

# GALENICUM ESG POLICY

This ESG policy is a framework that helps to understand how Galenicum is managing risks and opportunities related to environmental, social, and governance criteria.

We are committed to integrating ESG into our business process and in our company philosophy.

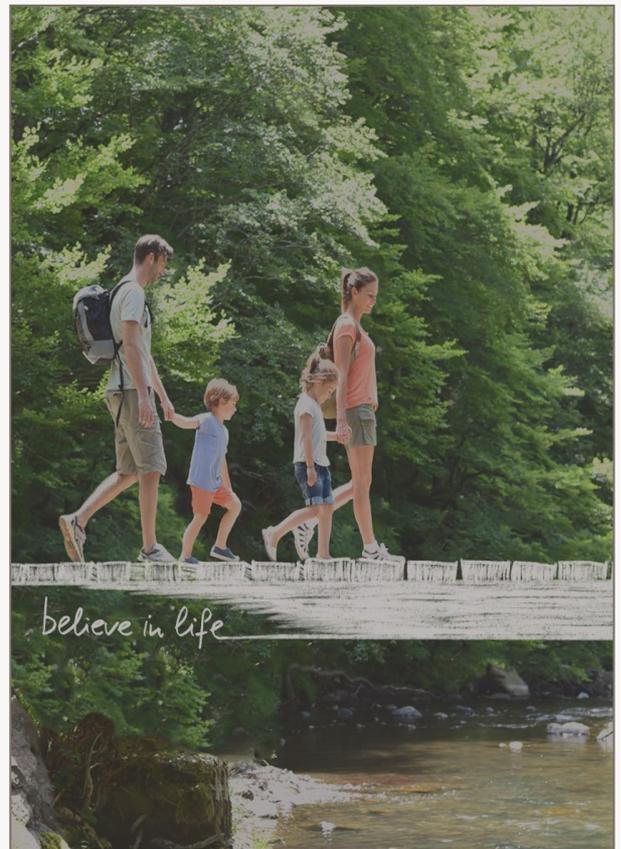
# GALENICUM'S ESG POLICY

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At Galenicum **we believe in life**. Our mission as a company is to offer affordable quality products to improve global health and well-being. However, we recognize that this isn't possible without taking into consideration the planet's life as well as people's life.

Every day is a new opportunity and a step closer to obtain our mission. For this reason, our daily operations are lead by principles that integrate ESG:

- We commit to **understanding and listening to our patients** to keep innovating and prolonging life. This extends to healthcare professionals, non-profits and **all our other stakeholders** to ensure they are considered in our activity and their opinions are taken into account in the decision making process. We establish communication channels to ensure a good flow of communication between all interested parties. We long for satisfaction and lasting and meaningful relationships.
- We **build an internally ESG culture** in all the countries where we are present through communication, transparency, assignation of ESG responsibilities to employees, allocation of resources and by encouraging employees to participate in the consecution of our ESG goals.
- We strive on **good communication and transparency of reporting** to expand our **ESG culture externally** and inform stakeholders of the company's efforts to generate long-term value beyond treating our patients.
- We **set performance metrics** in ESG and monitor their progress towards achieving a more positive impact.
- We **periodically review** our activity, processes and performance progress and make any necessary updates to continue on believing in life.
- We **comply with all legal regulations** and conduct internal audits and evaluations to make sure of it.



This policy applies to the way of working of employees across all functions and value chain activities. We also encourage our suppliers to follow the commitments we detail in this policy.

Our commitments are categorized into three pillars: **“Our product’s”, “A greener life” and “Sharing life”**.

believe in a  
**Greener**  
life

believe in life

believe in our  
**Product's**  
life

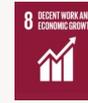
believe in a  
**Sharing**  
life

# GALENICUM'S ESG POLICY

## believe In our Products' life

Main SDGs  
contributed to:

Other SDGs with minor  
contribution:



from its origin  
to its end

We are accountable for the impact of our products this is why we are continuously rethinking the way we make things with innovation, circular economy and supply chain as the main focus areas.



