

we
care

Summary of the 2025
Sustainability Report



TABLE OF CONTENTS

4 Letter to the Stakeholders

6 **1. The Opocrin Group**

10 **2. Our impact in figures**

14 **3. Our ESG approach**

16 Environmental aspects

18 Social aspects

20 Governance and transparency

22 **4. Methodological Note**

Summary of the 2025 Sustainability Report

Letter to the Stakeholders

Dear Stakeholders,

It is with great pleasure that I present the second edition of the Opocrin Group Sustainability Report (below in its concise version). This document represents not only a reporting milestone, but above all an opportunity to share the journey we have undertaken, the achieved results, and the commitments that continue to guide our work.

This report is an important tool for us for illustrating how sustainability principles are progressively being integrated into our business model, guiding strategic decisions and our way of operating across the three dimensions of value creation: Environmental, Social, and Governance.

The strength of our economic fundamentals, combined with our constant focus on patient well-being and the quality of our products, continues to represent the main pillar of our activities.

Meritocracy, accountability, and shared values are essential elements to sustain solid and lasting growth.

Our commitment to an increasingly sustainable industrial model

During 2025, we continued with determination to strengthen sustainability within the Group, working to integrate these principles in a more structured way into industrial activities, decision-making processes, and our corporate culture. Among the most significant achievements, I would like to highlight the progress made in the environmental area.

We embarked on a path to strengthen sustainability governance and expanded systems for monitoring energy consumption and emissions, enhancing the tools used to manage and control our environmental performance.

Over the course of the year, significant strategic investments were also launched, including the new photovoltaic plant in Trino, alongside several initiatives aimed at improving pollution prevention, responsible water resource management, and the promotion of circular economy practices designed to reduce waste and optimize resource use.

The achieved results—including a positive EcoVadis rating and the completion of our first Carbon Footprint assessment for the Corlo di Formigine plant—confirm the Group's commitment to pursuing a concrete and progressive path toward a more resilient and environmentally responsible industrial model.



The value of people and our contribution to society

In addition to our environmental objectives, we continue to recognize the fundamental role that our business plays in society and in the regions where we operate. The Opocrin Group contributes to the economic and scientific development of local communities by creating skilled employment, collaborating with universities and research centers, and developing partnerships with healthcare and scientific institutions.

Our strength lies first and foremost in our People. Today, the Group relies on over 450 highly qualified individuals who, with integrity, dedication, and expertise, contribute every day to the Company's growth and the achievement of our goals.

Our commitment is to continue building a stimulating and inclusive working environment, capable of valuing talent and promoting professional development. We firmly believe that meritocracy, responsibility, and shared values are essential elements in sustaining solid and long-term growth.

Looking ahead

We are aware that fully integrating sustainability into our development model is a complex and continuously evolving journey, requiring strategic vision, responsibility, and ongoing commitment.

For this reason, we will continue working to further strengthen our ESG performance management and monitoring tools, with the aim of creating long-term value for all our stakeholders.

Finally, I would like to thank our employees, partners, and stakeholders for the support and trust they demonstrate every day, encouraging us to pursue our path of sustainable growth with determination.

I invite you to explore this Sustainability Report to gain a closer understanding of the initiatives and achievements that define our commitment.

With gratitude and in the values that unite us,
Federico Saetti
Group CEO - Vice President



"For over 60 years, Opocrin has combined scientific excellence with authentic relationships: an enduring balance that continues to drive our ability to innovate."

Enrica Bovina
Group Chief R&D and Quality Officer

The Opocrin Group

An international group with strong roots in both its local territory and scientific research.

HIGHLIGHTS

More than **450** people,
including 408 employees

An international team operating in Italy, Spain, Mexico, and China.

The Opocrin Group

The Opocrin Group (also referred to here as “the Group”) is an Excellence in the global pharmaceutical industry, with operations spanning Europe, Latin America, and Asia. Originating from a long-standing propensity for research and innovation, the Group today comprises six companies, located in Italy, Spain, Mexico, and China.

