus on the management of care-intensive chronic diseases and cancers.



Angelini Pharma Finished Products Plant, Ancona, Italy

Local and community relations

Angelini Pharma aims to listen to and take on board all patient experiences to identify and acknowledge the unmet needs that require its attention. In fact, an open and transparent dialogue between patients and the industry can lead to the improvement and personalization of alternative treatments and health solutions.

By supporting patient associations, Angelini Pharma promotes initiatives aimed at the development of a culture of increased awareness and prevention, contributing to education and promoting social wellbeing. In 2022, the Parent Company Angelini Pharma S.p.A. supported two associations in Italy, Associazione Epilessia and Federazione Italiana Epilessie, as well as a European patients association (GAMIAN-Europe) operating in the field of mental health, particularly schizophrenia and depression.

To raise public awareness, Angelini Pharma also ran a series of educational campaigns and patient support initiatives, including:

- **Lampi**, an exclusive short film presented by Angelini Pharma and aimed at raising public awareness on brain health and the stigma that continues to surround patients affected by neurological disorders;
- the **#ByMyEpilepside** awareness-raising campaign, which involved content shared weekly on Angelini Pharma's social media channels to promote information on epilepsy, a widespread yet still poorly understood condition;
- the creation of two online portals, **nientemale.it**, which explores the topic of pain in all of its forms, and

imalditesta.com, devoted to providing information on how to recognize types of headaches, the symptoms, and the most common triggers. The portal also features tips from a team of experts and specialists to promote healthy lifestyles able to prevent headaches and improve everyday wellbeing;

- **harmoniamentis.it**, Angelini Pharma's digital hub dedicated to Mental Health and Central Nervous System disorders. The portal provides accurate and useful information and facts about the conditions, recognizing that the circulation of factual information is the first weapon in combatting prejudice;
- the development of a digital ecosystem on the topic of fever, including the website **nonfartiinfluenzare.it** which contains information and advice on colds and flu for children and adults to prevent the adoption of bad habits and practices.

As well as public information campaigns, Angelini Pharma believes that it is just as important to provide training for healthcare professionals, and consequently has launched several initiatives including:

- the educational initiatives available on the **Campus Angelini** website, aimed at training young doctors specializing in the fields of psychiatry, orthopedics and pediatrics, and promoting debate on clinical and professional topics that will help them in their future careers as specialists;

- the **Pediatrics Campus**, an annual event during which expert pediatricians explore the management of flu in children. At the event, the specialists provide scientific updates on the most commonly encountered issues from their clinical practice, including fever in all of its forms.

Thanks to the effectiveness and innovation of company communication and the strategic use of the media to convey important messages to patients and communities, in 2022 Angelini Pharma successfully secured the **Best in Media Communication** certification for the second year in a row. Furthermore, Angelini Pharma came first in the category of **Best Social Company** at the AboutPharma Digital Awards. This award is further recognition of the effectiveness of the company's social media strategy, adopted in 2020 with the aim of promoting accurate scientific information and combatting fake news.



Angelini Pharma understands that psychiatric and neurological diseases represent the most pressing healthcare challenge now and in the future. Consequently, it is devoting its efforts increasingly towards improving access and adherence to treatments among patients affected by mental disorders and who are particularly vulnerable as a result. One example of this is the **Headway 2023** initiative, launched in 2017 in collaboration with the thinktank The European House - Ambrosetti. The initiative aims to develop a multidisciplinary platform to facilitate strategic reflection, analysis, dialogue and comparison of different European experiences in the management of patients with mental health disorders. As part of the Headway project, an annual analysis of the mental health situation in 27 European member states and the United Kingdom is conducted, using a Mental Health Index calculated on the basis of various key performance indicators (KPIs). The aim of the analysis is to identify specific solutions for various contexts, considering both the healthcare sector as well as environments such as workplaces, schools, and society as a whole.

On September 28, 2022, The European House - Ambrosetti and Angelini Pharma presented the results of this analysis to the European Parliament, **introducing environmental factors as determining factors in mental health for the first time**, and highlighting the negative impact that elements such as climate change, conflict and migration can have on mental health. This initiative represents a tangible example of Angelini Pharma's commitment to confronting the challenges of mental health at European level.

By analyzing the data generated by the Headway platform, the company aims to identify effective and innovative approaches to confront mental health disorders, improving patients' quality of life and contributing to the wellbeing of society as a whole. Furthermore, the Headway Mental Health Index provides policymakers with a comprehensive and dynamic tool for monitoring and planning policies on mental health, support, education and environments in European countries. Thanks to its role in improving patient care and raising public and institutional awareness on mental health disorders, the project placed in the Top 6 of the AboutPharma Digital Awards in the **Communications with Patients, Citizens and Institutions** category. As well as its commitment to the field in mental health, in 2022 the company also demonstrated a deep interest in social issues. Angelini Pharma has provided **significant support to the people of Ukraine** affected by the humanitarian crisis. The initiatives in this area include an internal fundraising campaign and the donation of 100,000 packs of anti-inflammatory drugs and paracetamol. Finally, Angelini Pharma helped to fund a project promoted by the **EBRI Foundation to welcome female students from Afghanistan to Rome**, offering a tangible opportunity for personal and professional growth. This initiative has served as a vehicle to promote mutual cultural and personal exchange, enriching research and supporting the values of inclusion and solidarity. These initiatives fully reflect the company's mission to take care of people, especially those in difficult situations or discomfort.

04. Human capital

2,903 employees, of which **1,557** in Italy (53.6%) and **1,346** (46.4%) at the foreign Group companies

43% of the workforce in Italy are women

370 new hires, of which **56%** women and 21% aged under 30

Around **150,000** total hours of technical training and various initiatives for the development of managerial skills (Angelini Academy and My Development Garden)

Creation of the **Global Manifesto for Diversity and Inclusion** and a **Diversity & Inclusion Team** with ambassadors from every function/geographical area

Strategic approach to human capital

Human capital is a strategic asset for Angelini Pharma: it is capable of generating pivotal impacts all along the value chain, by capitalizing on expertise and the people whose passion enable the company to tackle increasingly more competitive markets. The people who operate within the organization represent a key stakeholder, which Angelini Pharma undertakes to protect and develop.

In this context, and in line with the commitments defined in 2022, Angelini Pharma has built its People Strategy around the following pillars:

- **ATTRACTIVENESS:** commitment to pursue continuous improvement in working conditions and the company environment in order to increase its ability to attract new talent across all geographical areas of the reference market;
- **ENGAGEMENT:** a fundamental business driver for Angelini Pharma, which, through the development of an inclusive culture based on two-way dialogue, aims to promote the motivated involvement of its people so that they feel like a key part of organizational life and represented within strategic decisions. Engagement also takes place using tools such as job posting to fill roles with people within the organization;
- **LEARNING & ORGANIZATIONAL DEVELOPMENT:** identification, promotion and development of the potential of everyone who operates at Angelini Pharma; therefore, the performance management, talent identification, talent management, development, learning, and succession planning processes are constantly revised and innovated. The **performance management** process has undergone a targeted review to promote a leadership style adequate for the company's needs, and to improve the management and development of human resources, who are now encouraged to share their future aspirations, both in terms of personal and professional growth as well as regards their career prospects. Furthermore, every year Angelini Pharma involves all business leaders in assessing the **key positions**, the retention risk of the people who hold those positions, the internal succession plans and the development plans used to prepare the successors to key positions. This process is crucial, because it helps to prevent any business disruption and, at the same time, promotes organizational dynamism, offering greater professional growth opportunities for the people of Angelini Pharma;
- **TOTAL REWARDING:** implementation of a modern rewarding system that is flexible (i.e. adapted to the various needs of each segment of population and different nationalities) and complete. The traditional remuneration model, which envisages a standard approach applied to all employees, contrasts with the Angelini Pharma's dynamic model, capable of adapting to the unique features of the local markets, the most critical professional families (such as the medical area) and the various segments of the population (e.g. talent). From the perspective of **a diversified rewarding system**, the Management by Objectives (MBO) and Long-Term Incentive (LTI) policies were recently revised by the company, in addition to the offer to employees and their families of **People Care** services designed in line with the unique time in history and the requirements of the pandemic, as well as in response to the needs expressed by employees themselves in opinion surveys.

