We are a team

We are pleased to inaugurate this editorial initiative of Angelini Pharma which, from today, will keep you regularly informed of the main facts and news concerning the Company and the Group.

Before anything else, we would like to express our thanks and gratitude to you for having supported our country during this Coronavirus emergency by continuing to work with the determination, responsibility and passion that have made this Company great over the years.

We are a family business and as such we have always strived to make people our central focus, valorizing them so that they would do their best to achieve the important results we have accomplished over the years. The challenges we face today are to continue to grow, to become increasingly international and to diversify our business and we will succeed in accomplishing them once again thanks also to the Company value and reputation, recognized by the market, which we have all built together.

Today, more than ever, we are guided by our values and a vision based on sustainable growth for everyone. We are sure that this way we will continue to look ahead and build the future for us and for future generations.

Thank you again and enjoy reading!

Thea e Sergio

INDEX

02 We are a team

04 Point of view

05 Voices

06 News

FOCUS ON AMUCHINA

08 Voices

09 Index

10 Voices

12 Our stories

14 Your commitment

15 In office

at Covid-19 time

FOCUS ON AMUCHINA

Together, for the country and for health

A story of commitment and courage, written by all of us

Amuchina, standing by the public for almost a hundred years

THE COVER

The shape of an Amuchina bottle becomes the cone of light of a lamp, switched on by a person. That person represents all the Angelini Pharma workers, who, together, brought light to a dark moment for everyone in Italy. The illustration is by Chiara Ghigliazza, Milan-based illustrator, born in 1990, who works for national and international newspapers. Her specialty? To delicately address the most varied themes, transforming them into conceptual images.

FOLLOW US

FACEBOOK

@AngeliniPh

TWITTER

@AngeliniPhIT

INSTAGRAM

@angelinipharma

YOUTUBE

Angelini Pharma

LINKEDIN

@angelinipharma

aptitude magazine
Aptitude: the trend setting magazine

“APTITUDE” - AS DEFINED BY THE CAMBRIDGE DICTIONARY - IS THE NATURAL SKILL TO DO SOMETHING WELL OR THE ABILITY TO DO SOMETHING WELL. OF ALL THE PLAUSIBLE DEFINITIONS, IT IS MY FAVORITE BECAUSE IT INCLUDES THE POSSIBILITY OF LEARNING TO DO SOMETHING THAT DOESN’T COME NATURALLY TO US, AND TO BE ABLE TO DO IT WELL.

Aptitude, in this sense, defines what I have in mind when I think about our mission at Angelini Pharma: to write the future of health in our company, having people’s lives at heart. Not to stop at what we can do, but to try every day to do something more. And to do it better. Something very close to what you all did during the period of the pandemic, increasing shifts in the factories, patiently and with sensitivity complying with all the provisions aimed at safeguarding colleagues and working enthusiastically both from home and in the plants. And embodying every day those behavioral traits that we have chosen to bring us into the Future: integrity, focus on results, innovation, collaboration, passion, courage.

Future is the name we have chosen to condense, in one word, Angelini Pharma’s strategy for the next ten years. Future consists of a mission - to be a leader in Europe, to have an innovative pipeline and provide health responses in mental health (including pain), rare diseases and self-medication - and four strategic imperatives: Become an Employer of choice, Become a Partner of choice, Embrace Operational excellence, Go Digital. And embodying every day those behavioral traits that we have chosen to bring us into the Future: integrity, focus on results, innovation, collaboration, passion, courage.

So we could only call it that, our new magazine: Aptitude. A quarterly appointment with the best news, events and stories happening in Angelini Pharma. A way of staying close, getting-to-know each other better, telling our stories. Your stories, the stories of our people. In and from the world. In this first issue you’ll find an account of the months of lockdown, the rise of the Amuchina brand in the press around the world, the acquisition of ThermaCare, the press around the world, the acquisition of ThermaCare.

Aptitude - in fact - takes its name from the advertising campaign and active involvement in our behaviors. The project for defining our identity, started from a questionnaire that has already involved 2,461 people in our company. Colleagues in the plants - who will be involved in the project starting from September - will find the same questionnaire provided in this magazine, both in paper format and in QR code format to fill it in also using a mobile phone.

