

SUSTAINABILITY REPORT

2023 / 2024

SUSTAINABILITY



EQUITY



VIABILITY



VIRIXENE

Message from the Board

Celebrating 30 years of history and a decade of sustained commitment

2-22



We proudly announce a new edition of our Sustainability Report, prepared in line with the updated standards of the Global Reporting Initiative (GRI), and aligned with the Sustainable Development Goals (ODS, for its acronym in Spanish) of the United Nations. This report reflects our commitment to the production of environmental, social and financial value during the period comprised between January 2023 and December 2024, which marked a remarkable milestone: one decade of continuously reporting our ESG (environmental, social and governance issues) management.

In this biennium, VIRIXENE attained significant goals that consolidated its track record and planned its long-term vision:

In 2023 we celebrated 30 years of history, a journey that reaffirms our identity as an inter-

national pharmaceutical group committed to health and life.

Commemorating this anniversary, we have launched “Our Formula”, a book that traces our institutional history, the values shaping us, and the people who have been protagonists at each stage of our growth.

In 2024, we attained one of the most significant advances of the period, the official authorization granted by the European Industrial Facility (CIE, for its acronym in Spanish), in Leon, Spain, which positions us as referents in the manufacturing of sterile cancer drugs in Europe.

The second generation was incorporated to the Board, in line with our mission to serve as a pharmaceutical group that transcends generations and has long-term vision plans.

Likewise, we delved deeper in our internationalization strategies, consolidating our operations in the South Cone, United States and Europe, through our three business units.

We promoted initiatives that strengthened our commitment to the pillars of sustainable development, integrating innovation, quality and social awareness into each decision.

I am deeply grateful to all our stakeholders for your confidence and continuous support.

Together, we will continue to build a more just and healthy future.

Ivanna Mandolesi
Vice Chair VIRIXENE



Contents

Message from the Board

1 ›

- › Our 6th Report 3
- › Audiences 4
- › Material Issues 6

Product Liability

27 ›

- › Industrial Complexes 28
- › International Quality 31
- › Trademark Heritage 32
- › Commitment to Clients 43

Mitigation Of Environmental Impact

61 ›

- › Environmental Policy 62
- › Environmental Management at the Argentinian Industrial Facility 63
- › Environmental Management at the Spanish Industrial Complex 72

VIRIXENE

8 ›

- › We are VIRIXENE 9
- › Our Philosophy 10
- › Structure with an International Vision 11
- › 30 Years of History and Future 12

Quality Work Relationships

44 ›

- › Synergy and Commitment to Our Human Capital 45
- › Team VIRIXENE 47
- › Fostering Diversity and Inclusion at Work 49
- › Skill Formation and Development 50
- › Health and Safety 51

Community

76 ›

- › ActivaRSE Plan 77

Corporate Governance

13 ›

- › Composition of the Board 14
- › Ethics and Integrity 16
- › Strategy Evolution 17
- › Business Units 18
- › Economic Development 25

Procurement Practices

55 ›

- › Supply-Chain Management 56

GRI Standards Contents Index

83 ›

Our 6th Report

2-3; 2-29; 3-1; 3-2

What we assess, we improve: a decade of sustainable management

The present is our sixth Sustainability Report. All leaders of the company have actively taken part in the drafting of this report, contributing their vision and most relevant data taken from the 2023 and 2024 management reports. It was prepared under the 2021 GRI Standards, considering the contribution made to the Sustainable Development Goals (ODS) of the United Nations and the milestones set forth for 2030.

The data introduced reflects our sustained commitment throughout these years, as well as the growth and evolution of the company, based on environmental respect, liability and awareness.

This report serves as a means of communication and includes the main target groups. It allows us to inform how the company meets expectations, and to share achievements, challenges and future perspectives.

- 2022/2021 ▾
- 2020/2019 ▾
- 2018/2017 ▾
- 2016/2015 ▾
- 2014/2013 ▾



Audiences

3-1

We identify our target audiences, both internal and external, based on the inclusiveness criteria, as well as on those of relevance, response capacity and influence to comply with the mission and vision of the company. To understand their perspectives, interests and necessities, we use multiple channels for interaction and communication purposes.

TARGET AUDIENCES	COMMUNICATION CHANNELS	MAIN EXPECTATIONS PER ENQUIRES
SHAREHOLDERS	<ul style="list-style-type: none">▶ In-person and virtual meetings.▶ Communications (internal and external).▶ Reports.	<ul style="list-style-type: none">▶ Financial sustainability▶ Growth of the company▶ Management excellence. Results.
COLLABORATORS Argentina, Chile, Spain, United States and Uruguay	<ul style="list-style-type: none">▶ In-person meetings.▶ Active Listening: Internal communication channels.▶ NPS, Wellbeing and Performance Enquiries.	<ul style="list-style-type: none">▶ Development and formation.▶ Quality of employment relationships.▶ Appropriate Pay/ Compensation Schemes.▶ Safety and healthcare.
CLIENTS AND CONSUMERS SAVANT: Vendors and Drugstores, Pharmacies and Public Institutions VIVUNT Oncology: CDMO VIVUNT OTC Medicines: trade market (off & online)	<ul style="list-style-type: none">▶ Client Support System (SAC, for its acronym in Spanish).▶ Call Center.▶ Face-to-face contact with account executives.▶ Participation in industry-related fairs and events.	<ul style="list-style-type: none">▶ Ensuring the supply of medicines.▶ Product Quality.▶ Affordability (adequate pricing).▶ Adaptation of packs, trademarks and product families to regional and international requirements.▶ Innovation of the commercial model: e-commerce.▶ Transparency in relationships.



TARGET AUDIENCES	COMMUNICATION CHANNELS	MAIN EXPECTATIONS PER ENQUIRES
REGULATORY AUTHORITIES ANMAT (Argentinian Administration of Technologies, Food and Drugs), EMA and FDA	<ul style="list-style-type: none">▶ In-person and virtual meetings▶ Reports▶ Audits	<ul style="list-style-type: none">▶ Ensuring compliance with international standards and certification of manufacturing plants for the operation and commercialization of products.▶ Accessibility and transparency of information.
SUPPLIERS Local National International	<ul style="list-style-type: none">▶ Audits▶ E-Mail▶ Institutional Meetings▶ Direct contacts▶ Virtual	<ul style="list-style-type: none">▶ Foreseeability and compliance.▶ Long-term Relationships.▶ Integrity of relationships.
BUSINESS PARTNERS	<ul style="list-style-type: none">▶ Contracts	<ul style="list-style-type: none">▶ Strategic Liaisons.▶ Efficiency and compliance.▶ Long-term relationships.▶ Integrity in relationships.
GOVERNMENTS National Pronvical Local	<ul style="list-style-type: none">▶ Meetings▶ Reports▶ Agreements	<ul style="list-style-type: none">▶ Growth (investments - employment).▶ Drug affordability.
COMMUNITIES El Tio, Argentina Leon, Spain	<ul style="list-style-type: none">▶ Liaisons with organizations and institutions of the company	<ul style="list-style-type: none">▶ Presence and participation.▶ Environmental responsibility of operations.
BUSINESS PARTNERS Strategic suppliers, trained and aligned with the needs of the company, with whom we promote a relationship based on cooperation and mutual understanding.	<ul style="list-style-type: none">▶ E-mail▶ Meetings▶ Direct Contacts▶ Virtual Conferences	<ul style="list-style-type: none">▶ Project/ goal work.▶ Foreseeability and compliance.▶ Short-term, mid-term and long-term relationships, as required by projects.▶ Integrity in relationships.



Material Issues

3-2

We consider that material issues are the impacts that the activities of the company may have on the environment, society or people. These impacts are also related to the assessment of related risks and opportunities planned for our governance and corporate evolution.

MATERIAL ISSUES	PRIORITY
<div>GOVERNANCE</div> <div><div>▶ Good governance</div><div>▶ Integrity of business (ethics and transparency)</div><div>▶ Compliance</div><div>▶ Economic performance</div><div>▶ Expansion consolidation towards new markets</div><div>▶ Data Security and Cybersecurity</div></div>	<div>Very High</div>
<div>GOOD PROCUREMENT PRACTICES</div> <div><div>▶ Long-term relationships conditioned by quality, foreseeability and competitive prices.</div><div>▶ Ethics and transparency in relations.</div><div>▶ Sustainability of the supply chain.</div></div>	<div>High</div>
<div>PRODUCT LIABILITY</div> <div><div>▶ Meeting new products, trademarks and product families regional and international market needs.</div><div>▶ Access to and affordability of medicines.</div><div>▶ Drugs safety.</div><div>▶ Ethical Marketing.</div><div>▶ Packaging.</div></div>	<div>High</div>



MATERIAL ISSUES	PRIORITY
ENVIRONMENTAL IMPACT MITIGATION <ul style="list-style-type: none">▶ Energy▶ Water and Effluents▶ Waste▶ Emissions	High
QUALITY OF WORK RELATIONSHIPS <ul style="list-style-type: none">▶ Health and Safety in the Workplace.▶ Talent Well-being and Retention▶ Development and training: incorporation of talents with knowledge as needed for the position.▶ Quality of Work Relationships.▶ Adequate Pay.	High
COMMUNITY <ul style="list-style-type: none">▶ Presence (employment / investments).▶ Social Investment: Activarse.▶ Safety.	Medium



These material issues are developed along the Report chapters. In each of them, the contributions of the company towards the attainment of Sustainable Development Goals are highlighted, showing our commitment to building a common, more sustainable future.



VIRIXENE

We are VIRIXENE >

Our Philosophy >

Structure with an International Vision >

30 years of History and Future >



We are VIRIXENE

2-1; 2-4; 2-6; 2-23

VIRIXENE is an international group, comprised by the pharmaceutical companies SAVANT and VIVUNT, which are the outcome of the vision of its founders involving an international approach in connection with the expansion of the company, with a track record of over 30 years, and therefore attain their sustainable growth purposes.

VIRIXENE

[Learn more](#)

Our corporate trademarks

 **SAVANT**

 **VIVUNT**



Our Philosophy

We know that health is the most precious asset. Our commitment is to improve ourselves day by day and offer drugs allowing for the enjoyment of a higher quality of life.

Mission

To guarantee more health and improve people’s lives through illness healing, relief and prevention, serving as an international pharmaceutical group that will be passed on to future generations.

VIRIXENE is the summary of Vision, Risk Management and Energy.

Vision

*Derived from
our mission and strategic
guidelines.*

Risk management

*This guarantees
growth driven
by innovation.*

Energy

*It's passion that moves
us towards the achievement
of our goals and targets.*

Values



Passion

We are committed to overcoming new challenges by delivering our best.



Growth

We choose to evolve in a sustainable manner along the path towards excellence.



Innovation

We are looking for new ways to do things and achieve exceptional results.



Development

We relentlessly pursue excellence for the Benefit of all interested parties.



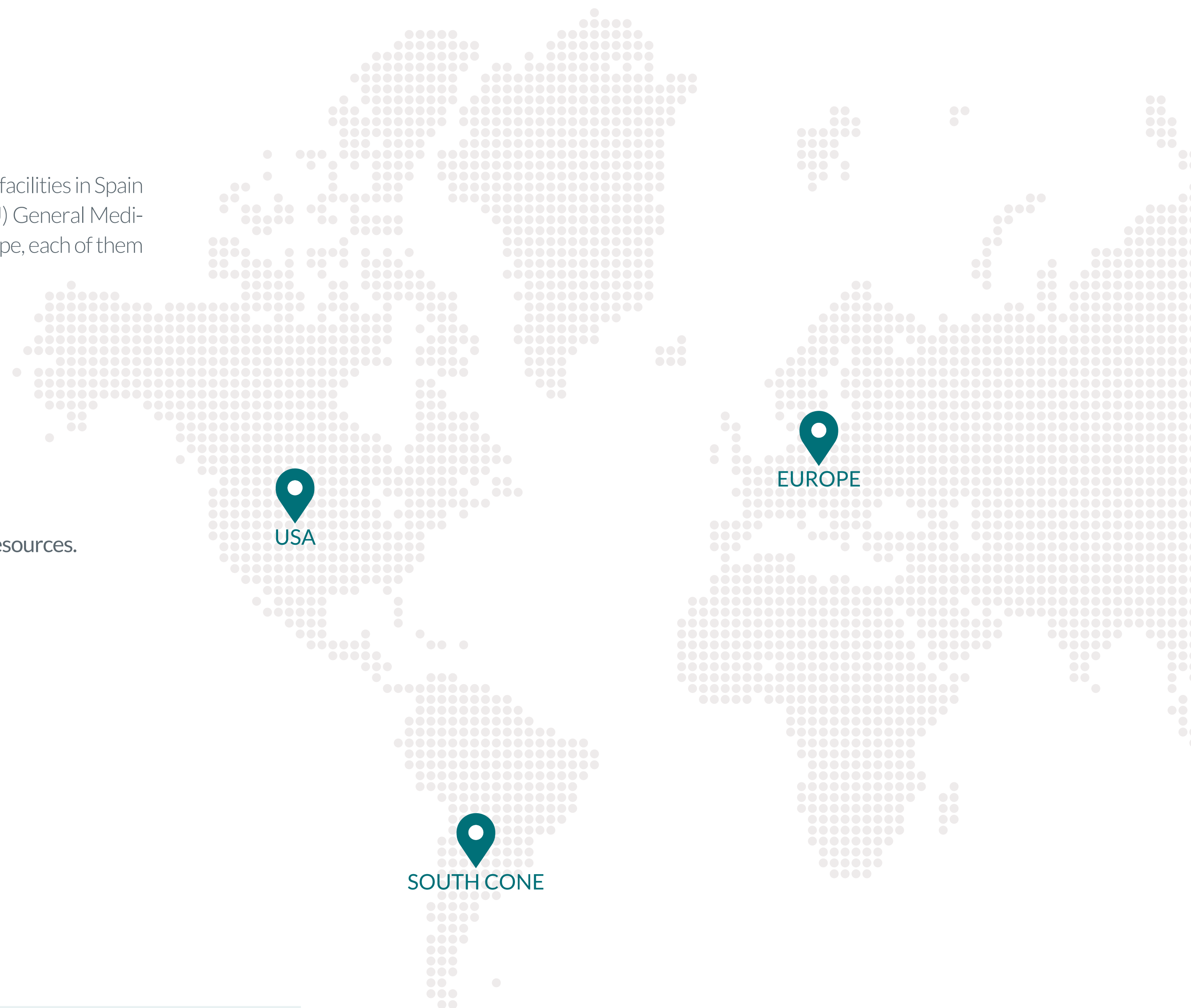
Structure with an International Vision

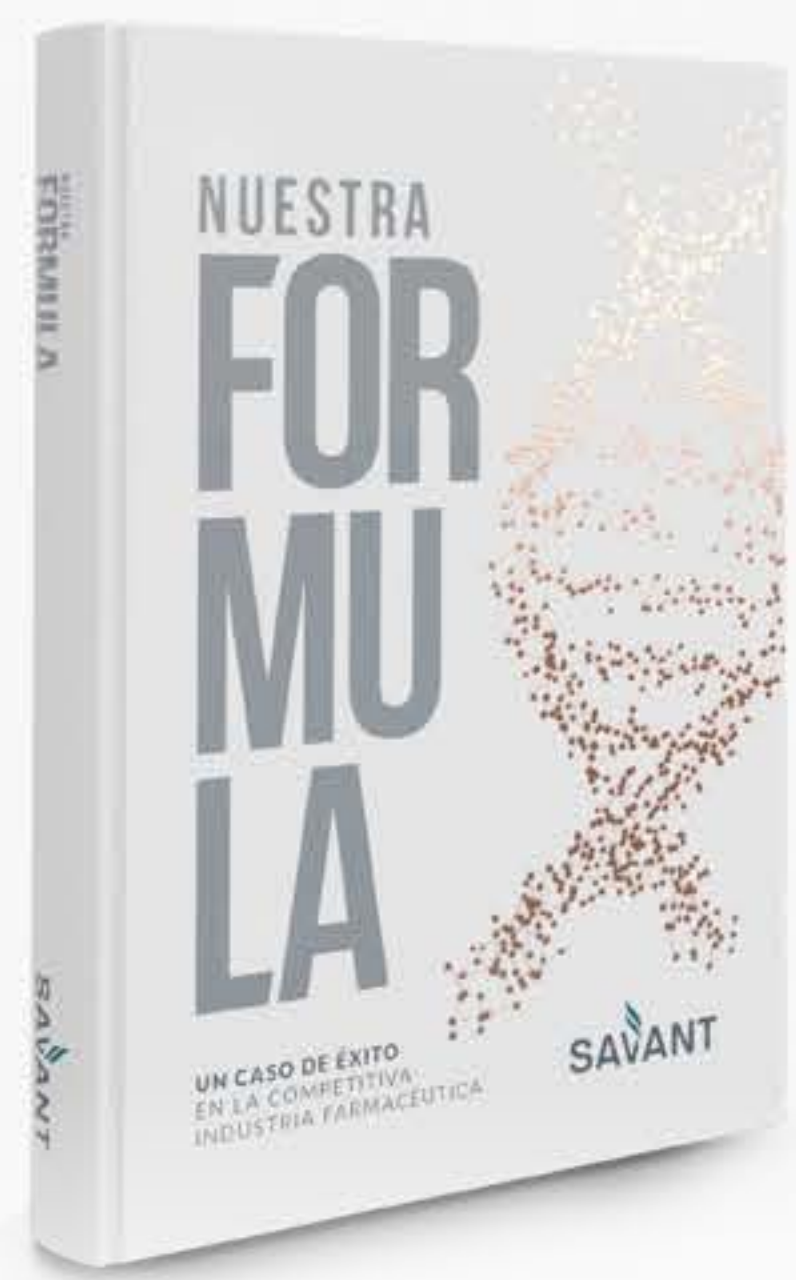
VIRIXENE has its headquarters in the United States of America and has two industrial facilities in Spain and Argentina. Its operation is structured in three business units (Business Units - BU) General Medicines in South Cone, VIVUNT OTC Medicines in USA, and VIVUNT Oncology in Europe, each of them focused on different pharmaceutical products and adapted to the market needs.

