

# Sustainability *Report*

2024



INSUDPHARMA



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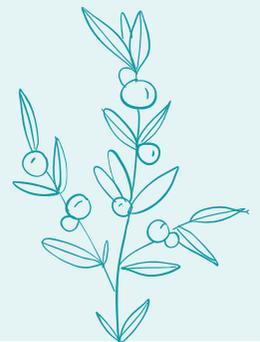
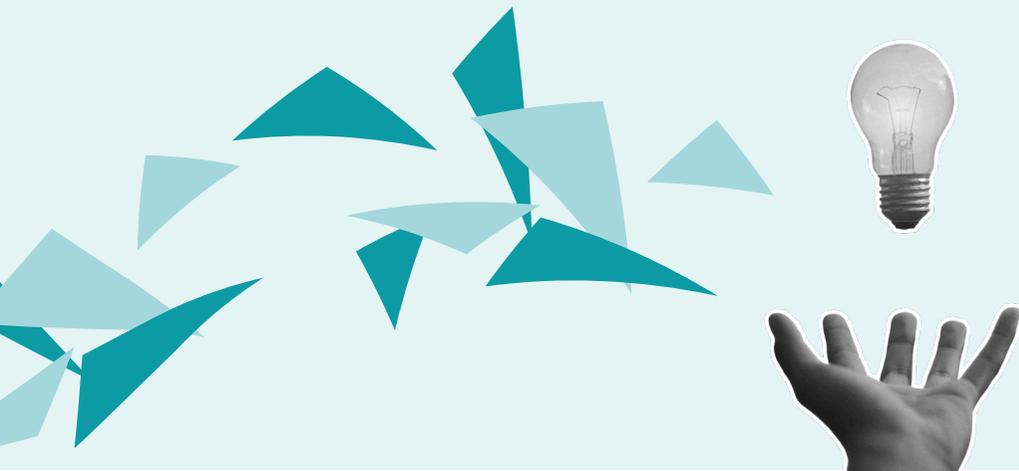
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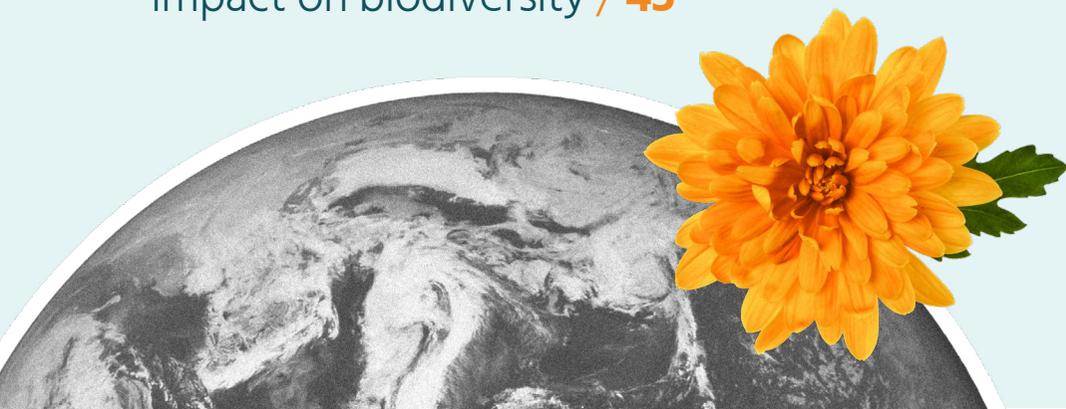
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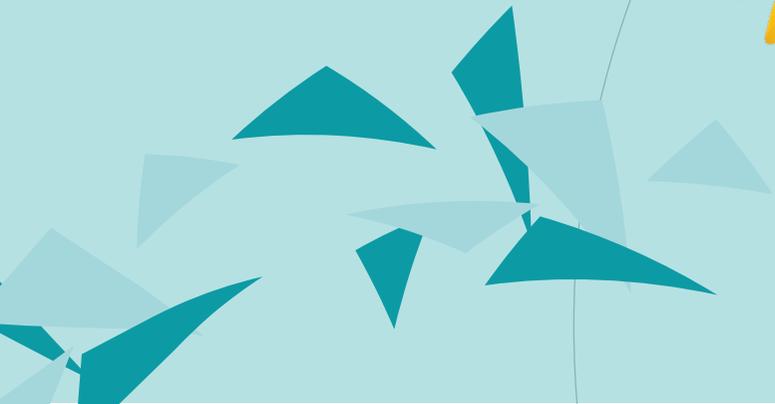
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# About the Organization

Our identity,  
business model and  
sustainability approach



## Who we are

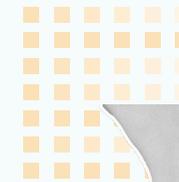
# More than 45 years *committed to healthcare*

We are a **pharmaceutical group** with a presence in more than **50 countries** and over four decades of experience. Our purpose is clear: to **improve people's health** and well-being by providing **safe, effective, and affordable** medicines.

Founded in 1977 in Barcelona, the Group has grown steadily, diversifying its activities and establishing an international network of over **20 production plants** and **15 R&D centres**.

We offer **innovative solutions globally**, with passion, creativity and agility, **pushing the boundaries** of what is possible.

Our mission is to **improve global health** with innovative and accessible **medicines for everyone**.



# Who we are

## Creativity

We value new ideas and bold thinking.



## Entrepreneurial spirit

We encourage initiative, responsibility, and commitment.



## Self-confidence

We develop the best version of each of us.



## Flexibility

We view change as an opportunity for growth.



## Passion

We care deeply about the impact of our work.



## Integrity

We are driven by what is best and right for everyone.



## Continuous improvement

We apply a LEAN mindset to optimize every process.



## Four complementary business divisions

# We operate across the *entire pharmaceutical value chain*

Our business units focus on a specific activity, but they operate with a high degree of **vertical integration** and synergy, which reinforces the Group's ability to offer consistent, high-quality solutions.



A global R&D leader that manufactures over **100 active pharmaceutical ingredients** and more than 50 medications with over **200 different dosage forms**. It operates across all links in the value chain, developing **its own APIs** and formulations, producing in-house, and distributing globally across all **major therapeutic areas**.



Our division focused on supplying high-quality and affordable **generic medicines** to major pharmaceutical partners in the **US market and Northern Europe**.



The **Group's branded** pharmaceuticals division, with a strategic focus on **women's health**, respiratory health, dermatology, and the central nervous system. It combines innovation, market reach and its **own manufacturing capacity** to offer a portfolio of over **300 products** in more than **40 countries**.



**Logistics group** specialized in the pharmaceutical, chemical, veterinary, cosmetics and food supplement industries. It offers integrated services in international **transport, warehousing, customs management** and technical **consultancy**, supporting both Insud Pharma and third-party clients.



## Garruchos agropecuaria

Garruchos agropecuaria develops **agricultural and livestock** activities, with long-term projects committed to the **sustainability** of production systems, **cooperation** and ensuring good working conditions for local employees.

## POMERA MADERAS

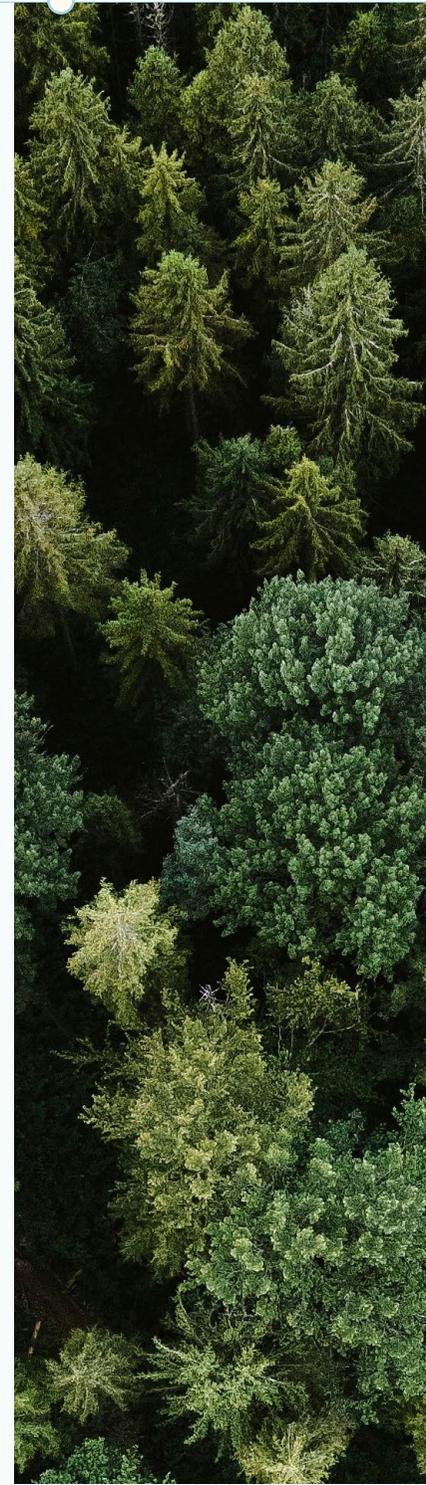
Pomera Maderas is our **forestry-industrial company**, with eucalyptus and pine plantations in **Argentina and Paraguay**. It produces high-quality solid wood, used for the manufacture of impregnated posts. Pomera has been **FSC certified** for more than 15 years.