Aptitude will be an online magazine but also one for browsing, in the name of tradition and the DNA of our Group, able to look to the Future since 1919, with solid roots in the past. This paper version - strictly ecological - will allow us to take the magazine home or make it available in the entrance areas of our offices for external guests.

So, all that’s left for me to do is wish you a good read!

Pierluigi Antonelli
Angelini Pharma CEO

Aptitude Week

The Angelini headquarter in Rome

THE PROJECT

Clear: shared values in line with the daily behavior of Angelini Pharma people. Because a Company is vision, ambition and strategy, but these are achieved through people. This is, in short, the path embarked on by the company in recent months with the project Aptitude, behaviors make our Future grow. A path aimed at: publishing and sharing the process of implementing and executing our corporate strategies by identifying six Core Behaviors (integrity, performance, innovation, collaboration, courage, passion) fully in line with the strategic principles of our Company and a benchmark for the daily work of Angelini Pharma people.

The Aptitude. behaviors make our Future grow project is divided into several phases aimed at integrating Core Behaviors into the corporate culture and involving all colleagues. Over the last weeks, in the meantime, the Aptitude Barometer, a questionnaire for discovering the actual presence of Core Behaviors within our organization, was launched by e-mail, while from June 15 to June 19 the aptitude week was held to encourage the increasing awareness of the Core Behaviors.

Our Core Behaviours

INTEGRITY: We act with integrity, trust, respect and transparency.

PERFORMANCE: We are passionate to achieve goals with urgency, striving for excellence without compromising on quality and safety.

INNOVATION: We are forward thinkers, experimenting and delivering new solutions with speed and simplicity.

COLLABORATION: We champion working together in high performing and diverse teams.

COURAGE: We speak up and challenge the status quo giving and accepting feedback.

PASSION: We work with passion, energy and positivity.

Together towards the future

A JOURNEY HAS BEGUN, WITH THE APITUDE PROJECT, TO APPLY OUR VALUES EVERY DAY THROUGH THE WORK OF THE PEOPLE AT ANGELINI PHARMA. WE DISCUSSED THE PROJECT WITH ROBERTO LOMBARDO, PHARMA CHIEF HUMAN RESOURCES & ORGANIZATION OFFICER.

The Aptitude project is a central tool for the development of the company and its people in particular: what are the company’s objectives and expectations?

The aim of Aptitude is to actively involve all Angelini Pharma people in the importance of our Core Behaviors, behavior obviously in line with the company’s vision, strategy and priorities. It is therefore very important to involve everyone to see how far such behavior is already present in the Company and how far it needs to be implemented. This is why we have set ourselves the target not so much to communicate, but to share this process, with top management and then gradually with the entire company population, and to convey the importance and effects of this behavior in our daily lives

A central element of Aptitude is the two-way, inclusive approach: we want to fully involve everyone at Angelini Pharma is fully involved in the project...

Absolutely. This project is not intended as a top-down approach where top management defines behavior, conduct and the corporate population merely implements it. No, on this contrary, it is a process of sharing the six behaviors, so that our people are not merely informed, but also adopt and implement them, seeing how important they are for the growth of the company and therefore for the personal growth of each of us.

Another distinguishing feature of the project is the constant monitoring of results to guide, for example, any reinforcing actions, as if in a continuous cycle: in the project and the process of sharing the six behaviors, so that our people are not merely informed, but also adopt and implement them, seeing how important they are for the growth of the company and therefore for the personal growth of each of us.

This is exactly the approach we have and which aims to involve Angelini Pharma’s people. Because a Company is vision, ambition and strategy, but these are achieved through people. This is, in short, the path embarked on by the company in recent months with the project Aptitude, behaviors make our Future grow. A path aimed at: publishing and sharing the process of implementing and executing our corporate strategies by identifying six Core Behaviors (integrity, performance, innovation, collaboration, courage, passion) fully in line with the strategic principles of our Company and a benchmark for the daily work of Angelini Pharma people.

The Aptitude. behaviors make our Future grow project is divided into several phases aimed at integrating Core Behaviors into the corporate culture and involving all colleagues. Over the last weeks, in the meantime, the aptitude week was held to encourage the increasing awareness of the Core Behaviors.

