



NEOLPHARMA

GRUPO FARMACÉUTICO

SUSTAINABILITY REPORT

2024

Neolpharma Group

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A message from our Board of Directors

A message from our leaders

To achieve lasting changes, it is best to move forward steadily, one step at a time. Throughout 2024, at Grupo Neolpharma we focused on reinforcing the sustainability strategies designed in previous years that are leading us to become a consortium of companies dedicated to health, working towards respect for patients, society, and the environment. An example of this is that we managed to significantly reduce the number of our drug products with availability problems. This meant that patients who use and trust our products were able to find them more easily and safely at the different delivery points we serve. For us, this was one of the greatest achievements of the year, knowing that we fulfilled our purpose of helping our patients improve their quality of life.

In 2024, we also managed to reduce our total 1st and 2nd scope level emissions by 2%, which we achieved through greater use of our co-generators and a transition based on natural gas as an energy source. Although the reduction is slight, it marks what we hope will be the beginning of a downward trend in the amount of GHGs we emit. An Energy Management System was put in place to make this a reality and not just a wish. With regard to our use of water in processes, we achieved a reduction at several of our manufacturing sites; by 2025, one of our priorities will be to achieve lower usage in all sites. We have begun to monitor the water and emissions footprint per product, which we hope will help us to keep the impact of our products in check. Another area we have begun to focus on is waste generation. We will be developing policies that will lead to less waste of supplies and less residue generation.

In the social sphere, we continue to promote diversity and equity practices. We have managed to expand the scope of and improve our internal reporting system, and we are pleased to report that in 2024 we had no reported cases of discrimination within the group's companies. We continue to promote equity in the workplace, maintaining a 1:1 ratio between women and men in our workforce. Also, we have joined the UN Women's Empowerment Principles program. On the inclusivity front, we began with an assessment of barriers to employability for people with functional diversities. This will lead to a larger project in the future. Finally, we contributed to ethical compliance issues by training almost all of our employees in anti-corruption issues and sharing with our vendors the code of ethics that we wish them to comply with.

In summary, it was a year of cementing the projects and ideas developed previously and laying the foundations for continued growth on the sustainability front. At Grupo Neolpharma, we reaffirm our commitment to society, the environment, our employees, and above all, the health of our patients.



Diego Ocampo Gutiérrez de Velasco
Innovation and Development Vice-president

Sustainability in Numbers

Numbers that reflect our commitment

Number of trees planted
during the Group's
reforestation rallies since
2018.



17,610

1,628



Total of employees informed
about anti-corruption politics

Total decrease of CO₂e
emissions of Scope 1
and 2 compared to
2023.



504 t

39%



Of the total electrical
energy consumption in
2024 was natural gas-
based

Drug product sanitary
registers



271

Neolpharma with purpose

Grown with purpose, impacting with health

Corporate Identity

With more than 50 years of experience, Grupo Neolpharma is a 100% Mexican organization dedicated to the research, development, production, marketing, and distribution of pharmaceutical products and services.

Its social purpose is clear: to offer affordable alternatives for the treatment of various diseases, hoping to contribute to improving the health conditions of the population and the quality of life of individuals.

Over time, the Group has consolidated a robust supply of drug products that meet strict standards of quality, safety, and efficacy, aimed at treating conditions in areas such as psychiatry, neurology, algology, oncology, diabetes, hypertension, obesity, infectious diseases, and antivirals.

Vision

"To be the Mexican pharmaceutical group with the greatest development in the domestic and international markets and with the highest number of innovations."

Mission

"We are a group of evolving companies committed to health and seeking global development. From our platform, we make decisions and take action to achieve extraordinary results, innovating to improve people's quality of life."

Values



Ethics



Responsibility



Respect



Client-oriented management



Teamwork



Continuous Learning



Fact-based decisions



Recognition



Doing things right in the first try



Taking advantage of assets



Development of a relationship network



GRI 2-6

Value Creation Model

The companies that make up Grupo Neolpharma operate as complementary business units, whose synergy allows them to offer a wide range of pharmaceutical products and services. The portfolio includes 271 drug registrations, as well as specialized services in drug research, development, manufacturing, and distribution.

Revenues are distributed between the private and public markets. In the private sector, the Group maintains a prominent share, especially in the segment geared toward lower-income populations, thanks to its focus on affordability. In the public market, it has established itself as one of the most important players in the national health system. Its ability to meet technical and regulatory requirements, as well as its operational efficiency, have allowed it to maintain a steady growth and contribute to the supply of essential medicines for the Mexican population.

The commercial strategy prioritizes care for people with low and middle incomes, with an emphasis on the treatment of central nervous system (CNS) diseases. It also actively participates in the production of generic drug products for highly prevalent diseases, reaffirming its commitment to equitable access to health care.

GRI 2-2

Operative Structure

The organization, whose name reflects the shareholding relationship between the partners of different companies, is made up of more than 17 business units. Each of them operates as an independent legal entity, legally constituted and subject to the regulatory framework corresponding to its corporate purpose.

All units comply with legal provisions on labor, tax, and environmental matters, ensuring transparent and responsible operations.

This report presents the progress made in sustainability at six work sites belonging to four business units, as described below:



Laboratorios Alharma S.A. de C.V.

OTC and generic drug products, and cardiometabolic and musculoskeletal lines

Vallejo I: Poniente 150 No. 764 Int. 2, Industrial Vallejo, Azcapotzalco, C.P. 02300, Ciudad de México.



Psicofarma S.A. de C.V.

Treatments for Central Nervous System.

Tlalpan: Calzada de Tlalpan No. 4369, Toriello Guerra, Tlalpan, C.P. 14050, Ciudad de México.

División del Norte: Av. División del Norte No. 3377, El Rosario, Coyoacán, C.P. 04380, Ciudad de México.

Toluca: Parque Industrial, Isidro Fabela Norte No. 1238, Santa Cruz Atcapotzaltongo, C.P. 50030, Estado de México.



Neolpharma S.A. de C.V.

Production of solid and liquid, injectable and specialized dosage forms

Vallejo II: Boulevard de los Ferrocarriles No. 277, Industrial Vallejo, Azcapotzalco, C.P. 02300, Ciudad de México.



Neolsym S.A. de C.V.

Manufacturing of Active Pharmaceutical Ingredients (API)

Ecatepec: Guanajuato Sur No. 22, Santa Clara Coatitla, Ecatepec de Morelos, C.P. 55400, Estado de México.

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14

Governance and Strategic Leadership

Corporate Governance is a fundamental pillar for ensuring the integrity, transparency, and sustainability of operations. With a firm commitment to best practices, the organization works continuously to strengthen the trust of its stakeholders.

This approach is promoted from senior management, our CEO, Efrén Ocampo López, whose experience and strategic vision guide the company's direction, leads this approach. His leadership is complemented by five Vice Presidents responsible for key areas:

Operations

Commercial Strategy

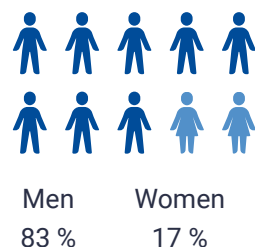
Innovation and Development

Project Management

Administration and Finance

Together, this structure guarantees a comprehensive strategic management aimed at achieving institutional objectives and the sustainable development of the organization.

Gender Composition of Corporate Governance



Regarding Age Composition, Corporate Governance has an equitable distribution: 50% of its members are between 31 and 50 years old, whereas 50% are 51 or more years old.

Efrén Ocampo López
Chief Executive Officer of Neolpharma Group

GRI 2-13, 2-14

Sustainability Committee

A fundamental part of Senior Management's commitment is the management of the Environmental, Social, and Corporate Governance (ESG) impacts arising from operations, products, and services, as well as attention to the needs and expectations of stakeholders, with a focus on long-term sustainability.

To this end, since 2022, the strategy in these areas has been led by the Sustainable Management and Development Department, which reports to the Vice President of Innovation and Development. This team is responsible for coordinating the handling of the most relevant material issues for the organization, in line with corporate objectives, as well as reporting progress to Senior Management and maintaining transparent communication with stakeholders.

It also leads the coordination of the Sustainability Committee, established in July 2020 and in a constant process of strengthening. This committee is made up of leaders from key areas such as personnel management, talent development, ethics and compliance, health and safety, environment, energy efficiency, and academic and scientific outreach, among others. Its purpose is to promote the cross-cutting integration of sustainability into operations and contribute to the achievement of strategic objectives.

