

## **MESSAGE FROM CHAIRMAN AND CEO ON SUSTAINABILITY**

### **DOC GENERICI**

**May 2022**

At DOC Generici, we have been offering the highest quality generic drugs to Italian customers since 2000. We make drugs available with less expense for both the patient and the community. All these years, the primary objective of DOC Generici has been to develop our activity and achieve social goals through the satisfaction of the needs of the scientific community and patients, respecting the interests of all those involved in the social activity or, in any case, in any way interested in it.

In 2021, in view of the fact that the particular sector in which DOC Generici operates involves interests of great environmental and social importance, we decided to give a step forward and formulate an Environment, Social and Governance (ESG) strategy, aligned to our business plan, which will help us optimize our efforts in these areas and communicate our progress to our stakeholders.

We believe that ESG is an important competitive advantage that will help us advance our business and increase our positive impact in society, by mitigating risk to our business; anticipating to technological, customer and regulatory changes; engaging and empowering our employees increasing retention and attracting best talent and enhancing our corporate reputation.

We are committed to run our business in a responsible and sustainable way. We manage our environmental and social impacts whilst creating shared value for our clients, staff and stakeholders.

We conducted a materiality assessment that identified good governance and ethical behavior; transparency and dialogue; product quality and safety; environment, relationship with clients, patients and health professionals; working environment; supply chain and health and wellbeing in society as our main ESG drivers and we decided to prioritize our efforts on these areas. We expect to be publishing a first sustainability report, by reference to Global Reporting Initiative (GRI) standards and UN Sustainable Development Goals, during 2022. The report will further describe our strategy and the activities that we have been conducting on these topics.

Additionally, this year, our ESG baseline has been assessed and we have identified our strengths and opportunities that will help us better define and execute our strategy. Once our ESG topics were prioritized, we found it important to assess our existing programs, policies,

metrics, and engagements. This assessment allows us to take stock of our company's current state and gauge the relative maturity of ESG across the organization.

We have also adapted our internal governance structures to ensure that our ESG focus areas receive the required level of attention at the top levels of the company. The Board of Directors nominated our CEO as ESG responsible at Board of Directors level and our Legal & Compliance Director was appointed as responsible of our ESG function at Executive Level, reporting to the CEO. A dedicated budget was also allocated to our ESG efforts.

We are now in the process of creating an ESG interdisciplinary team, consisting of representatives from different departments, defining roles & responsibilities, establishing sustainability targets, broken down and integrated into the employees' individual target agreements. An important success factor for internal implementation is employee motivation and we are committed to identifying objectives that are both binding and attractive.

We are now introducing our recently approved Sustainability Policy that refers to our responsibility towards society, our environment, our investors, our suppliers, our staff and the communities in which we operate. The policy applies to our company and, wherever possible, it also applies to suppliers and business partners.

ESG topics in our supply chain are of paramount importance to our company and we are also launching a Sustainable Procurement Policy that refers to the way we embed our Sustainability objectives and principles into our procurement activities and the way we work with our suppliers, together with a Supplier Code of Conduct, inspired by the principles of the Pharmaceutical Industry Principles for Responsible Supply Chain Management.

We expect all our employees and suppliers to abide by these policies, without exception.

Our focus on ESG has increased substantially over the last twelve months and we anticipate it will continue. We believe that we are advancing in the right direction and, in line with our investors, we are convinced that our long-term financial prospects are intimately entwined with the long-term environmental and social actions we take. The way we act is just as important as what we do.

Gualtiero Pasquarelli  
Chairman Board of Directors

Riccardo Zagaria  
CEO (Amministratore Delegato)