The features of each BU are as follows:

- Structure and Strategy of our own, aligned with the group mission and goals.
- Tailored Approach, addressing the specific needs of each market.
- Efficient and Agile Management, which optimized our operation and marketing resources.
- Measurable Outcomes, including financial growth indexes.
- Development and Innovation, launching new products and solutions.

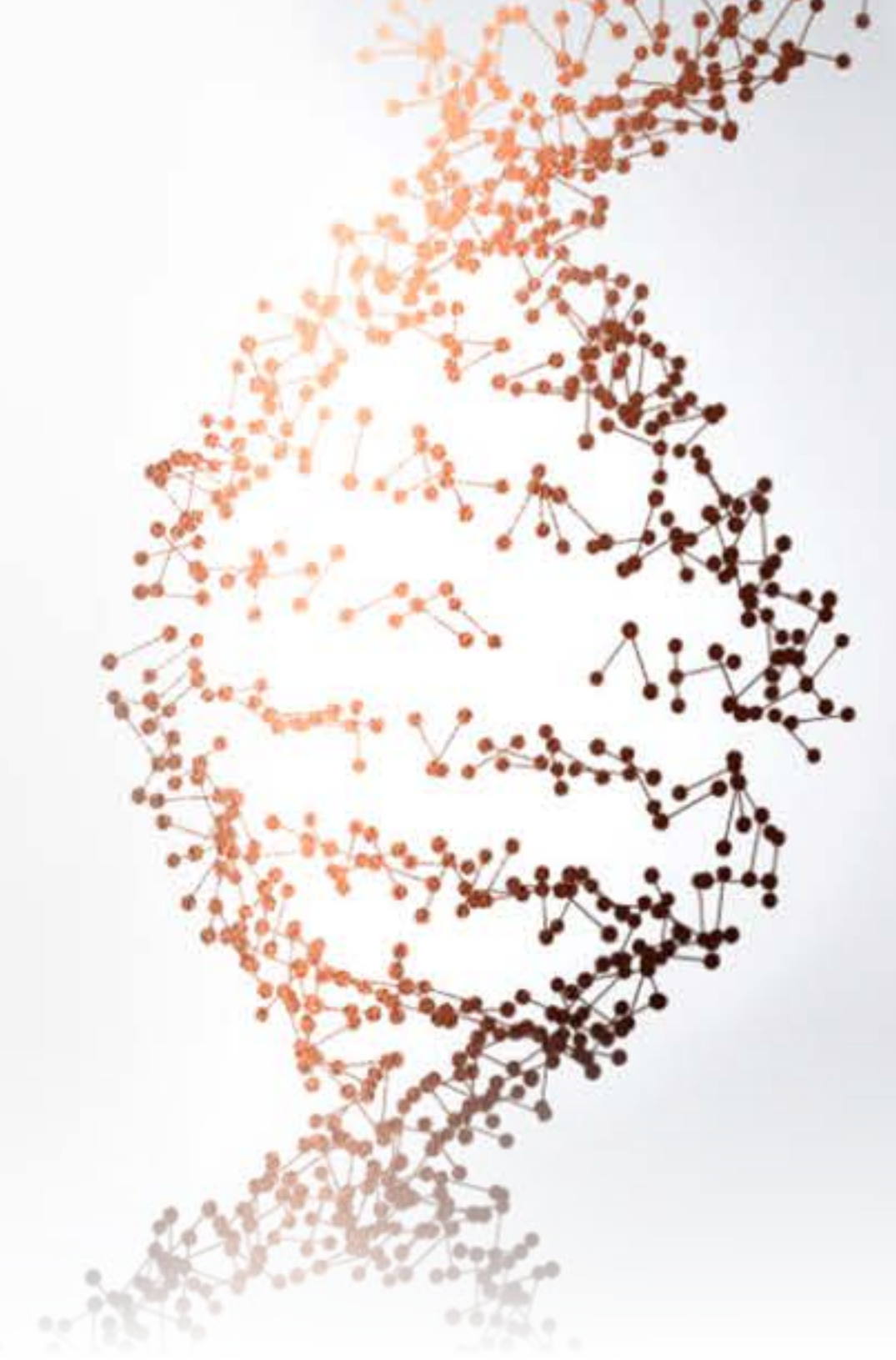
This Plan helps VIRIXENE operate in a flexible and dynamic manner, maximizing its impact in each region.





30 years of History and Future

The company celebrated its first 30 years with a special event where the book “**Nuestra Fórmula: A success case in the competitive pharmaceutical industry**” was presented, a publishing developed together with the Catholic University of Cordoba (UCC).



This book proved to be a unique and challenging experience. Initially conceived to record the first 30 years of the company, became something more meaningful: an opportunity to revive our history, while keeping our eyes in the future and opportunities

Mauro Bono - Chairman.

Impact on the main means of media in Argentina:

- [Perfil.com](#)
- [LaNacion.com.ar](#)
- [La Voz.com.ar](#)

Link to the book:

ePub [Download here](#) Printed [Request here](#)

Relive the launching event:



These 30 years represent not only our growth and consolidation path, but also our commitment to continuing to innovate and build a future.





CORPORATE GOVERNANCE

- Composition of the Board >
- Ethics and Integrity >
- Strategy Evolution >
- Business Units >
- Economic Development >



Composition of the Board

2-9; 2-11; 2-12; 2-14; 2-17; 2-24

Corporate Governance

The strategic management of the company is handled by the Board, responsible for establishing and overlooking our long-term direction and strategy, looking out for business sustainability and consistency with family values. Among the main duties the following are the most remarkable:

- Name, assess and support the CEO and the leading team.
- Approve key investments, budgets and financial policies.
- Promote good governance through the renewal, self-sufficiency and integrity of the Board of Directors.
- Ensure that business decisions are aligned with the group values and principles.

In 2024, the incorporation of a second-generation member marked a milestone in the evolution and continuity of family leadership.



Mauro Bono
Chairman

[See Profile](#)



Ivanna Mandolesi
Vice Chair

[See Profile](#)



Nicolás Bono
Board Member

[See Profile](#)



Business Units, managed by CEO and professional teams, implement the strategy defined by the Board and strengthen a strong organizational culture, committed to the group vision.



Mario Galliano
CEO Cono Sur

[See Profile](#)



Hernán Giovanini
CEO VIVUNT OTC Medicines

[See Profile](#)



Federico Svriz
CEO VIVUNT Oncology

[See Profile](#)



Ethics and Integrity

2-23; 2-25; 2-26


The Code of Ethics of VIRIXENE is the guiding framework for key aspects related to the development, growth and relationship with the main target audiences: collaborators, patients, clients, suppliers and the community. The Committee of Ethics is responsible for the diffusion, compliance and application thereof.


Code of Ethics
To respect diversity, employment and human rights.
To reject all forms of discrimination.
To maintain an equal footing on hiring practices.
To protect privacy.
To support a strong environmental commitment.
To enforce anticorruption rules and conflicts of interest in commercial activities and operations.


Additionally, we have mechanisms to collect and deal with non-conformities, both internal and external, that may arise in relation to any failure to comply with applicable policies and codes in force. Since 2018, we have an Anonymous Reporting Line, managed by an impartial third party which is currently operating in all of the countries where we do business.


Alternative Reporting Channels

Prevention, control and detection of irregularities within the working environment.


 E-Chat

 ethics.virixene@resguarda.com

 +54 11 5365 8978

 0800 999 4636 / 0 800 122 7274

Working hours: 08a.m. -08. p.m. Op.1 Operator. Op.2 Recorded message



An Operator from RESGUARDA will take your call and guide you along the reporting process. Upon completion, you will receive a reporting code for follow-up purposes.



Strategy Evolution

3-3

Our Balanced Scorecard (BSC) unifies the strategic vision of the company and translates goals into specific actions, while the cycle of the Strategy Management Office (OSM, for its acronym in Spanish) ensures continuous adaptation and performance. Thus, through its four perspectives —financial, clients, internal procedures, and learning and growth— it allows us to align efforts within each area, assessing results by conducting an integral follow up the KPIs and focusing both on the operating efficiency and on the long-term value generation.

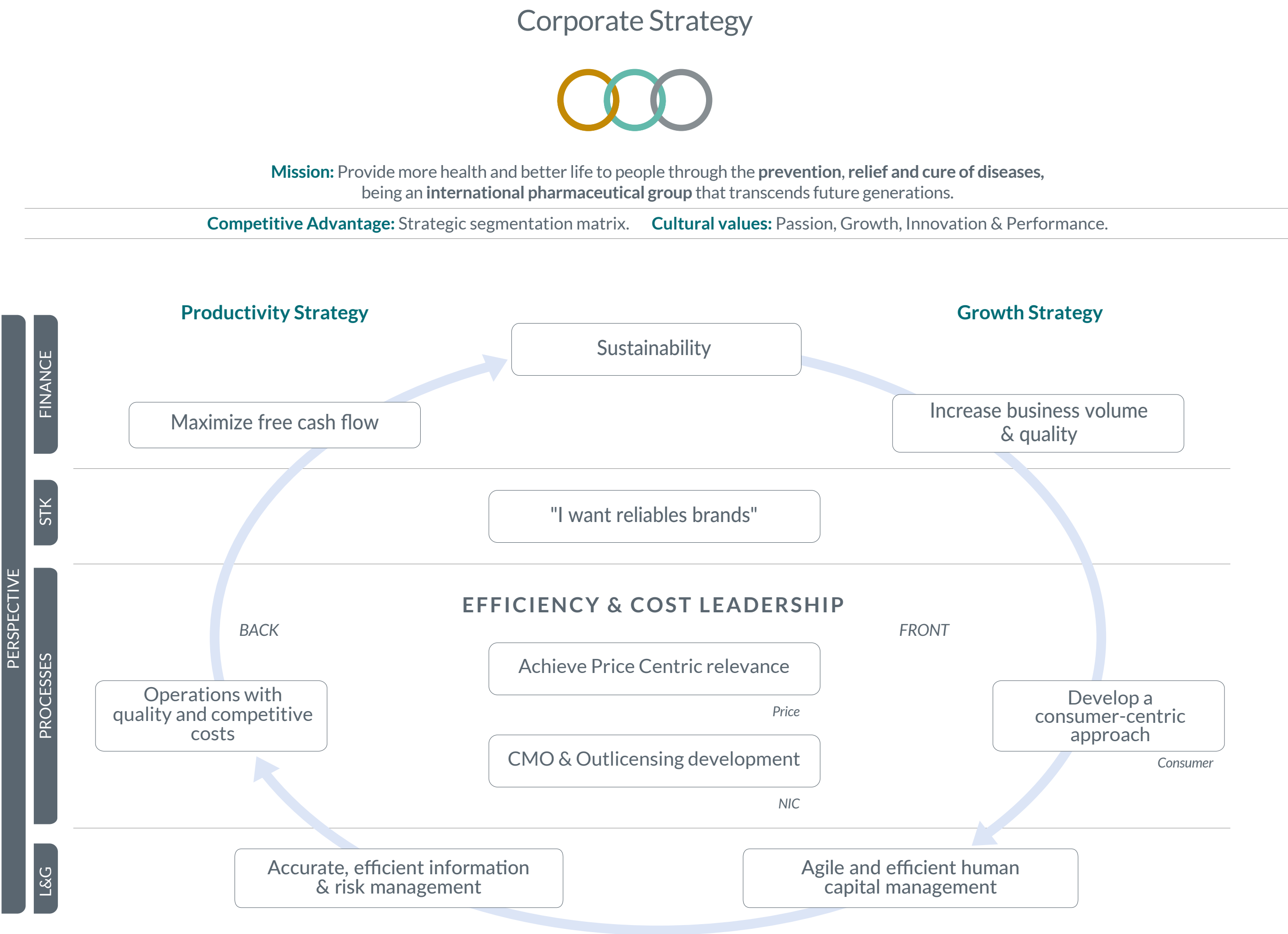
The financial perspective of the BSC is boosted through:

Growth Strategy:

Improving both the turnover and the quality of business, capitalizing our competitive advantages, thus defining our new Matrix of Strategic Segments, Go to Market (GTM), optimizing clients’ management at each business unit.

The Productivity Strategy:

Improving profitability through operating efficiency and cost optimization, including a reduction of the cycle times, reduction of delivery or production costs, eliminating waste and improving quality.



A person wearing a full-body white protective suit, including a hood, face mask, and gloves, is working in a laboratory or industrial setting. The person is holding a small object in their gloved hand. The background shows laboratory equipment and shelves.

BUSINESS UNITS



BU1 GENERAL MEDICINES

2-1; 2-6

This Business Unit is centered on the manufacturing and sale of medicines for the prevention, relief and cure of chronic and acute illnesses under our trademarks SAVANT and VIVUNT.

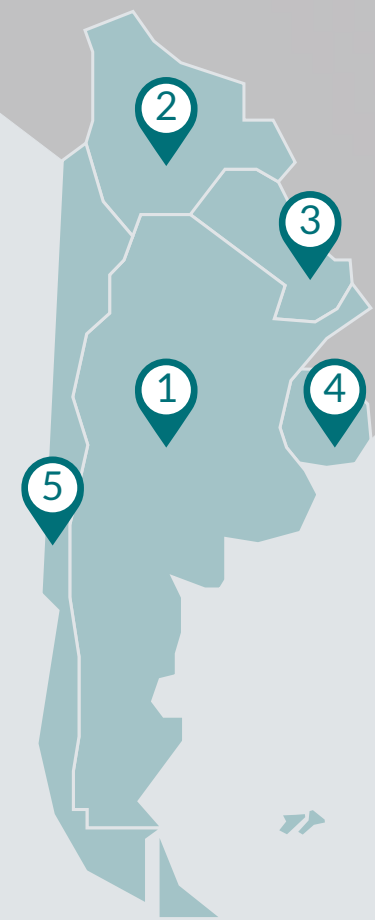
In Argentina, there is the Industrial Complex that supplies both SAVANT and VIVUNT Chile, and responds to Corporate Industrial Businesses based on manufacturing to serve further public institutions and laboratories.

SAVANT

- ① Argentina
- ② Bolivia
- ③ Paraguay
- ④ Uruguay

VIVUNT

- ⑤ Chile



BU1

GENERAL MEDICINES

Growth Strategy

Oriented to increasing the turnover and quality of businesses, making decisions aligned with the maximization of cash flows. To this end:

- ▶ The Matrix of Strategic Segments evolved, by creating conditions allowing for growth.
- ▶ Efficient business organizations were established in Argentina, Bolivia, Paraguay, Uruguay and Chile.
- ▶ The Colombian market exit was decided, prioritizing competitive strategies and efficiency.

Productivity Strategy

The most remarkable milestone for 2024 was the strong financial performance, including:

- ▶ Efficient use of the networking capital, optimizing resources.
- ▶ Debt reduction, strengthening the financial position.

Marketing

Product marketing was carried out under the trademarks SAVANT and VIVUNT, thus reaching the patients/consumers at drugstores and pharmacies. Additionally, our client portfolio is comprised as follows: relevant partners with sales channels and clients such as CDMO in the South Cone.