GRI 2-22, 2-25, 3-2, 3-3

Sustainability Strategy

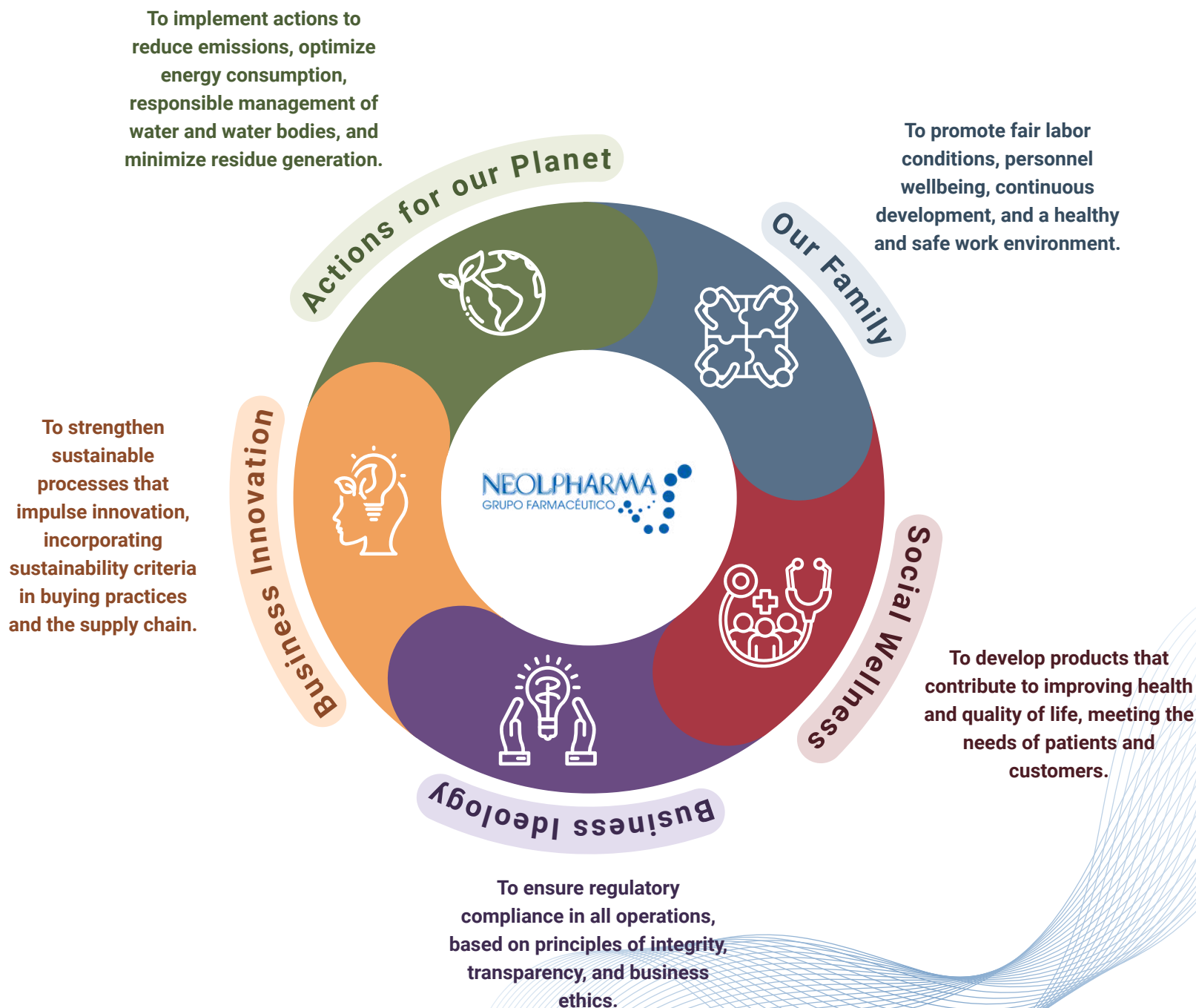
As part of the process of strengthening sustainability management, the organization has moved from an approach based on strategic lines defined by Senior Management—in line with its vision of social responsibility—to a model focused on identifying and evaluating material issues. This evolution has allowed efforts and resources to be focused on managing relevant ESG impacts from a legal, strategic, and reputational perspective.

In 2020, education, health, and the environment were established as priorities. A year later, in 2021, new key areas were incorporated, such as equity, responsible management, and ethical production. During 2022, actions were aligned with these strategic lines and work was carried out in accordance with 13 of the 17 Sustainable Development Goals (SDGs).

In 2023, a comprehensive sustainability strategy was launched, focused on the most relevant material issues based on the level of risk they represent for the Group. This approach provides a solid framework for decision-making and drives continuous improvement through the planning and monitoring of short, medium, and long-term objectives.

The strategy seeks to generate competitive advantages by addressing the social and environmental challenges of the context in which the organization operates, while responding to stakeholder expectations and ensuring compliance with international standards such as the Performance Standards of the International Finance Corporation (IFC), ISO 26000, and the guidelines of the Global Reporting Initiative (GRI), among others.

During 2024, we continued working based on these five lines of action, considered fundamental pillars for sustainability. By 2025, the plan is to consolidate this strategy by defining specific, measurable objectives aligned with current challenges, in order to strengthen performance management and maximize the positive impact of the actions undertaken.



Alliances and Bonds

Building strategic alliances is a key tool for strengthening sustainability in the pharmaceutical field. Establishing collaborative bonds between different actors allows for the optimization of resources, the generation of synergies, and joint progress toward common goals.

In this regard, the organization maintains active participation in chambers and business associations locally, regionally, nationally, and internationally. Through these spaces, we promote initiatives that add in the economic, social, environmental, and innovation value to the industry, with the purpose of generating positive impacts that benefit both employees and the communities, customers, and patients that are part of their environment.

• Business Industry

- American Chamber México, (AMCHAM).
- Vallejo Industrial Association C.A., (AIVAC).
- National Drug Products Distributor Association C.A., (ANADIM).
- National Drug Products Manufacturer Association C.A., (ANAFAM).
- National Chamber of the Pharmaceutical Industry, (CANIFARMA).
- Management Confederation of the Mexican Republic, (COPARMEX).
- Innovation and Science for Business Development Foundation, (INCIDE).

• Academic or Scientific

- Ensenada Center for Scientific and Higher Education Research, (CICESE).
- National Polytechnic Institute Advanced Studies and Research Center, (CINVESTAV).
- National Council of Science and Technology, (CONACYT).
- National Polytechnic Institute, (IPN).
- Mexican Network of Innovation and Technology Transfer Professionals, (RED OTT).
- Regional Entrepreneurship Acceleration Program, (MIT REAP).
- Ministry of Education, Sciences, Technology, and Innovation, (SECTEI).
- Metropolitan Autonomous University, (UAM).
- National Autonomous University of Mexico, (UNAM).

• Social

- ÉNTRALE: Alliance for the labor inclusion of people with disabilities.
- International Finance Corporation (IFC), part of the World Bank Group.
- UN Women: Women's Empowerment Principles (WEPs).

• Environmental

- Swiss Agency for Development and Cooperation (SDC).
- National System for the Management of Packaging and Medication Waste, A.C. (SINGREM).