Employees by geographic area



The Group’s activities

The Group’s activities are organized around two main businesses.

API BUSINESS

The company’s traditional core business focusing on research, production, and marketing of active pharmaceutical ingredients such as heparins, pulmonary surfactants, glycosaminoglycans, and iron complexes.

PHARMA BUSINESS

This area is centred on research, development, and marketing of drugs, medical devices, and foods for special medical purposes, with a particular focus on vascular and ophthalmic diseases.

A global presence

Opocrin S.p.A. has undertaken a significant acquisition strategy, expanding its value chain from sourcing through to the distribution of finished products.

- The Group’s companies include:
- **Opocrin S.p.A. (Parent company)**: founded in 1964 and globally recognized as leading manufacturer of active pharmaceutical ingredients (APIs).
 - **PC Biologics S.A. De C.V.**: based in Mexico, produces and commercializes active intermediates derived from porcine intestinal mucosa.
 - **Opocrin Shanghai Biological Co., Ltd.**: based in China, is primarily responsible for the quality control and assurance of biological raw materials sourced from Chinese suppliers.
 - **Omikron Italia S.r.l.**: founded in 2005, specialized in research, development, contract manufacturing, and marketing of pharmaceutical products for vascular and ophthalmic diseases.
 - **Omikron Pharmaceutical España SL**: distributes Omikron Italia’s pharmaceutical products and medical devices in Spain.
 - **Salus Omikron Stores S.r.l.**: retails products from the Omikron Italia portfolio and secondarily, the over-the-counter products sold in pharmacies.

VISION

to become Opocrin Pharmaceuticals: an excellent pan-European+ pharmaceutical multinational, independent from third parties, built on core business, research and innovation.

MISSION

Transformation into a “circular” Group, where API production contributes to creating value in the pharmaceutical business, driven by research and innovation. At the heart of our mission are patients and their quality of life.



Quality is not a destination, but a daily reflection of the respect we have for our work and for those who rely on it.

Founder, Prof. Pietro Bianchini

Core values

1 THE POWER OF SCIENCE AT THE SERVICE OF LIFE

We strive to respond to new emerging therapeutic needs, shaping scientific potential into meaningful contributions that advance human well-being.

2 QUALITY SYSTEM

We are committed to improving our quality standards every day.

3 RESEARCH & INNOVATION

We believe in shared research as a way to enhance the quality of life.

4 INTEGRITY & RESPONSIBILITY

Being a reliable company means acting responsibly towards all stakeholders.

The Group’s identity is based on a rigorous, scientifically advanced approach and strongly focused on continuous improvement. Every project, every product, and every partnership is guided by a clear vision: **to improve people’s health through quality and innovation.**

*"Behind every number
lies a decision. Behind
every decision, a
responsibility."*