2024 Results

- ▶ Industrial Businesses of Argentina (NIA) doubled its billing within a challenging context, despite a 10% GDP decrease in Argentina.
- ▶ Industrial Export Businesses (NEI) maintained their stability, ensuring the continuity of business.
- ▶ The Price Centric Institutional model was consolidated, making significant impact.
- ▶ Argentina increased its operating efficiency, thus achieving an exceptionally high EBITDA margin.
- ▶ Uruguay evolved its business model, strengthening its regional integration.



BU2 VIVUNT OTC Medicines

The strategic goal of this business unit is the final consumer in the United States of America.

It develops and sales over-the-counter medicines (OTC) for daily health care, focused on promoting overall well-being.

It operates under a hybrid business model, combining offline channels to reach retailers and online B2C strategies directly addressed to consumers, with its trademarks NOTTS (pain and fever) and AXIV (flu, cough and allergies).

Our portfolio of medicines has suppliers approved by the FDA.



BU2

VIVUNT OTC Medicines

Growth and consolidation at the U.S. Market

In the last years, the company has intensely worked to consolidate its presence in the United States of America, thus achieving significant results in trademark registration, portfolio expansion and marketing channels strengthening.

Growth of Product Portfolio

- ▶ The trademarks NOTTS and AXIV were registered, widening the over the counter (OTC) product offer.
- ▶ In 2023, the first products for both trademarks were launched.
- ▶ At present, the portfolio has 20 SKU codes, projecting to reach 50 SKU in the upcoming years.

Online Commercialization

- ▶ Terms of sale were defined for key platforms such as Amazon and Walmart.
- ▶ In 2024, 100 % of products were registered at Amazon and 60 % at Walmart, positioning the company for an efficient e-commerce growth.

Offline Commercialization

- ▶ A focused strategy was defined for the supermarket channel, prioritizing clients with no trademarks of their own.
- ▶ In 2024, we began negotiations with large retailers, opening the possibility of having presence in more than 750 stores distributed in 8 states.
- ▶ At present, we work in specific formats for new points of sale, such as pharmacies and gas stations, with planned releases for April 2025.

These advances mark the beginning of our development in the United States of America, with a strategy that combines products, channel diversification and sustainable growth.



BU3 VIVUNT Oncology

This Business Unit located in Leon, Spain, is specialized in the manufacturing of sterile oncological medicines, both lyophilized and liquid vials, offering Contract Development Manufacturing (CDMO) services at the international level.

During this period, we obtained the European GMP certification, a key milestone that allows for the plant operational set-up below the required highest quality standards.



BU3 VIVUNT Oncology

Growth Strategy

Aimed at positioning this unit as a reference in sterile oncology manufacturing in the regional and international markets. To this end:

- ▶ We obtained the European Export Authorization, thus expanding the scope of business.
- ▶ A hybrid business model that comprises both our own products and CDMO contracts.
- ▶ Progress was made in terms of strategic negotiations with new international clients.

Productivity Strategy

The plant operational implementation was carried out based on an efficient operating vision from start point:

- ▶ Procedures designed under productivity and quality standards.
- ▶ Flexible structure that allows for scaling the manufacturing capacity based on demand.
- ▶ Focus on state-of-the-art technology and highly qualified talent

Commercialization

This unit will handle CDMO contracts with top level international laboratories, thus offering added value from this region to the world.



Economic Development

3-3

In the last years, efforts have been channeled towards strengthening the corporate strategy, for the purpose of prioritizing financial efficiency.
To this end, we have intensely worked on two key goals:

GROWTH



PRODUCTIVITY



Direct and Allocated Return on Investments

201-1

These details illustrate how the company creates and allocates a direct return on investment, offering benefits to its different target audiences.

Concept		U\$S 2023	U\$S 2024
Direct Return on Investment			
a) Income	Sales	46.875.103	46.232.041
Total Income		46.875.103	46.232.041
Allocated return on investment			
b) Operational costs	Costs of Sales	21.606.319	23.552.944
	Operating Expenses	5.804.755	6.695.329
	Export-related Expenses	67.696	41.443
	Marketing Expenses	2.049.619	1.735.435
c) Social benefits and Pay of Collaborators	Pay, Healthcare Insurance, Insurances, Pension and	5.811.331	6.994.492
d) Payments to Stock Suppliers	Benefits	4.224.076	3.175.289
e) Payments of Governmental Taxes	Interests	820.385	727.725
Total allocated return on investments	Nacional, Provincial and Local	40.384.182	42.922.657
Retained return on investments			
Direct return on investment, less allocated return on investment		6.490.921	3.309.384

Amounts expressed in constant currency according to RG CNV 777/18. Data obtained from the Authenticated Complete Annual Balance Sheets.



PRODUCT RESPONSIBILITY

Industrial Complexes



International Quality



Trademark Heritage



Commitment to Our Clients





Industrial Complexes

2-1; 2-6

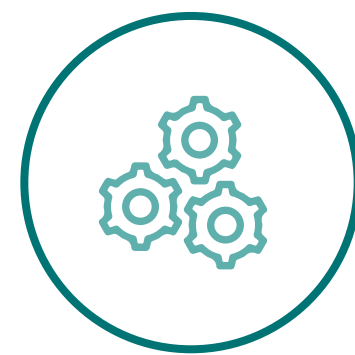
Our industrial complexes in Spain and Argentina manufacture medicines in different pharmaceutical forms (solid, liquid and sterile) with a wide variety of active ingredients aimed at preventing, relieving and treating different types of illnesses.

With over 30 years of track record in the pharmaceutical industry, we reaffirm our commitment to society, offering medicines that help improve the quality of life, as evidenced by our main distinctive features:



Quality

Based on the strictest international rules, we guarantee excellence in our medicines.



Technology

Our infrastructure has state-of-the-art pharmaceutical technology.



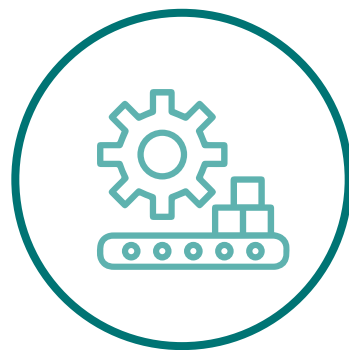
Sustainability

We work for the sustainable development of the group, the community and the environment.



Industrial Complex in Argentina

It is located at El Tio, Cordoba (Argentina), within a property of 105,895 m², and comprises different specialized premises:

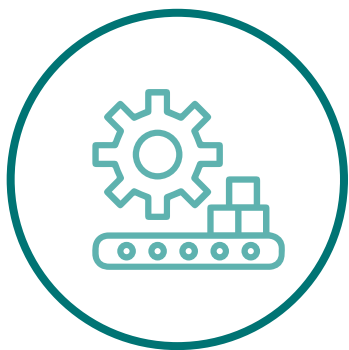


Site I

General liquid and solid medicines manufacturing

150,000 soft capsules units capacity per hour and 60 million annual units.

Surface: 5,975 m2.



Site II Beta-lactam antibiotics

Beta-lactam antibiotics

Manufacturing coated tablets and extemporaneous suspensions with active beta-lactam principles, including clavulanic acid.

Surface: 2,020 m².



Development and Quality Control Laboratory

Analyses of medicines, quality control and microbiology.

Authorized by ANMAT (Argentina).

Surface: 563 m².



Liquid Effluents' Treatment Plant

Specialized equipment for the treatment and homogenization of effluents.

Complied with regulations set forth by the Provincial Administration of Water Resources in and for Cordoba (Argentina).

Surface: 250 m2.



Industrial Complex in Spain

Located in Leon, Spain, it possesses infrastructure, equipment and procedures that comply with the highest regulatory standards, including Annex 1 of the EU GMP's (2022), good manufacturing practices (GMP) and EMA quality rules.



Its evolution along this period has centered in the construction completion of the industrial complex, the set-up and grant of the operating authorization granted by the Spanish Agency of Medicines and Health-related Products (AEMPS, for its acronym in Spanish), thus being granted the certificate of the European Community (EMA) at the commencement of the year 2025.

The facility also stands out for its Energetic Efficiency Certificate, with the highest score granted by the Board of Castilla and Leon, Spain. Additionally, it has an effluents treatment plant that complies with all regulations and directives issued by the European Community.

Sterile oncology medicines are manufactured here, both in liquid and lyophilized vials, apart from offering Contract Development Manufacturing (CDMO) services at the international level.

Technology

The technological infrastructure installed guarantees full automatization of production processes and process controls (IPC) required for the manufacturing of injectable high-performance medicines.

[See virtual tour](#) >





International Quality

3-3; 416-1



Compliance with GMP Rules

We apply the highest international quality standards throughout the entire manufacturing cycle, guaranteeing compliance with Good Manufacturing Practices.

We monitor compliance of GMP regulations through our self-inspection program, which allows us to identify and delete interferences along the procedure. Also, external and internal audits of critical points are essential for developing the program.



Annual Product Review

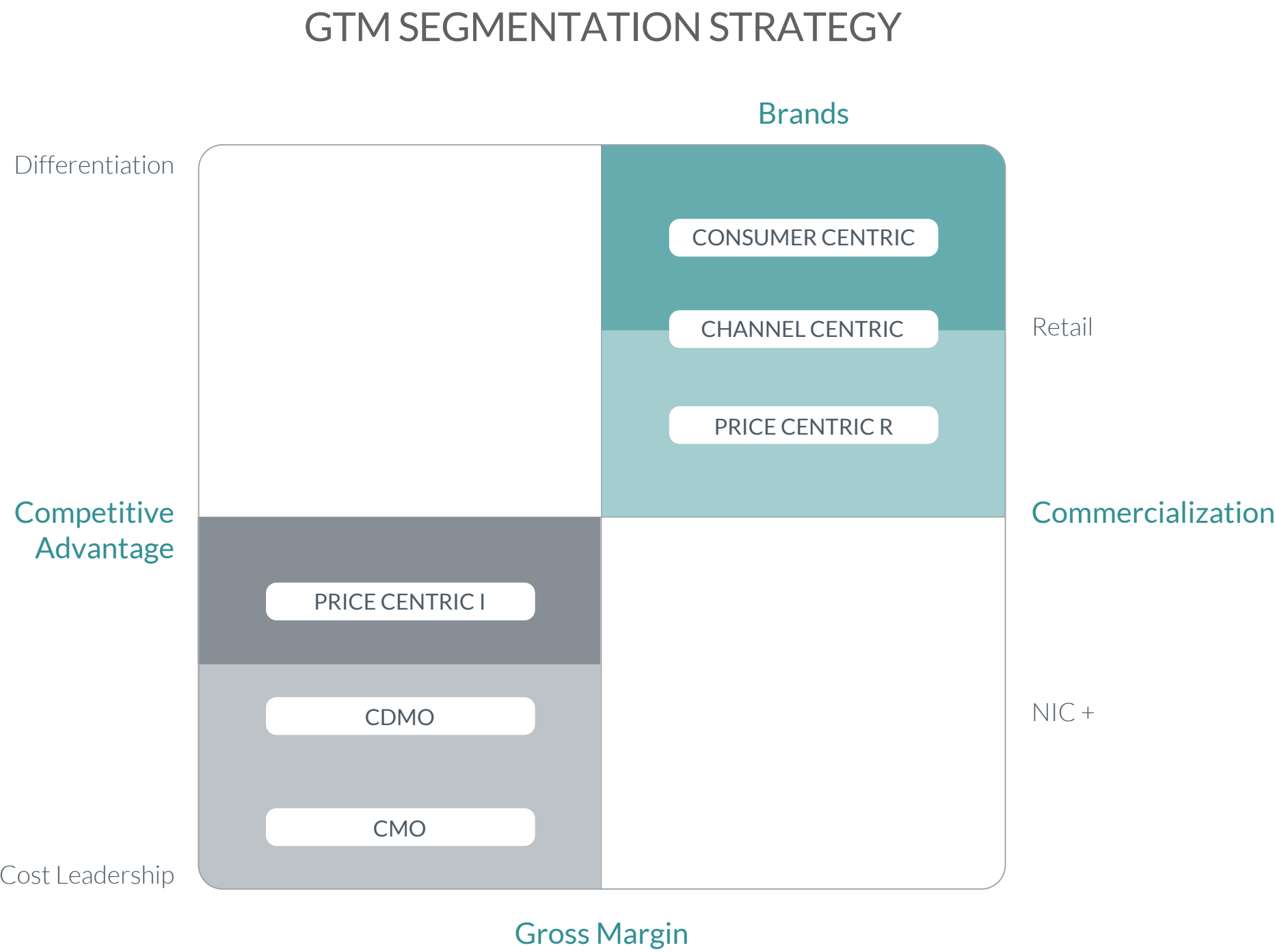
RAP contributes to maintaining consistency along the process and is implemented as a self-inspection supplement. Application thereof implies the analyses of trends in the outcomes and manufacturing data, release, stability and claims. With this information, risk analyses are conducted, and specifications adjustments are made, as well as those related to manufacturing and Quality System controls, guaranteeing compliance with industry-related standards.



Trademark Heritage

2-6

Our corporate trademarks position us in the global market, through strategies developed for the purpose of offering better health and a lifestyle to people.



GTM Segmentation Strategy

Implemented in 2022, it has been consolidated between 2023 and 2024, strengthening an approach structured for the management and positioning of trademarks, based on interactions with patients and consumers.



Consumer Centric

Focused on mid-term trademark building in the mind of consumers, creating recognition and memorability. To achieve this, we work with continuous and sustained communications, based on clear messages reflecting a unique and distinguishing value proposition. It includes the trademarks SAVANT: FABOGESIC, FLUOROGEL and VIVUNT: NOTTS, AXIV.

In Argentina, Bolivia, Paraguay and Uruguay

FABOGESIC and FLUOROGEL

In Chile

NOTTS and AXIM

In USA

NOTTS and AXIV



Alivio de todo tipo de dolor

Paracetamol

Ibuprofeno

Diclofenac

Fabogesic



FABOGESIC is a trademark specialized in symptomatic pain relief. It offers medicines containing paracetamol, ibuprofen, diclofenac and combinations, adapted to meet the needs of adults and children. With several pharmaceutical presentations, FABOGESIC provides effective solutions to relieve different types and levels of pain. FABOGESIC, relief of all types of pain.

Visit our Website 





Pensado con odontólogos

FLUOROGEL



FLUOROGEL is a line of dental gels and creams with formulas developed to meet the specific needs of each family member. Its track record of over forty years has positioned it as the most valued portfolio item according to consumers and dentists.

Visit our Website






Relief above all



Pain Reliever & Fever Reducer

Visit our Website 





Relief in every Dose



Cold, Flu, Cough & Allergy Relief

Visit our Website



Channel Centric

Addressing trademarks the demand of which takes place directly at the point of sale, through on-site communications or the advice of the pharmacist.
It includes the trademarks of SAVANT: Gripaben, Tostop, Almáximo, Motional and the dermatologic line.



Gripaben

UNA SOLUCIÓN
PARA CADA SÍNTOMA GRIPAL



Recognized for relieving the symptoms of flu, stressing and strengthening its Presence at all points of sale.

Tostop

Un expectorante
para cada necesidad.



Consolidated as a reliable option for cough treatment.



ALMÁXIMO

PLACER *INTENSO*



Large family for treatment of erectile dysfunction.

Motional

Equilibrio interior.



Indicated to support gastrointestinal well-being.



Dermatological Line

A product line with a high-quality portfolio, backed by over 75 years of experience and endorsed by dermatologists. It includes products that effectively address three types of treatments: Hair Care, Anti-Aging, and Sensitive Skin.



Price Centric

Focused on medicines commercialized at pharmacies and institutions, backed by the manufacturing laboratory.

This format preserves its presentation potential and synthesis.

It applies to Argentina, Bolivia, Paraguay and Uruguay, with medicines included in the product portfolio of SAVANT.



Commitment to Our Clients

2-25; 2-26; 2-29; 3-3

Our product liability is evident even when we listen to our clients’ suggestions and concerns.

The purpose of our communication channels lays in collecting requirements, claims and opinions from consumers. Contact may take place via telephone, digitally (email and social networks) or in-person, through our sellers.

Claims are loaded into our Information System and forwarded to the relevant area. When these claims make reference to quality issues, these are forwarded to the Quality Guarantee area, where the problem is identified and actions are taken to prevent recurrences.