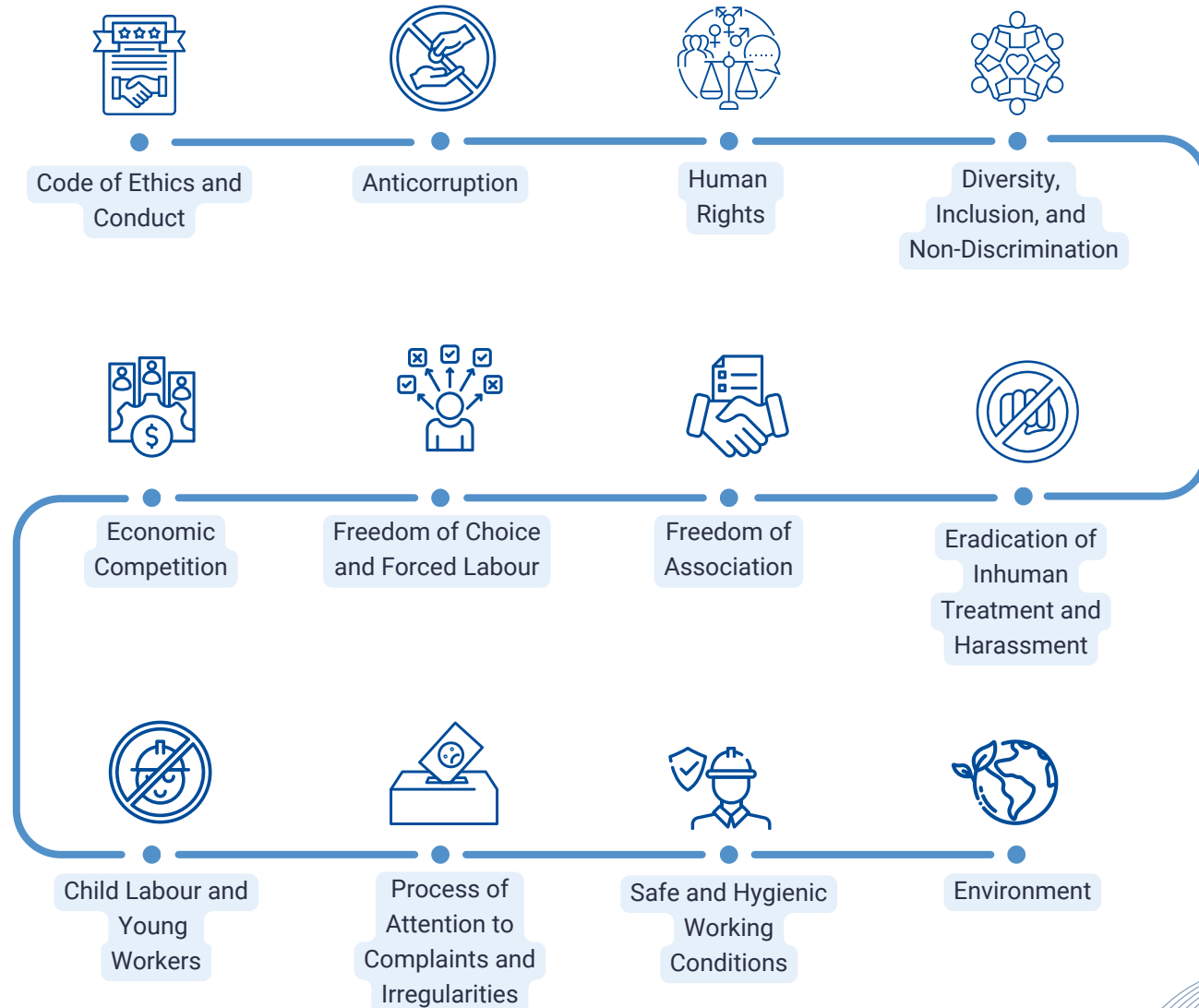
These alliances reflect the organization's commitment to building collaborative networks that transcend its own operations. Participation in multisectoral, academic, and innovation spaces allows for the exchange of knowledge, the boost of best practices, and the promotion of initiatives that strengthen sustainability throughout the value chain. By maintaining a constant dialogue with key players in the business, scientific, social, and environmental spheres, the organization expands its positive impact, reinforces its shared responsibility, and actively contributes to the transformation of the environment in which it operates.



Organizational Ethics

Principles guiding our actions.

Code of Ethics and Conduct



The organization has a Code of Ethics and Conduct that establishes the fundamental principles of integrity, respect, and responsibility that guide the actions of all its members. This document serves as a regulatory basis that guides ethical behavior in every decision, action, and relationship inside and outside the workplace, both individually and collectively, and on behalf of the company.

This framework not only promotes safe and inclusive work environments, but also strengthens the commitment to human rights, equity, and social justice. The Code applies to all employees, regardless of hierarchical level or function, and is designed to ensure that operations are conducted under sound ethical principles, in compliance with applicable laws and with sensitivity to social expectations.

Its application helps to minimize reputational, operational, and legal risks, while reinforcing the company's credibility with its stakeholders. The dissemination of its principles begins with the induction process for new employees and is reinforced annually through mandatory training that addresses topics relevant to ethical performance.

The Code of Ethics and Conduct reflects the institutional commitment to compliance with the national legal framework, as well as recognized international standards on human rights, labor practices, and principles of responsible business conduct. Its implementation is an integral part of the sustainability strategy and a key component in consolidating an ethical, transparent organizational culture committed to collective wellness.

Actions for the Planet

Our commitment with the Environment

Neolpharma Group strengthened its environmental commitment by implementing various initiatives aimed at reducing the environmental impact associated with its operations, products, and services.

In 2024, structured programs addressing the most relevant environmental issues in line with the sustainable approach were consolidated.

The strategic pillar “Actions for the Planet” articulates the environmental agenda of the business units, reflecting a commitment at the corporate level.

We recognize our responsibility to operate consciously and respectfully toward the environment. We have made a commitment to reduce our environmental footprint through the efficient use of resources and the constant improvement of our processes. This approach guides the organization toward a more responsible and resilient model in the face of current environmental challenges.

External activities are promoted to strengthen the connection with the natural environment through collaboration on projects that favor the recovery of ecological spaces and the conservation of wildlife.

Relevant Environmental Issues

 **Emissions and actions to mitigate climate change**

 **Energetic Efficiency and Management**

 **Water and Effluents**

 **Residue Management**



Actions for the Planet

Our commitment with the Environment: responsibility, action, and innovation for a healthy planet.

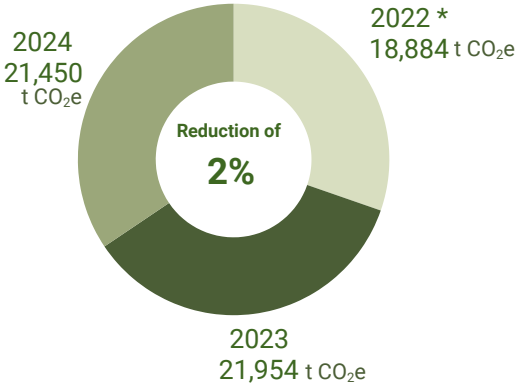
Emissions

The effects of Climate Change directly impact the availability and quality of the materials and natural resources used in the manufacture of drug products and active pharmaceutical ingredients (APIs) included in Grupo Neolpharma's portfolio. Faced with this challenge, and through strategic alliances with external organizations, the organization promoted the development of two key initiatives: "Route for the Adaptation to Climate Change" and "Route for Decarbonization", both at organizational level.

During 2024, the GHG Protocol methodology, used to calculate Scope 1 and 2 emissions at corporate level, was reviewed with the aim of establishing a Route for Decarbonization based on concrete actions that will reduce the carbon footprint and move toward more sustainable operations. At the same time, the collection of data necessary for the calculation of Scope 3 emissions was initiated, thus expanding our commitment to the comprehensive management of our environmental impact.

In addition, our organization launched a project to achieve Resilience against Climate Change by analyzing the risks associated with its operations. This mapping is the foundation for an adaptive strategy that will minimize impacts and strengthen its operational sustainability.

Scope 1 and 2 Emissions



504 t CO₂e
Total reduced emissions in 2024

Scope 1 Emissions (t CO₂e)

In 2024, there was an increase in Scope 1 emissions at Neolpharma, Alpharma, Tlalpan, and Toluca, resulting from the consumption of natural gas to fuel cogeneration engines. While this temporarily impacts the carbon footprint, this strategy significantly reduced dependence on purchased electricity, improving energetic autonomy and optimizing fuel use, contributing to a more efficient use of energy resources, which favors the operational sustainability of the business units in the medium term.

	2022 *	2023 *	2024
Neolpharma	2,577	5,011	5,466
Laboratorios Alpharma	617	1,703	2,175
Psicofarma Tlalpan	347	232	256
Psicofarma División del Norte	746	647	546
Psicofarma Toluca	1,972	2,056	2,334
Neolsym	1,543	1,103	791

11,568 t CO₂e emissions
7 % Rise in emissions compared to 2023 (Scope 1)

Reported fuels: natural gas, LP gas, diesel, and gasoline.

Scope 2 Emissions (t CO₂e)

In the operation of business units with cogeneration engines, a reduction in Scope 2 emissions was achieved, directly contributing to the strategic objective of reducing the carbon footprint at the Group level. By generating their own electricity through cogeneration, the units not only reduced dependence on the electricity grid (whose production often depends on fossil fuels), but also avoided transmission losses and improved overall energy efficiency.

	2022 *	2023 *	2024
Neolpharma	3,547	3,571	3,322
Laboratorios Alpha	1,592	1,603	1,338
Psicofarma Tlalpan	912	919	929
Psicofarma División del Norte	1,971	1,984	2,166
Psicofarma Toluca	2,206	2,221	1,244
Neolsym	896	902	883

9,882 t CO₂e

Emissions

12 %

Reduction in emissions
compared to 2023

*Emissions were recalculated due to a change in methodology to comply with the guidelines of the National Emissions Registry (RENE) and the GHG Protocol.

Scope 1 and 2 Emissions (t CO₂ e)

	2022 *	2023 *	2024
Neolpharma	6,124	8,582	8,788
Laboratorios Alpha	2,209	3,306	3,513
Psicofarma Tlalpan	1,259	1,151	1,185
Psicofarma División del Norte	2,716	2,631	2,712
Psicofarma Toluca	4,138	4,277	3,578
Neolsym	2,438	2,005	1,673

Gases included in inventory calculations: CO and NOx.