Targets and 2023-2025 development plan

With the arrival of the new Chief HR&O in September 2022, the already highly evolved approach to people management was strengthened further, reinstating a **view of HR based on the distinctive characteristics of the Group's company culture, which has characterized its success from the very beginning**. At Angelini Pharma, this element forms the starting point for managing human and intellectual capital.

Maintaining the company identity means taking Angelini Pharma Italy into account, and more importantly the acceleration of the Group's foreign businesses, which now have over 1,300 employees (around 50% of the entire population) in a fast-changing competitive context. "We believe cultural identity is a great competitive advantage as well as a distinguishing value that impacts positively on the people and image of Angelini Pharma on the market" (Giovanni Manarini, Chief HR&O Angelini Pharma). The aforementioned vision is combined with the **ambitious aim** to see **Angelini Pharma among the best European employers to work for**, and have the incentives to rival all the main businesses, beyond their economic results. HR good practices are more than just turnover and profits. The HR model, which is therefore expected to see further changes, is characterized by various strategic actions in every area of HR management (from recruitment to development, from training to compensation, and from listening to engagement). It is based on the following branches in accordance and continuity with what has been achieved so far:

- **ORGANIZATION:** an agile, effective and efficient management of business processes in order to best tackle the competitive challenges of the market, combined with a simplified organizational structure focused on our portfolio products and the internal and external development of new ones. The organization is also evolving towards a matrix model that combines the traditional hierarchical structure with an organization by project, assigned to inter-functional work groups equipped with a wide mandate over the topics managed;
- **SUSTAINABLE REWARDING:** an element that should not be exclusively based on the economic part, but also on other elements. The company must be able to give the worker much more and recognize the professional value that people are able to express. For example, this is connected to working flexibility, the possibility of "international assignments" for young people and newer generations, the possibility of benefits in kind or in the form of wellbeing services, supplementary healthcare services, etc. In other words, everything that characterizes the exchange between the company and the worker, but from the perspective of sustainability. A new paradigm that not only better rewards and promotes work, but adopts new models of employee recognition that value diversity and inclusivity, therefore considering all tangible and intangible, symbolic and formative compensation from an even more sustainable perspective that avoids

wastefulness. Merit should be rewarded, but measures need to be personalized while taking into account the diversity of value and individuals;

- **EMPLOYEE EXPERIENCE:** a company journey that lasts on average 15-20 years and that can include enjoyable times and less satisfactory moments, as well as organizational changes. Therefore, the working life of each individual is distinguished by many initiatives and events. It is fundamental for the company to know how to manage the key moments of working life. The approach that sets Angelini Pharma apart aims to bring value and takes account of the value-based aspects that each individual brings to the table: from their recruitment to retirement, or leaving the company for another reason. It means knowing how to manage a journey that also takes account of the value-based aspects associated with the different generations in the company, namely, the ability to define a differentiated journey of moments of value. Experience represents the first element of value.

HR works for people and with people to achieve the business objectives; therefore, it is also necessary to provide people with tools to achieve results and maintain a clear overview of the business priorities. Each person can make a contribution within their own professional journey.

Everything falls within the context of a need for clear company values and behaviors. For years, conduct has been part of the managerial assessment process: how colleagues collaborate in the office, how targets are set, how feedback is given and received, how colleagues evaluate one another and how the manager-employee relationship should be shaped. Our everyday behaviors set an example for our people and the managers who lead them.

All HR projects, including those carried out over the years as well as those yet to be implemented, originate from the results of **surveys** that Angelini Pharma launches every two years. The surveys represent the desire to actively listen to people and leave no voice unheard. The latest survey in December 2022 saw wide participation (95% of the population) and a high response rate¹⁶. It made it possible to collect numerous suggestions and feedback and, in this way, brought additional actions for improve-

ment into focus. As a result of the survey, the company using multi-disciplinary work groups to focus on faster decision-making, equal opportunities, and the leadership model, which is required to be inclusive.

Sustainability is at the forefront of the mind of new generations and can play a very significant role in promoting the development of the HR three-year plan, since it highlights the need to pay attention to the social, environmental and financial aspects of the Angelini Pharma organizational context. The push for executives and employees to pay attention to their health and their personal wellbeing in general, the initiatives involving working hours, flexible working, the services offered inside the building (e.g. a company canteen conscious of people's dietary and health requirements, using quality raw materials from the local region), the various work-life balance initiatives that strive to achieve a balanced relationship between private life and work, and the protection and development of talent represent tangible actions in line with the meaning of sustainability adopted by Angelini Pharma.

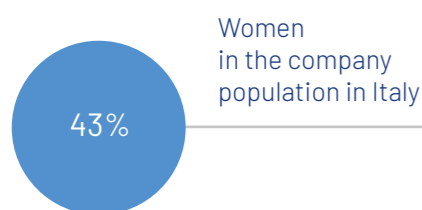
¹⁶ Survey response rate of 74% versus a market response rate of 72%.

Workforce, training, and health and safety

WORKFORCE¹⁷

At December 31, 2022 the company was formed of a total of **2,903 employees**, recording a slight increase on 2021 (+1.3% of the total). Of these, **54% work in Italy**. In Italy, women account for **43% of the company population**. Compared to the international figure (58%), the percentage is lower con-

sidering the presence, in Italy, of three of the five production plants, which prevalently employ men. In the Italian production departments, women account for just over 16% of the population, whereas in the sales division in Italy the percentage of women employed rises to 51%.



NUMBER OF EMPLOYEES	2020			2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Angelini Pharma S.p.A.	648	898	1,546	645	893	1,538	666	891	1,557
Foreign companies	759	619	1,378	773	556	1,329	781	565	1,346
TOTAL	1,407	1,517	2,924	1,418	1,449	2,867	1,447	1,456	2,903

NUMBER OF EMPLOYEES PER TYPE OF QUALIFICATION (ITALY)	2020			2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Managers	19	60	79	24	61	85	23	58	81
Executives	161	153	314	167	156	323	183	157	340
White collar	402	379	781	395	376	771	402	375	777
Blue collar	66	306	372	59	300	359	58	301	359
TOTAL	648	898	1,546	645	893	1,538	666	891	1,557

¹⁷ The workforce figures reported in this section have been extracted according to the classification criteria applied by Angelini Pharma. For the foreign sites, the figures also include Angelini Pharma France S.a.S., Angelini Pharma Magyarország K.f.t., Arvelle Therapeutics Netherlands B.V., Angelini Pharma Slovenská Republika s.r.o., Angelini Pharma Nordics A.B., Arvelle Therapeutics International G.m.b.H. and Angelini Pharma UK-I Limited.

NUMBER OF EMPLOYEES PER TYPE OF QUALIFICATION ¹⁸ (FOREIGN COMPANIES)	2020			2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
White collar	737	545	1,282	753	490	1,243	765	507	1,272
Blue collar	22	74	96	20	66	86	16	58	74
TOTAL	759	619	1,378	773	556	1,329	781	565	1,346

Despite the difficult socio-economic context of the last three years, characterized by the advent of the Covid-19 pandemic and the increase in prices of raw materials, Angelini Pharma is committed to guaranteeing stability and

continuity of employment to its employees: **94% of the company population have a permanent contract and 99% work full time for the company.**

NUMBER OF EMPLOYEES PER TYPE OF POSITION AND CONTRACT DIVIDED BY ITALY AND OVERSEAS IN 2022	OPEN TERM	FIXED TERM	TOTAL	FULL TIME	PART TIME	TOTAL
	Angelini Pharma S.p.A.	1,500	57	1,557	1,537	20
Foreign companies	1,229	117	1,346	1,334	12	1,346

NUMBER OF EMPLOYEES PER TYPE OF POSITION AND CONTRACT	2020			2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Open term	1,318	1,471	2,789	1,332	1,410	2,742	1,345	1,384	2,729
Fixed term	89	46	135	86	39	125	102	72	174
TOTAL	1,407	1,517	2,924	1,418	1,449	2,867	1,447	1,456	2,903
Full time	1,371	1,513	2,884	1,393	1,445	2,838	1,419	1,452	2,871
Part time	36	4	40	25	4	29	28	4	32

In addition to the contribution of its employees, the company benefited from the collaboration of valuable external resources.