CUSTOMER CARE SYSTEM - SAC	2022	2023	2024
Registered cases	1017	18	34
Client calls	81%	78%	68%
Consumer calls	19%	22%	32%

Client Communication Channels:



Call Center

0810-444-32267
Orders, suggestions
and claims via
Customer Care Service [SAC]



E-mails



- USA
- Chile
- España
- Colombia

Personal contact with assigned sales executive





QUALITY WORK RELATIONSHIPS

Synergy and Commitment to our Humar Capital



Team VIRIXENE



Fostering Diversity and Inclusion at Work



Skills Development and Formation



Health and Safety



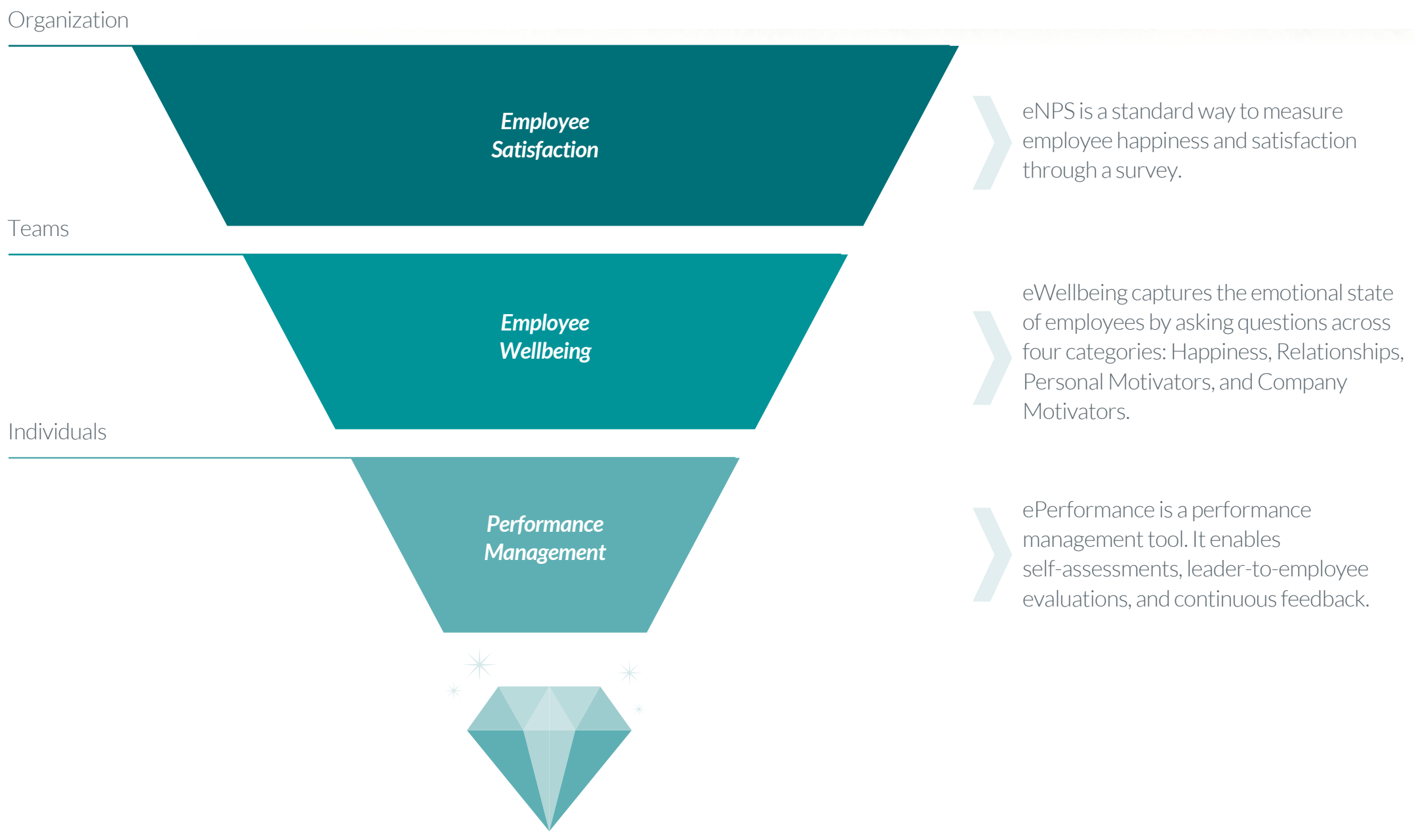
Synergy and Commitment to our Human Capital

2-29; 3-3; 404-3

During this biennial, the Board conducted sustained work together with the CEO, for the purposes of aligning teams' comprehensive management to the corporate strategy and attaining higher operational efficiency.



We have implemented a human capital management system, BambooHR, which allows us to centralize execution of processes and internal procedures, facilitating the collection of metrics and improving communications at the Group level. It includes three main indexes to approach the relationship with our collaborators in an integral manner: eNPS, eWellbeing, ePerformance



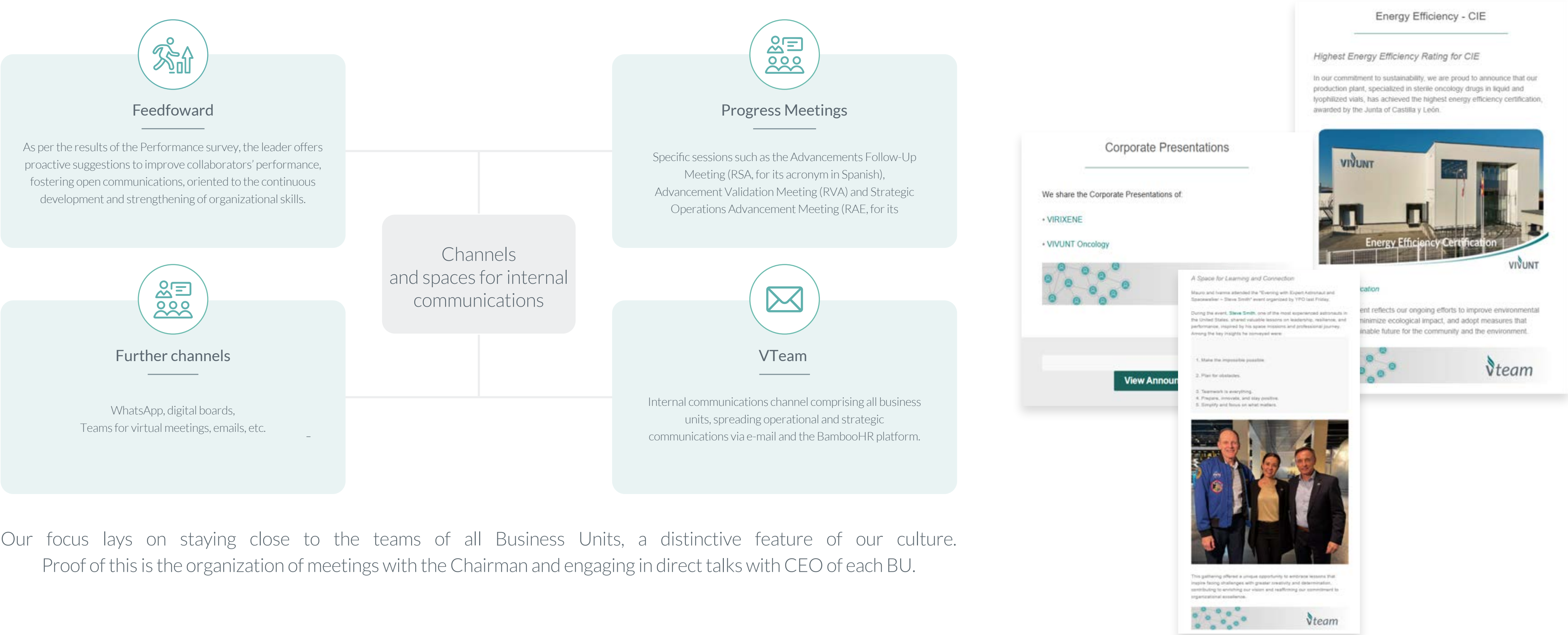
Between 2023 and 2024, eNPS increased 14 points

Participating in the eWellbeing survey has showed a 23% increase from 2023 to 2024.

Each talent was subject to a performance assessment, checking for both leadership skills and self-assessment, convinced that this was the best way to grow at the personal and professional levels. The percentage of the assessed team was equivalent to 61% in 2023 and reached a 100% in 2024.

Communication and Valuable Conversations

Communications optimization is an essential element of effective interactions among teams. Active listening, engaging in dialogues and sharing transparent information are three priorities for our management, since organizational growth is derived from a true trust relationship .



Our focus lays on staying close to the teams of all Business Units, a distinctive feature of our culture. Proof of this is the organization of meetings with the Chairman and engaging in direct talks with CEO of each BU.



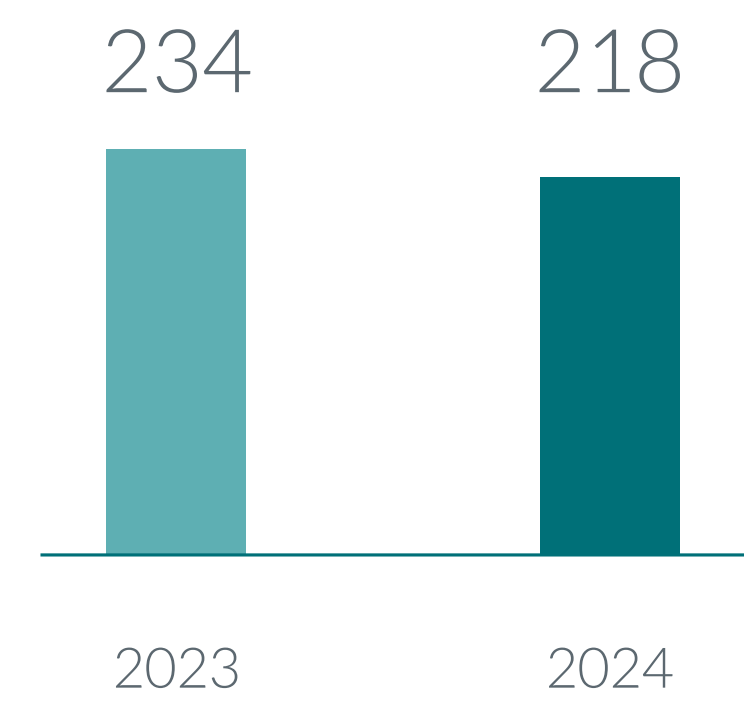
Team VIRIXENE

2-7; 3-3; 401-1

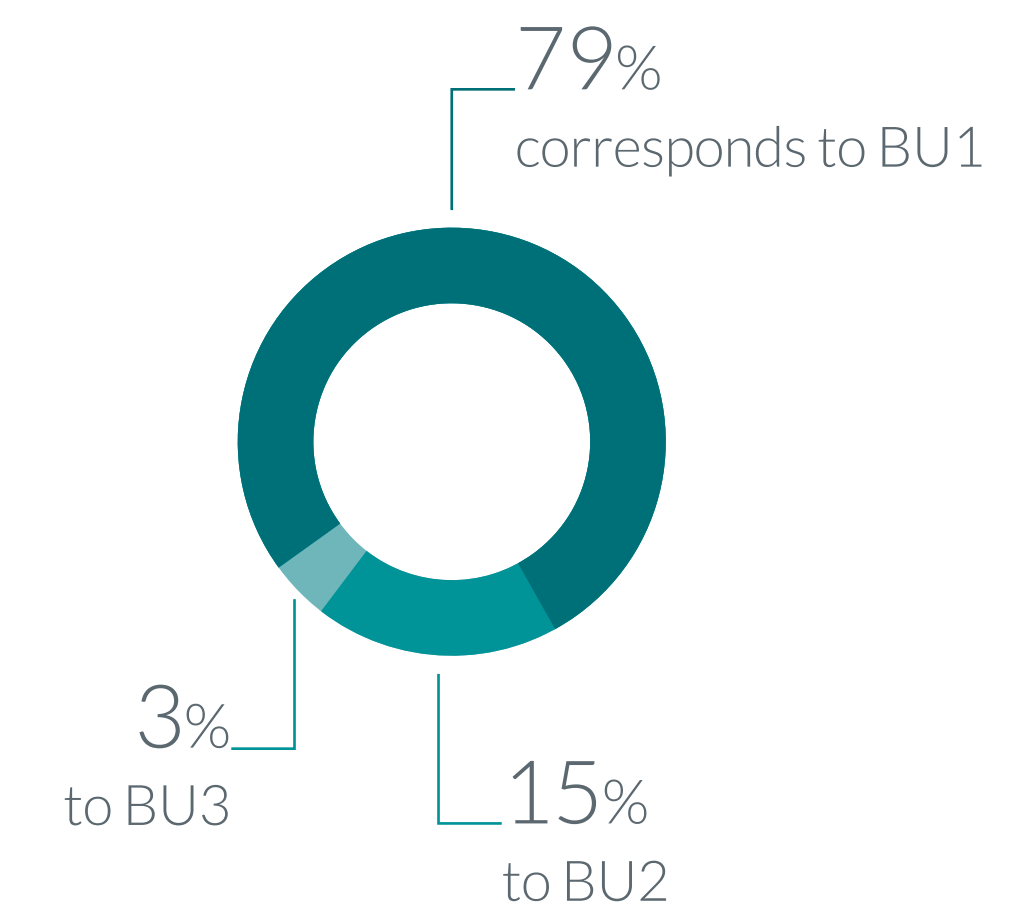
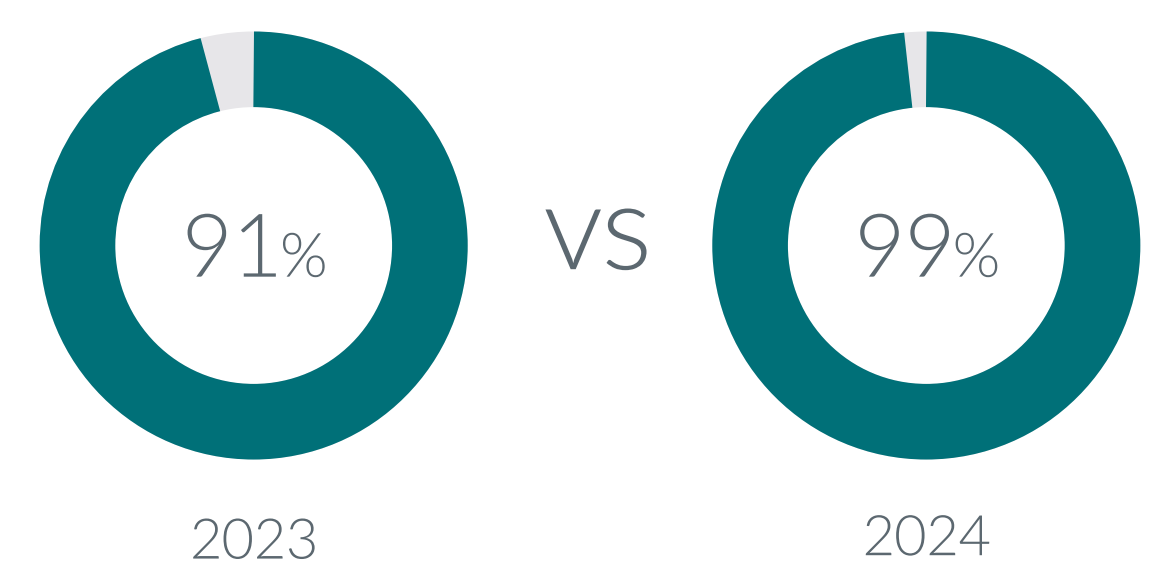
Human Capital is the essence of our company. Our talents work with loyalty and professionalism, aligned with the Code of Ethics, and committed to attaining excellence in each task. At each Business Unit, a unique team promotes and disseminates the distinctive culture of VIRIXENE.