Balance of Emissions

Between 2022 and 2024, GHG emissions increased by 12% due to increased use of fuels in manufacturing and the operation of cogeneration engines. However, in 2024 they fell by 2% thanks to lower electricity consumption (Scope 2), driven by cogeneration. The decrease, although modest, reflects key progress in the progressive decarbonization of operations, in line with the commitments of the Sustainability Strategy. This reduction consolidates the efforts to prioritize efficient technologies (such as the use of cogeneration engines), positively impact the carbon footprint, and strengthen operational resilience.

All business units comply with regulations on the prevention and control of atmospheric pollutants (LGEEPA and NOM-085-SEMARNAT-2011), ensuring that emissions do not exceed permitted limits. By adopting best practices and clean technologies, the organization promotes responsible development that balances economic growth with environmental protection, thus strengthening its objectives aligned with Corporate Sustainability.



Emission Intensity

Quantification of emissions is limited to Scope 1 (direct emissions from combustion) and Scope 2 (indirect emissions from electricity), which cover the key operational aspects of the production process. This metric basis allows us to quantify the direct environmental impact of the activities associated with Grupo Neolpharma. Emission intensity analyses reveal that: (1) general production emits 0.14 kg CO₂ per drug product unit (including Neolpharma, Laboratorios Alpha, and Psicofarma), and (2) Neolsym generates 90 kg CO₂eq/kg of active ingredient. This disparity reflects the higher energy and raw material requirements in the manufacture of APIs.

	Manufactured Pieces	Emissions generated per piece (kg CO ₂ e)
Neolpharma	105,512,294	0.08
Laboratorios Alpha	63,203,398	0.05
Psicofarma Tlalpan	9,902,451	0.11
Psicofarma División del Norte	6,640,772	0.40
Psicofarma Toluca	42,501,154	0.08
	Kg of Manufactured Active Ingredient	Emissions generated per kg (kg CO ₂ e)
Neolsym	17,557	95.21

0.14 Kg CO₂ e

In 2025, the organization will verify its Scope 1 and 2 emissions, quantify its Scope 3 emissions, and define two key pathways: Decarbonization (with Net Zero targets) and Climate Adaptation (to mitigate operational risks) with science-based targets.

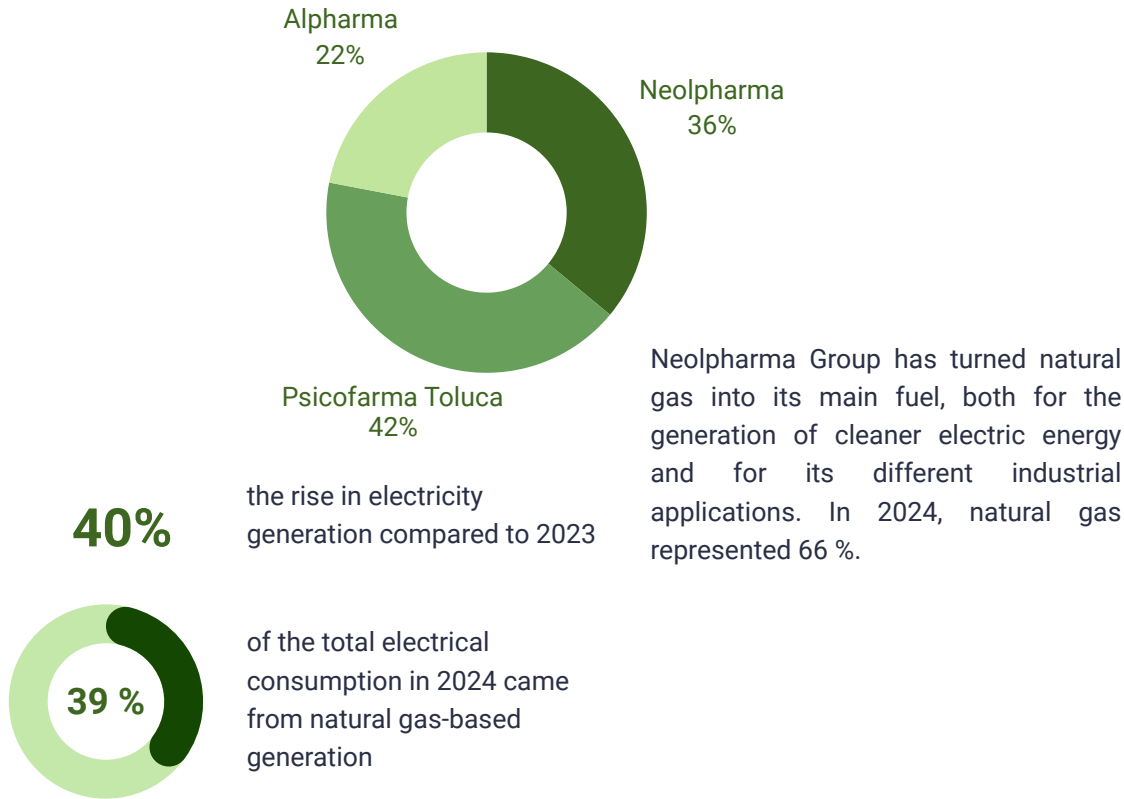
GRI 302-1

Energy Efficiency and Management

Energy Management System

In collaboration with the International Finance Corporation (IFC), in June 2024 an agreement was signed to implement energy management principles in the six Grupo Neolpharma factories and thereby adopt best practices in accordance with the ISO-50001:2018 energy management guide. This work consists of training sessions, guidance, and in-person and virtual monitoring over a one year period (September 2024 - September 2025) for the identification, evaluation, and implementation of measures to improve energy performance through the reduction of consumption and energy efficiency.

Electric Energy by Cogeneration

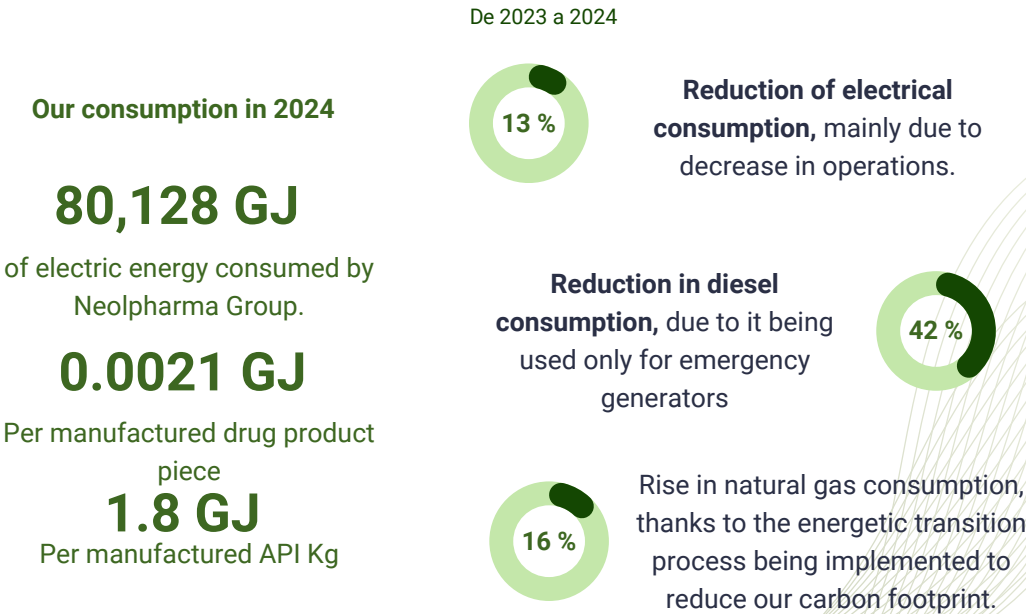


As part of our commitment to decarbonization and energy transition, a Photovoltaic System will be installed at NeolSyM in 2025, reducing the local distributor's electricity consumption by 40% and avoiding around 500 tons of CO₂eq per year. We will also continue to explore more efficient and less polluting energy alternatives, as well as the implementation of a photovoltaic system for the Distribution Center.

GRI 302-1, 302-4

Energetic Consumption

As part of the sustainability strategy and objectives, by 2024 Psicofarma Tlalpan and Toluca will be the only sites that consume LP gas. Diesel consumption is used for emergency plants throughout the group.