Where Italy is concerned, **in 2022 the company was**

supported by 154 external collaborators, whereas 120 external collaborators were used by the foreign companies, of which 65% women.

¹⁸ The term "blue collar" refers to workers carrying out manual tasks, while the term "white collar" refers to office clerks, supervisors and managers.

NUMBER OF COLLABORATORS (ITALY)	2020			2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Agents representatives	3	77	80	4	73	77	4	68	72
Temporary/leased employees	7	41	48	7	48	55	16	51	67
Interns/trainees	3	2	5	8	5	13	6	8	14
Other (consultants various contracts)	-	2	2	-	2	2	-	1	1
TOTAL	13	122	135	19	128	147	26	128	154

NUMBER OF COLLABORATORS (FOREIGN COMPANIES)	2020				2021				2022			
	WOMEN	MEN	OTHER	TOTAL	WOMEN	MEN	OTHER	TOTAL	WOMEN	MEN	OTHER	TOTAL
Temporary/leased employees	16	17	2	35	18	20	2	40	21	15	-	36
Interns/trainees	5	4	-	9	5	2	-	7	10	7	-	17
Other (consultants various contracts)	14	2	-	16	28	19	1	48	47	20	-	67
TOTAL	35	23	2	60	51	41	3	95	78	42	-	120

HIRING AND EMPLOYEE TURNOVER¹⁹

In 2022, for the third year in a row, Angelini Pharma obtained the title of **Top Employer Italy** and **Top Employer Europe**. The constant attention to market demands and trends, the study of best practices and consequent adjustment of its internal processes led Angelini Pharma to achieve continuous improvement and the Top Employer certification in various countries. To date, the certified countries are Italy, Spain, Portugal, Poland, Turkey, Germany, and Romania. In particular, Angelini Pharma was the third pharmaceu-

tical company in the Best Employer Italy classification, obtaining a score of 8.54 out of a maximum of 10 and, therefore, ranking **among the best Italy companies to work for**.



In terms of turnover, during the last financial year Angelini Pharma hired **370 new employees, of which 56% women and 21% aged under 30**.

¹⁹ The positive and negative turnover rates of employees in the following section were calculated as the ratio of number of terminations/number of employees. For example: Positive turnover rate for women = no. of women hired/no. of women employed at December 31; Total negative turnover rate = no. of total terminations/no. of total employees at December 31.

The rejuvenation of the population is also demonstrated by a positive turnover rate for 2022, which is higher than the negative turnover rate for under 30s. However, the trend is the opposite for employees aged over 50, with 46

new hires against 119 terminations of employment. The total negative turnover rate for the Group in 2022 was 12.1%. This figure is significantly lower than 2021 (15.6%).

ENTERING AND LEAVING AS OF 12/31/2020	WOMEN	MEN	TOTAL	UNDER 30	30-50 YEARS	OVER 50
Employed personnel as of 12/31/2020	1,407	1,517	2,924	184	1,968	772
New hires	244	263	507	101	300	106
Terminations	189	129	318	48	203	67
Positive turnover rate	17.3%	17.3%	17.3%	54.9%	15.2%	13.7%
Negative turnover rate	13.4%	8.5%	10.9%	26.1%	10.3%	8.7%

ENTERING AND LEAVING AS OF 12/31/2021 ²⁰	WOMEN	MEN	TOTAL	UNDER 30	30-50 YEARS	OVER 50
Employed personnel as of 12/31/2021	1,418	1,449	2,867	146	1,861	860
New hires	196	135	332	73	214	45
Terminations	213	221	446	44	293	109
Positive turnover rate	13.8%	9.3%	11.6%	50.0%	11.5%	5.2%
Negative turnover rate	15.0%	15.3%	15.6%	30.1%	15.7%	12.7%

²⁰ The column "Total" and the columns related to employee age groups also include employees from the category "ND - Not declared", with the values shown below.

Terminations: Total = 12; under 30 = 0; 30-50 years = 9; over 50 = 3.

Hires: Total = 1; under 30 = 0; 30-50 years = 1; over 50 = 0.

		2022				
		ITALY				
ENTERING AND LEAVING AS OF 12/31/2022		NO. OF EMPLOYEES	NO. OF NEW HIRES	NO. OF TERMINATIONS	POSITIVE TURNOVER RATE	NEGATIVE TURNOVER RATE
Women		666	57	36	8.6%	5.4%
	Under 30	37	19	9	51.4%	24.3%
	30-50 years	456	35	15	7.7%	3.3%
	Over 50	173	3	12	1.7%	6.9%
Men		891	67	69	7.5%	7.7%
	Under 30	47	27	8	57.4%	17.0%
	30-50 years	445	37	25	8.3%	5.6%
	Over 50	399	3	36	0.8%	9.0%
TOTAL		1,557	124	105	8.0%	6.7%
	Under 30 total	84	46	17	54.8%	20.2%
	30-50 years total	901	72	40	8.0%	4.4%
	Over 50 total	572	6	48	1.0%	8.4%

		2022				
		FOREIGN COMPANIES				
ENTERING AND LEAVING AS OF 12/31/2022		NO. OF EMPLOYEES	NO. OF NEW HIRES	NO. OF TERMINATIONS	POSITIVE TURNOVER RATE	NEGATIVE TURNOVER RATE
Women		781	152	149	19.5%	19.1%
	Under 30	41	17	17	41.5%	41.5%
	30-50 years	589	110	92	18.7%	15.6%
	Over 50	151	25	40	16.6%	26.5%
Men		565	94	98	16.6%	17.3%
	Under 30	22	14	8	63.6%	36.4%
	30-50 years	370	65	59	17.6%	15.9%
	Over 50	173	15	31	8.7%	17.9%
TOTAL		1,346	246	247	18.3%	18.4%
	Under 30 total	63	31	25	49.2%	39.7%
	30-50 years total	959	175	151	18.2%	15.7%
	Over 50 total	324	40	71	12.3%	21.9%

ENTERING AND LEAVING AS OF 12/31/2022	2022				
	TOTAL				
	NO. OF EMPLOYEES	NO. OF NEW HIRES	NO. OF TERMINATIONS	POSITIVE TURNOVER RATE	NEGATIVE TURNOVER RATE
Women	1,447	209	185	14.4%	12.8%
Under 30	78	36	26	46.2%	33.3%
30-50 years	1,045	145	107	13.9%	10.2%
Over 50	324	28	52	8.6%	16.0%
Men	1,456	161	167	11.1%	11.5%
Under 30	69	41	16	59.4%	23.2%
30-50 years	815	102	84	12.5%	10.3%
Over 50	572	18	67	3.1%	11.7%
TOTAL	2,903	370	352	12.7%	12.1%
Under 30 total	147	77	42	52.4%	28.6%
30-50 years total	1,860	247	191	13.3%	10.3%
Over 50 total	896	46	119	5.1%	13.3%

Angelini Pharma undertakes to periodically monitor the **resignation attrition rate** related to voluntary resignations, which was 5.44% in 2022, an improvement on 2021 (5.57%). The trend is also predicted to improve sharply for the current year.

EMPLOYEE SELECTION

People are the driver of growth of Angelini Pharma, which has always dedicated particular attention to seeking out and hiring quality personnel. Angelini Pharma began a process of reviewing and innovating the procedures and tools that support the recruitment process, with the end goal of re-adjusting its strategies to the trends of the talent market and, at the same time, **improving the candidate experience**. The company adopts an innovative approach to the recruitment process by devoting the same values and levels of commitment reserved for its employees to the candidates and using surveys to collect feedback from candidates about their recruitment experience.