## FRESA

FRESA transforms **forest biomass** into clean, affordable, and renewable Energy. It produces 40 megawatts of **clean energy**, which represents 10% of the energy demand in the province of Corrientes, **Argentina**.

## Our non-pharma business

# Primary production in the *agricultural and forestry sectors*



## Global Presence

We operate in *more than 50 countries* throughout Europe, the Americas, Asia and Africa



**9,000**  
professionals

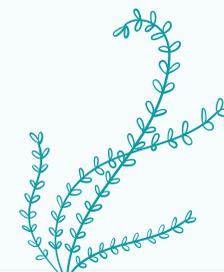
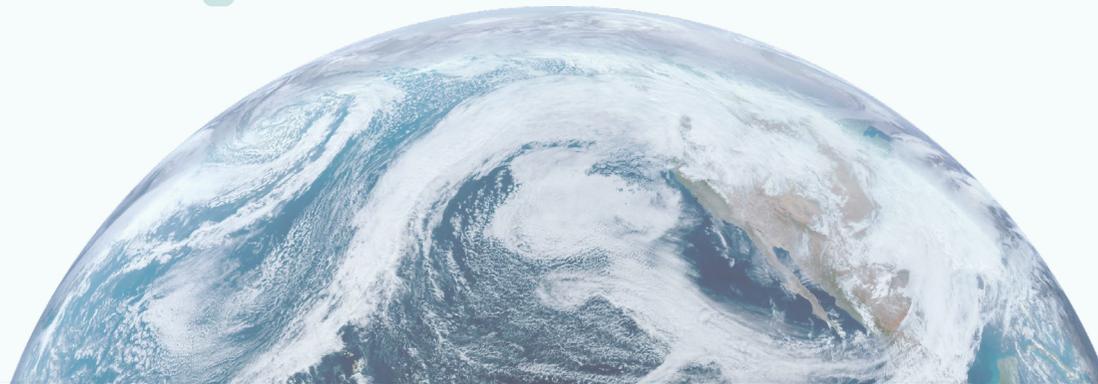


**20**  
industrial plants



**15**  
R&D centers

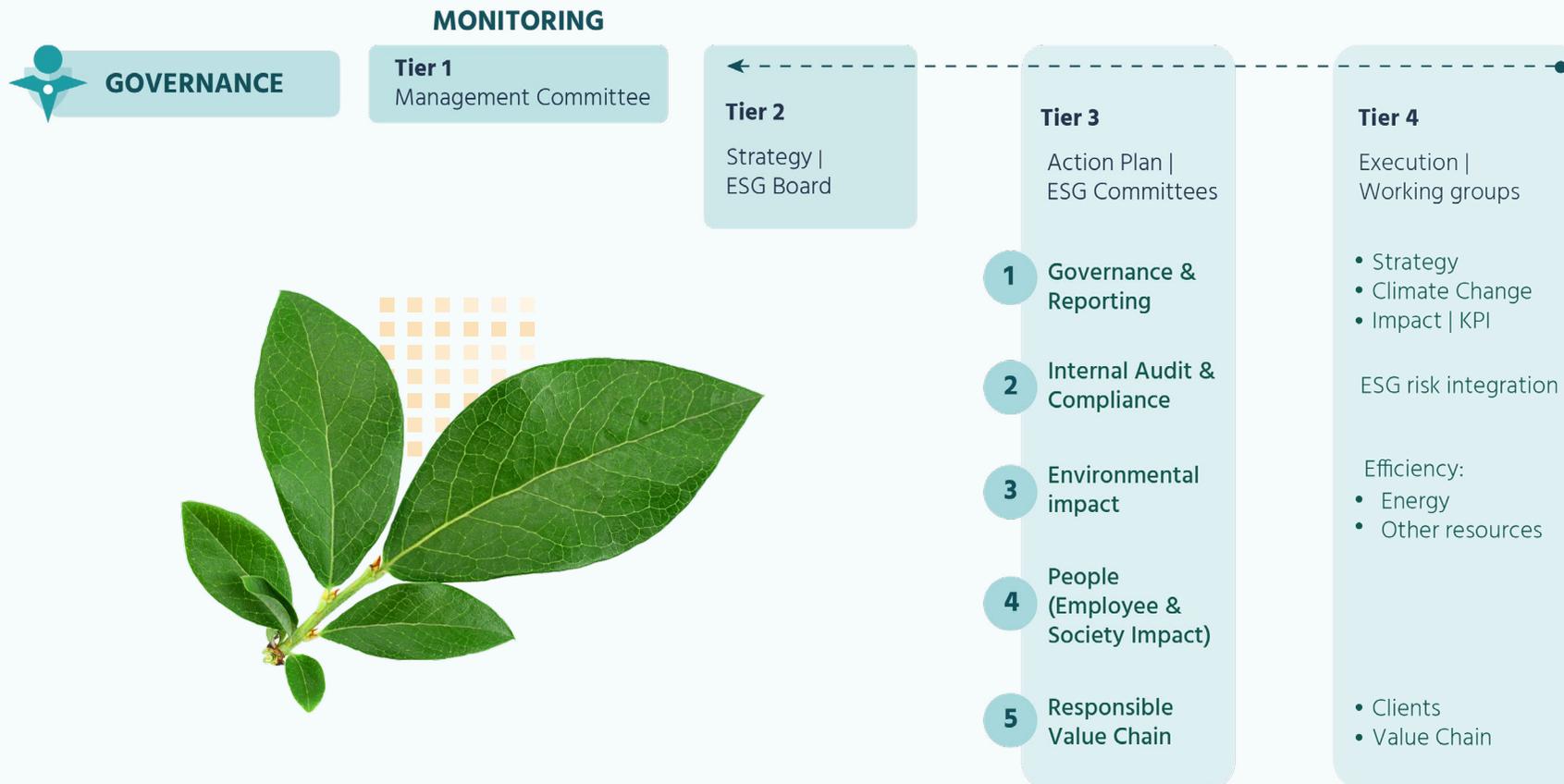
**45+**  
years of  
experience



## ESG at Insud Pharma

We have established a *new structure* to lead our *ESG strategy*

We have enhanced our commitment to sustainability with the creation of a **dedicated ESG Board**, a new body that brings together **key areas of the organization** to guide the Group’s environmental, social and ethical strategy. This step strengthens our ability to integrate **ESG criteria into decision-making**, support regulatory compliance and align our operations with **long-term sustainability goals**.



## ESG at Insud Pharma

# We have given *sustainability* a *stronger role* across the Group

Since its creation in 2022, the Sustainability function has progressively expanded its scope and capabilities, becoming a **key driver for embedding ESG principles into our corporate strategy**.



**This year marks an inflection point with milestones such as:**

- Defining our **ESG roadmap**.
- Launching the **I Planet | One Health** project.
- Establishing a dedicated **ESG governance** model.
- Developing digital tools such as the **SOF.IA ESG agent**.
- Reviewing our **Double Materiality Analysis** in line with the new European CSRD standards.



## ESG at Insud Pharma

# A sustainability strategy rooted in the *One Health Framework*

The **WHO** has promoted the **'One Health' initiative** to integrate human, animal and environmental health, in collaboration with the FAO, UNEP and WOA. In line with this global vision, we have defined an internal 'One Health' framework, focusing our actions on three fundamental pillars: **people**, the **planet** and the **company**.



### Health for People

Our commitment to improving people's lives goes beyond providing **affordable, high-quality medicines** to patients around the world—it also includes fostering a **healthy workplace** for our teams and delivering **long-term value to society** as a whole.



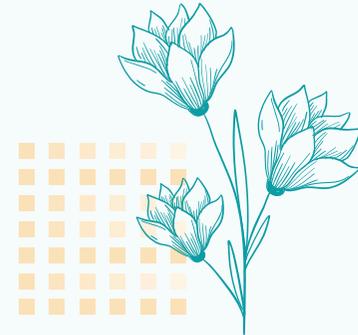
### Health for the Planet

We work to reduce our environmental footprint by cutting **emissions**, managing **waste** and using **natural resources** responsibly, helping build a more sustainable and resilient business.