GRI 302-1

Natural Gas (GJ) Consumption

	2022	2023	2024
Neolpharma	46,860	88,752	102,908
Laboratorios Alharma	8,677	32,071	40,957
Psicofarma Tlalpan	5,388	4,251	4,747
Psicofarma División del Norte	13,150	12,041	10,276
Psicofarma Toluca	35,774	60,780	86,703
Neolsym	19,738	20,686	14,825

Natural Gas (Diesel) Consumption

	2022	2023	2024
Neolpharma	1,115	34	0
Laboratorios Alharma	0	0	0
Psicofarma Tlalpan	11	0	0
Psicofarma División del Norte	154	27	0
Psicofarma Toluca	377	572	381
Neolsym	113	57	19

260, 416 GJ

consumed Natural Gas

16 %

rise in consumption compared to 2023

400 GJ

consumed Diesel

42 %

Reduction of consumption compared to 2023



Electrical Consumption (GJ)

	2022	2023	2024
Neolpharma	48,534	29,353	26,932
Laboratorios Alharma	19,795	13,176	10,851
Psicofarma Tlalpan	7,182	7,549	7,534
Psicofarma División del Norte	16,581	16,310	17,565
Psicofarma Toluca	29,513	18,256	10,089
Neolsym	17,664	7,417	7,157

80,128 GJ
of electricity consumed

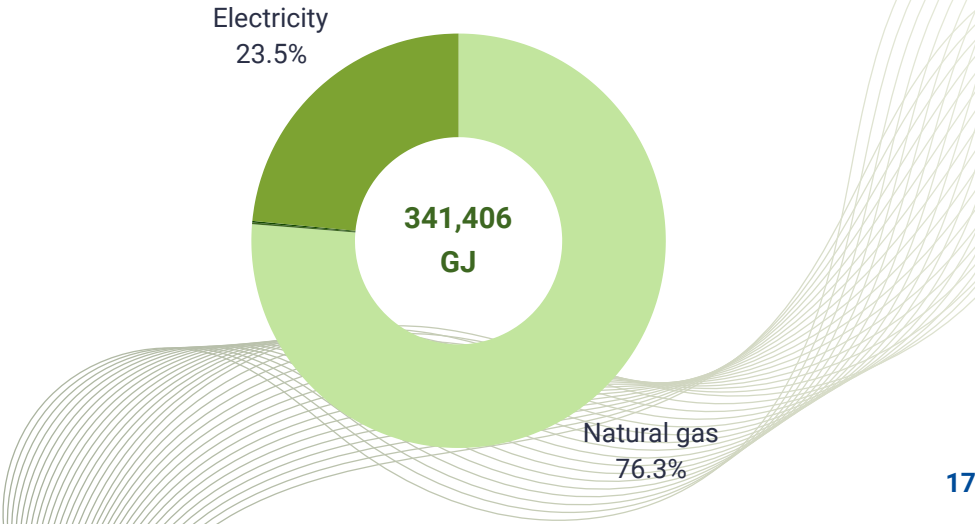
13 %
Decrease of consumption
compared to 2023

Total Energy Consumption (GJ)

	2022	2023	2024
Neolpharma	96,509	118,140	129,841
Laboratorios Alharma	28,472	45,247	51,808
Psicofarma Tlalpan	12,581	11,800	12,282
Psicofarma División del Norte	29,886	28,378	27,841
Psicofarma Toluca	65,664	79,608	97,173
Neolsym	27,515	28,160	22,001

9 %
rise in energetic
consumption compared to
2023

Neolpharma Group has turned Natural Gas into its main fuel, for both electrical energy generation and its different industrial applications. In 2024, the LP gas and diesel consumption were only 0.2% of the total consumption.



Energetic Intensity (GJ/Piece)

	2022	2023	2024
Neolpharma	0.00068	0.00085	0.00026
Laboratorios Alpha	0.00021	0.00043	0.00017
Psicofarma Tlalpan	0.00062	0.00250	0.00076
Psicofarma División del Norte	0.00344	0.00705	0.00264
Psicofarma Toluca	0.00208	0.00323	0.00024
Neolsym	1.94641*	1.38759*	1.80943*

*In Neolsym data, a piece equals one Kg of manufactured API, that is, (GJ/Kg).

24 %

reduction of energetic consumption
per piece compared to 2023

30 %

increase of energy consumption per
manufactured API Kg
compared to 2023



GRI 303-1, 303-3, 303-4

Water and effluents

Efficient water management within the organization is key to ensuring the sustainability of operations. Responsible use reduces operating costs and minimizes environmental impact.

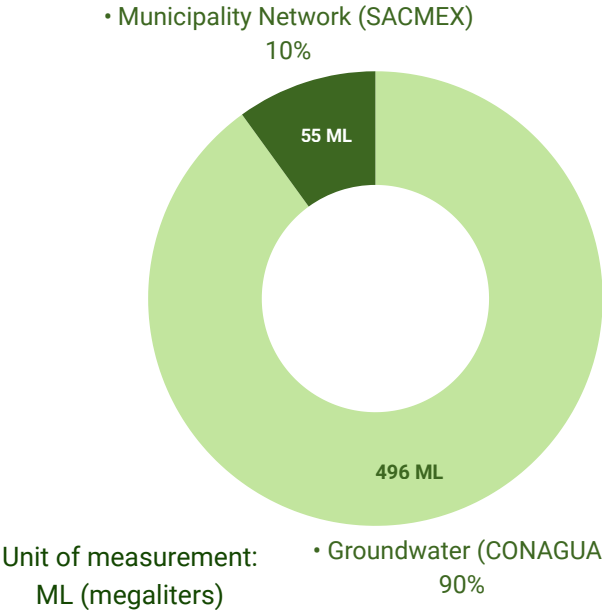
In 2024, consulting alternatives were sought for the diagnosis of areas of opportunity, as well as proposals for the implementation of water-saving and recycling technologies, which will be carried out in 2025.

Water Supply in 2024

The water supply for two of the manufacturing sites comes from the Mexico City Water System Network (SACMEX), and the other four sites are supplied by groundwater wells managed by the National Water Commission (CONAGUA). All six facilities are located in areas of high water stress, so it is important to raise awareness and ration this resource to reduce consumption.

On the other hand, for treatment after use, there are wastewater treatment plants at five of the sites.

Water Network



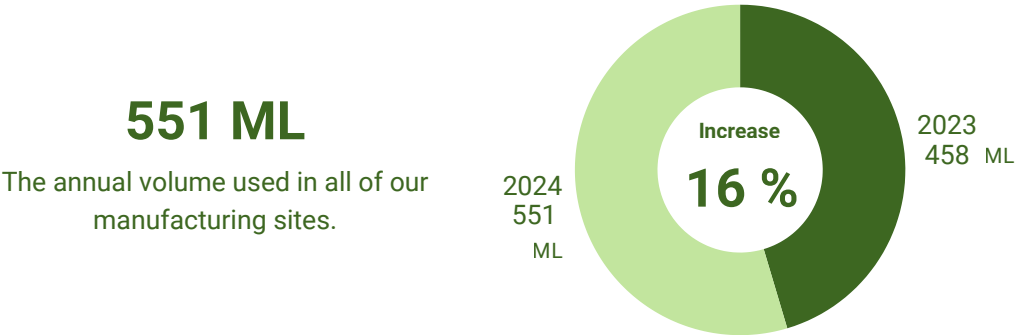
One of the group's primary goals is comprehensive water management. Therefore, in early 2025, studies on the subject will be conducted through various consultancies, with a pilot test at Neolpharma. The objective is to identify actions for improvement and replicate them across all sites.

GRI 303-5

Water Consumption

Water consumption is characteristic of each manufacturing site according to its operations.

In 2024, there was a 16% increase at group level compared to 2023 due to the increase in consumption data at Neolpharma. However, there was a decrease at Psicofarma Tlalpan, Toluca, and Neolsym; at Psicofarma División del Norte, the consumption volume remained the same.



Water Consumption (ML)

	2022	2023	2024
Neolpharma	163	211	354
Laboratorios Alpha	28	25	32
Psicofarma Tlalpan	14	14	11
Psicofarma División del Norte	36	43	43
Psicofarma Toluca	120	113	96
Neolsym	47	48	14

* Neolpharma Group has activities in regions affected by water stress.

1. Water Region WR 26 Pánuco

2. Water Region WR 12 Lerma-Santiago

GRI 303-2

Water Projects

Neolpharma Group is highly interested in promoting water conservation and preservation through our business lines. The organization works constantly with programs that promote water conservation through environmental compliance and sustainable innovation actions:

We continued to participate in the "El Agua Nos Une" program, a collaboration with the Swiss Agency for Development and Cooperation (SDC) and the Center for Life Cycle Analysis and Sustainable Design (CADIS). Thanks to this collaborative effort, the carbon footprint and water footprint profile were calculated, yielding the following results:

PRODUCT	Carbon footprint	Water Footprint Profile			
	Carbon Footprint (kg CO ₂ eq)	Water Scarcity (m ³ H ₂ O eq)	Eutrophication (Kg P eq)	Acidification (Kg SO ₂ eq)	Ecotoxicity (PAF*m ³ *dia)
500 mg Paracetamol, 10 tablets	0.05727	0.00174	0.01671	0.00000	0.00429
Albendazole 2 g/100 ml, 20 ml	0.16964	0.00332	0.00004	0.00000	0.00429
Sterile water for injection, 500 ml	0.26278	0.01671	0.00007	0.00000	0.00429

-There is a subcommittee on Efficient Water Management whose objective is the responsible use of this resource both internally and externally. It meets every two months with executives, managers, supervisors, and analysts from various areas, achieving 20 approaches in 2024.