TRAINING AND DEVELOPMENT OF PEOPLE

In the last fiscal year, **Angelini Pharma delivered a total of 148,365 hours of training to its employees**, of which

78% in Italy and 22% overseas, recording a 16% increase compared to 2021. The breakdown of hours of training delivered by the company over the three years referenced, including the foreign sites, is shown below.

TOTAL HOURS OF TECHNICAL TRAINING²¹

	2020			2021			2022			
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	OTHER	TOTAL
Managers	781	1,686	2,468	1,634	3,014	4,648	1,493	3,938	-	5,430
Executives	5,298	4,040	9,337	11,312	11,612	22,924	17,964	15,025	-	32,990
White collar	13,726	11,343	25,068	44,114	40,014	84,128	53,519	39,184	12	92,715
Blue collar	1,694	12,427	14,121	2,807	13,096	15,903	3,525	13,705	-	17,231
TOTAL	21,499	29,496	50,994	59,867	67,736	127,603	76,501	71,852	12	148,365

BREAKDOWN OF TECHNICAL TRAINING DELIVERED IN 2022

	ITALY	FOREIGN	TOTAL
	115,836	32,529	148,365
	78%	22%	100%

²¹ No training figures are reported for the foreign companies in 2020. For the site in Austria, only the hours delivered in 2021 are reported. For 2022, the figures related to Angelini Pharma Deutschland G.m.b.H. (Germany) and Angelini Pharma Inc. (United States) are excluded from the scope.

During 2022, the **average hours of training per person** were 74.4 in Italy and 24.2 for the foreign sites. In Italy, female employees were given more hours of training than men, nearly 87, a figure almost double that of 2021,

whereas female white collar workers were the professional category that received the most hours of training in 2022. Overseas, on the other hand, male employees were given more hours of training on average.

AVERAGE HOURS OF TRAINING (ITALY)	2020			2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Managers	41.1	29.1	32.0	68.1	42.7	50.0	63.1	67.8	66.5
Executives	32.5	25.9	29.3	57.7	39.7	48.9	91.6	82.3	87.3
White collar	34.1	29.6	31.9	39.0	34.2	36.6	94.0	84.2	89.3
Blue collar	25.3	40.1	37.5	34.3	37.1	36.6	29.7	32.2	31.8
TOTAL	33.0	32.5	32.7	44.5	36.7	39.9	86.7	65.2	74.4

AVERAGE HOURS OF TRAINING (OVERSEAS) ²²	2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
White collar	40.4	66.8	50.8	22.2	19.2	21.0
Blue collar	37.6	28.2	30.4	112.7	69.3	78.7
TOTAL	40.3	62.2	49.5	24.1	24.3	24.2

The sharp increase in the average hours of training per employee in Italy compared to 2021 highlights the commitment of Angelini Pharma to the development of its workers. The company has developed training programs delivered online, including via specific external platforms (e.g. Speexx for language training) or company software (DNA for digital skills development), allowing employees to access material regardless of their geographical area. Employees can take part in various categories of courses, including:

- **Compulsory training**, which includes courses on safety, regulatory compliance, pharmacovigilance, and privacy;
- **Technical training**, to improve specific skills linked to the job;
- **Training for digital skills development**, which include courses on Excel and the "Agile" methodology;
- **Language training**;
- **Managerial training**, to develop managerial and leadership skills, aimed at developing soft skills.

²² For the site in Austria, only the hours delivered in 2021 are reported. With reference to 2022, the figures related to Angelini Pharma Deutschland G.m.b.H. (Germany) and Angelini Pharma Inc. (United States) are excluded from the scope.



Angelini Fine Chemicals, Aprilia (Latina), Italy

Alongside the consolidated technical/specialist, quality, and compliance training, in 2022 the company offered initiatives for managerial skills development, thanks in particular to the training delivered by **Angelini Academy**, the initiative launched and supported by Angelini Holding S.p.A.²³, and the **My Development Garden** program. Both are focused on the development of talent, senior leaders and generally everyone at Angelini Pharma. To complete the experience, a **coaching program** was designed and implemented, intended for the entire company population and based on the training needs identified by the results of the global survey and the sections on the development of performance management. Available to everyone, the coaching aims to build greater awareness of personal development and the identification of self-empowerment paths within the company.

In 2022, in the context of Environment, Health and Safety (EHS), a multi-year training project was launched, dedicated to executives and key managers, and also involved senior management. The aim of this project, called **"Culture R'Evolution"**, is to further transform the culture of health and safety from mere regulatory obligation to a lifestyle, to protect the people who work at Angelini Pharma and their families.

The company also revised its processes for the identification of **talent** within the organization, with the dual aim of promoting the potential of all employees and offering development paths that favor retention and career advancement towards key positions within the professional ecosystem of the entire Angelini Industries Group, especially in the case of cross-business professional families. To this end, the company is working to improve internal mobility, at national and international level, within the company or between Group companies.

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

Angelini Pharma believes that the uniqueness of its collaborators represents an enormous advantage: thanks to its multicultural work environment characterized by a wide range of talent and experiences, the company has been able to consolidate its position as a global entity, operating all over the world yet never compromising on its integrity.

In order to promote greater inclusion and diversity within the organization, the **Global Manifesto for Diversity and Inclusion** was presented. The motto, **"We feel valued just as we are"**, expresses the commitment to combat all forms of discrimination and to promote an inclusive environment where everyone feels welcomed, involved, accepted and valued for who they are.

Recognizing the value of diversity within the company structure, Angelini Pharma has undertaken a structured diversity and inclusion process, highlighting how the company has people at heart, not just those who offer health solutions, but everyone who makes it a reality each day. As confirmation of this commitment, Angelini Pharma is working to obtain UNI/PdR 125:2022 certification on gender equality for the Italian sites in 2023. Over the years of the plan, Angelini Pharma also intends to operate, in an increasingly more structured manner, towards recognitions similar to the Italian UNI certification for its foreign affiliates.

To date, this process has involved a number of milestones, including:

- the creation of a **D&I Team**, with ambassadors from every function/geographical area, in order to promote diversity and inclusion within the organization, and in response to the desire of employees to develop a bottom-up strategy to favor diversity and inclusion within the company;
- the **development of the initiative**, in its third edition in 2023, **of the Shadow Board**, which is part of greater involvement of the newer generations in the strategic decisions of Angelini Pharma. This project brings together an international team of young people with great potential, with the aim of collaborating with the Executive Leadership Team and influencing its decision-making. There are three reasons for this exposure to the

Leadership Team: to **enrich** internal discussion with contributions from different perspectives, to **engage** with young people, the true protagonists of the future, in strategic decisions, encouraging them to express their opinions freely, and to **attract and develop** the younger generations in every geographical area where the company operates;

- the collaboration with the association **Valore D**, which formalizes the role of Angelini Pharma in the promotion of gender equality. The company joined the Valore D network as a supporting member, in order to foster mutual and positive exchange of best practices and experiences with diversity and inclusion. Joining the network allowed Angelini Pharma to benefit from the initiatives that Valore D offers to the employees of its member companies, such as meetings and training courses, intercompany mentorship programs, workshops to share best practices, and web workshops;
- the **Health Friendly Company certification** achieved in March 2021, which saw Angelini Pharma join the network of 21 Italian companies that stood out for their commitment to protect their employees' health, or that had undertaken a virtuous process in that regard.