Our Core Behaviours

INTEGRITY: We act with integrity, trust, respect and transparency.

PERFORMANCE: We are passionate to achieve goals with urgency, striving for excellence without compromising on quality and safety.

INNOVATION: We are forward thinkers, experimenting and delivering new solutions with speed and simplicity.

COLLABORATION: We champion working together in high performing and diverse teams.

COURAGE: We speak up and challenge the status quo giving and accepting feedback.

PASSION: We work with passion, energy and positivity.

Together towards the future

A JOURNEY HAS BEGUN, WITH THE APITUDE PROJECT, TO APPLY OUR VALUES EVERY DAY THROUGH THE WORK OF THE PEOPLE AT ANGELINI PHARMA. WE DISCUSSED THE PROJECT WITH ROBERTO LOMBARDO, PHARMA CHIEF HUMAN RESOURCES & ORGANIZATION OFFICER.

The Aptitude project is a central tool for the development of the company and its people in particular: what are the company’s objectives and expectations?

The aim of Aptitude is to actively involve all Angelini Pharma people in the importance of our Core Behaviors, behavior obviously in line with the company’s vision, strategy and priorities. It is therefore very important to involve everyone to see how far such behavior is already present in the Company and how far it needs to be implemented. This is why we have set ourselves the target not so much to communicate, but to share this process, with top management and then gradually with the entire company population, and to convey the importance and effects of this behavior in our daily lives

A central element of Aptitude is the two-way, inclusive approach: we want to fully involve everyone at Angelini Pharma is fully involved in the project...

Absolutely. This project is not intended as a top-down approach where top management defines behavior, conduct and the corporate population merely implements it. No, on this contrary, it is a process of sharing the six behaviors, so that our people are not merely informed, but also adopt and implement them, seeing how important they are for the growth of the company and therefore for the personal growth of each of us.

Another distinguishing feature of the project is the constant monitoring of results to guide, for example, any reinforcing actions, as if in a continuous cycle: in the project and the process of sharing the six behaviors, so that our people are not merely informed, but also adopt and implement them, seeing how important they are for the growth of the company and therefore for the personal growth of each of us.

This is exactly the approach we have and which aims to involve Angelini Pharma’s people. Because a Company is vision, ambition and strategy, but these are achieved through people. This is, in short, the path embarked on by the company in recent months with the project Aptitude, behaviors make our Future grow. A path aimed at: publishing and sharing the process of implementing and executing our corporate strategies by identifying six Core Behaviors (integrity, performance, innovation, collaboration, courage, passion) fully in line with the strategic principles of our Company and a benchmark for the daily work of Angelini Pharma people.

The Aptitude. behaviors make our Future grow project is divided into several phases aimed at integrating Core Behaviors into the corporate culture and involving all colleagues. Over the last weeks, in the meantime, the aptitude week was held to encourage the increasing awareness of the Core Behaviors.
Welcome to Albany

ANGELINI LANDS IN AMERICA, WITH THE ANNOUNCEMENT OF ITS ACQUISITION OF THERMACARE’S COMMERCIAL RIGHTS ON A GLOBAL BASIS. ANGELINI PHARMA ALSO ACQUIRED THE PRODUCTION SITE IN ALBANY, GEORGIA.

March 7, 2020 was an important day in Angelini’s long history; one of those to circle in red on the calendar. The acquisition by GSK of ThermaCare’s worldwide commercial rights was publicly announced. The agreement, however, also includes the acquisition of the plant in Albany, Georgia, which thus becomes Angelini’s first production plant outside Europe, and the first overseas. We know a lot about ThermaCare, everything, because for years it has become part of many people’s lives around the world. It uses heat therapy to help relieve muscle pain, reduce soreness and relax tense muscles; in particular, ThermaCare is a patented technology that produces heat to help the body rebuild damaged tissue and accelerate healing. ThermaCare products are designed for the back, hips, neck, and shoulders, knees and elbows, muscles and joints. But, as said, Angelini Pharma has also acquired the ThermaCare plant where it is produced and distributed worldwide. In Albany, in the State of Georgia, over three hours drive on the Interstate-75 south of Atlanta, is the plant where ThermaCare heat wraps have been produced for over twenty years. An area of over 167 thousand square meters, a production capacity of over 60 million heat wraps a year and more than one hundred and fifty workers. 150 new members of the Angelini Pharma family.