Collaborators

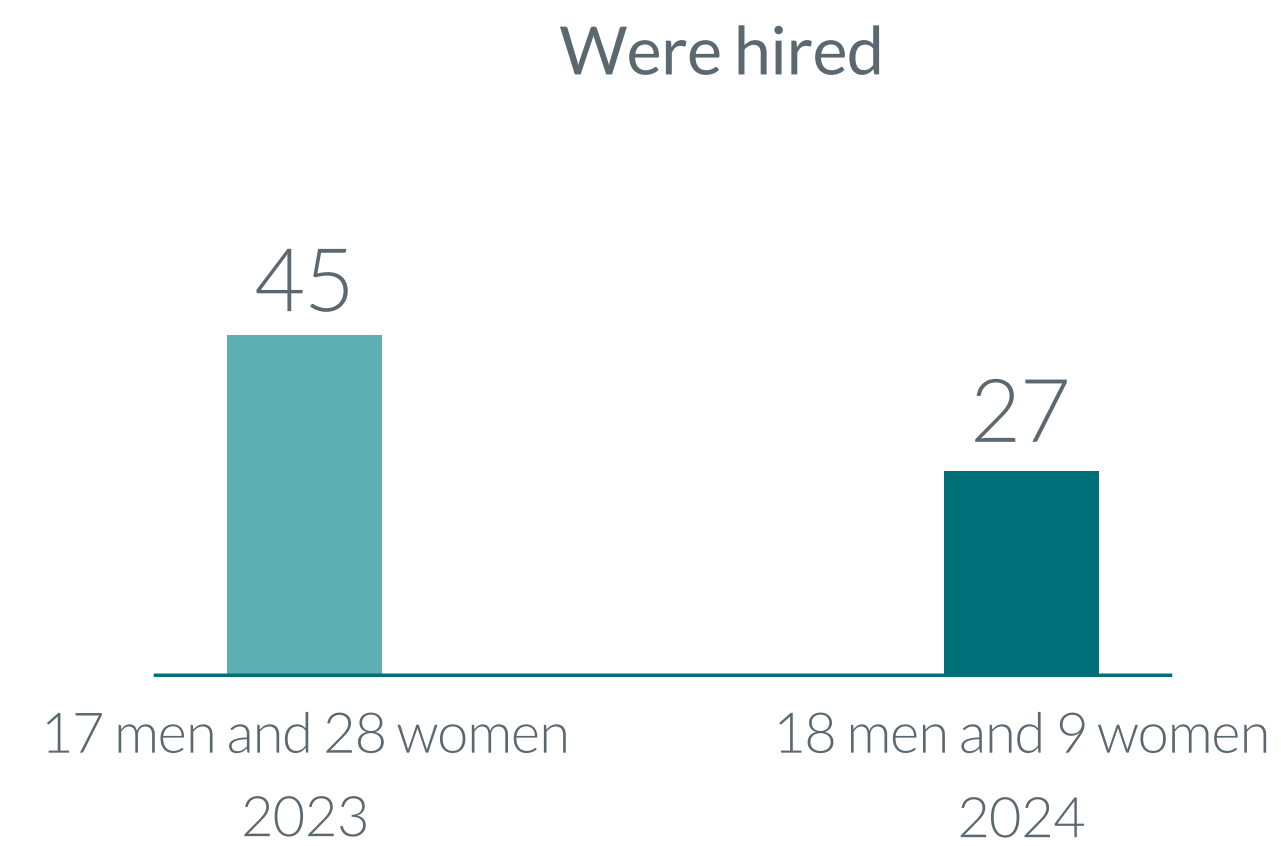
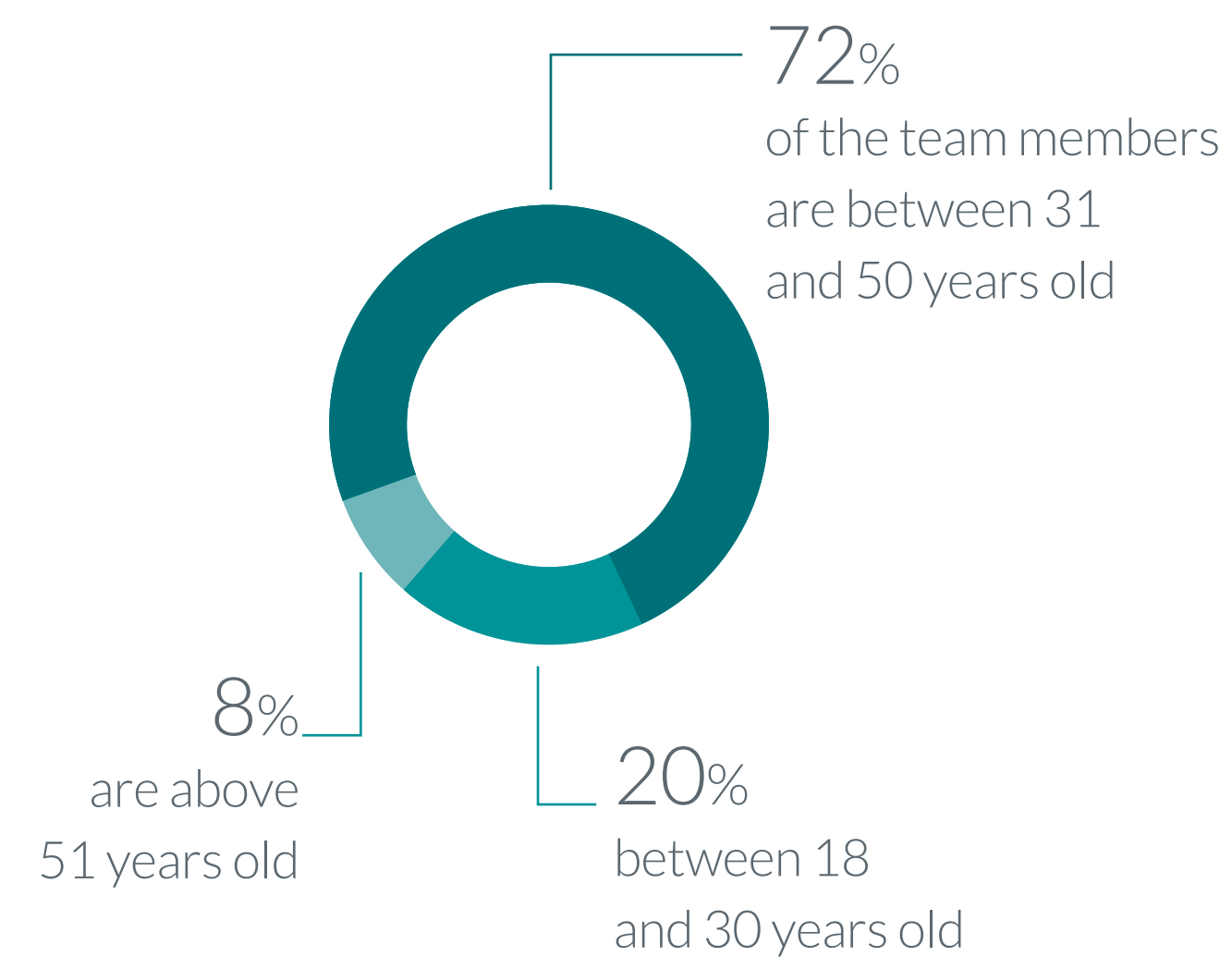


Hired for an indefinite period



The company has a Recruiting, Selection, Onboarding and Accompaniment Policy that ensures the integration of newly hires during their early days, promoting an adequate transmission of the organizational culture.

The process is aimed at incorporating talents that meet the knowledge, skills and experience necessary for each position and that, above all, share the corporate values.



Fostering Diversity and Inclusion at Work

3-3; 202-1; 405-1; 405-2

We respect people and select them based on their professionalism and ability to perform their roles within the company. We have a Pay Policy that guarantees internal fairness. We allocate pay according to the markets and work-related collective agreements, recognizing seniority within the company, talent development and other variables.

There is no pay-related difference between women and men performing the same role category.



46%
women hired in 2024

50%
in 2023



77%
of the leading positions
are held by professionals
between 31
and 50 years of age

As per role and gender	2023			2024			Average age (years)
	Men	Women	Total	Men	Women	Total	
Board	1	1	2	2	1	3	43
Manager	14	6	20	16	8	24	44
Leader	15	8	23	12	11	23	40
Coordinator	11	17	28	10	14	24	35
Assistant	8	3	11	7	2	9	32
Analyst	10	49	59	18	37	55	36
Worker	57	34	91	50	30	80	37
Total	116	118	234	115	103	218	



Skills Development and Training

3-3; 404-1; 404-2

Company growth requires for teams to be prepared to continuously learn and evolve.

During the biennial, we conducted the Annual Training Plan, which included the following:



Specific, technical training, such as Manufacturing Good Practices (GMP), safety and management techniques at the industrial facilities.



Expert talks on current issues, such as Artificial Intelligence and psychophysical health.



A 20,3 hours

average training per person was attained in 2024, just as in 2023

Additionally, we have invested in talent development, offering key tools for skill strengthening, especially those related to the Go to Market (GTM) strategy. As part of this initiative, we have conducted a Behavioral Performance Profile Analy-

sis (PDA) on each Business Executive. This methodology, simple and scientifically validated, allows for the identification of talents, skills, motivations, strengths, and opportunities enhancement. By the results, we designed individual and

group plans, consisting of a Diagnoses Proposal (PD), training instances and personalized monitoring, aiming at empowering the commercial team.



Health and Safety

3-3; 403-1; 403-3; 403-6

The company has a Health Department for preventive medicine and an Occupational Health and Safety area (OH&S), together with a specialized external consulting firm.

At CIA, we provide daily medical care and monthly meetings with an occupational physician in connection with Occupational Risk Insurance Companies, absenteeism, and home monitoring. Additionally, we provide a 24-hour ambulance service.

At CIE, clinical examinations are performed pursuant to the Law on the Prevention of Risks at the Workplace, including a clinical examination prior to hire and periodical examinations according to the level of risk involved in the role, be it through internal or external services. Information is kept strictly confidential to adjust work-related conditions to local laws.

During this period, an Integral Healthcare Plan was implemented, promoting healthy practices and preventive clinical examinations, with a special focus on CIA, where until December 2024, the largest transactions of the company took place.

What does the Health Program include?



- ▶ Internal Activarise: Free- medicines delivery under medical supervision.
- ▶ Control and uploading of daily absenteeism and home monitoring.
- ▶ Occupational Risk Insurance management.



- ▶ Preventive Medicine:
 1. Annual clinical examinations.
 2. Performance of examinations at the Occupational Hazard Insurance company.
 3. Teamwork with H&S



- ▶ Specific Medical Training

Responsibilities of the Safety and Security Area

- ▶ Safety management.
- ▶ Assessment of work-related risks.
- ▶ Reports and data sheets preparation in compliance with statutory duties.
- ▶ To train and raise awareness among collaborators.
- ▶ To conduct preventive assessments.
- ▶ To investigate incidents.
- ▶ To monitor processes through inspections and assessments.



Risk Identification

403-2; 403-4

To strengthen the culture of hygiene and safety, each area is responsible for identifying, assessing and handling work-related risks associated with their activities. This decentralization allows for a most efficient detection of significant risks and facilitates the implementation of corrective and preventive measures.

Collaborators detecting potential risks will notify them to their immediate leader, who has the responsibility to escalate them to the Occupational Health and Safety area, for assessment and treatment purposes.

We have specific operational procedures for cases of accidents, adapted to each manufacturing plant. At CIA, there are no records of high-risk areas, while at CIE the procedure has been organized per activity and work position, which allows for more accurate and efficient management.



H&S Formation Plan

401-2; 403-5; 404-2

The Annual Training Plan includes training related to health, hygiene, and safety at work, promoting the well-being of the team and guaranteeing compliance with the laws in force in each country.

Additionally, preventive talks have been conducted at each Business Unit, covering the following:

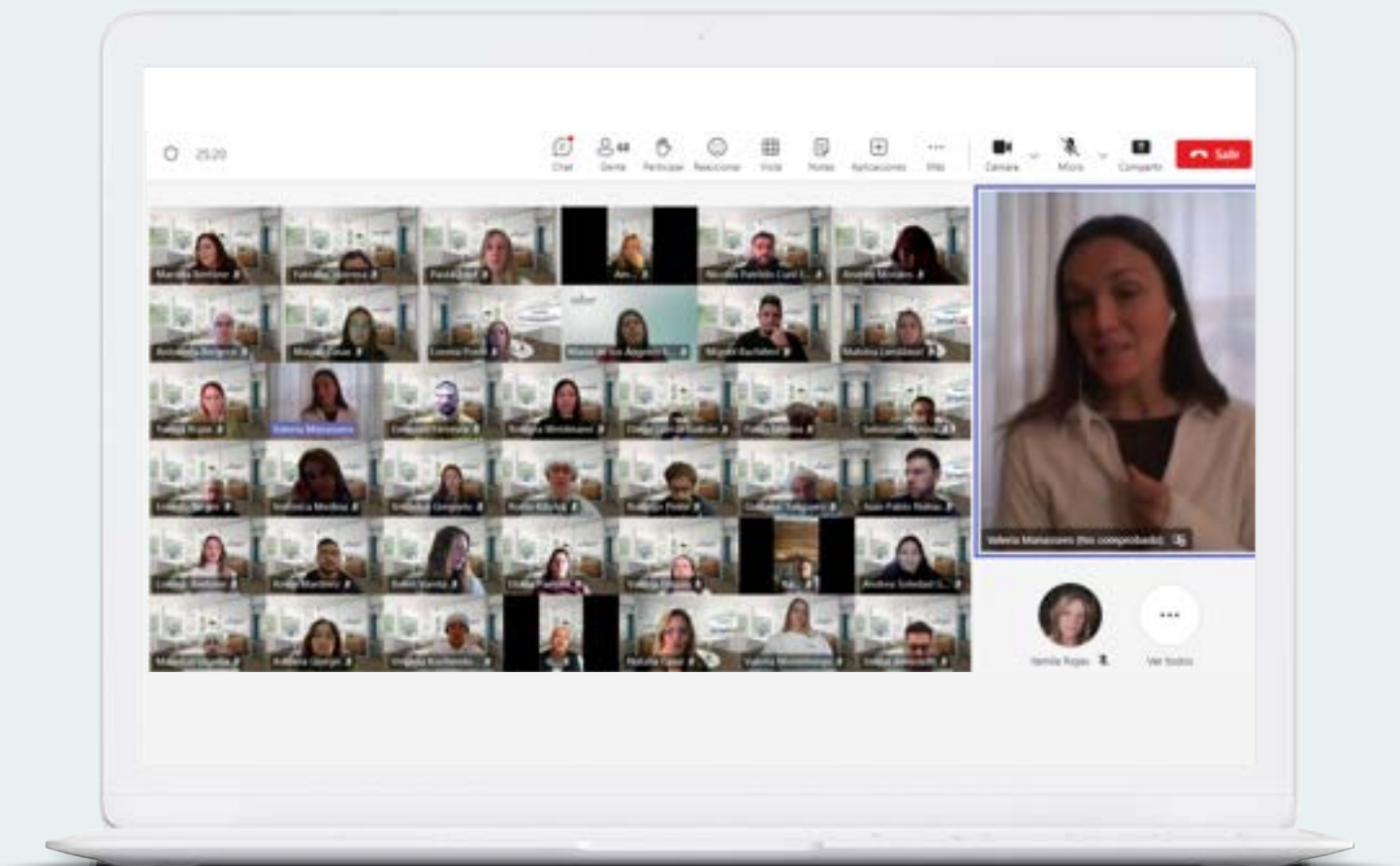
- ▶ Breast cancer and uterine cancer.
- ▶ Myths and truths about food and a healthy lifestyle.
- ▶ Anxiety disorder.
- ▶ Sleep disorder.
- ▶ Dengue Prevention/healthcare.
- ▶ First Aids.

During the second semester of 2024, 20-minute sessions have been conducted in connection with health and meditation techniques, allowing for experimenting the benefits of mindfulness. These sessions have taken place both virtually and in-person at CIA.



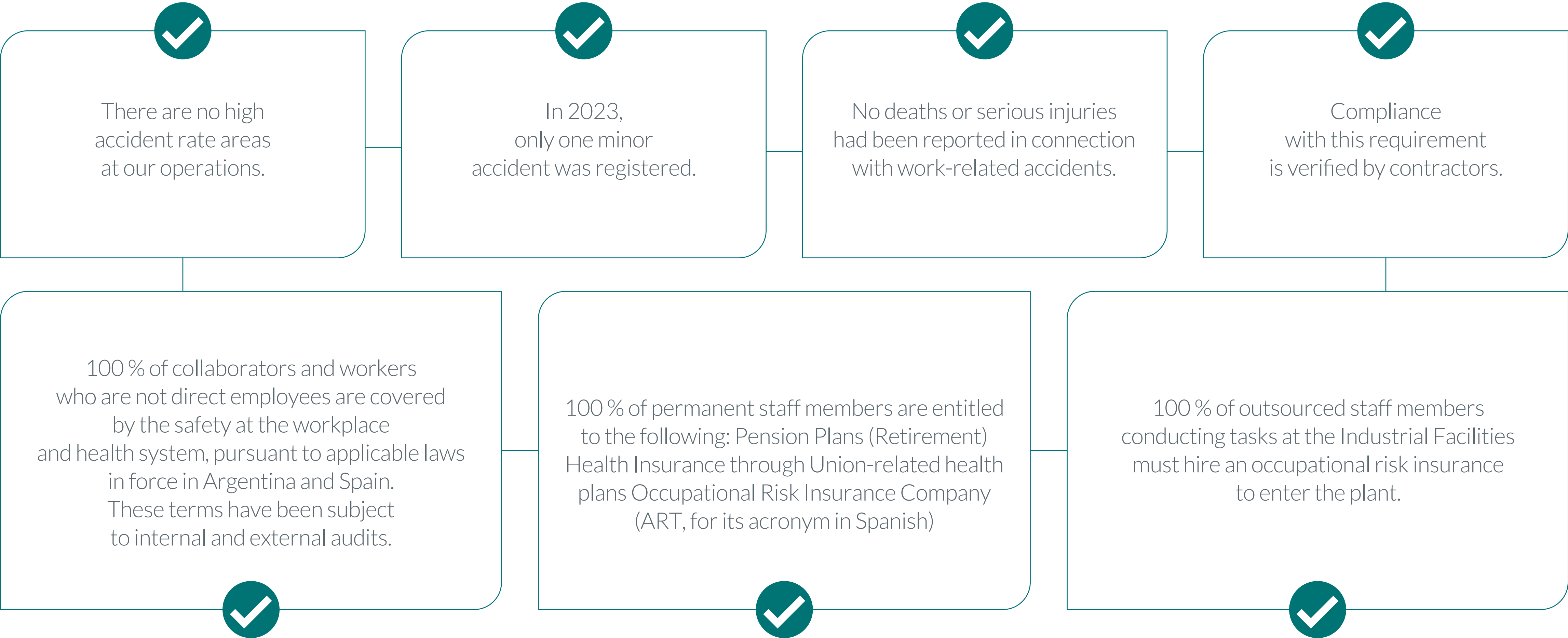
Contents of the H&S training plan:

- ▶ General Hygiene and Safety Rules.
- ▶ Emergency Proceedings – role-playing.
- ▶ Use and preservation of personal protection equipment.
- ▶ Ergonomics and disposition of work equipment such as computers, clothing, etc.
- ▶ Spillage control.
- ▶ Collection, processing and final disposal of waste.
- ▶ Operation of emergency showers and lavatories.