Angelini Pharma's diversity & inclusion journey was also enriched by the **increasingly more data-driven approach of the organization**, which relies on analytical tools to identify and monitor prominent KPIs related to gender representation. The use of indicators grouped by company function and country provides a complete overview of the company population and its composition. This makes it possible to mitigate any disparities in the recruitment of personnel and in professional growth opportunities within the company. An important result was the **elimination of the gender pay gap among Italian employees**, who are now represented and remunerated fairly. The company also strives to offset any disparities in the recruitment of personnel and in internal career prospects. In this sense, in 2022 women accounted for 55% of promotions. Particular attention was also paid to the presence in the company of Generation Z (1997-2012) and Millennials (1981-1996), which observed a +6% growth compared to 2019. Employees in protected categories fell by 11% compared to 2021, decreasing from 44 to 39 in 2022.

NUMBER OF EMPLOYEES CLASSIFIED AS PROTECTED CATEGORIES	2020			2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Managers	-	-	-	-	-	-	-	-	-
Executives	3	2	5	4	1	5	4	1	5
White collar	14	12	26	12	10	22	13	6	19
Blue collar	6	11	17	6	11	17	4	11	15
TOTAL	23	25	48	22	22	44	21	18	39

²³ Angelini Academy includes all the companies of the Angelini Industries Group in its educational courses.

PROTECTION OF WORKER HEALTH AND SAFETY AND WELLBEING

Through the adoption of an **Environmental and Occupational Health and Safety Policy**, Angelini Pharma has defined and distributed its objectives to improve safety conditions within working environments to all levels of the organization. These objectives, set by the company management to safeguard the health and safety of workers in all activities and to limit potential hazards, are periodically reviewed, alongside the achieved results, to guarantee that they are up to date and effective. In particular, the company strives in the following areas:

- to promote safe conduct and to incentivize the reporting of hazardous behaviors in order to constantly improve incident indicators and accident prevention;
- to maintain open dialogue with contractors and suppliers, encouraging them to adopt conduct in line with the company policy;
- to ensure the healthiness of the work environments, guaranteeing that workers' levels of professional exposure are always adequate in relation to the degree of risk of the substances used.

To bring its objectives to fruition, the company not only follows the health and safety requirements set by the countries where it operates, but it has also implemented a **Health and Safety Management System** certified UNI ISO 45001:2018, demonstrating how employee safety and wellbeing is at the heart of its management policies.

At each Angelini Pharma site, a risk assessment of the work environment **is carried out** in order to identify the level of risk to which workers are exposed. Suitable prevention and protection measures are adopted to reduce the residual risk to an acceptable level. The implementation of these measures consolidated over time respects the hierarchy of controls, prioritizing the technical and organizational measures and relying on the use of personal protective equipment to guarantee greater safety for workers. Given the elevated maturity of the management systems implemented, the human factor is often a determining factor in incidents. For this reason, the company relies on a continuous training plan for personnel on health and safety, with more than 11,000 hours of training in Italy and more than 3,000 hours of training provided overseas.

The following table shows the aggregated data on injuries recorded by Angelini Pharma over the last three-year period.

OCCUPATIONAL INJURIES AND ILLNESSES ²⁴	2020	2021	2022
Number of deaths as a result of accidents at work	-	-	-
Number of accidents at work with serious consequences (excluding deaths)	1	-	-
Number of non-serious accidents at work	6	12	18
Number of accidents travelling to and from work	-	-	-
Number of deaths from occupational illnesses	-	-	-
Number of recordable cases of occupational illnesses	-	-	-
Number of hours worked	3,416,730	3,630,406	4,714,692

²⁴ Data relating to Angelini Pharma Deutschland G.m.b.H. (Germany) is not included in the scope. This is because no solid evidence of the correctness of the data provided could be obtained. The company is nevertheless working to address the shortcoming for future reporting periods.

In 2022 Angelini Pharma recorded a total of 18 work-related injuries without serious consequences on a total of 4,714,692 hours worked. The figure has increased on the previous year, but reflects a significant increase in

the hours worked (around 30%). The work-related injuries were related to the use of machinery and equipment, accidental contact with chemicals, and accidents with vehicles.

INCIDENT INDICATORS	2020	2021	2022
Death rate ²⁵	0	0	0
Incident frequency indicator related to incidents with serious consequences ²⁶	0.29	0.00	0.21
Incident frequency indicator related to non-serious incidents ²⁷	1.76	3.31	1.70

WELFARE

Angelini Pharma constantly strives to listen to people's needs and wishes, revealing an increasingly more **people-centric approach**. To this end, the company regularly carries out opinion surveys to gain insight, measure engagement, and define initiatives to be implemented. For example, the **Global Opinion Surveys**, a periodic program of listening and promoting people's needs, are structured into four stages that repeat cyclically and involve the entire company population. These stages include the collection of feedback, the sharing of results, the collaborative construction of action plans to support the requested changes and, finally, their implementation.

In addition, Angelini Pharma promotes various initiatives intended to improve people's work-life balance and to create an even more stimulating work environment. For example, **flexible working** was adopted in April 2022 following the methods set out by law. During the year, to meet the needs of employees from the perspective of diversity and inclusion, the possibility to access an extended flexible working pattern was granted to female employees for their entire pregnancy. Lastly, parents (biological, adoptive, or foster) were guaranteed the right to voluntary access to a flexible working pattern up to one year after the child's birth, adoption or pre-adoptive foster care.

Also thanks to feedback from employees, HR is again reviewing the flexible working policy towards greater flexibility and inclusivity, so that it might meet the needs of all the different generations within the company, while supporting parenthood.

²⁵ (Number of deaths resulting from accidents at work/Number of hours worked) x 1,000,000.

²⁶ (Number of accidents at work with serious consequences (excluding deaths)/Number of hours worked) x 1,000,000. "Serious injuries" means those that led to an absence from work of longer than 6 months (as required by GRI Standards, whereas INAIL provides for 40 days).

²⁷ (Number of non-serious accidents at work/Number of hours worked) x 1,000,000.

05. Natural capital²⁸

Reduction of consumption at the production plants equal to **1,627 toe** of energy, corresponding to **3,172 tCO_{2eq}**²⁹

Total self-production equal to **57,076 GJ**, deriving from **cogeneration and photovoltaic** systems installed at the Aprilia site and from the cogeneration plant at the Ancona site

Self-production through **photovoltaic** energy equal to **443 GJ** and consequent **avoided atmospheric emissions** equal to around **41 tCO_{2eq}**

Launch of the **ETERNAL project**, co-funded by the EU, in collaboration with industrial, regulatory and research bodies from seven different countries

²⁸ The figures shown in this chapter only represent the current environmental performance of the Angelini Pharma production sites: Angelini Pharma S.p.A., Angelini Pharma España S.L.U., Angelini Pharma Inc. (United States).

²⁹ The calculation includes the following energy carriers: natural gas, heat, diesel, and electricity (location-based approach) and is based on the emission factors published by the Department for Environment, Food & Rural Affairs (DEFRA) in 2022 and those provided by Terna in its "Confronti Internazionali", 2019.

Environmental protection

Angelini Pharma insists on the protection and preservation of the environment, conscious of the potential environmental impact of a company's production activities. The responsibility of Angelini Pharma towards sustainability goes far beyond mere regulatory compliance; it forms part of its strategy and founding values. Though the company's main commitment rests with its patients, Angelini Pharma recognizes that protecting the environment in which its patients live cannot be overlooked. The company prepared an **Environmental Policy** which demonstrates the desire of senior management to create, adopt and maintain an efficient Environmental Management System, in compliance with the **UNI EN ISO 14001:2015** standard. The policy defines the objectives that the organization intends to pursue in order to reduce its direct and indirect environmental impacts by adopting the best technologies available and virtuous behaviors. Particular attention is paid to limiting the waste generated, favoring its recovery and promoting a careful separation of waste from the very start. No less important is the commitment reserved to lowering energy consumption, the efficient use of water resources, and the reduction of the environmental impact of the **packaging** of its products, which meets the strictest international standards. By implementing this policy, the company therefore strives to pursue a responsible management of the environment, by adopting tangible measures for environmental sustainability, which are then distributed to and

supported by all members of the organization. At all its production sites, Angelini Pharma implements **environmental monitoring plans shared with authorization and control bodies**, in line with the environmental authorizations in place and the best technologies available. To incentivize the sustainable mobility of employees, the company also appointed a **Mobility Manager** pursuant to art. 5 of Interministerial Decree of May 12, 2021. This figure specializes in the governance of mobility demand and the promotion of sustainable mobility in the context of journeys made by employees between home and their place of work. To this end, the manager prepares a **Home-to-Work Travel Plan**, as a tool for planning the systematic journeys between home and work made by the employees of each local work unit. These options include promoting the use of local public transport through dedicated courses, access to shared mobility services, and the possibility for employees to use charging stations for electric/hybrid vehicles free of charge.