### Health for Insud Pharma

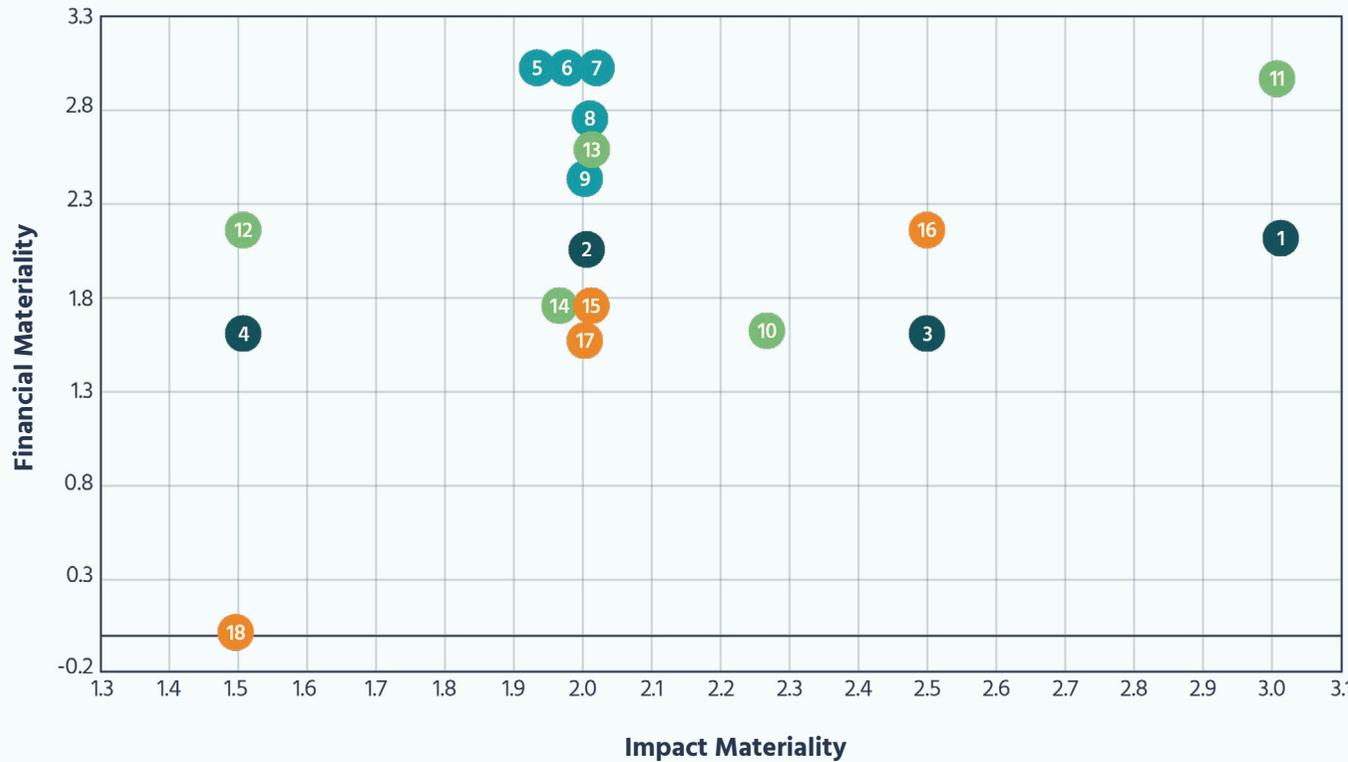
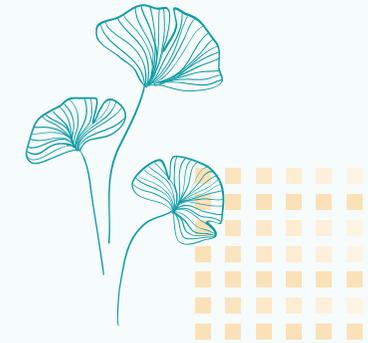
By prioritizing our **team's wellbeing**, reinforcing **ethical governance**, and integrating **ESG principles** into decision-making, we ensure a healthy and resilient organization.



## 2024 materiality assessment

# Identifying *key ESG risks* and *opportunities*

We use a double materiality assessment to understand how environmental, social and governance issues impact our business. This process helps us improve **competitiveness** and transparency, respond to **stakeholder expectations** and focus on what **matters most**.



### List of analyzed topics classified by degree of double materiality

- (1) Climate change: energy and CO<sub>2</sub> emissions management
- (2) Circular economy: use of materials and waste
- (3) Water management
- (4) Pollution from products and services
- (5) Talent attraction and retention
- (6) Diversity (gender, ethnicity, etc.)
- (7) Equality of working conditions
- (8) Employee and contractor health and safety
- (9) Employee training and education
- (10) Patient health and safety
- (11) Access to medical products and services
- (12) Customer data privacy and security
- (13) Product and service transparency
- (14) Management of affected communities
- (15) Business ethics and compliance
- (16) Corporate governance
- (17) Innovation and product development
- (18) Responsible value chain management

● Environment    ● Social: internal    ● Social: external    ● Governance

## Certifications and Recognitions

# Commitment to *quality, sustainability, safety,* and *operational excellence*

### Environmental Management



- Liconsa
- León Farma
- Exeltis Turkey
- Industriale Chimica
- Química Sintética

### Information Security



Applicable globally across **Insud Pharma**, reflecting the company's commitment to **information protection** and **cybersecurity**

### Sustainability and Corporate Responsibility

**ecovadis**

- Liconsa
- León Farma
- Chemo Ibérica
- Industriale Chimica
- Química Sintética

### Occupational Health and Safety



- Química Sintética
- Exeltis Turkey
- Industriale Chimica

# Health for People

Caring for individuals,  
inside and outside the  
organization

Improving people's lives is at the core of our mission. This commitment extends beyond delivering affordable, high-quality medicines to **patients** around the world—it also includes fostering a safe, inclusive and empowering workplace for **our teams**, and supporting the wellbeing of **communities** through social impact initiatives.

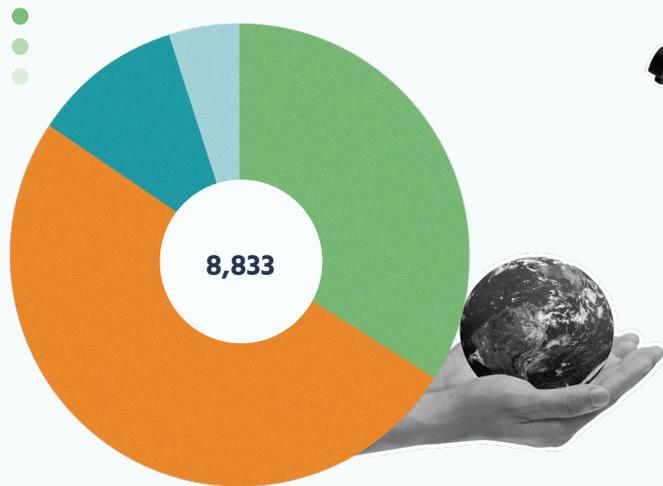


## The Insud Pharma family

# A diverse, committed and growing *global team*

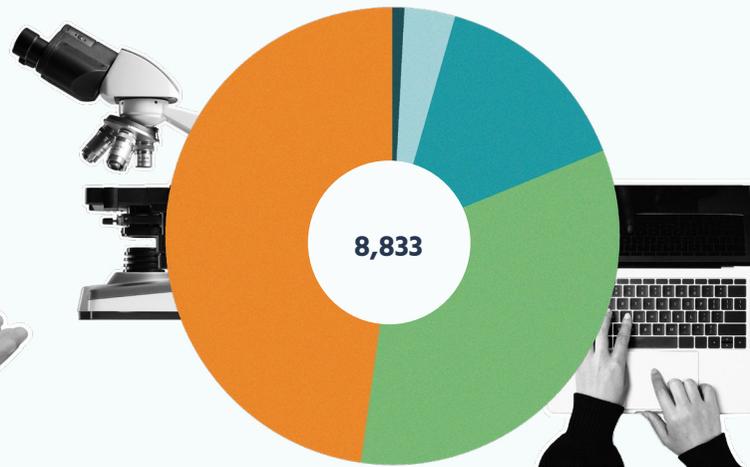
We are a group of over **8,000 professionals**, present in **different countries**, working across a **wide range of disciplines** and united by a shared mission: improving health worldwide. Guided by **passion, commitment** and a tireless desire to **keep growing**, our people are the driving force behind everything we do.

### Spread globally\*



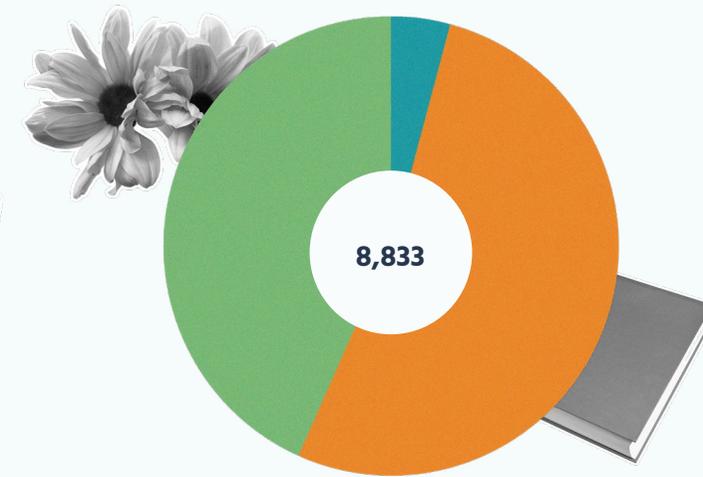
- Europe: 50.6%
- Asia: 33.9%
- North America: 10.7%
- South America: 4.8%

### Diverse and multidisciplinary



- Support Staff: 47.7%
- Technicians & Scientists: 33.1%
- Team Leaders & Supervisors: 14.7%
- Directors & Managers: 3.5%
- Executives: 0.9%

### Experience and with young talent



- 25-40 years: 52.6%
- <40 years: 43.1%
- >25 years: 4.3%

\*Active employees (not Full-Time Equivalent)



## Equality, Diversity and Inclusion

# Promoting *equal opportunities* for all

We are committed to building a workplace where everyone can thrive, regardless of gender, background or beliefs. We promote **equal treatment** and opportunities through **transparent recruitment**, **fair compensation**, and **skills-based development**. We also support broader inclusion initiatives, partnering with organisations that drive social impact and diversity in the workforce.