“I’ve been at ThermaCare for over ten years,” Kelley Henry, Quality Controller Manager at the Albany plant, said “and I’ve seen a lot of changes: joining Angelini was definitely a positive change for us. Angelini is a new opportunity for our brand to expand.” “We’re perfectly integrated into Angelini’s portfolio,” adds Casey Biren, Medical Device Process Specialist in ThermaCare, “and I’m sure Angelini will develop our brand even more, making it much bigger.” True, because acquisition of ThermaCare demonstrates Angelini Pharma’s desire and vocation to strengthen the internationalization process undertaken by the Group. An operation that bears witness to Angelini’s ongoing commitment to support the development and growth of the Healthcare business.

Focus on

Amuchina

TOGETHER, FOR THE COUNTRY AND FOR HEALTH

An extraordinary commitment, carried out by Angelini Pharma and its workers to continue to respond to health needs in the very days when the whole world was catapulted into the greatest health emergency of the last century.

To continue to stand by the people and provide a service to the country: a successful enterprise thanks to the organization of Angelini Pharma and the high level of collaboration from all the workers, both those who had to leave their offices and work from home in a few days, and those who, in the hardest moments of the emergency, continued to work on the front line in the plants, in Italy and abroad.

It was in the plants that there was the greatest organizational effort and the most radical change in the daily work environment. Multiple measures were introduced: from organizing shifts so as to stagger the entry and exit from the factory and not create groups in the production lines, to the provisions for canteen and refreshment areas, medical assistance and checks. Changes needed to safeguard workers and which, fully complied (and in some cases anticipated) the provisions of the Safety in the Workplace Protocol signed on 14 March as instructed by the Italian Prime Minister. Measures decided in a participatory manner by the Company and the workers, together with the trade unions, within the Joint Committee set up to decide and implement the provisions. Measures applied in Italy, therefore, as well as in the countries where Angelini Pharma has its sales offices and plants, in Barcelona and Albany. Especially for the US plant, precisely because of the very recent acquisition, this was a real “stress test” where, thanks to the coordination ensured by global supply, production capacity was tested in an extraordinary, simultaneous and business continuity was fully guaranteed.
Apartment and not just a sanitizer. While the Spanish EFE reported characteristics that make Amuchina Xgerm a disinfectant described our production efforts in the days of peak demand change? Angelini Pharma’s commitment to helping people began well before February 21, when the first case of a Covid-19 patient was discovered in Italy.

Loella Ragni in January there was already a slight increase in sales of Amuchina, but with the spread of the virus in Italy the demand became exceptional, without precedent.

The spread of Covid-19 has brought to the forefront the demand became exceptional, without precedent. In the very first weeks, the staff of the plants were the most valuable resource for ensuring supplies of disinfectants. Many things will never be the same again. The coronavirus will leave deep traces that will radically change future habits.

Amuchina Xgerm hand gel, a first-rate product of absolute excellence in the disinfectants sector for its reliability. It has a proven virucidal activity at the correct concentration and when properly used. The Company has proved this activity by conducting microbiological tests in certified laboratories.

We are constantly working in the innovation and production of a product that is a must-have. Our disinfectant is a Medical device with a contact time, namely the time to take a product that is not a mere sanitizer. Our disinfectant is a Medical device with a contact time, namely the time to take a product that is not a mere sanitizer. It is no easy task to work for 8 hours wearing an FFP2 or N95 mask. Yet, despite the workloads, stress, difficulties at work and the fear of contamination, we are not about to shirk our responsibility and continue, even now, to show an extraordinary resilience and loyalty to the Company. We are grateful to all of them.

How do you see the next few months? Do you think the situation will gradually return to normal?

Enrico Giaquinto My first thoughts go to our colleagues and collaborators who experienced the contagion first-hand or have lost a loved one. Special thanks go to the Trade Union Representatives and to the Workers’ Safety Representatives, who worked with us to implement all the prevention measures in as short a time as possible.