Energy, emissions and carbon footprint

One of the fundamental pillars of the Environmental Policy implemented by Angelini Pharma concerns the activation of initiatives aimed at **improving energy efficiency and the resulting decrease in emissions**. For years, the company has been using an **Energy Team**, a cross-functional work group that involves energy managers, maintenance operations, engineering and procurement and that operates across the board on the energy consumption process on the basis of the PDCA ISO 50001 scheme, with the objective of reducing waste and maximizing energy efficiency. It is thanks to this team, established voluntarily in 2003, that the company has successfully made important investments in clean energy production.

Angelini Pharma has also implemented energy efficiency measures based on the **application of machine learning algorithms**. At the end of 2020, for example, the Ancona plant adopted a **smart energy information platform**, which makes it possible to monitor the energy efficiency of individual machines or systems using an anomaly detection algorithm. This algorithm allows the company to promptly identify output and energy consumption anomalies, and to swiftly plan and implement the necessary measures to manage inefficiencies.

Various management actions for efficient use of electricity and gas have been implemented at the company facilities, intended to save and optimize energy resources:

- introduction of refrigerators equipped with optimized cooling curves, in order to reduce the energy consumption associated with refrigeration;
- installation of air treatment systems (heating, ventilation, and air conditioning), which seek to minimize the energy used to heat up rooms and to maximize thermal recovery via cogeneration;
- replacement of the machines used in the primary production cycles, with a consequent reduction in energy consumption.

These allowed for a reduction in consumption, **saving 1,627 toe (tonnes of oil equivalent) of energy in 2022** (ref. savings communication art. 7, paragraph 8 of Legislative Decree 102/2014), corresponding to **3,172 tCO_{2eq}**³⁰. In addition, the technologies previously installed continue to be kept operational, including:

- photovoltaic plants;
- cogeneration systems;
- low energy consumption lighting systems.

³⁰ The calculation includes the following energy carriers: natural gas, heat, diesel, and electricity (location-based approach) and is based on the emission factors published by the Department for Environment, Food & Rural Affairs (DEFRA) in 2022 and those provided by Terna in its "Confronti Internazionali", 2019.



Inside the Ancona plant

In 2022, the main sources of energy used by Angelini Pharma included natural gas and electricity, which was purchased or produced internally via photovoltaic plants and cogeneration systems. During the year, **the overall fuel consumption of Angelini Pharma relating to the**

production sites only was 255,195.3 GJ. Nearly all of this consumption (99%) is attributable to the use of natural gas, used to heat and fuel the company's cogeneration systems, while a minimal amount of this energy is destined for the company fleet.

FUEL CONSUMPTION PER NON-RENEWABLE SOURCE ³¹	UNIT OF MEASURE	TOTAL 2022
Natural gas for heating ³²	GJ	253,028.1
Generator fuel	GJ	32.4
Transport fuel ³³	GJ	2,134.9
<i>of which Diesel</i>	GJ	1,850.7
<i>of which Petrol</i>	GJ	284.2
TOTAL	GJ	255,195.3

To guarantee the functioning of its production sites, Angelini Pharma purchased a total of **77,725.2 GJ** of electricity. Furthermore, investments made in the cogeneration and photovoltaic plants installed at the Aprilia site and

in the cogeneration plant at the Ancona site allowed the company to self-produce a total of **57,076 GJ** in 2022. Of this quantity, only **187.44 GJ** were sold.

PURCHASED ELECTRICITY CONSUMPTION ³⁴	UNIT OF MEASURE	TOTAL 2022
Electricity purchased from non-renewable sources	GJ	77,725.2
TOTAL	GJ	77,725.2

³¹ The calculation of fuel consumption, expressed in Gigajoules (GJ), is based on the conversion factors published by the Department for Environment, Food & Rural Affairs (DEFRA) in 2022.

³² The quantity of natural gas reported includes the share destined to cogeneration plants.

³³ For the Italian site of Angelini Pharma the figure for 2022 is an estimate.

³⁴ The calculation of the consumption of purchased electricity, expressed in GJ, is based on the conversion factors published by the Department for Environment, Food & Rural Affairs (DEFRA) in 2022.

In particular, the self-production using photovoltaic energy, equal to **443 GJ**, made it possible to avoid purchasing

energy, which would have caused around 41 tons of CO_{2eq}³⁵ to be released into the atmosphere.

SELF-PRODUCED ELECTRICITY CONSUMPTION ³⁶	UNIT OF MEASURE	TOTAL 2022
Electricity self-produced and used	GJ	443
Electricity self-produced and sold	GJ	0
TOTAL	GJ	443

The monitoring of environmental performance is a fundamental element for the success of the Angelini Pharma Environmental Policy. To this end, the company relies on the use of specific KPIs. One of these indicators is the value of tons of oil equivalent per million pieces produced. In 2022, the Ancona facility recorded a value of 40.33 toe/million pieces produced. This value fell by 18.6% compared to the previous year. The decrease in emissions per unit of product is proof of the achievement of an important goal in the process taken by the company to reduce its carbon footprint.

Angelini Pharma calculates the direct and indirect greenhouse gas emissions of its production sites based on energy consumption. The main emissions generated in the performance of its activities are **direct emissions**, which fall under Scope 1. The former derive from the direct combustion of fossil fuels purchased for heating, the production of electricity and thermal energy or the refuelling of transport vehicles. **Indirect emissions** fall under Scope 2 and depend on the production of electricity that the company purchases and consumes for electrical equipment, heating, and lighting inside the buildings.

³⁵ Data calculated using the location-based approach and emission factors provided by Terna, "Confronti Internazionali", 2019.

³⁶ The data reported herein only represents the energy self-produced via photovoltaic systems to avoid double counting the energy generated, as required by GRI 302-1. The energy self-produced by the company including the cogeneration share amounts to 57,075.7 GJ. The calculation of the consumption of self-produced electricity, expressed in GJ, is based on the conversion factors published by the Department for Environment, Food & Rural Affairs (DEFRA) in 2022.

DIRECT EMISSIONS (SCOPE 1) ³⁷	UNIT OF MEASURE	TOTAL 2022
Natural gas for heating and cogeneration	tCO _{2eq}	14,213.2
Generator fuel	tCO _{2eq}	2.5
Transport fuel	tCO _{2eq}	159.0
<i>of which Diesel</i>	tCO _{2eq}	138.5
<i>of which Petrol</i>	tCO _{2eq}	20.5
F-gas	tCO _{2eq}	662.1
TOTAL	tCO_{2eq}	15,036.8

INDIRECT EMISSIONS (SCOPE 2)	UNIT OF MEASURE	TOTAL 2022
Total "market-based" emissions ³⁸	tCO _{2eq}	9,418.7
Total "location-based" emissions ³⁹	tCO _{2eq}	7,677.5

³⁷ The calculation of Scope 1 emissions is based on the emission factors published by the Department for Environment, Food & Rural Affairs (DEFRA) in 2022. These reflect the global warming potential factors defined in the IPCC "Fourth Assessment Report (AR4)" over a 100 year period. The figures shown only represent the emissions of the Angelini Pharma production sites: Angelini Pharma S.p.A., Angelini Pharma España S.L.U., Angelini Pharma Inc. (United States).