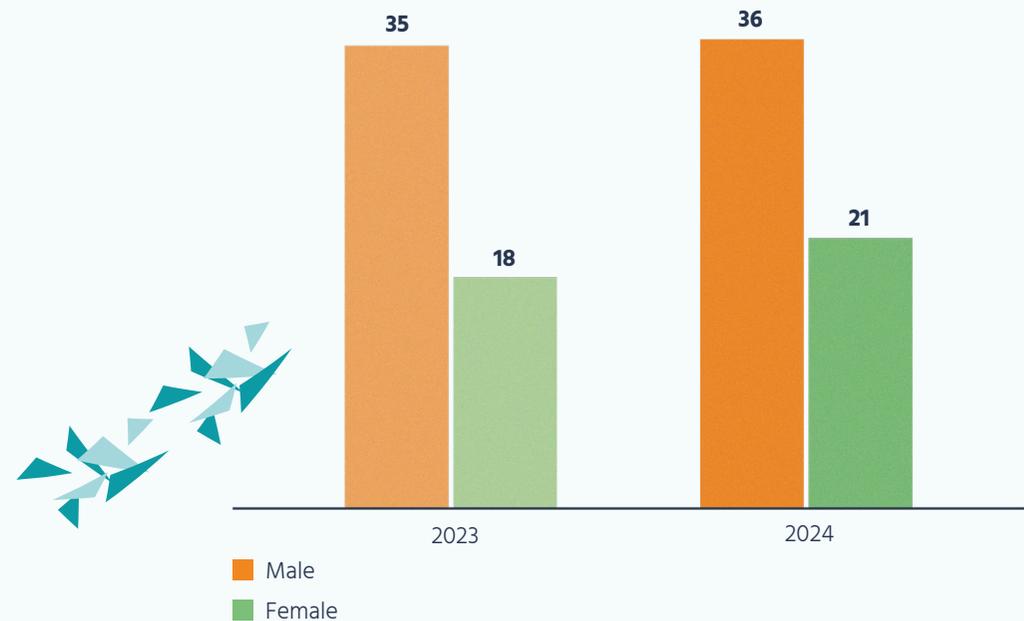
Gender distribution (2024)



- Male: 5,104 (57.8%)
- Female: 3,729 (42.2%)



Employees with disabilities\*



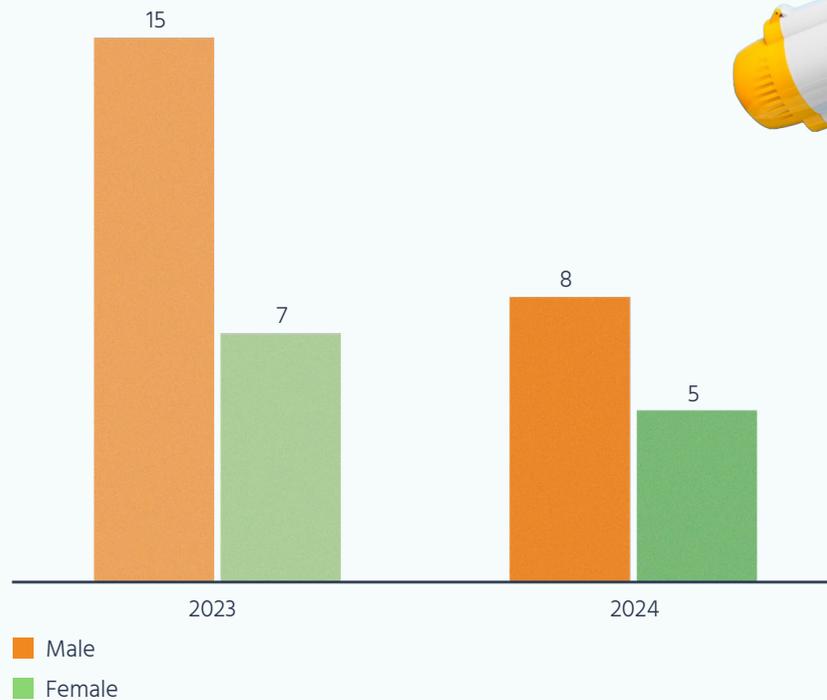
\*In Spain, seven companies hold exceptional certificates. Beyond complying with Spanish labor regulations, the Group promotes the social inclusion of people with disabilities by investing in foundations and companies that employ them, going beyond the minimum legal requirements.

## Health, safety and wellbeing

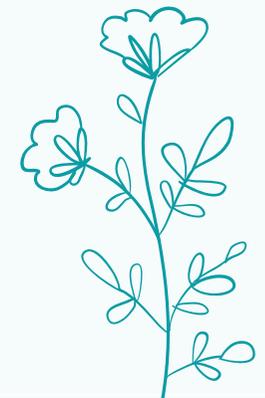
# Preventing *risks*, protecting *people*

We apply strict **health and safety protocols** in all our facilities, adapted to the legal and operational contexts of each country. This includes **risk assessments, internal audits, emergency plans** and **training programs** designed to reduce incidents and raise awareness.

### Overall accident rate\*



\* In 2024, some countries were not included as they did not report data last year and showed values of 0. The data shown in this graph does not include Airpharm.

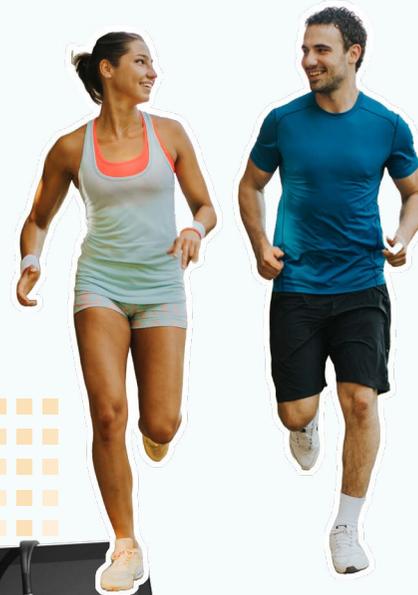


## Health, safety and wellbeing

# Encouraging *healthy habits* and *work-life balance*

We promote a culture of wellbeing through **flexible start and finish times** (7:00 – 10:00 and 16:00 – 19:00), **family-friendly policies** and shared activities that strengthen our **sense of community**. We create an environment where people feel supported—both personally and professionally.

- **Time off** to accompany children on their first day of school, birthdays and family celebrations.
- Possibility of **reduced working hours**.
- **Nursery** and **breastfeeding** rooms in the offices.

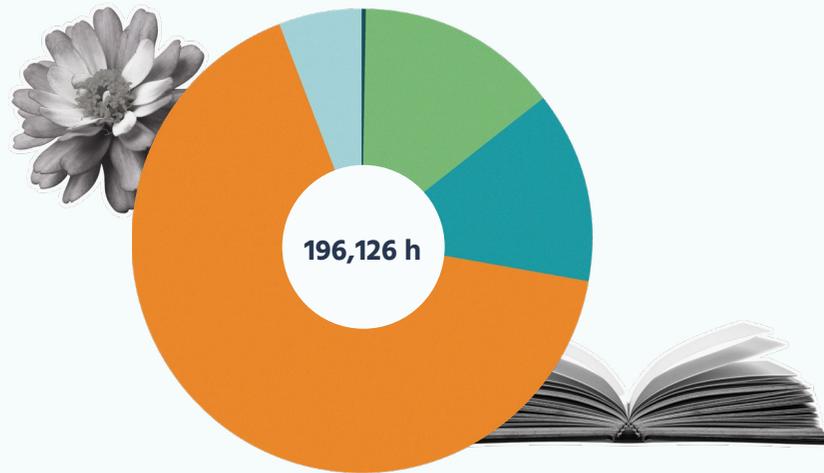


## Learning and professional growth

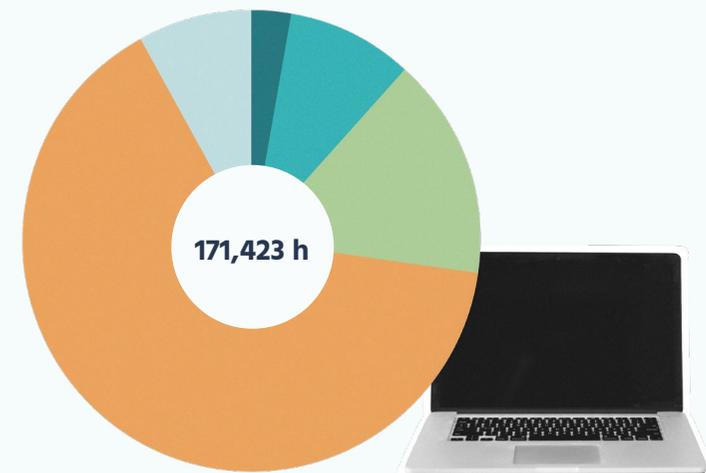
In **2024**, employees have completed **196,126 hours of training**

We invest in training programs that strengthen knowledge, spark innovation and open up new professional paths. Our global learning ecosystem includes **technical** courses, **leadership** training, **language** programmes and **ESG awareness initiatives**, adapted to the needs of each team.

