

## **ESG Statement**

At RECORDATI INDUSTRIA CHIMICA E FARMACEUTICA S.p.A (“Recordati”), we and our affiliate companies are committed to pursue a sustainable growth model by integrating social and environmental aspects into our corporate strategy.

Over the years, we have launched various initiatives focused on sustainability, aligned with our strategic, organisational and operational characteristics.

In fact, when defining the Group’s management strategies and policies, among Recordati’s priorities, in addition to improving patient health and quality of life, is to identify the interests of all stakeholders, monitoring and managing the economic, social and environmental impacts of our work.

Our sustainability efforts are focused on minimising our environmental impact, ensuring the highest standards of quality and safety, supporting our employees and the communities where we operate, supporting patient communities and maintaining strong corporate governance practices.

Our Sustainability Plan focuses on 5 priority areas. Below are our main commitments and achievements.

### **Patient care**

At Recordati, patients are our top priority. We constantly strive to improve their health and quality of life. We offer high-quality products that serve a broad range of treatment areas and are increasing our presence within rare diseases to provide innovative treatments that address serious unmet medical needs. We are also committed to maintaining robust pharmacovigilance systems. In 2023, we supported around 1,100 patients living with rare diseases through dedicated care and access to care programs. We also continued to work closely with the rare disease community to raise awareness, leading to improved diagnosis, and expand the availability of treatment for people with rare diseases.

### **People care**

Recordati is committed to create a safe, more responsible and inclusive working environment where everyone can express their talents. We aim to create shared value and positively contribute to sustainable development where we operate, aware of the importance of dialogue, collaboration, and respect for the community. Regarding human rights, the Group commits to preventing and refusing exploitation of labour, including and above all, that involving children, and commits to ensuring that its suppliers also do so.

In 2023, we continued to promote initiatives to foster an increasingly connected and inclusive work environment. We launched the first global engagement survey, which involved all employees, achieving a high participation rate of 80%. We also conducted, for the second year in a row, the Diversity & Inclusion survey, targeting some 300 senior leaders.

We also continued to support the communities: we donated approximately € 4.8 million in support of our community (including monetary and product donations measured at market value).

### **Environmental Protection**

We work on reducing our environmental impact and continuing to fight against climate change, increasing our efforts towards a circular economy and promoting waste reduction initiatives. In 2023, 100% of our purchased electricity comes from renewable sources for our plants and annexed offices in countries where it is available and can be purchased. We have also established a roadmap for installing renewable energy production systems. Following the installation of solar panels in our plants in Spain and Ireland in 2022, we aim to extend the number of panels in Spain and to install new ones in the plants in Italy (Campoverde), Tunisia, and Türkiye by 2026 with the objective of increasing the renewable energy installed power capacity. At a local level, we will continue with forestation activities, planting about 24,000 trees by the end of 2024, the equivalent of around five trees per employee.

### **Responsible sourcing**

We recognise the fundamental value of the supply chain in creating safe and high-quality products and are committed to working with suppliers and strategic partners that share our values and ethical principles. We want to build relationships based on transparency, trust and ethical aspects along the entire value chain. In 2022 and 2023, 115 suppliers were audited on ESG topics via desk audits conducted by an independent third party. We will continue this work, strengthening our monitoring activities to promote compliance with ethical, environmental, and social aspects throughout the value chain.

### **Ethics & Integrity**

We operate with transparency, integrity, and accountability in compliance with all applicable laws and regulations. Integrity is our founding value, and we are committed to maintaining the highest standards of ethical conduct. Our Code of Ethics embodies our ethical principles, and we act to continuously raise awareness and deliver trainings to our employees. We maintain effective governance policies and practices aligned with best standards for risk management, anti-bribery, data privacy and other areas of corporate governance and responsible business conduct.

Through the ESG Plan and commitments, Recordati strives to create positive impacts for our patients, employees, communities, and the environment we all share.

For more information please visit the following link <https://recordati.com/sustainability-sustainability-plan/> and discover more on our 2023 Non-Financial Statement.