-Grupo Neolpharma provided informative training and awareness-raising sessions for employees on the importance of efficient water use inside and outside our production and operating sites.

-At the beginning of 2025, two consulting services will be launched, one on resource supply issues and the other on the efficiency of water systems at the parenteral products plant in Neolpharma Vallejo.



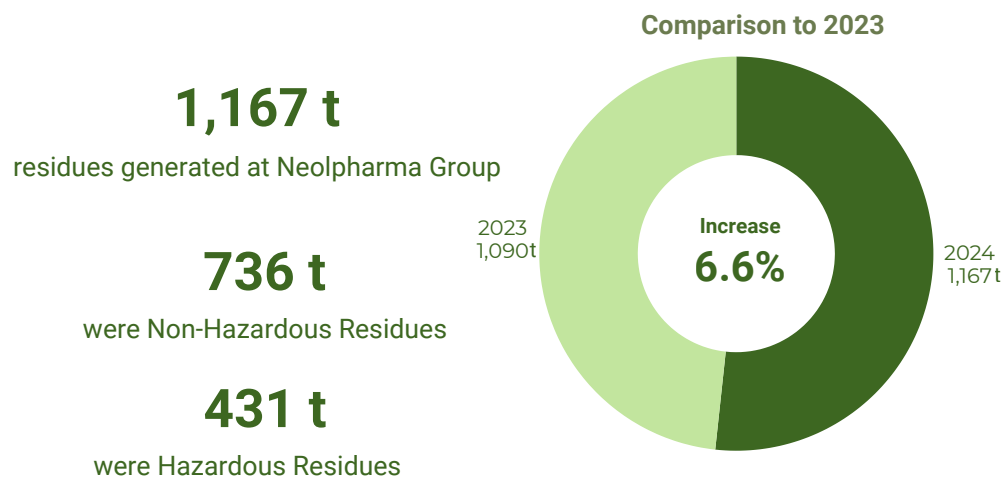
GRI 306-1, 306-2

Residue Management

In 2024, waste generation increased by 6.6% compared to 2023. In line with efforts to minimize environmental impact, a comprehensive waste management plan was implemented this year, which began with a preliminary diagnosis carried out at each of its production sites. This increase in waste generation reaffirms the corporate commitment to move toward our “Zero Waste” goal. Based on the results obtained in the assessment, specific actions aimed at the reduction, evaluation, and proper final disposal of waste generated throughout the value chain are planned for 2025.

GRI 306-3

Residue Generation



In 2025 a strategy for implementing between 2026 and 2028 will be designed, which will include a reduction in residues generation and mechanisms of disposal based on circular economy principles.

GRI 306-3, 306-4, 306-5

Generated Residues

Non-Hazardous Residues

In 2024, non-hazardous residue generation increased by 8.9%, representing 60.4 tons more than in 2023. The majority of the generated residues are organic waste, cardboard, paper, blister packs, and plastics at production sites; sustainable alternatives for disposal are being evaluated, and, at the same time, actions aimed at effectively reducing this type of waste are being reinforced.

9 %

Increase in Neolpharma Group Non-Hazardous residues compared to 2023

The increase in non-hazardous waste at Psicofarma Tlalpan, División del Norte, and Toluca is due to the increase in drug production compared to 2023. At Neolpharma and Laboratorios Alharma, although demand decreased, more organic waste, blister packs, paper, and cardboard were generated due to the use of supplies.

	2022 (t)	2023 (t)	2024 (t)
Neolpharma	280	262	271
Laboratorios Alharma	214	180	169
Psicofarma Tlalpan	72	59	79
Psicofarma División del Norte	79	63	77
Psicofarma Toluca	36	79	109
Neolsym	32	33	31

**The data corresponds to the Neolpharma Group calendar year*

Hazardous Residues

The increase in generation of hazardous residues highlights the importance of strengthening our commitment to protecting the environment. In this regard, we continue to work in our environmental management mechanisms, which enable the proper identification, segregation, and safe handling of this waste, ensuring its final disposal through authorized processes in compliance with current environmental legislation.

4 %

Increase of Hazardous Residues
Generation of Grupo Neolpharma
compared to 2023

	2022 (t)	2023 (t)	2024 (t)
Neolpharma	158	155	221
Laboratorios Alpha	64	56	47
Psicofarma Tlalpan	41	16	21
Psicofarma División del Norte	9	8	9
Psicofarma Toluca	34	49	44
Neolsym	64	131	89

**Data correspond to the Grupo Neolpharma calendar year*

Waste generation at Neolpharma, Psicofarma Tlalpan, and Psicofarma División del Norte was linked to the intensive use of supplies. At Laboratorios Alpha, residue generation was reduced due to maintenance work on production equipment, while at Psicofarma Toluca an increase in manufacturing was recorded.

At Neolsym, hazardous residue generation was reduced by 32% compared to 2023, mainly due to lower production demand. Contaminated solids, process losses, and organic solvents predominated.

Neolpharma Group complies with current environmental regulations on residue generation, including the General Law for Waste Prevention and Management (LGPGIR), its Regulations, as well as regulations NOM-052-SEMARNAT-2005, NOM-161-SEMARNAT-2011, and State and Municipal Programs, through proper handling and final disposal by authorized companies. In addition, we have a Comprehensive Waste Management Procedure that allows us to monitor our environmental indicators and ensure compliance.

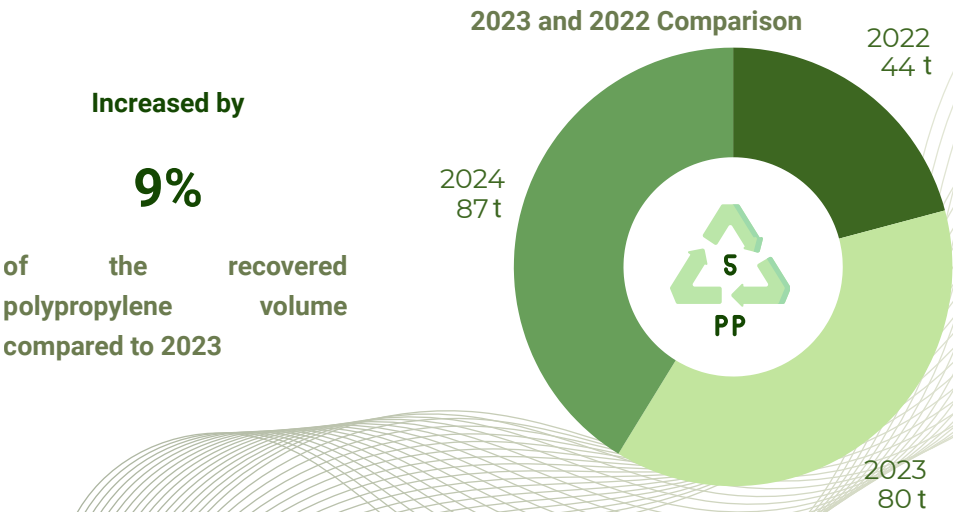
GRI 301-3

Recovered Materials

Polypropilene

At Neolpharma, the polypropylene remnants generated during the manufacture of containers at the plant are recovered and reincorporated into the same production process using an injection-blow technique, thus helping to reduce waste by manufacturing parenteral product containers in a more responsible manner.

	2022 (t)	2023 (t)	2024 (t)
Neolpharma	44	80	87



Solvents at Neolsym

At Neolsym, between 50% and 80% of the solvents used in the manufacture of active ingredients are recovered through a distillation process, allowing them to be reused as raw material in our operations.

In 2024, there was a decrease in recovery due to lower production caused by equipment failures.

Solvents that cannot be recovered are sent to a smelter, where they are used as alternative fuel, avoiding waste and taking advantage of their energy value.