Results

401-2; 403-8; 403-9; 403-10



PROCUREMENT PRACTICES

Procurement Management >

Composition of our Supply Chain >

Assessment and Selection Criteria >

Annual Audits Plan >

Communications >



Procurement Management

3-3

It is our conviction that efficient management of suppliers allows us to guarantee quality, competitive prices, and sustainability of drugs manufacturing. This is why in 2024 we implemented a new approach in procurement management, optimizing it and improving efficiency.

The context is increasingly challenging, and it requires the implementation of strategies to reduce suppliers' costs and set optimum conditions for efficient management purposes. Likewise, we started working with alternative suppliers who are in a position to guarantee continuity of supply, while we strengthen our commercial relations to execute strategic agreements to promote operational profitability.

We have a Procurement Policy and a specific Manual for New Suppliers' Sign Up. We aim at having all our relationships respect our corporate values as well as the Code of Ethics of the company. Therefore, we require for your early membership.



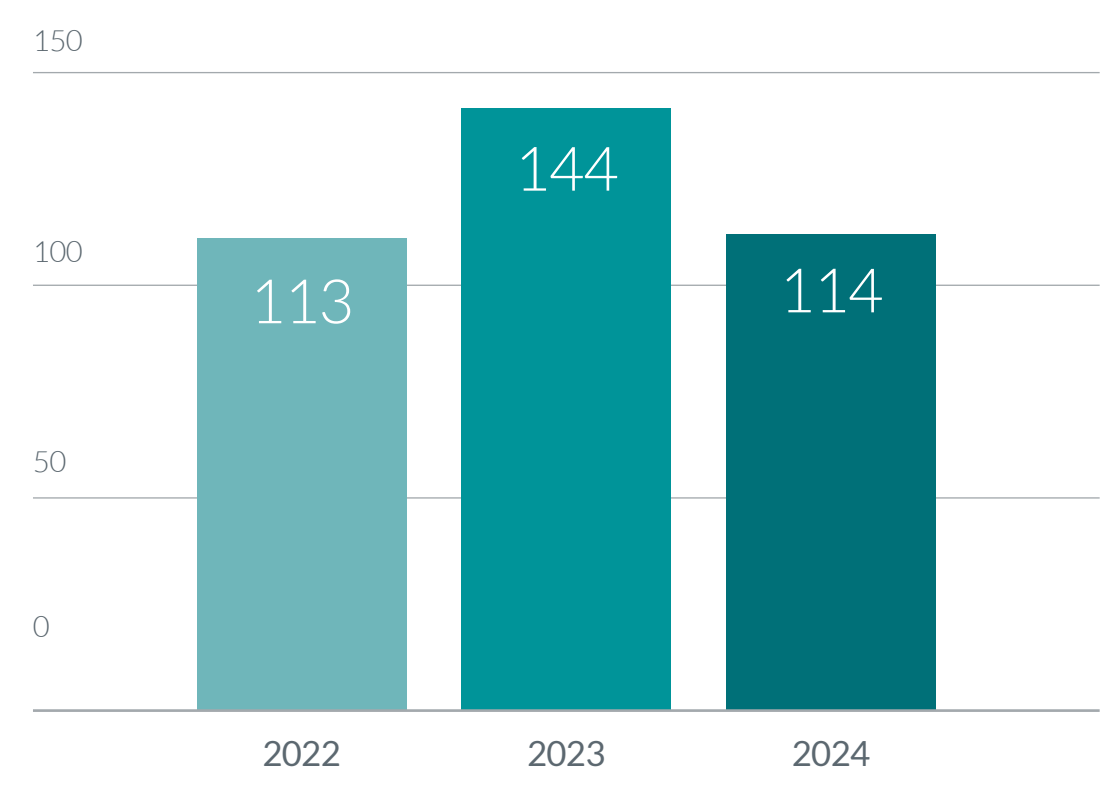
Composition of our supply chain

2-6; 3-3; 203-2; 204-1

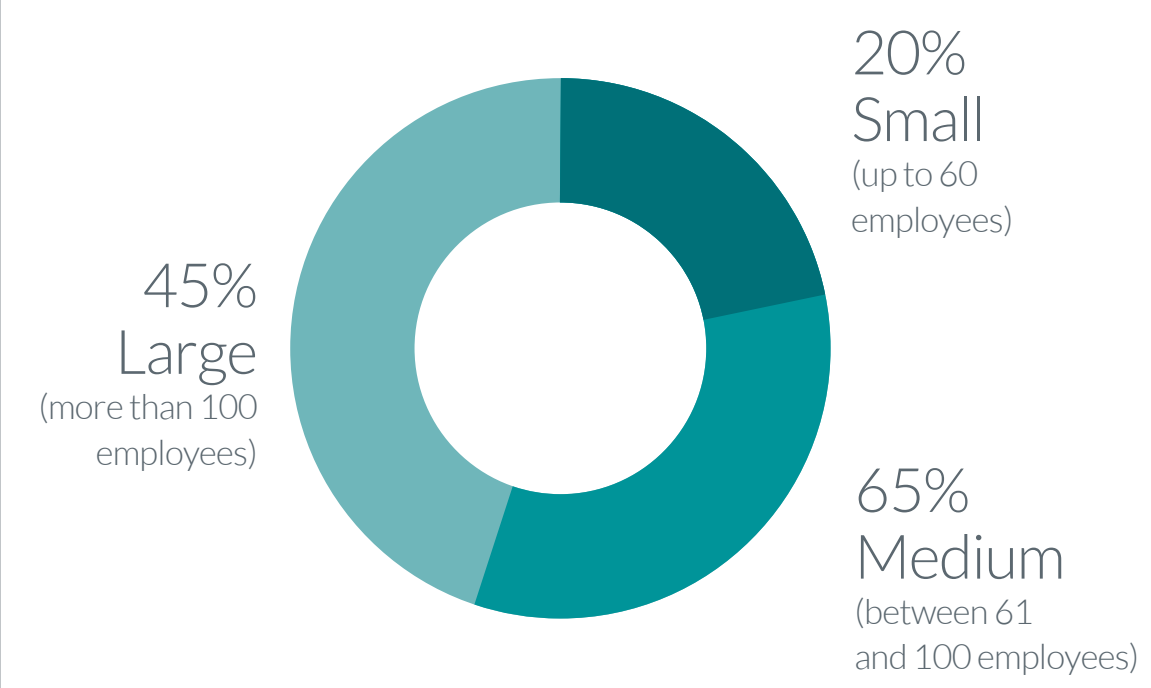


Our supplier base is key to meeting delivery times at the usual quality levels we offer our clients. These are commercial allies of distinct size, origins and sectors that help us boost our local economies and create job opportunities. It is important to highlight that the industrial facility of Argentina absorbs most of current purchases, since that located in Spain has just started manufacturing.

144 active suppliers in 2024



144 active suppliers in 2024



Suppliers by origin



Assessment and Selection Criteria

3-3; 414-1; 414-2

When it comes to the selection of suppliers, we prioritize compliance with statutory regulations applicable to the pharmaceutical industry, guaranteeing quality, cost- efficiency and timely delivery.

The Supply Chain Team and the Quality Guarantee apply a standardized proceeding that includes assessments and guided tours, where a Pre-Audit Questionnaire is used to qualify both for new and current suppliers of active principles (API), excipients, packaging materials and services.

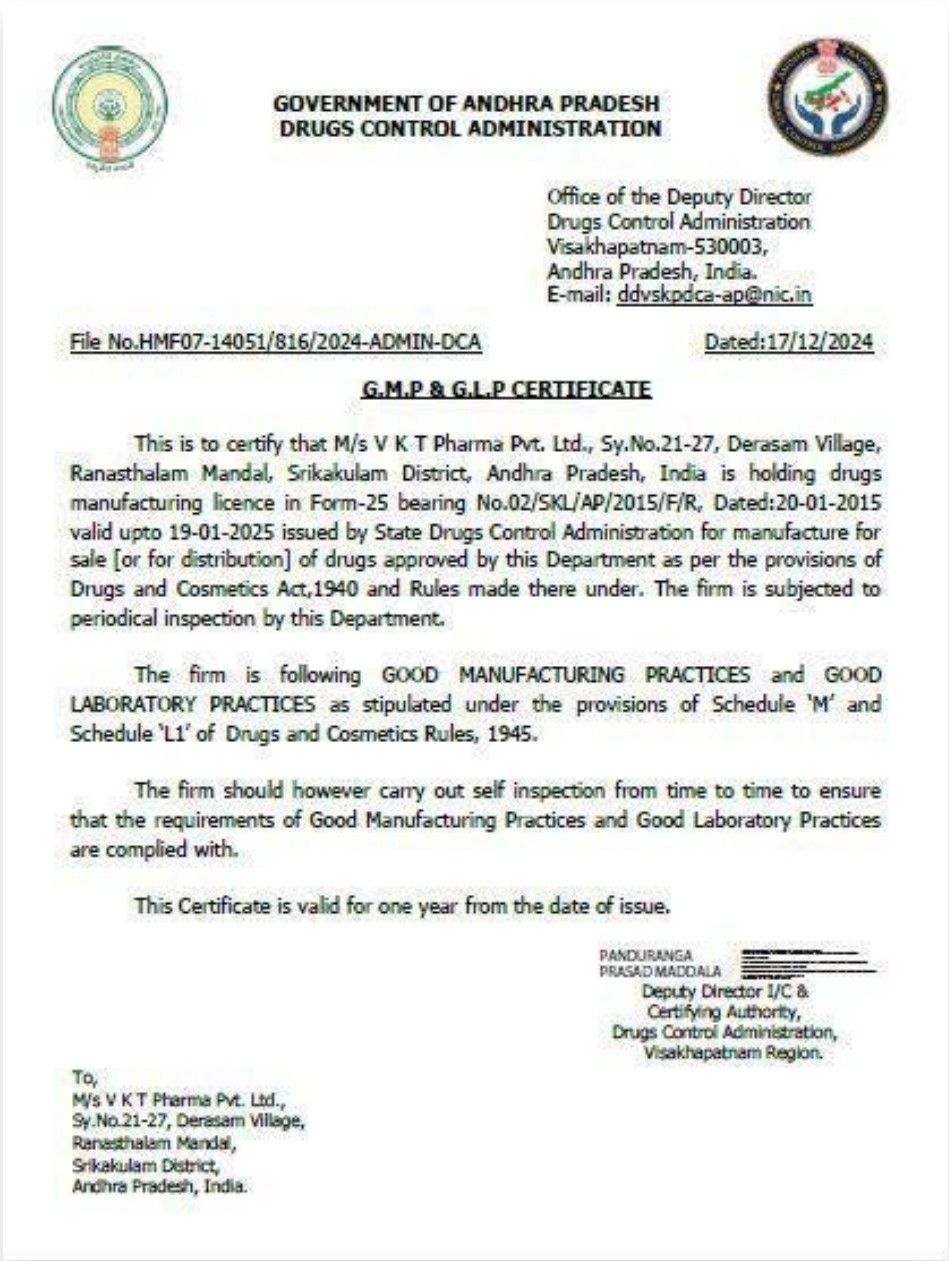


Annual Audits Plan

3-3; 308-1; 308-2

Each year, the areas of Quality Guarantee and Supply Chain elaborate a Suppliers’ Audit Plan aiming at assessing key aspects of products and services. This plan is determined by supplies criticality and qualification frequency.

Audits, be these in-person or virtual, are conducted under the Quality Guarantee and require for prior submission of documents, such as GMP, ISO, FDA certificates and, in the case of international suppliers, environmental sustainability certificates.



Communication

2-26; 2-29

We share different communication channels with our suppliers, aiming at keeping close, transparent, and collaborative relationships. Within this framework, we promote tours at our Industrial Facilities as a space for conversation and alignment, where we share our operational culture, quality standards and strategic vision, thus strengthening teamwork with a focus on continuous enhancement for efficiency-related purposes.



E-mail



Supplier tours and Tours at our industrial facilities



Telephone Contacts



Virtual meetings (Teams, Meet, etc.)

Regional and International Suppliers visited CIA



ENVIRONMENTAL IMPACT MITIGATION

Environmental Policy >

Environmental Management at the Industrial
Complex in Argentina >

Environmental Management at the Industrial
Complex in Spain >



Environmental Policy

2-7; 3-3; 401-1

Our Environmental Policy states the environmental commitment of the company, aiming at minimizing the impact of operations on climate change and communities living near the industrial plants.

Policy Commitments
To educate, train and engage collaborators in environmental care.
To consider the eco-efficiency of operations and products.
To provide collaborators with a healthy and safe workplace.
To foster the implementation of good environmental practices among our suppliers.

Principles of our environmental management



Communications



Relationship
with the Community



Training
and Education



Leadership
and Responsibility



Risk Assessment
and Management



Conformity
with the laws



Continuous
Improvement



Contingency
Management



Environmental Management at the Industrial Complex in Argentina

3-3



Environmental Management Plan

This is a guide for decision-making oriented to reducing the environmental impact of operations through continuous follow-up of KPIs, which reflects its evolution.

Management is headed by the department of Occupational Health and Safety as well as the Engineering and Operations Managers, and it is supported by an external consulting firm specialized in environmental safety that guarantees legal compliance and promotes continuous improvements.

Implementation of this plan allowed for the grant of the Environmental Certificate for SAVANT PHARM S.A. [right hand-side margin image], issued by the Department of Environment and Circular Economy of the Province of Cordoba (Argentina), valid until September 2027.