Total number of training hours per professional role (2024)



Total number of training hours per professional role (2023)



- T | Sc | Srep: 60.4%
- M | D: 12.9%
- TL | LM | Su | C | Sp: 12.2%
- Sup | O | A: 5.2%
- Cp | MD | D: 0.5%

- T | Sc | Srep: 58.5%
- M | D: 14%
- TL | LM | Su | C | Sp: 8.1%
- Sup | O | A: 7.1%
- Cp | MD | D: 2.58%

\*A: analyst; AD: associate director; C: coordinator; Cp: corporate; D: director; LM: line manager; M: manager; MD: managing director; ND: no disponible; O: operator; Sc: Scientist; Sp: specialist; Srep: Sales reps; Su: supervisor; Sup: support; T: technician; TL: team leader

## Learning and professional growth

# Different *training* programs for our *employees*



### Continuous learning

We provide all staff with **digital learning platforms** that allow them to access training content in a **flexible manner**, according to each person's needs and pace. This includes **technical, regulatory, product and cross-cutting skills** training.



### Leadership and talent development

We run targeted programs to strengthen leadership capabilities at **all levels**, from senior roles to high-potential talent. **Coaching and executive education** are also part of our commitment to professional growth.



### Communication and a culture of development

We encourage meaningful conversations **between managers and teams**, focusing on professional growth, feedback, and continuous improvement.



### Peer learning and internal expertise

Through initiatives like **Insud Academy Talks**, we share internal knowledge, promote cross-functional learning and strengthen our **company culture** from within.



### Industry-specific and regulatory training

We deliver technical and compliance training **tailored to each role**, with a strong focus on **Good Manufacturing Practices** (GMP) and other key pharmaceutical industry standards.



### Wellbeing and shared culture

Via the **WAYL platform**, we integrate wellbeing into the learning experience, offering content and activities focused on **physical, emotional, social and financial health**. We also celebrate employee milestones and commitment.

## Community and social commitment

# Supporting *employability* and *youth talent*

We promote **local employability**, professional development and lifelong learning. By partnering with universities and training centres near our facilities, we help young talent **bridge the gap between education and the workplace**, offering internships, mentoring and real-world experience that supports their integration into the labor market.

### Internship programs in Spain, Argentina, and more



### Talks, open days and career fairs to connect students with our teams



### Collaborations with +10 universities and training centres





## Community and social commitment

# Empowering *women* and promoting *equality*

We promote a culture of wellbeing through **flexible work arrangements, family-friendly policies** and shared activities that strengthen our **sense of community**. We create an environment where people feel supported—both personally and professionally.



### Expanding Women's Health

In 2024, we acquired Viatrix' women's health business, becoming the world's leading manufacturer of contraceptives and strengthening our commitment to female well-being.



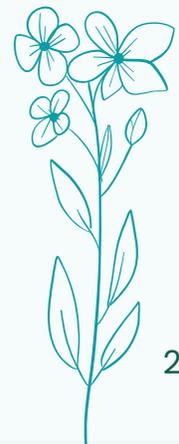
### STEM Talent Girl Project

Once again, we joined this educational programme aimed at **inspiring girls and young women** to pursue careers in Science, Technology, Engineering and Mathematics (STEM). In 2024, we also **contributed €8,100** to support the programme, led by the ASTI Foundation.



### Never Surrender

Our **awareness campaign on women's health** and the responsible use of oral contraceptives reached **8.8 million people** on Facebook in 2024 and attracted **36,000 new website users**. We also received **over 400 direct messages** from women seeking advice about their health.



## Community and social commitment

# Boosting *entrepreneurship* and *innovation*

## ChemoStart

Innovative projects in health

In 2024, our **philanthropic accelerator programme** for healthcare and biomedical startups:

- Received **84 applications**, 30% of them international.
- Selected **12 finalists** for Pitch Day.
- Awarded **3 winners** with 6-month mentoring.

ChemoStart reached a total of 410 participating startups since launch, 20 of which have received direct support.

- **16** startups **remain active**.
- **6** startups have **commercialised products**.
- **80%** have secured **public funding**.



## INSUDPOWER

Launched to drive technological innovation in the healthcare sector, this program aims to identify and support revolutionary ideas that address real-world challenges in drug delivery and formulation.

A total of **52 start-ups participated** in the program.

- Of these, **6 start-ups** were selected as **finalists**.
- The start-up **Sixfold** was chosen as **the winner**.



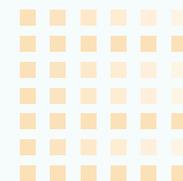
## Community and social commitment

# Other *social initiatives, sponsorships* and *collaborations*

We support causes we consider important through a wide range of initiatives, including **social welfare projects, donations, and other activities** such as cultural events, charity races, solidarity events, sporting events, and educational and recognition events. We also support **educational programmes** such as **Uni Dreams** (€10,000 in 2024), which helps students explore innovative and international university opportunities.

In addition, we contribute to key **pharmaceutical industry associations** through our active participation and financial support.

Name	Scope	Contribution (€)
<b>Spanish Generic Medicines Association (AESEG)</b>	Spain	11,590
<b>Medicines for Europe</b>	Europe	38,500
<b>International Association for Generic and Biosimilar Medicines (AIMGB)</b>	Spain	25,000



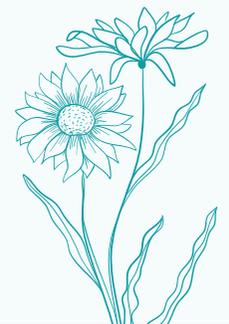
## A long-term commitment to global health equity

# Our foundation, *Mundo Sano*, is rooted in our *family history*

The **Mundo Sano Foundation** is the key pillar of our social commitment and a reflection of our core values. Created more than **three decades ago**, its mission is to reduce the impact of neglected diseases and other **underserved health issues** by developing **scalable, effective and transferable** healthcare models.



**Marina Gold,**  
Director of Mundo Sano  
and **Silvia Gold,**  
President of Mundo Sano



## A long-term commitment to global health equity

Working in **Latin America, Europe, Africa** and **the United States**, the Foundation builds solutions through **public-private partnerships**, multidisciplinary **scientific research** and close collaboration with affected communities, ensuring that each intervention is grounded in evidence and **adapted to local realities**.



Where it is most needed



Applying science and innovation



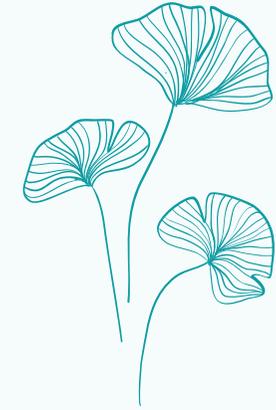
With tangible impact



## Putting patients first

# Quality is everyone's responsibility

At Insud Pharma, **quality** is a shared value that **guides every step of our operations**. From product development to final delivery, we uphold the **highest standards** to ensure the **safety, efficacy** and **availability** of the medicines we produce.



### Quality Compliance & Inspection

### Innovation & Quality Excellence

#### Quality Assurance & Control in Operations

**Securing Tomorrow**

#### Team Capability & Culture

**Investing in Talent**

**Building the Future**

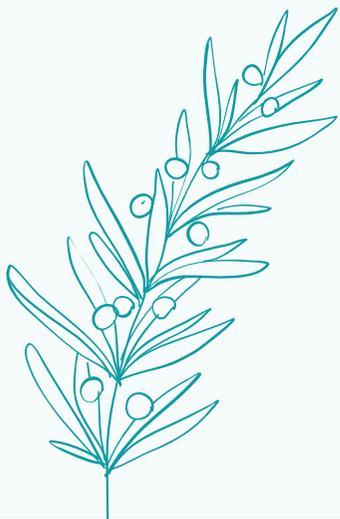
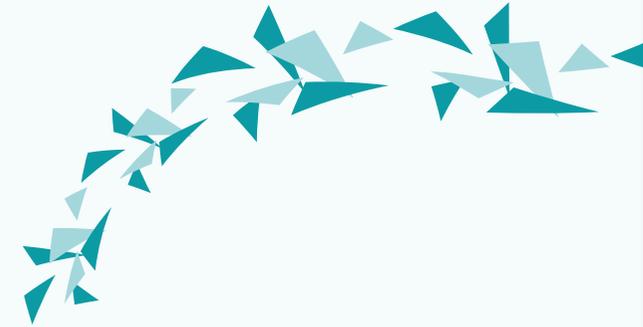
**Resolving Today**



## Putting patients first

# *Fast, rigorous* response to ensure *patient safety*

We have a **robust system** for receiving, investigating and responding to **product complaints**, ensuring that every issue is properly documented, analysed and addressed. We also take **corrective and preventive measures** to address root causes and prevent recurrence, and in the event of a confirmed critical quality issue, we activate our **recall protocol**. These systems are **regularly audited** to ensure their robustness and compliance with international standards.