In the very first weeks, the staff of the plants were the most valuable resource for ensuring supplies of disinfectants and막락 in the public and compensate to the Company. Yet despite the workload, stress, difficulties at work and the fear of contamination we are not about to shirk our responsibility and continue, even now, to show an extraordinary resilience and loyalty to the Company. We are grateful to all of them.

Enrico Giaquinto In such complex, uncertain times for our country and the world – we are fully committed to health, development and solidarity despite the many difficulties we face. We continue to be in the front line to meet the needs of all our stakeholders: customers and anticipating the Institutions’ demands. Many things will never be the same again. The coronavirus will leave deep traces that will radically change future habits.

Tito Picotti They’re been very difficult and exhausting times. However, this period has provided moments of joy and satisfaction knowing that you are producing Amuchina that will be donated to the Civil Protection, in Lombardy and Veneto; knowing that you have donated PPE to the Torino Hospital in Aosta, etc. Let’s all continue to be in the front line to meet the needs of all our stakeholders: customers and anticipating the Institutions’ demands. Many things will never be the same again. The coronavirus will leave deep traces that will radically change future habits.

Tito Picotti So far we have managed to create a protective shield for the plants and our personnel and the results have proved to right. But we are still in the middle of the health emergency, and this is an even more delicate moment. If we want to remain in normality, we must continue to respect the rules both inside and outside the plant.

We introduced Phase Two weeks ago and many colleagues have returned to the plant. Today we are starting to work on a possible Phase 3 although we have to be extremely cautious.

Amuchina Xgerm is with the people, but also with health care facilities and institutions. Amuchina Xgerm is with the people, but also with health care facilities and institutions.

It has a proven virucidal activity at the correct concentration and when properly used. Angelini’s commitment to helping people began well before February 21, when the first case of a Covid-19 patient was discovered in Italy.

The spread of Covid-19 has brought to the forefront the demand became exceptional, without precedent. In the very first weeks, the staff of the plants were the most valuable resource for ensuring supplies of disinfectants. Many things will never be the same again. The coronavirus will leave deep traces that will radically change future habits.

Amuchina Xgerm hand gel, a first-rate product of absolute excellence in the disinfectants sector for its reliability. It has a proven virucidal activity at the correct concentration and when properly used. The Company has proved this activity by conducting microbiological tests in certified laboratories.

We are constantly working in the innovation and production of a product that is a must-have. Our disinfectant is a Medical device with a contact time, namely the time to take a product that is not a mere sanitizer. Our disinfectant is a Medical device with a contact time, namely the time to take a product that is not a mere sanitizer. It is no easy task to work for 8 hours wearing an FFP2 or N95 mask. Yet, despite the workloads, stress, difficulties at work and the fear of contamination, we are not about to shirk our responsibility and continue, even now, to show an extraordinary resilience and loyalty to the Company. We are grateful to all of them.

How do you see the next few months? Do you think the situation will gradually return to normal?

Enrico Giaquinto My first thoughts go to our colleagues and collaborators who experienced the contagion first-hand or have lost a loved one. Special thanks go to the Trade Union Representatives and to the Workers’ Safety Representatives, who worked with us to implement all the prevention measures in as short a time as possible.

In the very first weeks, the staff of the plants were the most valuable resource for ensuring supplies of disinfectants and막락 in the public and compensate to the Company. Yet despite the workload, stress, difficulties at work and the fear of contamination we are not about to shirk our responsibility and continue, even now, to show an extraordinary resilience and loyalty to the Company. We are grateful to all of them.

Ask the Neal and let me know if this is worth looking at as an idea.

In the very first weeks, the staff of the plants were the most valuable resource for ensuring supplies of disinfectants and막락 in the public and compensate to the Company. Yet despite the workload, stress, difficulties at work and the fear of contamination we are not about to shirk our responsibility and continue, even now, to show an extraordinary resilience and loyalty to the Company. We are grateful to all of them.

Amuchina, standing by the public for almost a hundred years

With the spread of the Covid-19 pandemic, the demand for Amuchina soared: necessarily so since we are living in the middle of the health emergency and it is no more delicate moment. If we want to remain in normality, we must continue to respect the rules both inside and outside the plant.