Francesco Neviani
Group Chief Financial Officer

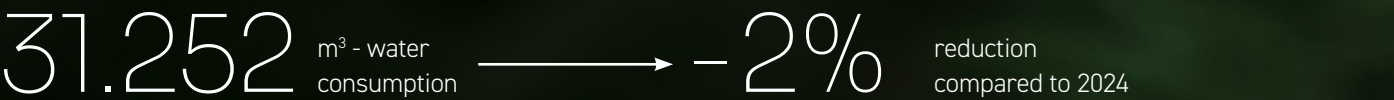
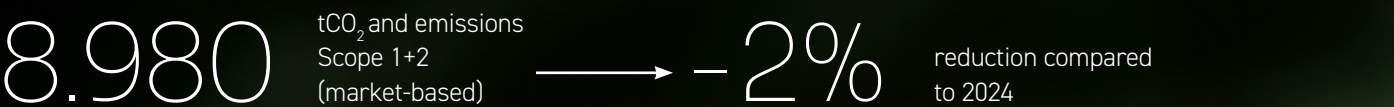
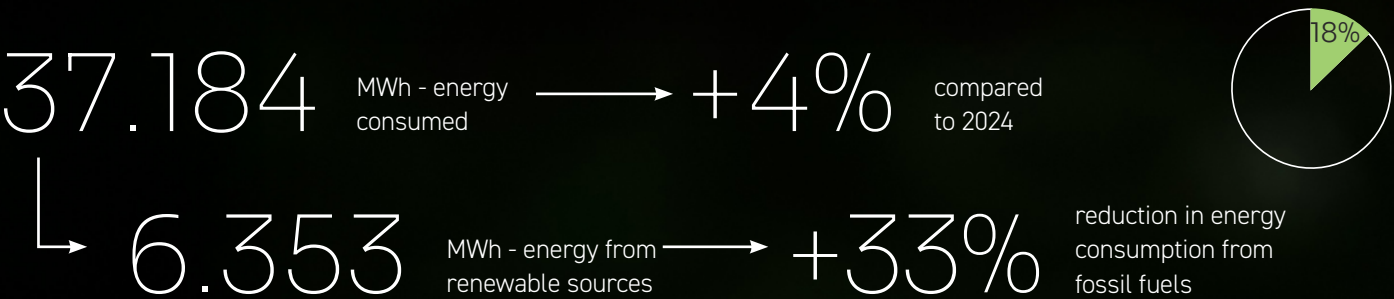
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Our Impact in Numbers

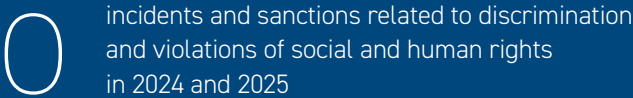
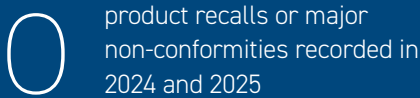
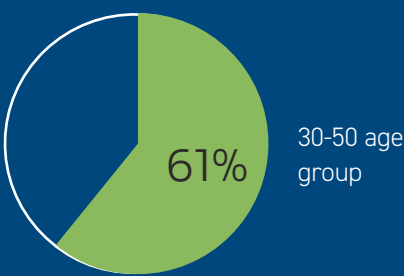
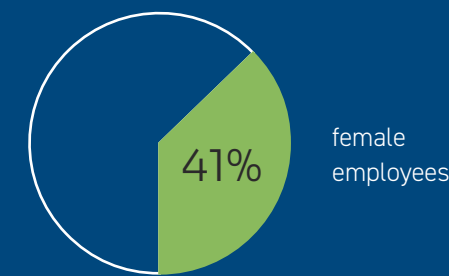
2025 data reflecting our commitment to sustainability.

Our impact in figures

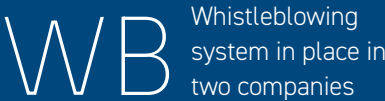
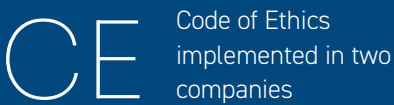
ENVIRONMENT



SOCIAL



GOVERNANCE



"Reducing consumption, optimizing resources, preventing waste: these are, first and foremost, smart industrial choices. And for this reason, they become choices that sustain the future"

Flavio Stroppiana
Chief Operating Officer



Our ESG Approach

Integrating sustainability into every strategic decision

In 2025, the Opocrin Group continued its journey of integrating sustainability into its operational activities, strengthening its commitment to an increasingly responsible development model.

During the year, targeted initiatives were launched, including the new photovoltaic plant in Trino, alongside actions aimed at improving resource management, preventing pollution, and promoting a more efficient use of materials, also with a view to reducing waste.

Among the most significant outcomes of the period are the positive EcoVadis assessment and the growing corporate awareness of Carbon Footprint: results that confirm the Group's commitment to progressing toward an increasingly responsible industrial model with a strong focus on environmental protection. At the same time, the Group reaffirmed its attention to people, communities, and stakeholders by promoting initiatives that support professional growth, well-being, and the development of responsible and collaborative relationships. The objective is to continue building an increasingly responsible and sustainable approach, aimed at progressively reducing environmental impacts while creating value for people and communities.