	2022	2023	2024
Ethanol	54%	52%	76%
Isopropyl alcohol	90%	91%	66%
Ethyl acetate	64%	67%	55%
Acetone	78%	80%	61%
Petroleum methyl ether	70%	77%	67%
Cyclopentyl methyl ether	60%	79%	35%
Butyl acetate	64%	58%	41%

Collection of Batteries and Expired Drug Products

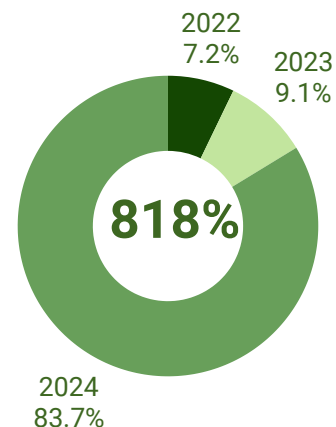
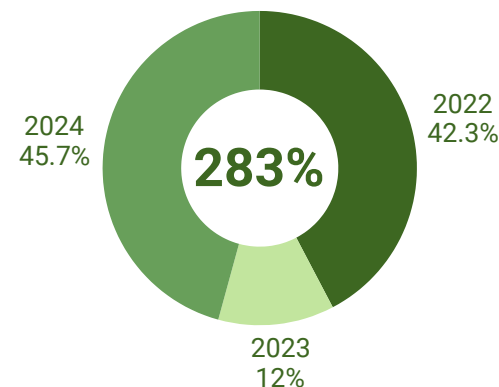
Since 2021, Grupo Neolpharma has incorporated collection stations for batteries and expired drug products at our facilities as part of our commitment to sustainability and reducing environmental impacts. Due to its hazardous nature, this waste is managed under strict guidelines in accordance with applicable regulations, ensuring a safe and responsible final disposal.

Employee participation has been key to strengthening environmental culture. In 2024, there was a 283% increase in battery collection compared to 2023 thanks to greater dissemination of the campaign.

Expired drug products are collected in coordination with the National System for the Management of Medication Packaging Waste C.A., and thanks to awareness campaigns in employee training, there was **an 818% increase in the amount collected** compared to the previous year, as a result of efforts to take action on collection and shared responsibility.

Increase in battery collection

	2022	2023	2024
Pilas	0.308 t	0.087 t	0.333 t



Increase in collection of expired drug products

	2022	2023	2024
Expired drug products	0.022 t	0.028 t	0.257 t

Neolpharma Group is dedicated to continuously optimizing waste management policies and strengthening the team's environmental commitment. We will continue to develop innovative initiatives that promote the reduction of environmental impact and ensure compliance with existing and future regulations.

Ecosystem Restoration and Biodiversity Protection

Donation for Biodiversity Projects

As part of our organization's commitment to biodiversity conservation, since 2020 we have supported many initiatives in collaboration with partner organizations, donating a total of MXN \$200,000.00.

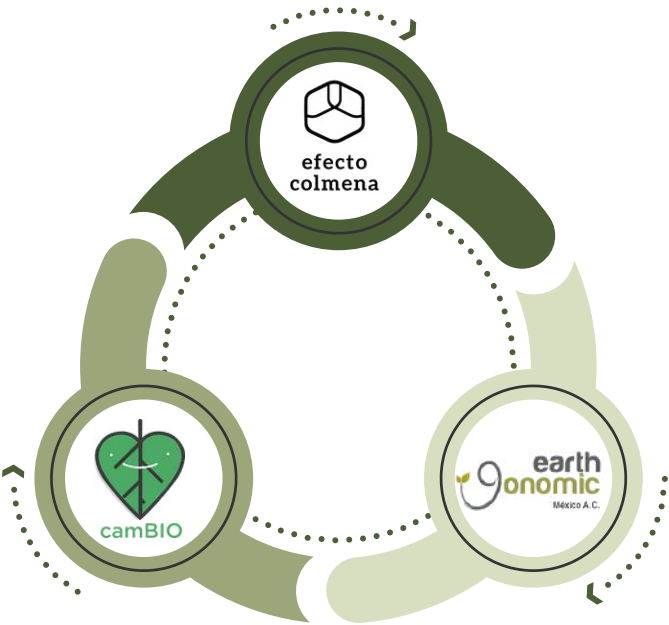
During 2024, the group continued to support new initiatives that promote biodiversity protection and environmental awareness.

Recuperación del habitat del ajolote located in Xochimilco, Mexico City.
Partner: Cambio Eco Colectivo
Donation: \$20,000.00 MXN

This contributed to the implementation of a vegetation shredder to accelerate compost creation and thus contribute to the restoration of the axolotl habitat.

Apadrina una Colmena, located in Álvaro Obregón, CDMX.
Partner: Efecto Colmena
Donation: \$20,000.00 MXN

Participation in the beehive sponsorship program will contribute to the rescue and relocation of bees to safe environments, promoting their essential role in the regeneration of the Mexican countryside.
At the same time, it will support the strengthening of the economy of small producers.



Papalotitlán: Santuario para polinizadores, located in Parque Urbano Tezozómoc, Azcapotzalco, CDMX.
Partner: Earthgonomic México A.C.
Donation: \$20,000.00 MXN

Participation in the Papalotitlán Pollinator Sanctuary Re-adoption Program aimed to ensure the survival of the pollinator community in the area, as well as to strengthen the productive and environmental education project for the empowerment of youth and women's groups.



As part of our commitment to biodiversity, Neolpharma has adopted a beehive at its facilities. This coexistence is supervised by experts who guarantee the wellness of the beehive as well as that of the people working there.

GRI 304-3

Supporting Urban Biodiversity

In 2024, a **Pollinator Refuge Garden** was built at the Toluca manufacturing plant, in collaboration with the Secretariat of Environment and Sustainable Development of the State of Mexico. This initiative is part of the commitment to sustainability and biodiversity conservation in urban spaces.

The activity involved the participation of eight employees and their families, as well as three representatives from the Secretariat, who actively contributed to the design and planting of the garden. In total, **two gardens** were built: one by the employees and another by the specialized gardening team, with a total of 800 plants planted, thus contributing to the creation of a refuge for pollinators in the area.

This project has several benefits, among which the following stand out: the promotion of biodiversity by supporting pollinator species, which are essential for ecological balance in urban environments; the recovery of common spaces, transforming them into functional ecological areas.

As part of the organization's vision, the aim is to replicate this project in other business units over the coming years, with the goal of expanding the positive impact on biodiversity and consolidating the environmental commitment across the entire network of operations.

The initiative is a clear example of how inter-institutional collaboration and community work can generate more sustainable and biodiverse spaces, contributing to the well-being of people and the environment.



GRI 304-3

Corporate Reforestation Rallies

Since 2018, the organization has implemented reforestation rallies with the aim of restoring ecosystems in Mexico City and the Metropolitan Area. These actions have been fundamental in strengthening environmental commitment and contributing to the regeneration of urban ecosystems. Over the course of these seven years, more than **17,600 trees** of the fir (*Abies Religiosa*) and pine (*Pinus montezumae*) species have been planted, with a **survival rate of 74%**, covering a total of **20 hectares** of land. Approximately **1,200** volunteers have actively participated in these events, reflecting the collective commitment to sustainability.

In 2024, in collaboration with the Educa México A.C. Foundation, a reforestation day was held at the Las Palomitas Monarch Butterfly Sanctuary, located in Jiquipilco, State of Mexico. This effort brought together 350 volunteers, who contributed to the planting of **3,500 trees** of the species *Abies Religiosa* (fir) and *Pinus montezumae* (pine), covering a total of 3 hectares of land. The main objective of the activity was to strengthen biodiversity in this area of high ecological value, crucial for the conservation of species such as the Monarch Butterfly and other native species that depend on these ecosystems for their survival.

After the rally, the community faced various difficulties in ensuring the survival of the trees, with water stress being one of the main challenges. The high temperatures and drought that affected the region during the period resulted in a **survival rate of 65%** of the trees planted. However, this challenge did not diminish the positive impact of the project, which continues to reflect the organization's commitment to ecological restoration and the fight against climate change.

This project underscores the importance of preserving ecosystems that are vital for biodiversity and reaffirms the institutional commitment to ecological restoration. The collaboration with strategic allies and the active participation of the community in these actions are fundamental to continuing to promote sustainability and care for the environment in the future.



Environmental Certifications

ISO 14001:2015 Environmental Management System



ISO 14001:2015 Environmental Management System

Certified Manufacture Sites

- Neolpharma
- Laboratorios Alpharma
- Psicofarma Tlalpan
- Psicofarma División del Norte
- Psicofarma Toluca

Our Family

Employees first: equity, inclusion, integral health, and safe and respectful workspaces.

Neolpharma Group reaffirms its commitment to the integral wellness of its employees, promoting practices that guarantee respect for human rights, compliance with current labor legislation, and the creation of safe, inclusive, and respectful work environments.

During 2024, the group consolidated various projects aimed at the well-being of its employees, reinforcing our commitment to the personal and professional development of each member.

“Our Family” is used to refer to the group’s employees, reflecting an organizational culture based on respect, empathy, and teamwork.

We are committed to constantly improving our processes, from recruitment to professional development, seeking to ensure that all employees receive fair treatment, besides promoting workplaces free of discrimination. Our goal is to promote decent working conditions and foster an organizational culture centered on respect.