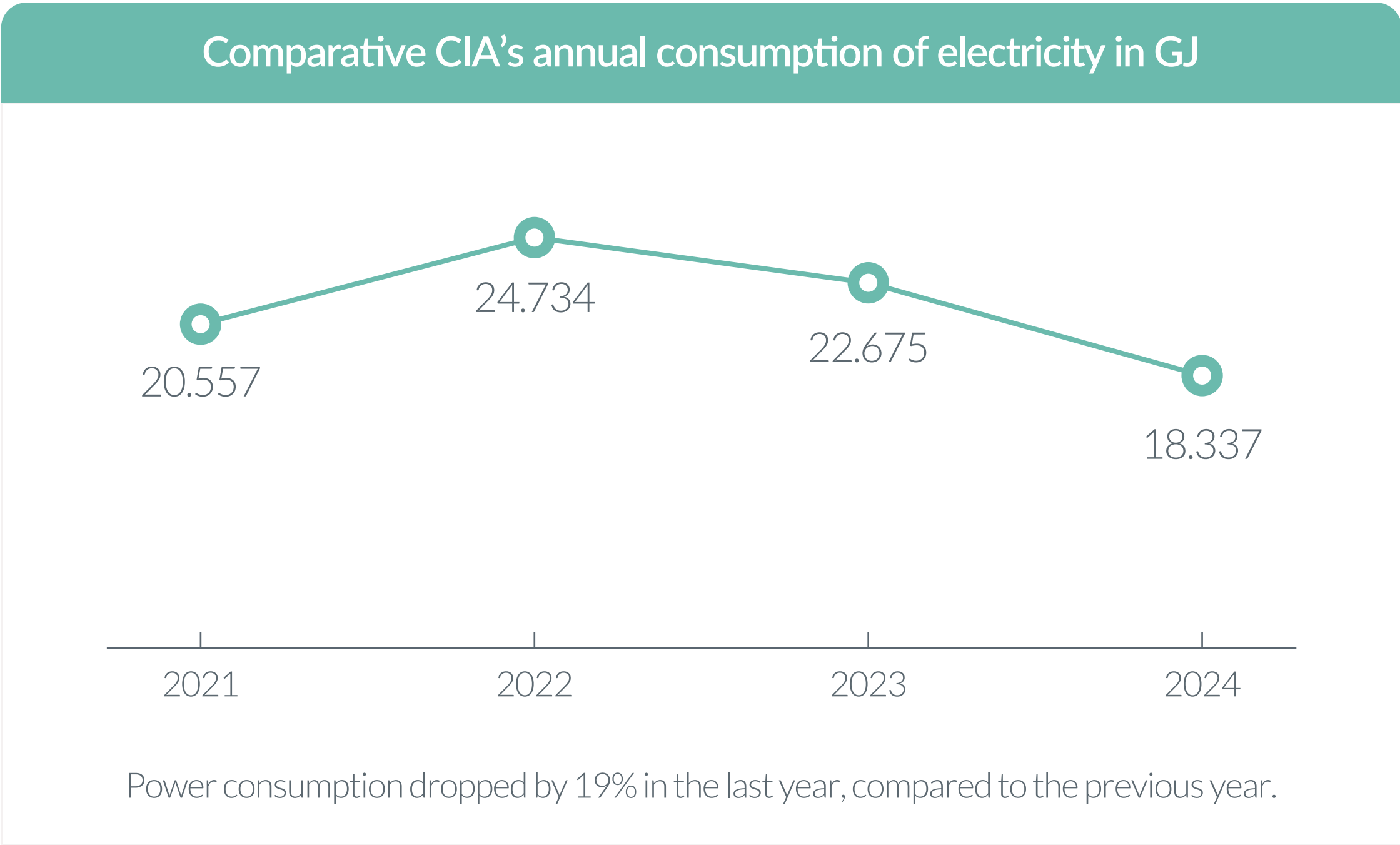
Environmental investments and expenses	2023	2024
Investments in machinery and equipment involving environmental improvements.	U\$D 281.008	U\$D 348.000



Energy Management

3-3, 302-1; 302-4; 302-5

Electric Power is supplied by the Interconnected Power System of Argentina, that supplies electricity from renewable and non-renewable sources.



Measures to be implemented
Switching equipment on and off during production shifts.
Use of LED lights in production areas and warehouses thus additionally offering lighting and ergonomic comfort and protecting photosensitive products, given their zero ultraviolet wavelength.
Awareness related to rational power use, both for lighting and air conditioning purposes.
Reduction of production times, where possible.
Change of chilled water temperature set point.

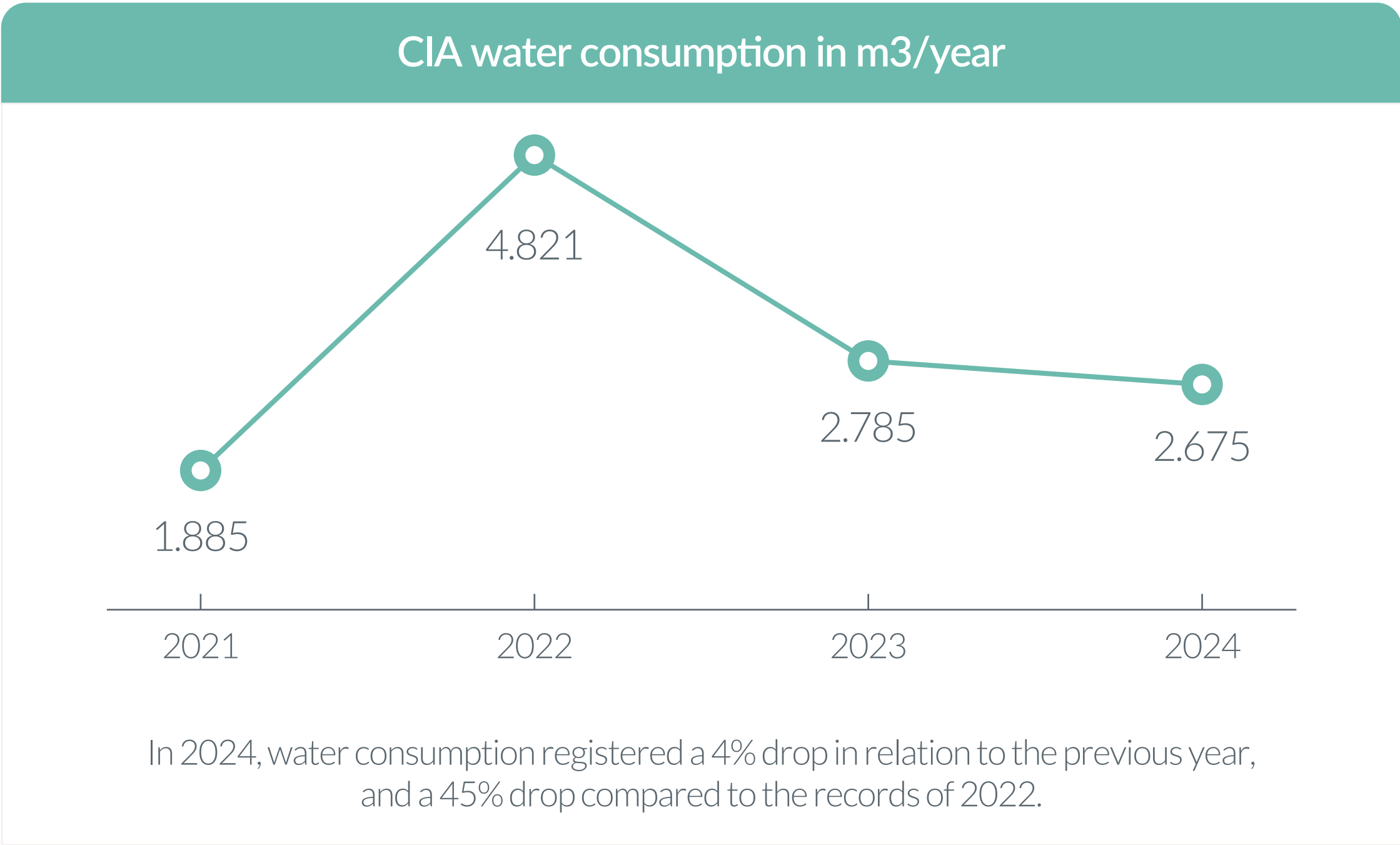
We have an integral instant measurement control system that allows us to efficiently use power and lower consumption. Energy intensity, measured in terms of Produced Equivalent Units (PEU)/consumed GJ, has been sustained throughout the last two years, with no major changes, their values being 0.0126 and 0.0129 for the years 2023 and 2024, respectively.

Water Management and Effluents Treatment

3-3; 303-1; 303-2; 303-3; 303-4; 303-5

The water we use comes from a local domestic network and on-site drilling (groundwater).

Water used in industrial proceedings is treated for the purpose of complying with strict quality standards required by the pharmaceutical industry.



Water consumption			
Years	m³	Produced EU	Consumption intensity in m³/PUE
2023	2.785	1.787.688	0,00015
2024	2.675	1.419.390	0,00018

Water consumption intensity does not register significant changes throughout the years comprised in the report.

The Liquid Effluents Treatment Plant allows for compliance with the highest environmental standards. This infrastructure, of 250 m², guarantees an adequate treatment of effluents pursuant to the requirements set forth under the Provincial Office of Hydric Resources [APRHI, for its acronym in Spanish] and Executive Decree No.: 847/16.

Continuous monitoring, approved periodic audits, and quality reports support our responsible management which, in 2024, was translated into the grant of the final Environmental Certification.



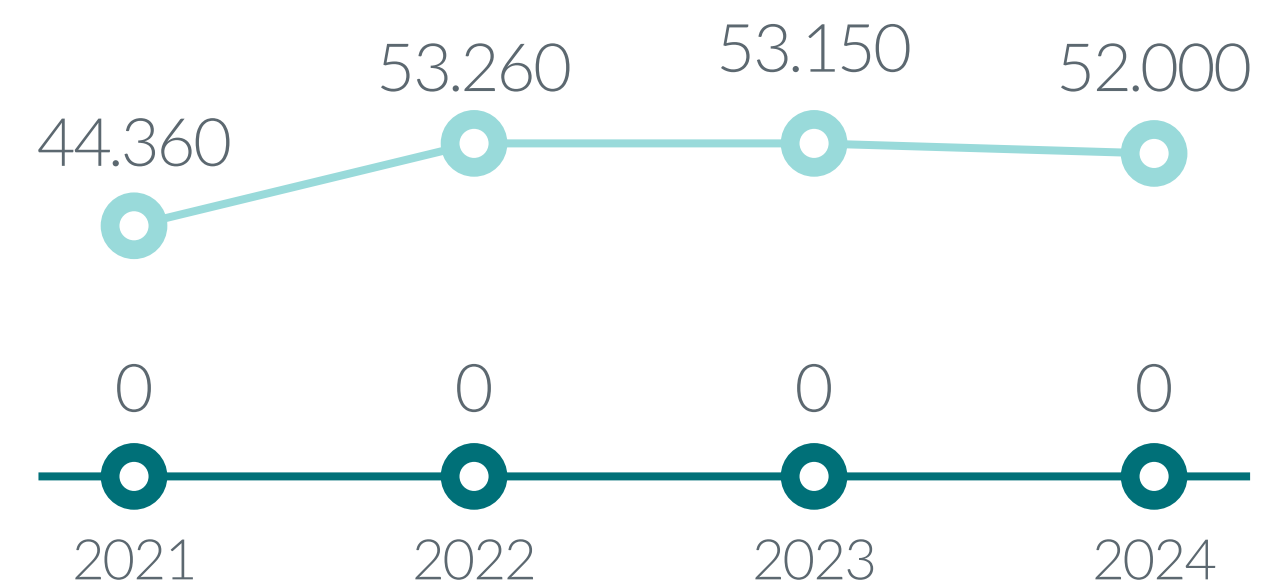
Waste Management

3-3; 306-1; 306-2; 306-3; 306-4; 306-5

We have an Integral Waste Management Plan that includes the implementation of measures to minimize waste generation and recycle everything possible.



Hazardous waste: Kgs. Generated per year, for final disposal



● Y2 waste from medicines and pharmaceutical products for human and animal health purposes.
● Y3 waste resulting from the production and preparation of pharmaceutical products.

Hazardous waste we are accountable for belong to categories Y3 and Y2, regulated by the Secretary of Environment and Sustainable Development of Argentina, pursuant to Law No.: 24051, and supplementary regulations.

100% of hazardous waste is sent for final disposal, carried out by hiring authorized and transport operators for treatment and final disposal of industrial and hazardous waste, certified.

Through an agreement with Geocycle Argentina, waste in blisters is treated taking advantage of their calorific value, as energy source for cement kilns.

This activity represents a major part of our annual environmental investments.

Biological Waste

Cultivation strains for microbiology and oncological waste are deactivated and neutralized in autoclave before final disposal.

Non-hazardous Waste

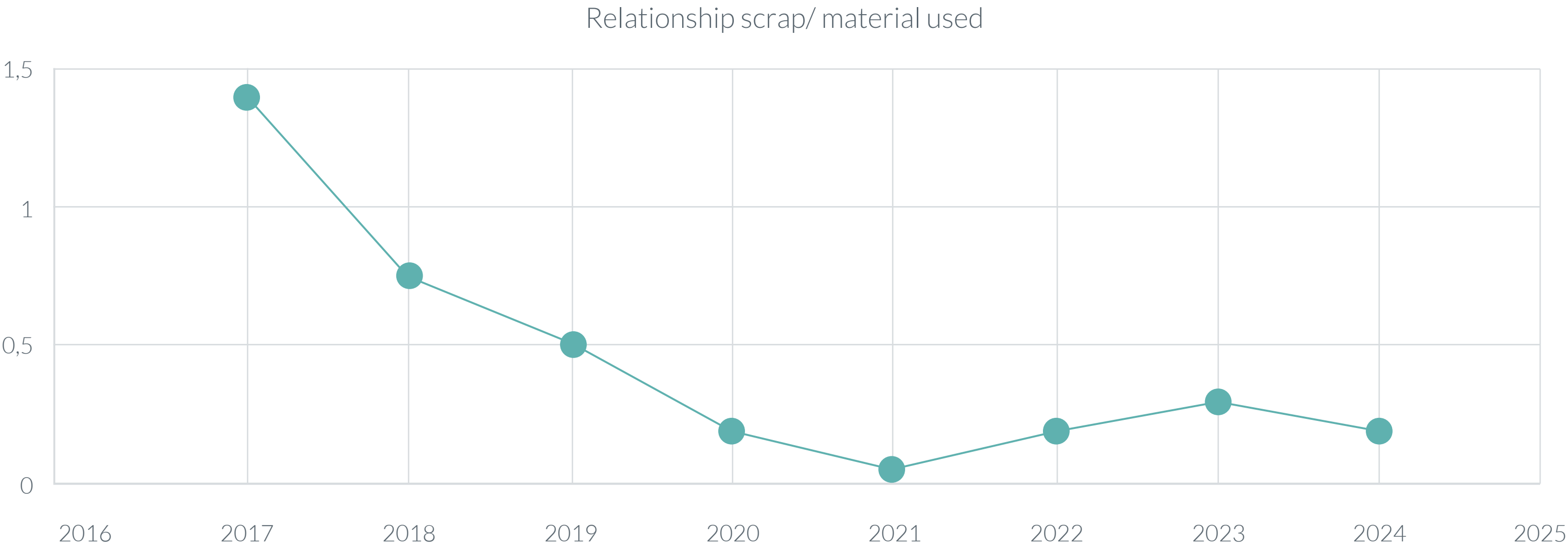
Urban solid waste (USW) managed by the local Municipality, includes non-recyclable and organic waste. Waste from offices and cafeterias is recycled, and plastic waste is revalued as non-hazardous waste bags. Toner cartridges are returned to supplier for re-manufacturing, thus achieving a 100% reuse. Additionally, printing is avoided except where it is strictly necessary.



Scrap Control

Scrap management continues to be very successful, as it is virtually nonexistent.

Generated scrap	2017	2018	2019	2020	2021	2022	2023	2024
Relationship scrap/ material used	1,4%	0,7%	0,5%	0,1%	0%	0,1%	0,2%	0,1%



Waste according to origin, type and treatment methodology		Recycling	Reutization	Storage at the premises for final disposal	Urban solid waste	Final disposal under Law No. 24051
Office	Reams of paper	<div></div>	<div></div>			
	Plastics (plastic cups, bottles, bags, etc)	<div></div>	<div></div>			
	Toner cartridges (remanufactured)		<div></div>			
	Toner cartridges (discarded)			<div></div>		
	RAEEs			<div></div>		
	Lamps and fluorescent tubes			<div></div>		
Cafeteria	Organic waste		<div></div>		<div></div>	<div></div>
	Plastics	<div></div>				
	Papers	<div></div>				



Air Emissions

3-3; 305-2; 305-4; 305-5

These are measured (PM10 and PM2,5 in the environment) and control emissions within the dust removal systems that have HEPA highly efficient filters in their exit towards the atmosphere.

Integrity of HEPA filters installed in extractors is tested every year.

There is no impact on air, nor noise or vibrations.

Scope 2 Emissions	Annual CO ₂ /MWh Consumption – Metric Tons	
	2023	2024
Indirect emissions resulting from the consumption of electricity generated by third parties.	2,683.26	2,419.48
PUE	1,787,688	1,419,390
Scope 2 Emissions Intensity: tCO ₂ /PUE	0.0015	0.0017



Packaging Materials and Non-productive supplies

3-3; 301-1

Materials and supplies are mainly intended for manufacturing medicines and, to a smaller extent, the cafeteria and office areas where paper is used, with FSC certification, cardboard, recyclable plastics and aluminum obtained from packaging.

Throughout manufacturing, active ingredients and excipients are used as key supplies, together with plastic, paper, cardboard and aluminum, for packaging purposes.