Environmental Aspects

REDUCING IMPACT, IMPROVING EFFICIENCY,
AND MANAGING RESOURCES RESPONSIBLY

Environmental stewardship is an integral part of the Opocrin Group's commitment to responsible, sustainable growth. Manufacturing businesses, particularly those operating in biological active ingredients, require attention to natural resources, energy, and waste. For this reason, the **Group has adopted a proactive approach to achieve continuous improvement** through prevention and monitoring activities, in order to limit environmental impacts and to strengthen regulatory compliance.

The **HSE policy** (health, safety, and environment), that Opocrin S.p.A. has adopted and applies in all its production plants, is designed to ensure transparency, regulatory compliance, and the active involvement of everyone. The Opocrin's management system is certified according to standards such as **UNI EN ISO 14001** (environment) and **UNI EN ISO 45001** (occupational health and safety), and includes regular audits, training schemes, and specific performance objectives.

environmental 

Energy Consumption and Renewable Sources

In 2025, the Group recorded total energy consumption of 37,184 MWh, slightly increasing compared to the previous year, while further reducing reliance on fossil fuels (-5%). While 82% of energy needs are still met from conventional sources, **the use of renewable sources is growing on a structural basis**, accounting for 18% of total energy consumption, due primarily to the purchase of GO-certified energy, therefore whose origin is guaranteed. Photovoltaic systems are also in use at the Corlo and Nonantola sites, which contributed **8.3 MWh of self-generated energy** in 2025. An increase in the share of renewable energy sources and a gradual improvement in plant efficiency are planned.

HIGHLIGHT

37.184 MWh of energy consumed, including,
6.353 MWh (18%) from renewable sources.

Emissions and Carbon Intensity

The Group's commitment to **reducing climate-altering emissions** is reflected in its systematic monitoring of greenhouse gas (GHG) emissions. Scope 1 and 2 (market-based) emissions in 2025 amounted to 8,980 tCO₂e, marking a 2% reduction compared to 2024. Emissions were calculated using DEFRA factors for Scope 1 and applying ISPRA and European Residual Mix standards for Scope 2.

The company's pathway involves the adoption of actions included in a plan of measures that enable the gradual reduction of the company's carbon footprint.

HIGHLIGHT

8.980 tCO₂eq Scope 1 + Scope 2 (market - based)

- **2 %** reduction compared to 2024

8.010 tCO₂eq Scope 1 + Scope 2 (location - based)

- **10 %** reduction compared to 2024

Management of hazardous substances and water resources

Hazardous substances are managed in compliance with European **REACH** and **CLP** regulations, **with the aim of minimizing environmental and health risks.**

Every compound is assessed for safe and efficient use, with particular focus on replacement - where possible and compatible with regulatory constraints - with lower-impact substances.

The Group recognizes the importance of protecting water resources and is actively committed to managing this natural resource efficiently and reducing its consumption. Policies on water management and stewardship are being progressively defined and extended across the supply chain.

HIGHLIGHT

197.898 m³ - water withdrawals

31.252 m³ - water consumption

- **6%** reduction compared to 2024

Waste Management and Circular Economy

In 2025, total generated waste amounted to 13,551 tonnes, of which approximately 2,349 tonnes (17%) were **recovered through reuse, separate collection, and treatment.**

Recovered waste includes:

- 2,035 tonnes of hazardous waste
- 314 tonnes of non-hazardous waste

A total of 11,202 tonnes was sent to authorized disposal facilities. Data are collected through company ERP systems and provided to competent authorities for all reference purposes. Initiatives have also been introduced to reduce the amount of packaging requiring disposal and to improve material circularity.

HIGHLIGHT

13.551 t of waste generated

2.349 t recovered (17%), in line with 2024

11.202 t disposed of

0 waste sent to landfill or incineration in 2024 and 2025



Social aspects

DEVELOPING HUMAN CAPITAL, CREATING STRONG, LASTING RELATIONSHIP WITH STAKEHOLDERS, AND ENSURING OUTSTANDING STANDARDS OF QUALITY AND SAFETY

People are at the heart of the Opocrin Group's strategy.