### INNOVATION & CIRCULAR ECONOMY

- Product safety is strictly regulated in the pharmaceutical industry. Following these high standards, we ensure our products and services are of the **utmost quality** to ensure a positive experience for our clients.
- We continuously **rethink our processes, product and packaging design** to increase efficiency and reduce our impact.
- We attempt to **decrease the amount of waste sent to landfill** by reducing, reusing and recycling as many of the outputs from our activity as possible.
- We take precautions to ensure a **proper treatment of hazardous and toxic materials** to mitigate possible impacts in our surroundings.
- We work towards increasing the **circularity of our products and activity** to minimize our potential environmental impact.



### INVOLVING SUPPLIERS

- We take **ESG criteria into account** when choosing suppliers and to gain knowledge on existing suppliers.
- We work to **extend all of our commitments and values to our supply chain** by offering support to implement changes and incentivizing improvements.
- We believe in **long-lasting bonds** with our suppliers to enable continuous improvement and long-term goals consecution.



### CREATING SMART ALLIANCES

- We believe in **joining forces to drive a systemic change**. Through collaborative partnerships with surrounding companies, companies in the industry, between our suppliers and even with other unrelated companies we can make a bigger difference and progress faster.

# GALENICUM'S ESG POLICY

## believe In our Greener life

Main SDGs contributed to:

Other SDGs with minor contribution:



brought by a change in practices to enable a healthier planet

We want to have an active role in making sure that our planet is liveable for the future generations. We join the initiative of using resources efficiently, decarbonizing our activity to reach net-zero and protecting biodiversity.

### EFFICIENT USE OF RESOURCES

- We **increase the efficiency of energy consumed** throughout all our value chain and capture energy for self-consumption.
- We set **intensity targets** in energy to ensure measurement and monitoring of our activity is relative to growth.

### SUSTAINABLE MOBILITY

- We prioritize **lower impact transports** to reduce emissions in corporate travel and shipment distribution.
- We encourage the use of sustainable mobility **among our employees** by facilitating and subsidizing different mobility options.

### CLEANER ENERGY

- We work towards **improving air quality** resulting from manufacturing for our workers and local community.
- We aim to achieve **net-zero** to reduce the impact of climate change by calculating and reducing emissions throughout all our value chain and giving preference to renewable energy.
- To ensure measurement and monitoring of our activity is relative to growth, we set **intensity targets** in emissions.

### PROTECTING OUR SURROUNDINGS

- We consider the possible impacts that our activity can have on the environment in the various areas where we operate and **mitigate risks**.

# GALENICUM'S ESG POLICY

## believe In a Sharing life

Main SDGs contributed to:

Other SDGs with minor contribution:



by offering people to people support to make life better

We see everyday as an opportunity to grow and improve in health, well-being and knowledge. We want to embrace authenticity and diversity to make life as enjoyable as it is.



HEALTHIER PEOPLE



EMPOWERING DIFFERENCES



GROWING TOGETHER & GIVING BACK



BUILDING THE FUTURE SCIENCE COMMUNITY

- The **health and well-being of our patients** is a concern that is at the centre of our reason for being. We continuously investigate how to **increase efficiency of our products**.
- We want to take **equal care of our employees** who make this possible. For this, we take serious precautions to ensure our employees work in a **healthy and safe environment** by implementing measures to mitigate risks.
- We encourage employees to be the healthiest version of themselves by promoting **inclusive well-being activities** and **healthcare benefits**.
- **To everyone, from everyone.** We believe that diversity enriches us as an organization. Moreover, we want our company to be a representation of our stakeholder's by offering equal opportunities to all.
- We promote an **inclusive culture** by embracing differences and providing a safe space for everyone.
- We have **zero tolerance** for any type of harassment and discrimination that may occur within the organization.
- We work towards the continuous **satisfaction of our employees** to make the workplace an enjoyable and productive environment.
- **If our employees flourish, so do we.** We believe that our talent is our greatest asset. To maintain motivation and provide the resources to keep growing as professionals, we offer ongoing training and continuous feedback.
- We contribute to the generation of **social value** everywhere we are present to achieve a more equitable and fair community.
- We **engage with the community** through initiatives related to culture, education, labour and health.
- We work towards making medicine **available and affordable to all**.
- We promote various initiatives to **bring scientific knowledge closer** to the different stakeholders in a clear, simple and transparent way.
- We look optimistically to the future knowing that science will have a key role in it. For this reason, we want to **invest in current and future scientists**.



believe in life  
**Galenicum**

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