## Putting patients first

# *Monitoring and preventing adverse reactions to protect patients*

True to our commitment to improving patients' health and ensuring their safety, all our business units have **established channels for reporting adverse events**, ensuring compliance with national and international regulations and enabling timely action to protect patients and inform health authorities.

In 2024, we submitted 4,186 Individual Case Safety Reports (ICSRs) to the European Medicines Agency (EMA).



# Health for the Planet

Reducing our impact  
while protecting future  
generations

At Insud Pharma, we recognize that caring for people's health also means **protecting the environment** we all share. We are committed to reducing the environmental impact of our activities through a **global sustainability strategy** that combines compliance, innovation and continuous improvement.



## Our environmental policy and management

# Building a *stronger environmental culture* across the group

Our commitment to sustainability is shared across the entire Group, while respecting the regulatory and operational realities of each country. In 2024, this approach was reinforced with the **appointment of a Group-wide Health, Safety and Environment (HSE) Director**, who leads the Environmental Committee and key working groups. This new structure helps **align efforts**, share best practices and drive a **more cohesive strategy** without compromising local autonomy.



### Compliance

Full adherence to all applicable environmental **laws and regulations**.



### Continuous improvement

Using our environmental policy as a framework to set objectives and **reduce our footprint over time**.



### Responsible supply chain

Working closely with suppliers and contractors to **improve environmental performance** across the value chain.



### Open dialogue

Engaging transparently with **authorities, local communities and other** stakeholders.



### Pollution prevention

Applying the Best Available Techniques to reduce **emissions, waste and environmental risks**.



### Internal communication

Providing training and promoting **environmental responsibility** among employees.



## Our environmental policy and management

# Certified *frameworks* that *enhance compliance*

We apply environmental management systems aligned with the **ISO 14001 standard** in our production plants in **Spain** (Química Sintética, Liconsa and León Farma), **Italy** (Industriale Chimica), **Turkey** (Exeltis İlaç), and at **Airpharm**, our logistics company. In Spain, **Química Sintética** also operates under an **Integrated Environmental Authorisation**, in accordance with national regulations on pollution prevention and control. **Through ISO 14001, we aim to:**

- Ensure the efficient use of resources and reduce waste.
- Comply fully with applicable environmental legislation.
- Improve environmental performance over time.
- Reduce risks and identify new opportunities for improvement.
- Strengthen relationships with stakeholders.
- Enhance operational effectiveness through better processes.



ecovadis



### Química Sintética

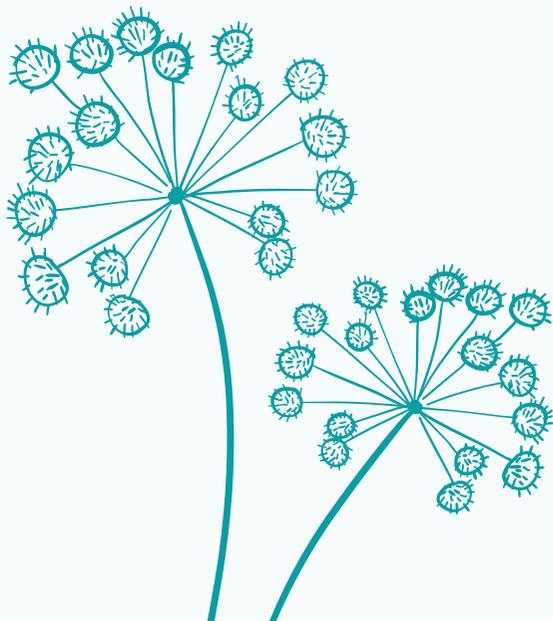
We underwent **independent assessments** through the **EcoVadis platform** in five certified sites. **Química Sintética** obtained a score of 72/100, placing it in the **92<sup>nd</sup> percentile** of companies assessed.

The same plant is also part of the **Responsible Care initiative** promoted by the Spanish Chemical Industry Federation (FEIQUE).

## Our environmental policy and management

# Tailored *methodologies* to *prevent* environmental *incidents*

All certified environmental management systems include detailed risk assessments designed to eliminate or minimize environmental impacts. **In sites without ISO 14001 certification**, environmental risk is still rigorously addressed using **tailored approaches**. For example, Farmalán applies **simplified risk evaluations**, Universal Farma includes them in its **environmental documentation**, and Chemo India Formulation provides **externally audited** environmental statements.



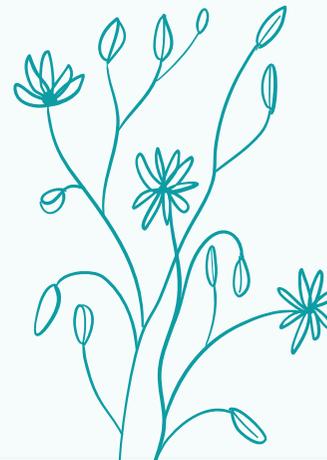
## Key investments

Over  
**€23 million**  
 allocated to  
*environmental protection*

Our environmental strategy is backed by significant resources, covering both **operational expenses** and **long-term improvements**. This reflects our commitment to sustainable performance.

### Resources were allocated to:

- Staff dedicated to environmental management.
- Technical facilities and machinery.
- Information processing equipment.
- Waste management.
- Wastewater treatment reagents.
- Laboratory equipment.
- Atmospheric emissions treatment.
- Voluntary and regulatory controls (water, soil, gases, groundwater).
- Repairs and improvements.
- Improvement studies and projects.
- Audits.
- Soil protection.



## Responsible use of raw and packaging materials

# Balancing *production growth* with *resource efficiency*

In 2024, our overall consumption of **raw and packaging materials** increased significantly, driven by higher production volumes. Despite the highly regulated nature of pharmaceutical manufacturing—where the use of recycled or recovered materials is often restricted—all production sites continuously conduct **studies on the reuse of material** resources in order to reduce waste generation. We also prioritize resource efficiency during **process design**, supported by our R&D teams and engineering departments.

## Solvent *recovery* and waste management at *Química Sintética*

At **Química Sintética**, an advanced **solvent recovery system** allows solvents to be reintegrated into the production process, meeting established quality specifications.



8,213 tonnes produced in 2024

## Packaging **innovation** and **material** control at **Airpharm**

Airpharm has implemented **various systems** to improve packaging sustainability and track material use:

- Use of **recyclable cardboard** to replace damaged or non-compliant transport boxes.
- **Film consumption monitored** via standardised roll units.
- Use of **dataloggers and geolocators** to ensure safe, traceable transport.

## A Group-wide effort to reduce energy consumption

# Improving *efficiency* and *advancing* in *renewable supply*

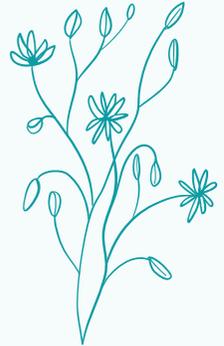
We implement a wide range of initiatives to reduce our energy demand and improve efficiency across all sites. These include:

- Use of **natural gas**, offering higher performance and lower emissions than other fossil fuels.
- **Building design strategies** that improve thermal efficiency, such as insulation envelopes, passive solar gain, and architectural elements that optimize light and heat.
- Installation of **high-efficiency steam boilers** to produce domestic hot water, covering 100% of demand, supported by **thermostatic control systems** to optimise thermal performance.
- Adoption of **VRV (Variable Refrigerant Volume)** technology in HVAC systems for smart climate control.
- **LED lighting systems**, which significantly reduce electricity consumption.



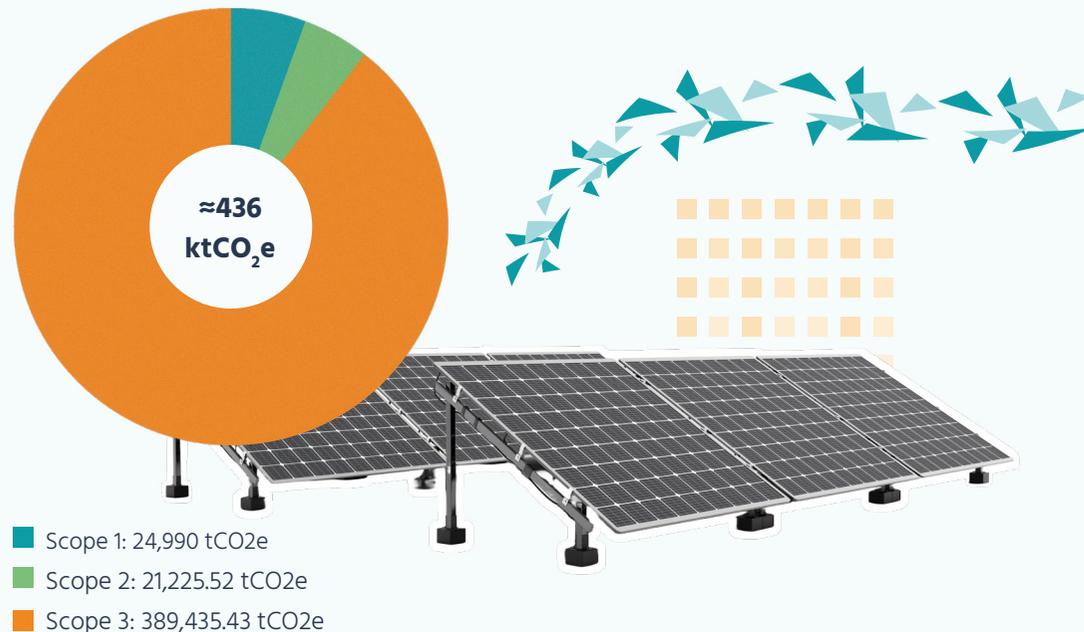
## Carbon Footprint

# Reducing emissions through *clean fuels* and advanced *technology*



Although we operate in a highly regulated industry, **we go beyond compliance** to improve emissions measurement, reporting and performance across the Group.