	Primary Packaging	Secondary Packaging	Outer or Tertiary packaging
Description	It refers to materials that are in contact with the product.	This is the outer packaging that protects the product in its primary packaging	These are containers designed to contain, collect and secure a large number of products already packed in their secondary packaging.
Features	These containers guarantee the protection and integrity of products, making sure that these are fit for consumption.	These containers add an additional layer of protection and facilitate product handling.	These containers are especially important along the transportation and storage processes, since these must be stable and allow for load compaction to maximize room.
Examples	Common examples include: blisters, bottles and tubes. Additionally, primary containers must also include essential information such as the expiration date.	Examples of secondary packaging include: boxes and cases, that help group and organize several individual products.	Corrugated cases are manufactured with resistant materials and are usually approved to guarantee quality and safety.



MATERIALS AND MAIN SUPPLIES	Recyclable	Non-Recyclable	Thousands of Kg. 2023	Thousands of Kg. 2024
Active ingredients		○	234	220
Excipients		○	337	305
Primary Packaging	○		30	29
Secondary Packaging	○		76	72
Tertiary Packaging	○		40	37
Plastics	○		10000	12000
Paper and cardboard	○		32000	25000
Aluminum	○		15000	11000

Adequate treatment of supplies and materials includes recycling and proper disposal of non-recyclables, fostering sustainable management of waste and environmental care.



Environmental Management at the Industrial Complex in Spain

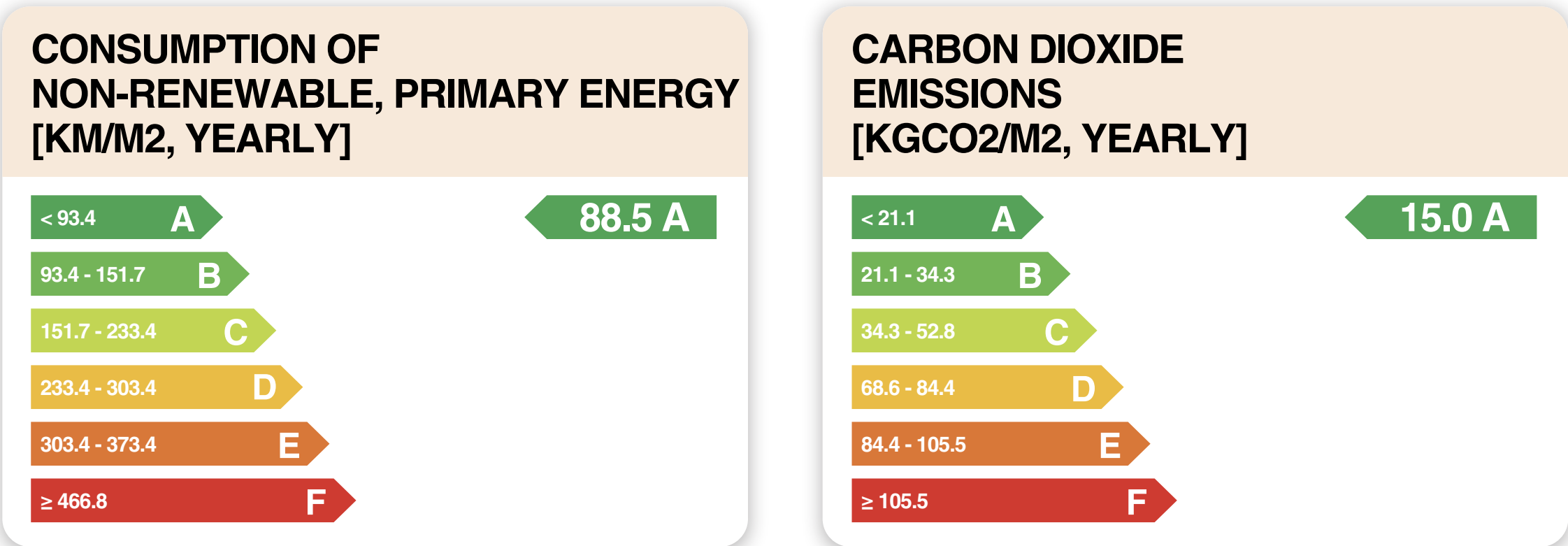
3-3

Energy Management

In 2024, VIVUNT Oncology obtained an Energy Certification granted with the maximum efficiency qualification by the Junta de Castile and Leon. This attainment reflects the continuous efforts made to improve environmental performance, minimizing ecological impact and adopting measures to guarantee a sustainable future for the community and the surrounding areas.



Energy qualification obtained:



Protected Air Quality

3-3

Given that no traces of oncological supplies must be found in the production areas, extreme controls of air quality are conducted. We use highly efficient filters that avoid particles emission into the environment and protect staff's health.

Sterile areas have purifying systems that filter 99,99% of recirculated air, which bans the entry of polluting micro components. This system also reduces external air intakes, improving the energy efficiency of process.



Water Management and Effluents Treatment

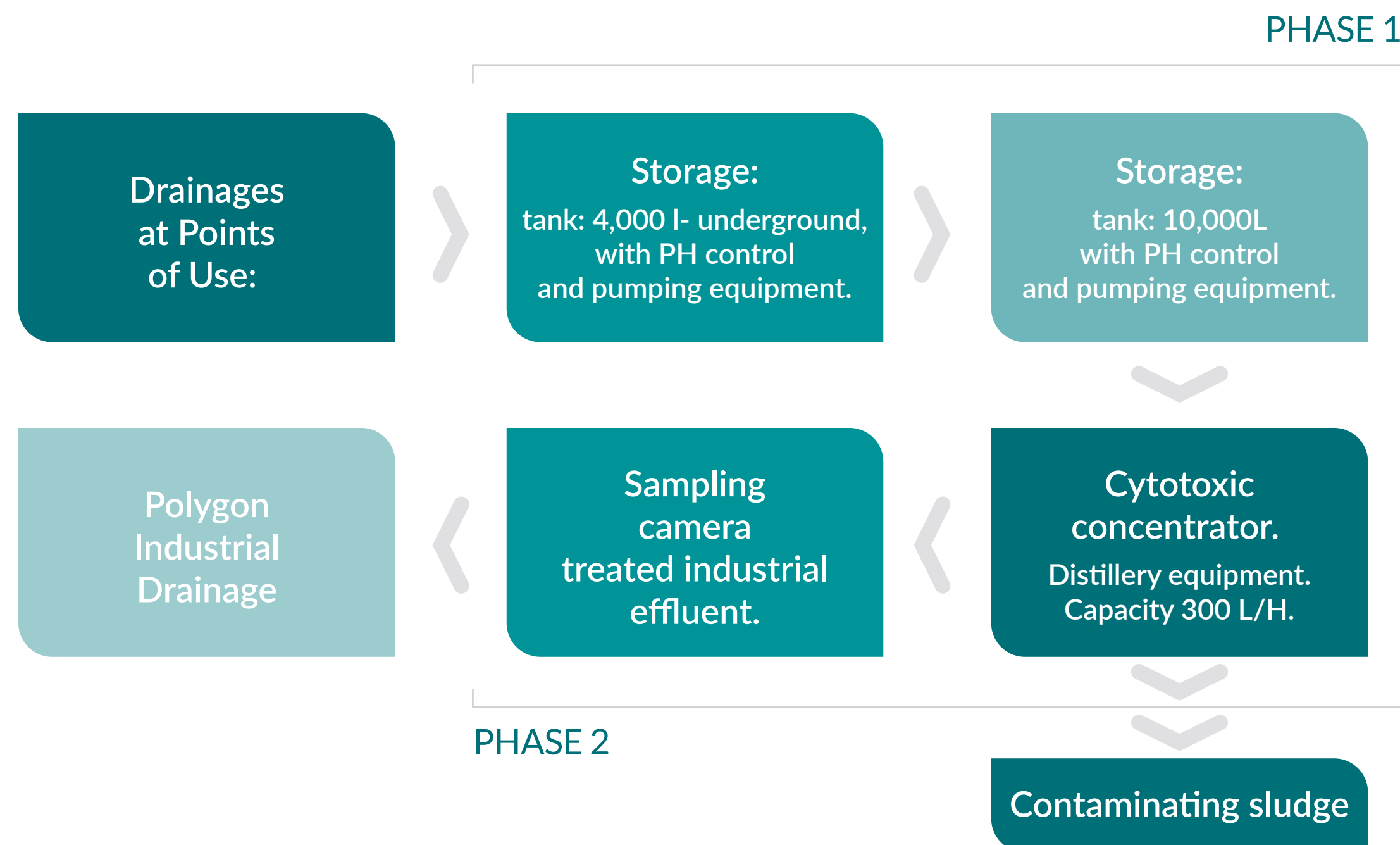
3-3

The industrial complex has an ecosystem for treatment of water supply for industrial purposes, which allows for obtaining the following clean utilities:

Pure water (PW), ultrapure water (WFI - Water For Injection) and pure Steam (PS - Pure Steam) with a manufacturing capacity of 2,000 liters/hour and storage of 10,000 liters for PW, 2,000 liters/hour with a storage of 5,000 liters for WFI and 500 Kg/hour of pure steam.

To comply with existing rules and regulations, this Complex has a plant for liquid effluents' treatment composed of 2 phases, as shown in the chart below.

Procedure for Treatment of Effluents

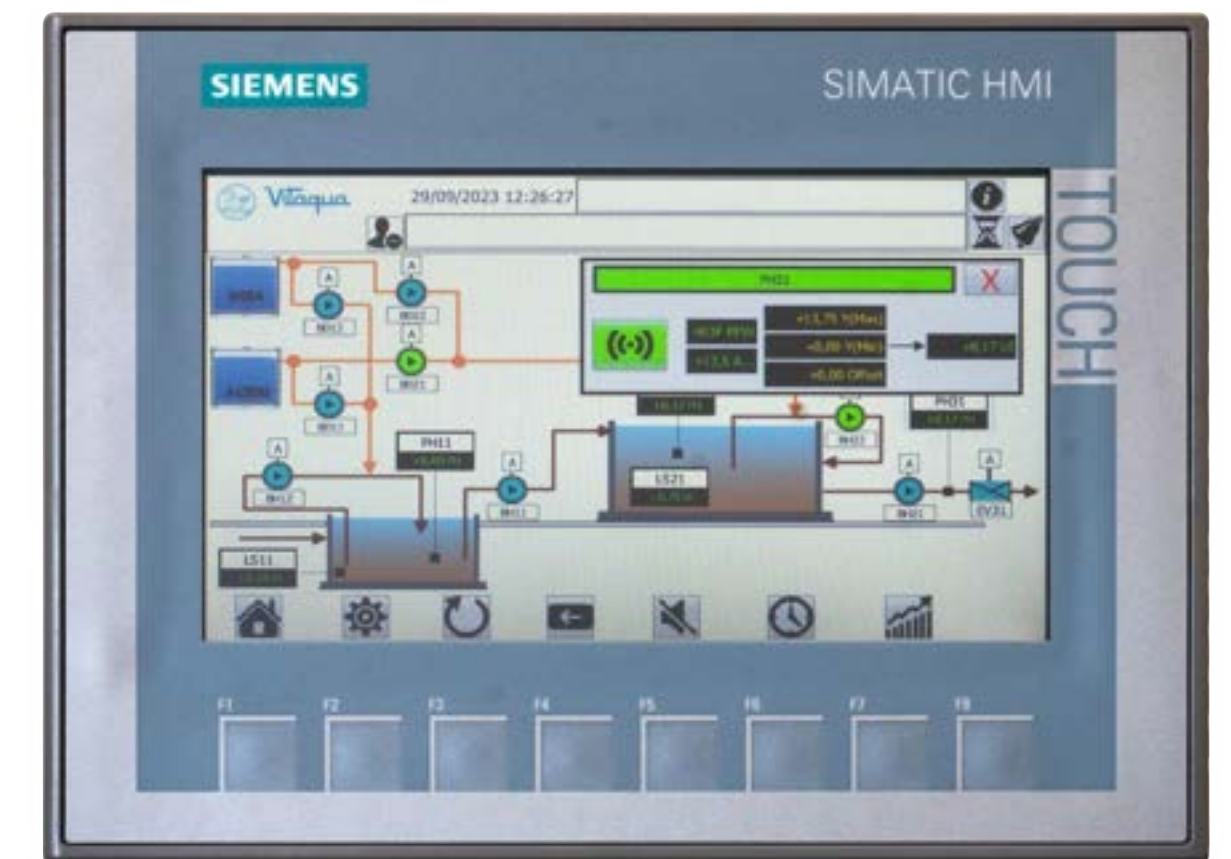


Disposal of evaporator sludges

Sludge generated in the evaporator is collected in a GRG (for its Spanish acronym, meaning a Large Container of Bulk Goods) and transported by the authorized operator. Once there, it undergoes a chemical neutralization process, followed by a filtration required the use of a press. This enables separation of waste into two:

- Neutralized liquid, poured into the drainage system, in compliance with existing laws.
- Inactivated sludge, disposed through controlled landfills.

This treatment guarantees safe and environmentally responsible management of industrial liquid waste.



Management of Solid Waste

3-3

Management of solid waste is conducted under separation, traceability and regulatory compliance criteria.

Non-Hazardous Waste

These are classified into recyclable (paper, cardboard and plastics, among others) and urban solid waste (USW); the latter being managed by the City Council.

Hazardous Waste

Toxic or polluting solid waste created in manufacturing areas are removed by an authorized operator who guarantees their treatment and safe final disposal, pursuant to existing environmental laws.



COMMUNITY

ActivaRSE Plan >

Junior Achievement >

Vital Voices >

Relationship with Education >

Internships >

Donations >

UCC Business Ecosystem >



ActivaRSE Plan

3-3; 203-1; 413-1; 2-28

Committed to building a prosperous and sustainable environment, several initiatives have been developed in 2023 and 2024, with a focus on health and education, to have a positive impact on nearby communities.



Junior Achievement

Accompanying education of children and adolescents is key to sustainability. Together with Junior Achievement Argentina and Uruguay, we have promoted programs oriented to training programs for the future, with an entrepreneurial and proactive focus:

"Plan your future ": Addressed to 75 students from IPEM 166 "Capitán Gabriel del Valle" at El Tio, Cordoba (Argentina), provided them with tools to define goals and make plans.

"Tools for your future ": Benefited 30 students from Colegio y Liceo Nuestra Señora de Lourdes in Montevideo (Uruguay), providing them with tools for decision making, self-knowledge and job placement purposes.



Vital Voices

Female leadership is key in the development of equal societies. By supporting Voces Vitales, we promote empowering women within the South Cone, facilitating learning and networking spaces. As part of this initiative, we participated as sponsors of the traditional Mentoring Walk [Caminata de Mentoreo], a walk that takes place in Argentina, Bolivia, Chile, Paraguay and Uruguay.



Relationship with Education: introducing industry in the classrooms

During 2023 and 2024, we participated in discussions organized by educational institutions within the region of the Industrial Complex in Argentina, aiming at bringing high school students and the pharmaceutical industry together.



Activities included contents related to manufacturing processes, information about the company and professional profiles, and pieces of advice for job placement purposes.

We visited four schools: IPEM 166 “Capitan Gabriel del Valle” (El Tio); Dr. Dalmacio Velez Sarsfield (Arroyito); Instituto Nivel Medio La Francia; and Instituto Secundario C Cura Brochero (Villa Concepcion del Tio)

Additionally, students from 5th year at the IPEM 166 “Capitan Gabriel del Valle” (El Tio), visited CIA and learned about the manufacturing processes.



Internships

Learning through practice is an essential tool for professional development. Together with educational institutions, the internship program allows students to gain experience in different areas:

YEAR	INSTITUTION	STUDENTS	AREA
2023	IPEM	16	Human Capital, Manufacturing, Maintenance, Transportation, Quality
2023	IPETAYM	6	Quality
2024	IPEM	6	Manufacturing, Transportation, Maintenance, Quality Control
2024	IPETAYM	2	Quality
2024	Velez Sarsfield	1	Human Capital



Donations

We kept our commitment with health and educational institutions, delivering essential supplies and technological material in Argentina.



Health:

- Donations to health centers: San Pantaleon (Boulogne), El Tio, Villa Concepcion del Tio, La Francia, Yacanto, Miramar, Las Pichanas, Hogar del Niño “Jose Bainitti” and health centers at Impenetrable (Chaco).
- FLUOROGEL Oral Health Program: Delivery of Small Fluor gels at kindergartens in La Francia, El Tio and Arroyito (Cordoba).

Technological Equipment:

Donation of unused equipment to students from High School Santa María del Cervellon and IPETAYM in Arroyito.



UCC Business Ecosystem

The relationship with the Catholic University of Cordoba strengthens our commitment to professional training and talent development:



- **UCC Scholarships:** Collaboration with the scholarship fund San Ignacio, facilitating access to superior education for young people with limited resources.
- **Work Fair 2024:** Active participation in the creation of professional development and job opportunities.



These initiatives reflect our continuous commitment to the community, promoting new generations' growth and strengthening links with nearby institutions.



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