³⁸ The "market-based" method was applied considering the emission factors concerning the market of reference. In particular, for the emissions produced in Italy and Spain, the AIB "European Residual Mixes 2021" (v.1.0, 2022) was used as source, while, for those generated in the US, in the absence of emission factors concerning the Residual Mixes and in compliance with the international standards of reference, the same factors as the "location-based" method were applied. The figures shown only represent the environmental performance of the Angelini Pharma production sites: Angelini Pharma S.p.A., Angelini Pharma España S.L.U., Angelini Pharma Inc. (United States).

³⁹ The "location-based" method considers the average intensity of greenhouse gas emissions of the networks where the consumption of energy takes place using the data concerning the average emission factor of the network. The factors used for the calculation are those published in 2019 by Terna in "Confronti Internazionali". The figures shown only represent the environmental performance of the Angelini Pharma production sites: Angelini Pharma S.p.A., Angelini Pharma España S.L.U., Angelini Pharma Inc. (United States).

Water resources

In order to pursue the objectives reported in the policy, Angelini Pharma has adopted **water consumption reduction systems**, such as high-efficiency cooling towers, and systems to **recover organic solvents** to be reused within the production cycle.

The company also makes use of specific KPIs to monitor the achievement of water consumption reduction targets. With reference to the reduction of water consumption, in 2022 the Ancona facility achieved a value of 0.73 m³ of water withdrawn per piece produced, the lowest value of the last decade, with a 14% decrease compared to 2021. On the contrary, the Casella production site recorded a significant increase in the intensity of water withdrawals for production reasons. As a matter of fact, in 2022 the site used 2 m³ of water withdrawn per 1,000 liters of finished

product, a value nearly double that of the previous year. It is important to note that this difference in values and indicators used can be attributed to site-specific requirements, which are limited over time.

At the Aprilia facility, on the other hand, the highest quantity of water is used for utilities, for example, as the main carrier for cooling the chemical synthesis equipment, and for this reason it has remained more or less constant over the last two years.

Angelini Pharma withdraws the water required for production activities and other facility requirements from groundwater (82%) and from water resources of suppliers of municipal water services (18%), with a total **withdrawal** in 2022 equal to **881.8 megaliters** of water.

WATER WITHDRAWALS PER SOURCE AND TYPE OF WATER	UNIT OF MEASURE	2022		
		FRESHWATER	OTHER	TOTAL ⁴⁰
Surface water (rivers, lakes, other)	megalitres	0.0	0.0	0.0
Groundwater (aquifer)	megalitres	724.2	0.0	724.2
Third-party water sources (suppliers of municipal water services)	megalitres	157.6	0.0	157.6
TOTAL	megalitres	881.8	0.0	881.8

The company periodically monitors the wastewater from its activities and production processes. It does so in line with national laws that require that all water discharges be authorized in advance by the legislator and comply

with the provisions of the authorizations in force. In 2022, **water discharges** amounted to **833.7 megaliters**.

WATER DISCHARGES	UNIT OF MEASURE	2022		
		FRESHWATER	OTHER	TOTAL ⁴⁰
Surface water (rivers, lakes, other)	megalitres	748.7	0.0	748.7
Third-party water sources (suppliers of municipal water services)	megalitres	30.6	54.4	85.0
TOTAL	megalitres	779.3	54.4	833.7

Water consumption, calculated as the difference between the quantity of water withdrawn and water discharged, was **48.2 megaliters⁴⁰** in 2022.

⁴⁰ The operating and production sites included in the consolidation scope of this report are "water stress areas" although the risk level is variable (from "low" to "very high") based on the WRI "Water Risk Atlas". This indicator measures the ratio between the water taken in a specific geographical area and renewable ones available at the surface and in the aquifers.

Circular economy and waste management

The growing commitment of Angelini Pharma to reduce its environmental impact and disseminate a responsible use of resources continues to materialize as an approach that limits the production of waste from the very start and chooses specific measures that opt, where possible, to **send waste to facilities for recovery or disposal**.

Waste management by the company involves various phases:

- separate waste collection within work areas and waste classification by type and hazard level including via chemical analyses;
- temporary storage within the production sites;
- transportation of waste for recovery or disposal, which takes place outside the organization.

In the last fiscal year, Angelini Pharma generated **10,972.0 t of waste, of which 38% was destined for recovery operations** conducted off-site.

WASTE MANAGEMENT	UNIT OF MEASURE	2022		
		HAZARDOUS WASTE	NON-HAZARDOUS WASTE	TOTAL
Recycled	t	0.0	0.0	0.0
Recovered	t	0.0	0.0	0.0
Other recovery operations	t	2,855.2	1,334.3	4,189.5
Total waste not destined to be disposed of	t	2,855.2	1,334.3	4,189.5
Incineration (with no energy recovery)	t	0.0	0.0	0.0
Incineration (with energy recovery)	t	0.0	0.0	0.0
Landfill	t	0.0	933.0	933.0
Other disposal operations	t	4,823.6	1,025.9	5,849.5
Total waste destined for disposal	t	4,823.6	1,958.9	6,782.5
TOTAL	t	7,678.8	3,293.2	10,972.0

At the same time, the company is involved in the development of projects to promote the circular economy in the pharmaceutical sector. A key example is the Angelini Pharma partnership in the **ETERNAL project**, launched in September 2022 and co-funded by the European Union as part of the Horizon Europe program.

The ETERNAL project aims to promote the **reduction of the environmental impact of pharmaceutical products throughout their entire life cycle**, from production to use and disposal of products. The project is based on collaboration between industrial, regulatory and research bodies from seven different countries. In this diverse context, Angelini Pharma is carrying out two case studies: the first looks at the optimization of recovery and reuse processes of the solvents used for the production of active pharmaceutical ingredients at the Aprilia facility, while the second focuses on the feasibility analysis of innovative technologies applied to the development of pharmaceu-

tical products to reduce energy consumption at the R&D laboratories in Ancona.

Thanks to its participation in the ETERNAL project, Angelini Pharma has the opportunity to **share expertise and best practices with other organizations and to contribute to the development of innovative solutions to tackle the environmental challenges faced by the pharmaceutical sector**. Being at the forefront of research and development of sustainable solutions and the adoption of practices aligned with environmental targets is, for Angelini Pharma, essential for strengthening its competitiveness and adapting to market demands in a continuously and rapidly changing sector.

GRI Content Index

STATEMENT OF USE	In this non-financial report, Angelini Pharma has reported the information contained in the GRI Content Index for the period January 1 to December 31, 2022 according to the "with reference to GRI Standards" option
GRI 1	GRI 1: Foundation 2021

GRI SUSTAINABILITY REPORTING STANDARD	CHAPTER/PARAGRAPH REFERENCE	PAGE	
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	1. Identity and governance/Governance and internal control systems	19-24
	2-2 Bodies included in the Organization's Sustainability Report	Methodological Note	8
	2-3 Reporting period, frequency and contact point	Methodological Note	8-9
	2-4 Review of information	There have been no restatements of information, because this is the first Sustainability Report.	
	2-5 External assurance	Methodological Note	9
	2-6 Activities, value chain and other business relationships	2. Economic and financial capital/Supply chain management	40-43
		3. Production and social capital/Our markets of operation	46-47
	2-7 Employees	4. Human capital/Workforce, training, and health and safety	62-63
	2-8 Non-employed workers	4. Human capital/Workforce, training, and health and safety	63-64
	2-9 Governance structure and composition	1. Identity and governance/Governance and internal control systems	21-22
	2-11 President of the highest governance body	The President of the highest governance body is not a top manager of the Organization.	
	2-22 Declaration on the sustainable development strategy	Letter to stakeholders	4-5
	2-26 Mechanisms for seeking advice and raising concerns	1. Identity and governance/Governance and internal control systems	25
	2-27 Compliance with laws and regulations	The Organization has not detected any cases of significant non-compliance with laws or regulations during the period in question.	
	2-28 Belonging to associations	3. Production and social capital/Innovation, research and product accessibility	50-52
	2-29 Approach to stakeholder engagement	1. Identity and governance/Sustainability at Angelini Pharma	28-29; 31