### GHG emissions (tCO<sub>2</sub>e) by scope: year 2024



- Application of **Best Available Techniques (BATs)** to all production processes.
- Integration of **emission treatment systems** into every process with potential atmospheric impact.
- Use of **other fuels**, such as natural gas or liquefied petroleum gas.
- Installation of **high-efficiency combustion boilers**.
- Implementation of advanced emission treatment technologies, including **absolute filters**.

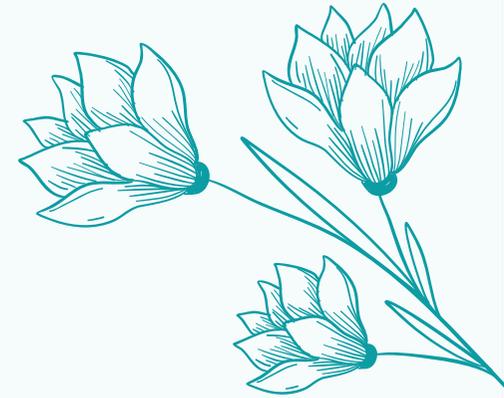
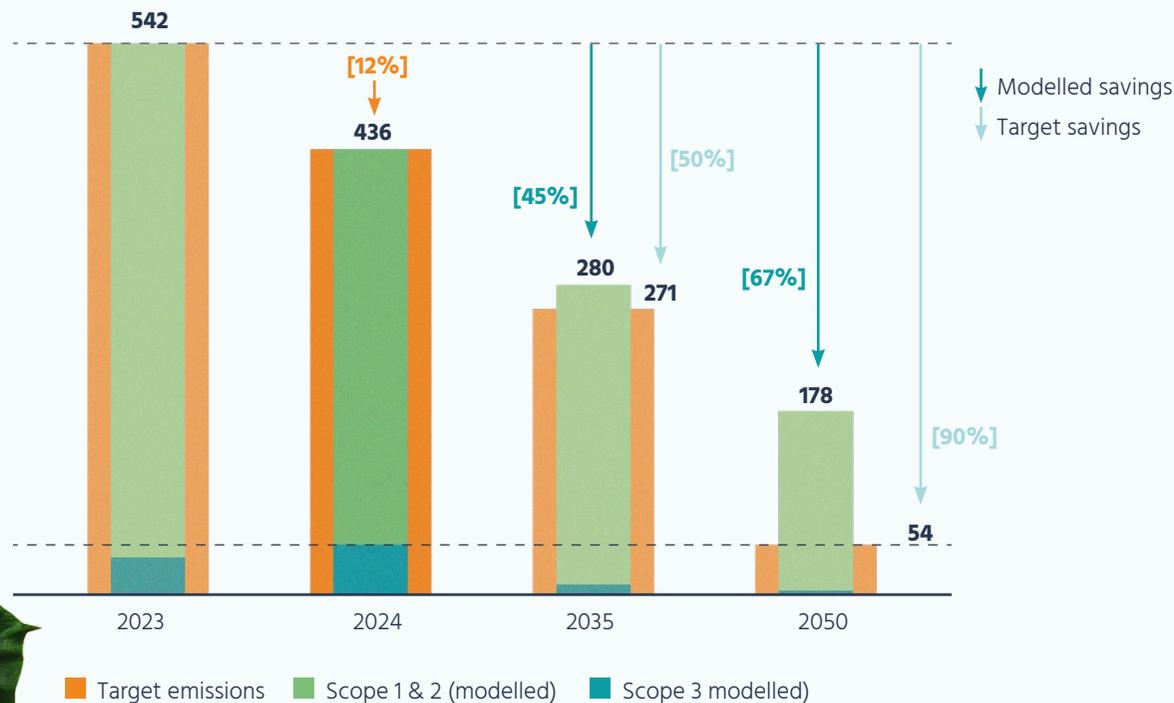
In Spain, the exclusive use of **renewable electricity** since 2021 has helped reduce total CO<sub>2</sub> emissions by an estimated **30% to 50%**.

## Towards a low-carbon future

# Advancing our *decarbonisation plan* with *concrete actions* and *long-term vision*

This strategy sets out the path towards maximising the reduction of our impact by **2050** and covers multiple areas of action such as including **ESG criteria** in our growth decisions, **energy efficiency** in our processes and spaces, reducing the **impact of our mobility**, and working together with our **value chain** to reduce our indirect impacts.

### Projected reductions based on decarbonization methods (thousands of tCO<sub>2</sub>e)



## Energy consumption by source

Source	MWh_2023	MWh_2024	
Natural Gas	93,949.81	107,296.15	▲
Fuel Oil	628.12	656.93	▲
LPG	844.15	18.29	▼
Diesel	831.75	4,859.06	▲
Electricity Renewable (purchased)	49,719	79,511.13	▲
Electricity Non-renewable (purchased)	34,276	31,761.60	▼
Electricity Renewable (solar)	---*	2,242.41	
<b>TOTAL</b>	<b>180,248.83</b>	<b>226,345.66</b>	<b>▲</b>

\* In 2023, no data was reported on solar renewable energy generated at Liconsa, León Farma, and Chemo India Formulation.

Since January 1<sup>st</sup> 2021, all our plants in Spain have been powered by 100% renewable electricity. In 2024, this milestone was extended to our plants in Italy, meaning that **all our production sites in Europe now run on electricity from renewable sources.**

## Energy highlights of 2024

# 3,919 MWh saved in Spain

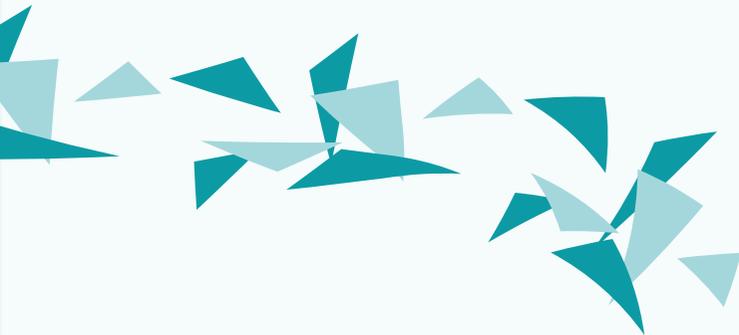
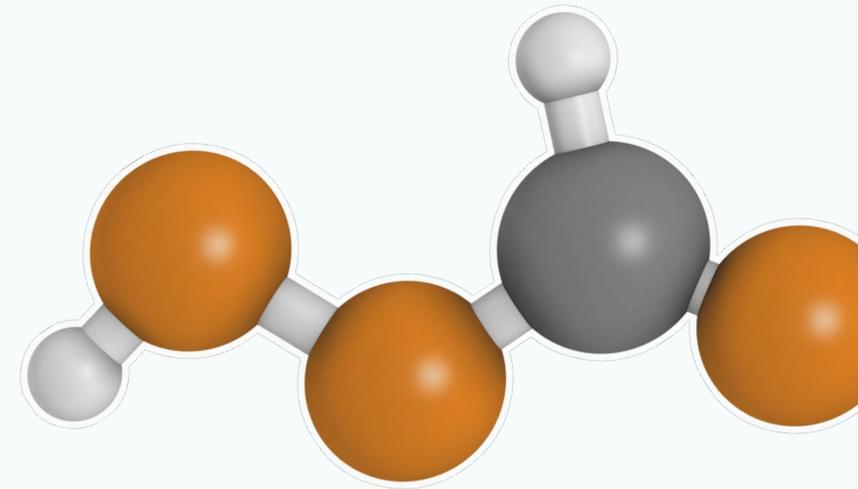
Energy consumption increased in 2024, driven by higher production volumes, but **electricity use slightly declined.**

Plant	Energy savings (kWh)
Liconsa	2,360
Universal	191,770
León Farma	1,331,383
Farmalán	34,848

## Ensuring Air Quality

# Three *examples* of *innovation* in *emissions reduction*

- At **Química Sintética**, improvements in process design, combined with advanced systems such as cryogenic condensation, have reduced the number of **emission points from five** in 2021 **to just two** in 2024.
- **Liconsá** uses a regenerative thermal oxidiser (RTO) capable of **eliminating up to 99% of VOCs** generated during production, while recovering heat to improve energy efficiency.
- At **Industriale Chimica**, a new emission control system combines **cryogenic pre-treatment** with three stages of **activated carbon filtration** to ensure minimal atmospheric impact.