Wellbeing, professional growth, safety, and dialogue are recognized as the factors that enable an inclusive, responsible corporate culture oriented towards continuous improvement. The Opocrin Group also fosters the wellbeing of local communities and the areas in which it operates, through numerous initiatives that reflect the Group's core values and its role as a responsible entity attentive to social needs. Rela-

tionships with customers and suppliers are based on transparency and mutual cooperation, as well as the promotion of responsible, fair, and lasting relationships throughout the value chain.

Attention to quality is reflected by our ongoing commitment to continuously improving various processes by integrating monitoring systems and by providing ongoing training to ensure qualified, highly specialized personnel.



Human capital development

The Opocrin Group has over **450 people in four different countries, including 408 employees** with an average age of 42 and a high proportion of women. In 2025, the company implemented new hiring and internal mobility initiatives. The welfare system offers healthcare, employee services, and work-life balance initiatives. **An average of 45 hours of training was provided per employee.** During 2025, Opocrin initiated the Top Employers Certification process, demonstrating a structured commitment to employee development and well-being.

The Certification represents a confirmation of Opocrin's commitment to fostering a working environment founded on high quality standards, inclusivity, talent development, and continuous improvement, promoting conditions that enable each individual to fully express their potential and contribute meaningfully to the organization's overall success.

In 2025, Opocrin obtained Gender Equality Certification, which certifies that its management system complies with **UNI PDR 125:2022 guidelines**.

HIGHLIGHT

408 employees in four countries

61% of employees are aged 30-50

Community Engagement

In 2025, the Group promoted **social initiatives in the fields of sports, health, culture, and education**, acting in conjunction with local authorities, associations, and schools. The goal is to actively contribute to the development of the local area and collective wellbeing.

In 2023, the Opocrin Group established the **Opocrin AID Committee** to manage sponsorships, donations, and other contributions made by Opocrin Group companies to third parties. The committee seeks to direct internal synergies towards achieving shared **cultural, philanthropic, social, and humanitarian values and goals**, generating mutual benefits for both the Group and its stakeholders and focusing on the impact of these activities with regards to sustainability. The committee focuses on various projects, activating **philanthropic initiatives** such as funding, practical help, and anything else needed to support foundations, associations, hospitals, schools, universities, and public or private entities.



Value chain

For the Group, the **value chain** - both upstream and downstream - is critical to maintaining continuity and efficient business operations. With specific reference to people in the value chain, **the Group recognizes the importance of protecting workers along the entire value chain** and is committed to ensuring fundamental rights are upheld and to promote safe, fair working conditions and an inclusive working environment that respects individual dignity.

Customer satisfaction, product quality and safety

The Group is committed to ensuring **quality and safety** at all stages of the supply chain. As confirmation of this - at **Opocrin** - all **Italian production** sites have obtained **GMP (Good Manufacturing Practices)** certification issued by the Italian Medicines Agency (AIFA). In addition, specific internal procedures guarantee **quality control throughout the entire supply and production chain**.

At **Omikron Italia**, the quality management system, certified according to **UNI EN ISO 9001 and UNI EN ISO 13485**, includes rigorous controls at all stages of production, from raw material procurement to finished product inspection.

Customer satisfaction is monitored through quality indicators and joint audits. The Group is committed to providing maximum product control and traceability, ensuring compliance with safety and quality standards.

HIGHLIGHTS

No product recalls in 2025

Quality controls along the entire supply chain

Governance and Transparency

ORGANIZATIONAL CONTROLS, INTEGRITY AND RISKS MANAGEMENT CONTROL FOR SUSTAINABLE MANAGEMENT

The Opocrin Group has adopted a governance model inspired by the principles of responsibility, transparency, and compliance with applicable regulations and the highest standards of corporate integrity, as the foundation of its operations and decision-making processes.

The organizational framework and internal control systems are designed to ensure effective risk management, lawful conduct, and respect for stakeholders at every stage of the company's operations.

