

Our purpose

We serve patients through our B2B customers by ensuring a reliable supply of safe, effective and high-quality pharmaceutical products.

Through operational excellence and vertical integration, we continuously strengthen our capabilities across the value chain, progressively increasing the value delivered through our finished product solutions while maintaining excellence in active ingredients.

Our commitment

- 1 Patient & Customer Focus**
We place patient safety and customer satisfaction at the center of everything we do, ensuring our products consistently meet the highest standards of quality, safety and reliability.
- 2 Operational Excellence**
We enhance a “first-time right culture” while continuously improving our processes, technologies and performance to strengthen efficiency, robustness and integration across our pharmaceutical operations.
- 3 Robust Quality System**
We maintain and continuously improve an effective Quality Management System aligned with global GMP standards to ensure product quality throughout the lifecycle.
- 4 People & Quality Culture**
We foster a culture of quality and accountability, ensuring all employees are trained, engaged and empowered to perform their activities in compliance with GMP standards, while caring for our team's professional development.
- 5 Digitalization & Data Integrity**
We promote digital transformation and data-driven processes, ensuring the accuracy, reliability and integrity of data supporting our operations and decisions.
- 6 Compliance & Integrity**
We comply with all applicable regulatory requirements, laws and customer commitments, maintaining transparency and trust with regulators, partners and customers.
- 7 Sustainability & Responsibility**
We integrate sustainability, quality and customer orientation into our decisions to ensure responsible operations and long-term value creation.
- 8 Continuous Improvement**
We establish measurable objectives and performance indicators to continuously improve our processes, products and Quality System.

Quality is the responsibility of everyone.

Together, we ensure that every product we deliver contributes to better outcomes for patients worldwide.

March 2026
Elisabeth Stampa
CEO

Our purpose

We protect the health, safety and wellbeing of our employees, contractors and visitors by ensuring safe working environments and responsible operations throughout all our activities.

Through proactive risk management, a strong safety culture, operational excellence and continuous improvement, we strive to prevent injuries and occupational illnesses while ensuring safe and reliable operations.

Our commitment

- 1 People Safety First**
We ensure the maximum health and safety of our people, promoting safe behaviors and ensuring that all activities are carried out under controlled and safe conditions.
- 2 Risk Prevention & Safe Operations**
We identify hazards, assess risks and implement effective preventive and protective measures to eliminate or minimize occupational risks associated with our activities, facilities and processes.
- 3 Training & Safety Awareness**
We ensure that all employees receive appropriate training and information to perform their activities safely, fostering awareness, responsibility and continuous improvement in safety practices.
- 4 Employee Participation**
We encourage active participation and consultation of employees in matters related to occupational health and safety, strengthening our collective commitment to a safe workplace.
- 5 Compliance & Responsibility**
We comply with all applicable occupational health and safety legislation and regulatory requirements, ensuring that our operations meet the highest safety standards.
- 6 Safe Collaboration**
We promote our occupational health and safety principles among contractors, partners and external collaborators working at our facilities.
- 7 Resources & Continuous Improvement**
We provide the necessary human, technical and organizational resources to maintain and continuously improve our Occupational Health and Safety Management System and working conditions.

Safety is everyone's responsibility.

Together, we create a safe and healthy workplace for all.

March 2026
Elisabeth Stampa
CEO

Environmental Policy



Our purpose

We are committed to protecting the environment by minimizing the environmental impact of our activities, products and processes throughout their lifecycle.

Through responsible resource management, pollution prevention, operational excellence and continuous improvement, we contribute to sustainable operations and long-term environmental protection.

Our commitment

- 1 Environmental Protection**
We integrate environmental protection into our operations, preventing pollution and reducing the environmental footprint of the entire life cycle of our products and activities.
- 2 Compliance & Responsibility**
We comply with all applicable environmental laws, regulations and other commitments related to our activities and environmental performance.
- 3 Environmental Management System**
We maintain and continuously improve an effective Environmental Management System that enables monitoring, control and improvement of our environmental performance, reviewing this policy periodically and making it available to stakeholders.
- 4 Resource Efficiency & Climate Action**
We promote the efficient use of natural resources, including energy and water, increasing energy efficiency, progressively increasing the consumption of renewable energy and supporting initiatives aimed at reducing greenhouse gas emissions.
- 5 Circular Economy**
We support circular economy principles throughout the product life cycle by optimizing processes, promoting waste reduction, reuse and recovery of materials, such as solvents and raw materials, and circular management of packaging, whenever technically and economically feasible without compromising product quality.
- 6 Pollution Prevention**
We apply best available practices and technologies to prevent environmental pollution, including air emissions and wastewater impact.
- 7 Water Cycle**
We promote responsible water management, reducing water consumption and improving wastewater quality.
- 8 People Engagement**
We raise awareness and engage our employees in environmental responsibility, encouraging sustainable practices in daily activities.
- 9 Sustainable Value Chain**
We promote our environmental commitments among clients, suppliers, contractors and partners, extending good environmental practices across our value chain and collaborating with stakeholders to improve environmental performance.

Environmental responsibility is a shared commitment.

Together, we contribute to a more sustainable future.

March 2026
Elisabeth Stampa
CEO