We introduced Phase Two weeks ago and many colleagues have returned to the plant. Today we are starting to work on a possible Phase 3 although we have to be extremely cautious.

Amuchina Pharma is with the people, but also with health care facilities and institutions.

It has a proven virucidal activity at the correct concentration and when properly used. The Company has proved this activity by conducting microbiological tests in certified laboratories.

We are constantly working in the innovation and production of a product that is a must-have. Our disinfectant is a Medical device with a contact time, namely the time to take a product that is not a mere sanitizer. Our disinfectant is a Medical device with a contact time, namely the time to take a product that is not a mere sanitizer. It is no easy task to work for 8 hours wearing an FFP2 or N95 mask. Yet, despite the workloads, stress, difficulties at work and the fear of contamination, we are not about to shirk our responsibility and continue, even now, to show an extraordinary resilience and loyalty to the Company. We are grateful to all of them.

Ask the Neal and let me know if this is worth looking at as an idea.

In the very first weeks, the staff of the plants were the most valuable resource for ensuring supplies of disinfectants and막락 in the public and compensate to the Company. Yet despite the workload, stress, difficulties at work and the fear of contamination we are not about to shirk our responsibility and continue, even now, to show an extraordinary resilience and loyalty to the Company. We are grateful to all of them.

Amuchina, standing by the public for almost a hundred years

With the spread of the Covid-19 pandemic, the demand for Amuchina soared: necessarily so since we are living in the middle of the health emergency and it is no more delicate moment. If we want to remain in normality, we must continue to respect the rules both inside and outside the plant.

We introduced Phase Two weeks ago and many colleagues have returned to the plant. Today we are starting to work on a possible Phase 3 although we have to be extremely cautious.

Amuchina Pharma is with the people, but also with health care facilities and institutions.

It has a proven virucidal activity at the correct concentration and when properly used. The Company has proved this activity by conducting microbiological tests in certified laboratories.

We are constantly working in the innovation and production of a product that is a must-have. Our disinfectant is a Medical device with a contact time, namely the time to take a product that is not a mere sanitizer. Our disinfectant is a Medical device with a contact time, namely the time to take a product that is not a mere sanitizer. It is no easy task to work for 8 hours wearing an FFP2 or N95 mask. Yet, despite the workloads, stress, difficulties at work and the fear of contamination, we are not about to shirk our responsibility and continue, even now, to show an extraordinary resilience and loyalty to the Company. We are grateful to all of them.

Ask the Neal and let me know if this is worth looking at as an idea.
Our stories

What was the greatest lesson you learned so far during the emergency?

What was the biggest challenge?

What does the Company represent to you and how do you think it will change in the future?

What was the biggest challenge?

What was the greatest lesson you learned so far during the emergency?

What does the Company represent to you and how do you think it will change in the future?

What was the biggest challenge?

What was the greatest lesson you learned so far during the emergency?

What does the Company represent to you and how do you think it will change in the future?

What was the biggest challenge?

What was the greatest lesson you learned so far during the emergency?

What does the Company represent to you and how do you think it will change in the future?

What was the biggest challenge?

What was the greatest lesson you learned so far during the emergency?

What does the Company represent to you and how do you think it will change in the future?
Visions

Your commitment our pride
In office at Covid19 time

**MAIN SECURITY MEASURES**

**01**
You can return to the office only by agreeing with your manager. Remember to fill out the form available on MyA and send it to the competent doctor.

**02**
At the entrance of the seat, measure the temperature.

**03**
In the office: wear the mask and keep it for the whole day. If you need it you can find it on the front desk.

**04**
Disinfect your hands often with Amuchina.

**05**
Avoid the elevator. If necessary, use it alone.

**06**
Organize meetings using virtual systems. If necessary and if you are alone in the office, you can meet only one person at a time and for a short time.

**07**
If you need to meet a guest or consultant, request permission from HR.

**08**
The canteen service will be provided through the distribution of lunch boxes, which you can consume according to the directions of your office.

Our locations are sanitized regularly

The air conditioning systems operate without interruption and without any internal recirculation.

Thank you for your cooperation, we are working to ensure the safety of all of us.
Browse the magazine and relive our stories, but after reading don't forget to sanitize your hands!