The Group has made a concrete commitment to conducting its business in accordance with principles of responsibility regarding its economic, social and environmental impacts. In this context, the **ESG Steering Committee** plays a strategic guidance and coordination role, acting as the central governance body for sustainability-related initiatives.



Corporate Structure

The Group has a conventional governance system, including a Board of Directors, a board of Auditors, and a Management Team whose members represent various departments. This structure is designed to guarantee that responsibilities are clearly assigned, while also accelerating decision-making, and ensuring oversight of strategic issues. Opocrin S.p.A. and Omikron Italia S.r.l. have adopted an organization, management, and control model (compliant with Italian Legislative Decree 231/2001), including measures to prevent corporate offences, particularly in environmental, health and safety, and public sector-related areas. Both companies have also appointed Supervisory Bodies responsible for monitoring the effectiveness of internal controls.

HIGHLIGHT
“231 Model” adopted by two companies
Supervisory bodies established in two companies

Ethics and Compliance

The Code of Ethics (Opocrin S.p.A.) and the Code of Conduct (Omikron Italia S.r.l.) define the core principles of corporate culture and apply to employees, suppliers, and business partners. These include **legality, fairness, transparency, respect for individuals, and environmental responsibility**. Suppliers are required to adhere to these principles, and on-site audits may be conducted to verify compliance with the Code of Ethics and Code of Conduct, respectively. The Codes are periodically updated to reflect regulatory developments and stakeholder expectations.

The compliance framework also includes:

- corporate procedures covering quality, environment, health and safety, and anti-corruption
- internal whistleblowing channels
- internal and external audit activities on critical processes

HIGHLIGHT
Code of Ethics and Code of Conduct implemented in 2 companies
Whistleblowing systems in place and regulated in 2 companies

ESG Steering Committee

Established in 2024, the ESG Steering Committee oversees and coordinates the Group's sustainability strategy, ensuring continuous oversight of environmental, social, and governance issues.

Privacy and Data Protection

During the reporting period, organizational, technical, and procedural measures aligned with **Directive (EU) 2022/2555 (NIS2)** were implemented, integrating cyber risk into governance and internal control systems.

Key initiatives included strengthening IT security systems, defining incident management processes, and delivering targeted training and awareness programs. These activities support responsible digital practices, ensure operational resilience, and contribute to long-term value creation.

HIGHLIGHT
Record of processing activities annually updated
GDPR training and awareness programs for those who may come into contact with personal data

Methodological Note



Methodological Note

This document summarizes the second voluntary sustainability report prepared by Opocrin S.p.A..

The adopted reporting scope is the same as the Group's consolidated financial statements, which are prepared according to IFRS provisions. More specifically, the scope therefore includes Opocrin S.p.A. ("Opocrin", "the Company" or "the Business"), as the Parent Company, and the following controlled companies, which are accounted for using the full consolidation method:

- **Omikron Italia S.r.l.**
- **PC Biologic S.A. de c.v.**
- **Opocrin Shanghai Biological Co., Ltd.**
- **Omikron Pharmaceuticals España SL**
- **Salus Omikron Stores S.r.l.**

The full document was prepared based on EFRAG's Sector-Agnostic European Sustainability Reporting Standards ("ESRS Standards" or "ESRS") for the period from 1st January 2025 to 31st December 2025.

The data and information collection process for the preparation of the report was designed and managed in conjunction with the various company departments (each within their specific areas of expertise) with the aim of providing a clear, precise specification of the information considered material for stakeholders. Finally, building on the assessment performed in the previous reporting period, the Group updated its double materiality assessment in line with the ESRS requirements. The assessment confirmed the continued relevance of its material sustainability matters.

For further information, please contact us at esg@opocrin.it

66

Behind every result of this Report stand more than four hundred people.

It is to them - their dedication and their expertise - that we owe the ability to look ahead with confidence.

Mara Bianchini
President



COMMUNITY
AWARENESS
RESPONSIBILITY
ETHICS

we
care
re

We Care is our commitment to a sustainable, responsible future.