GRI SUSTAINABILITY REPORTING STANDARD	CHAPTER/PARAGRAPH REFERENCE	PAGE	
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1. Identity and governance/Sustainability at Angelini Pharma	28-33
	3-2 List of material topics	1. Identity and governance/Sustainability at Angelini Pharma	30
ECONOMIC PERFORMANCE			
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Economic and financial capital	28-33; 36-39
GRI 201: Economic performance 2016	201-1 Economic value directly generated and distributed	2. Economic and financial capital/Economic value generated and distributed	36-39
PROCUREMENT PRACTICES			
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Economic and financial capital	28-33; 40-43
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2. Economic and financial capital/Supply chain management	41-42
ETHICAL BUSINESS PRACTICES			
GRI 3: Material Topics 2021	3-3 Management of material topics	1. Identity and governance	28-33; 25
	205-2 Communication and training about anti-corruption policies and procedures	1. Identity and governance/Governance and internal control systems	25
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No ascertained corruption episodes were reported during the reporting period.	
WATER AND WATER DISCHARGES			
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Natural capital	28-33; 84-85
	303-3 Water withdrawal	5. Natural capital/Water resources	84
GRI 303: Water and Effluents 2018	303-4 Water discharge	5. Natural capital/Water resources	85
	303-5 Water consumption	5. Natural capital/Water resources	85

GRI SUSTAINABILITY REPORTING STANDARD		CHAPTER/PARAGRAPH REFERENCE	PAGE
ENERGY			
GRI 302: Energy 2016	302-1	Energy consumption within the Organization	5. Natural capital/Energy, emissions and carbon footprint 79-82
EMISSIONS			
GRI 3: Material Topics 2021	3-3	Management of material topics	5. Natural capital 28-33; 78
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	5. Natural capital/Energy, emissions and carbon footprint 83
	305-2	Energy indirect (Scope 2) GHG emissions	5. Natural capital/Energy, emissions and carbon footprint 83
WASTE			
GRI 3: Material Topics 2021	3-3	Management of material topics	5. Natural capital 28-33; 86-87
GRI 306: Waste 2020	306-3	Waste generated	5. Natural capital/Circular economy and waste management 86-87
	306-4	Waste diverted from disposal	5. Natural capital/Circular economy and waste management 86-87
	306-5	Waste directed to disposal	5. Natural capital/Circular economy and waste management 86-87
EMPLOYMENT			
GRI 3: Material Topics 2021	3-3	Management of material topics	4. Human capital 28-33; 64-68
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4. Human capital/Workforce, training, and health and safety 64-68
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4. Human capital/Workforce, training, and health and safety 75
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3	Management of material topics	4. Human capital 28-33; 74-75

GRI SUSTAINABILITY REPORTING STANDARD		CHAPTER/PARAGRAPH REFERENCE	PAGE
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4. Human capital/Workforce, training, and health and safety 74
	403-5	Worker training on occupational health and safety	4. Human capital/Workforce, training, and health and safety 74
	403-6	Promotion of worker health	4. Human capital/Workforce, training, and health and safety 72
	403-8	Workers covered by an occupational health and safety management system	4. Human capital/Workforce, training, and health and safety 74
	403-9	Work-related injuries	4. Human capital/Workforce, training, and health and safety 74-75
	403-10	Work-related ill health	4. Human capital/Workforce, training, and health and safety 74
TRAINING AND EDUCATION			
GRI 3: Material Topics 2021	3-3	Management of material topics	4. Human capital 28-33; 69-72
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	4. Human capital/Workforce, training, and health and safety 69-70
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material Topics 2021	3-3	Management of material topics	4. Human capital 28-33; 72-73
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4. Human capital/Workforce, training, and health and safety 62-63; 72-73
ADDITIONAL MATERIAL TOPICS			
Community engagement & support		3. Production and social capital/Local and community relations	54-55
Access to medicine & healthcare system		3. Production and social capital/Innovation, research and product accessibility	50-52
Product quality & safety		3. Production and social capital/Product quality and safety	48-49
Patient-centric approach		3. Production and social capital/Our markets of operation	46-47

Independent Auditor's Report



Angelini Pharma S.p.A.

Independent Auditors' Report on
"Sustainable Report 2022"



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Independent Auditors' Report on "Sustainable Report 2022"

To the Board of Directors of Angelini Pharma S.p.A.

We were engaged to carry out a limited assurance ("limited assurance engagement") of the Sustainability Report of Angelini Pharma S.p.A. and its subsidiaries (hereinafter also the "Angelini Pharma Group" or "the Group") for the year ended December 31, 2022.

Directors' and Board of Statutory Auditors' responsibility for the NFS

The Directors are responsible for the preparation of a NFS in accordance with "Global Reporting Initiative Sustainability Reporting Standards" established by GRI - Global Reporting Initiative (hereinafter "GRI Standards"), identified as the reporting standard.

The Directors are also responsible, within the terms established by law, for such internal control as they determine is necessary to enable the preparation of a NFS that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for defining the objectives of the Angelini Pharma Group in relation to sustainability performance, as well as for identifying stakeholder and significant aspects to be reported.

Auditors' Independence and quality control

We are independent in compliance with the independence and all other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. Our company applies the *International Standard on Quality Control 1 (ISQC Italia 1)* and, accordingly, maintains a system of quality control that includes directives and procedures concerning compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditors' responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the NFS with the requirements of the Decree and the GRI Standards. We carried out our work in accordance with the criteria established in the *International Standard on Assurance Engagements 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000 Revised")*, issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. This standard requires that we plan and perform the engagement to obtain limited assurance whether the NFS is free from material misstatement. A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with *ISAE 3000 Revised*, and, consequently, does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

Bari, Bologna, Brescia, Cagliari, Firenze, Genova, Milano, Napoli, Padova, Palermo, Roma, Torino, Verona

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Therefore, our examination resulted in an extension of work less than that required to conduct a full examination according to the ISAE 3000 Revised ("reasonable assurance engagement") and, consequently, does not allow us to have the confidence to have become aware of all the significant facts and circumstances that could be identified by the conduct of such an examination.

The procedures performed on the NFS are based on our professional judgement and include inquiries, primarily of the company's personnel responsible for the preparation of the information presented in the NFS, analysis of documents, recalculations and other procedures aimed to obtain evidence, as appropriate.

Specifically, we carried out the following procedures:

1. Analysis of the process of defining the relevant issues reported in the Sustainability Report, with reference to the ways of identifying them in terms of their priorities for the different categories of stakeholder and the internal validation of the results of the process.
2. Comparison of the economic and financial data and information contained in the paragraph "Economic and financial performance of the Group and of consolidated companies" of the Sustainability Report and the data and information included in the consolidated financial statements of the Group.
3. Understanding the processes underlying the generation, collection and management of the quantitative data included in the Sustainability Report.

Specifically, we carried out interviews and discussions with the management of Angelini Pharma S.p.A. and we also performed limited documentary verifications, in order to gather information on the processes and procedures supporting the collection, aggregation, processing and transmittal of non-financial data and information to the department responsible for the preparation of the NFS.


In addition, with respect to significant information, taking into consideration the Group's business and characteristics:

- a) with reference to the qualitative information contained in the Sustainability Report we have carried out interviews and acquired supporting documentation to verify its consistency with the available evidence.
- b) with reference to quantitative information, we have carried out both analytical procedures and limited checks to verify on a sample basis the correct aggregation of data.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the NFS of Angelini Pharma Group as of December 31, 2022, has not been prepared, in all material respects, in accordance with "Global Reporting Initiative Sustainability Reporting Standards" established by GRI.

Rome, October 4, 2023

Signed by
BDO Italia S.p.A.

Vittorio Leone
Socio

*This report has been translated into English language
solely for the convenience of international readers.*

ANGELINI PHARMA S.p.A.

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Companies Register Office: Rome
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2022 Sustainability Report

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Angelini
Pharma

Part of Angelini Industries