## Responsible water use

# *Reducing* consumption, promoting *reuse* and *controlling* discharge

Water is a key resource in our manufacturing processes, from cleaning equipment to steam generation and cooling systems. Therefore, to **reduce our water footprint**:

- We continuously **optimize cleaning and production** processes.
- We tend to **manufacture in batches** to reduce equipment cleaning cycles.
- We raise **employee awareness** through regular internal campaigns.

At the same time, several facilities are developing advanced reuse projects and improving infrastructure to minimize waste and ensure responsible disposal.

- At **Linconsa**, water rejected from purification processes is **reused for non-productive** purposes such as irrigation.
- **Ordain** has a minimal waste strategy, with a system that **reuses treated water** in its gardens. During periods of excessive rainfall, **excess treated water is stored** in tanks for future use.
- Since 2017, **Química Sintética** has **reduced water consumption by 43%** thanks to campaign-based manufacturing and a telemetry system for managing and controlling this resource. In 2024, it launched a **pilot project** aimed at **zero discharge**, using different technologies to enable the future reuse of water in non-production processes.



## Effluent management

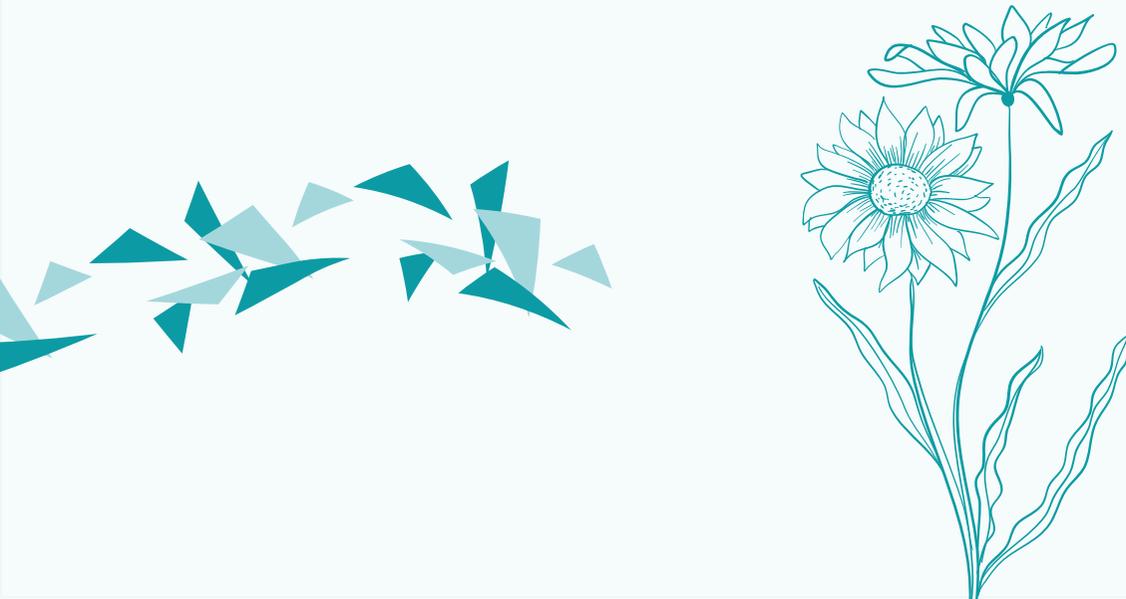
# *Treating, controlling* and *reusing* water flows

Each site applies **its own effluent treatment** system depending on the type and the characteristics of its activity. These systems help to ensure **proper discharge** and, in many cases, allow **water to be reused**.

At **Química Sintética**, wastewater treatment includes **multiple stages**—physical, chemical and biological—with an **advanced oxygenation** system that improves efficiency and reduces sludge generation. The site has invested **more than €16 million** in technical improvements.

**Universal Farma** and **Liconsa** neutralize their industrial effluents before discharge using **automated pH control systems**. In 2024, Liconsa launched a project to modernize its treatment system and improve performance.

**Ordain** and **Nufarindo** reuse treated effluents for irrigation, limiting discharge into natural environments.



## Waste management strategy

# *Minimizing* impact through *prevention* and *recovery*

Waste management in all production plants is based on a set of measures designed to reduce the **generation of waste**, lower its **potential impact** and improve internal **reuse and recovery** processes. Key measures include:

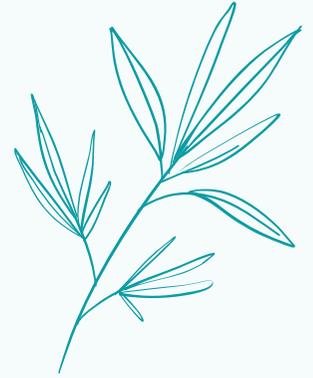
- **Process optimization** to reduce waste generation at the source.
- Improved internal **recovery capacity of solvents**.
- **Reduction of raw material** consumption.
- **Proper segregation** and classification of waste.
- **Mandatory training** for all staff on waste-related procedures.
- **Reuse of containers** for waste collection.
- **Investment in machinery** to maximize the use of raw materials.
- **Awareness campaigns** to reinforce the importance of proper segregation.



## Our impact on Biodiversity

# Mapping *risks* and *planning* future *integration*

**None of our facilities** are located in or **near protected areas** or Key Biodiversity Areas (KBA), and **no direct risks to sensitive ecosystems** have been identified. In 2025, we will expand our analysis to better understand dependencies and integrate biodiversity into our sustainability strategy.



# Health for Insud Pharma

Building trust through ethics, transparency and good governance

We understand that the health of our organization is essential to **advancing our purpose**. Robust governance, ethical practices and responsible management are the foundation that enables us to operate **sustainably**, build **long-term** trust and contribute effectively to **people's health**.



## Our ethical values

# Acting with *integrity* across *all operations*

We are committed to conducting our business with respect for all individuals. To this end, we have a **Code of Ethics** that sets out the standard behaviour expected from all **employees**, regardless of their role or location, and extends to **third parties** acting on behalf of the Group. The code covers key areas such as non-discrimination, anti-harassment, data privacy, anti-corruption and responsible interactions with healthcare professionals and patients.



## A culture built on trust

# *Preventing* corruption and *ensuring transparency*

Our compliance approach goes beyond regulatory requirements. One of the pillars of this commitment is our **ABC Book (Anti-Bribery and Corruption Manual)**, which outlines clear guidelines to prevent corruption, bribery, fraud, money laundering and other forms of unethical conduct. It also provides direction on how we interact with healthcare professionals, institutions, patients and public authorities. All employees receive **training on these principles**, and the manual is also shared with relevant third parties.

**To reinforce implementation**, we have robust control mechanisms in place. Our **internal audit teams** conduct regular reviews of high-risk areas, and the findings are reported to senior management and the ESG Board to support strategic decisions and strengthen our culture of integrity.



## Our compliance system

# Providing *accessible* and *confidential* *reporting* mechanisms

Our compliance system includes **specific policies**, a **Compliance Committee** and **internal control mechanisms** to prevent and detect potential breaches. One of its key elements is the **Direct Line**, an **anonymous reporting channel** open to employees and third parties. It is available in several languages, **24 hours a day**, six days a week, and guarantees confidentiality, data protection and non-retaliation: <https://www.insudpharmadirectline.com/?lang=es>

In 2024, 100% of the complaints received through this channel were addressed and closed. **No reports related to human rights were received this year.**



## Responsible management of our suppliers

# Ensuring *ethical practices* throughout the *value chain*

All suppliers must adhere to our **Code of Ethics for Suppliers**, which outlines our expectations on topics such as human rights, environmental protection, anti-corruption, labor conditions and responsible sourcing. We also conduct **risk-based assessments** of our suppliers, prioritizing those operating in high-risk sectors or geographies. Depending on the results, we apply additional controls, request documentation, or carry out on-site audits.

# Our *human rights* standards not only apply to *our Group*

- Prohibition of **child abuse** and **forced labor**.
- **Working hours** and **wage compliance** in accordance with local laws.
- **Freedom of expression** and equal opportunities.
- Protection of **workers' health and safety**.
- Protection of the **environment**.
- **Commercial integrity**.



## Digital transformation for operational excellence

# Driving *innovation*, *agility* and data *intelligence*

Digitalization is a key strategic lever to strengthen all areas of our organisation. In 2024, we launched and expanded multiple global **digital transformation projects** aimed at improving **efficiency**, enabling data-driven **decision-making** and increasing our **operational resilience**. These initiatives span core business functions, from **production** and **logistics** to **legal, training and quality**, and reflect our commitment to continuous improvement through technology.

An ESG-focused AI agent is in training to handle requests related to sustainability and certifications.

# SOF.IA





# INSUD PHARMA

Please note that the KPIs presented in the introduction of this report refer to the entire Insud Group, while those included under the One Health framework (Health for People, the Planet, and Insud Pharma) apply exclusively to Insud Pharma's legal perimeter, as defined in our annual accounts and NFIS.

All data have been sourced from Insud Pharma's Non-Financial Information Statement (NFIS), which is publicly available on our website. For further details or specific inquiries, please contact us at [esg@insudpharma.com](mailto:esg@insudpharma.com).