Temas laborales relevantes



Fair Practices



Wellness



Development and Training



Health and Safety



Our Family

We think of us as a whole, which allows for value generation inside the organization by implementing practices committed to unbiased equality and justice.

Fair Practices

New Hires

Neolpharma Group is committed to implementing fair practices in all of our operations, constantly working to improve our processes. Neolpharma Group's talent attraction process seeks to provide equal opportunities to all people, regardless of gender, age, ethnic origin, sexual orientation, religion, or any other personal condition. In this regard, when selecting a candidate for hire, only their knowledge, skills, abilities, and experience required to perform their duties are considered. During 2024, the following total number of hires was:

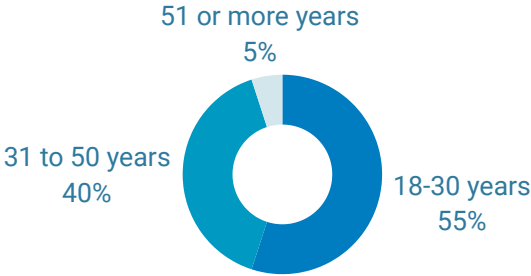
Total amount of hires per business unit, gender, and age group.												
	Neolpharma		Laboratorios Alharma		Psicofarma Tlalpan		Psicofarma División del Norte		Psicofarma Toluca		Neolsym	
	M	H	M	H	M	H	M	H	M	H	M	H
18 to 30 years old	94	109	29	54	18	13	6	8	78	74	11	10
31 to 50 years old	71	64	37	46	15	14	7	6	43	51	8	8
51 years or older	4	8	3	15	0	6	3	0	0	3	0	5

M Women H Men

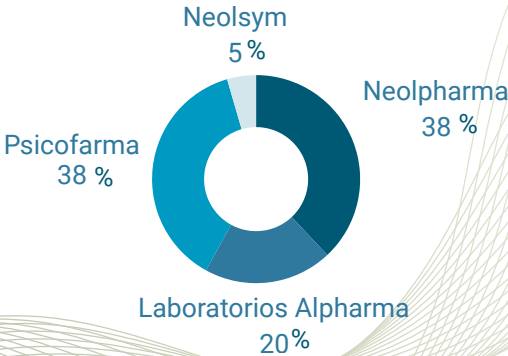


921
new hires

Percentage distribution of hires per age range



Total hires per business unit



Employee Turnover Rate

The annual mean of turnover for personnel was 37%, but there was an 8% growth compared to 2023. Concrete measures are being taken to handle this situation proactively.

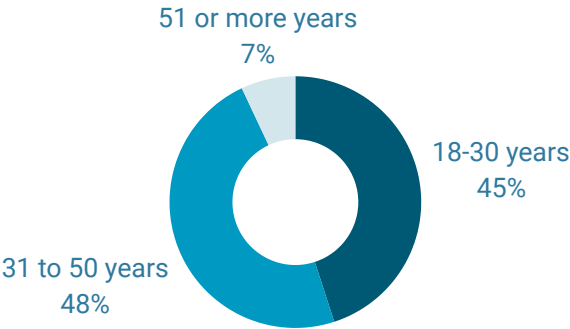
Talent retention is a key aspect for growth in the organization. That is why we are currently managing so that in 2025 we will start a counseling on the International Finance Corporation to organize an event of focal groups on the different sites, focusing in issues related to wellbeing inside the organization. In addition, one of our objectives is to strengthen our commitment to our personnel, to enrich their experience inside the organization, and lastly, to increment talent retention. This counseling will be discussed more thoroughly later.

Turnover index per business unit, gender, and age group.

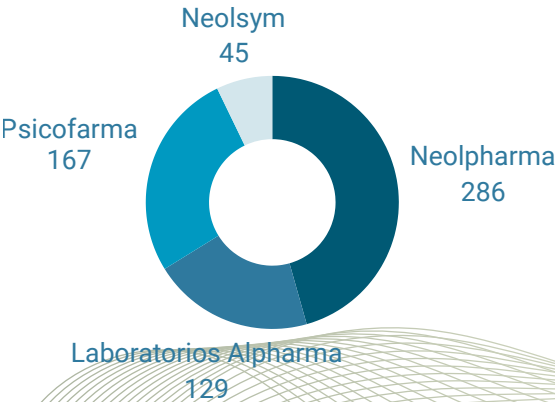
	Neolpharma		Laboratorios Alpha		Psicofarma Tlalpan		Psicofarma División del Norte		Psicofarma Toluca		Neolsym	
	M	H	M	H	M	H	M	H	M	H	M	H
18 to 30 years old	40%	60%	34%	66%	29%	71%	29%	71%	30%	70%	43%	57%
31 to 50 years old	50%	50%	41%	59%	48%	52%	38%	63%	49%	51%	41%	59%
51 years or older	65%	35%	0	100%	33%	67%	100%	0	0	100	14%	86%

M Women H Men

Percentage distribution of resignation per age range



Total resignations per business unit



Employment Benefits

Neolpharma Group has an Employment Benefits policy designed to promote social, economic, and health wellness of all employees who are part of the organization. The group's commitment goes beyond legal compliance and its responsibilities as a moral and representative entity, we firmly believe that the wellness of our employees is key to achieving a positive impact both inside and outside the organization; through this policy, we promote the social, economic, and health well-being of all employees, including temporary staff. It is guaranteed that these benefits extend to 100% of the people. Some benefits are extended to contractors such as cleaning and security personnel, offering them a dining room service and ensuring their wellness within the facilities in accordance with the code of ethics.

- **Law Employment Benefits**

- Vacation bonus
- Breastfeeding period
- Adoption leave
- Paternity leave
- Maternity leave
- Christmas bonus
- Profit sharing
- Sunday bonus

- **Benefits**

- Clinical studies
- Healthcare (medical service)
- Support for purchasing eyeglasses
- Transportation services
- Permits for emergency situations
- Vouchers for school supplies
- Subsidized cafeteria
- Death compensation

- **Extra Employment Benefits**

- Savings fund
- Grocery vouchers
- Uniform assistance
- Life insurance

Cases of discrimination and corrective actions

Neolpharma Group is committed to promote safe workspaces, respectful and free from all forms of discrimination and harassment. To ensure that all employees carry out their activities in an environment where respect prevails, an initiative has been implemented since 2022 that promotes the safety and wellness of every person within the organization.

As part of this project, a process has been established for handling complaints and irregularities, through which employees, contractors, and suppliers of the Group can confidentially and safely report situations of discrimination, harassment, or any other irregularity contrary to the Code of Ethics, Policies, Laws, Regulations, good customs, and morals. This process ensures that all complaints are treated with seriousness, respect, and, above all, with a focus on protection and justice.

This process is supported and strengthened by an internal code of ethics and three internal policies focused on promoting respect and dignity for all individuals within the organization.

Human Rights Policy: establishes prevention and enforcement actions to safeguard and respect the human rights of the organization's employees.

Diversity, Inclusion, and Non-discrimination Policy: seeks to create diverse and inclusive workplaces under the principle of non-discrimination and to promote equity, equal opportunities, and accessibility for all people.

Inhuman Treatment and Harassment Eradication Policy: establishes concrete measures to prevent, seek, and safeguard human rights in order to eradicate inhumane treatment and harassment.

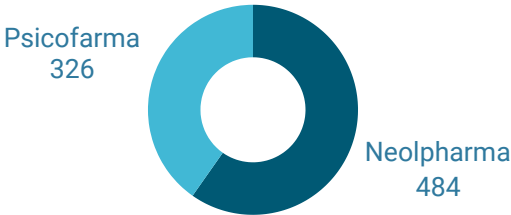
At the end of 2024 we have registered

0 discrimination cases.

Freedom of Association and Collective Bargaining

Neolpharma Group has established a policy that guarantees the right to freedom of association and collective bargaining, in compliance with the principles established in federal labor law and international treaties, which promotes, respects, protects, and guarantees the right to freedom of association. In addition, it fosters a work environment in which collective decisions can be channeled in a constructive and respectful manner through social dialogue and negotiation. Currently, 810 employees, representing 48% of the group's total workforce, are covered by collective bargaining agreements. These agreements include twelve statutory benefits and other additional benefits that apply at all levels of the organization and to all employees.

Number of Unionized Persons



Only Neolpharma and Psicofarma have a Workers Union

	Neolpharma		Psicofarma Tlalpan		Psicofarma División del Norte		Psicofarma Toluca	
	M	H	M	H	M	H	M	H
Unionized Employees	235	249	43	50	16	31	84	102

Minimum notice periods for operational changes

To the end of 2024, there have been no significant operational changes that affect the job stability of employees in the organization. There are established procedures in place that guarantee timely notification of any significant operational changes that could have a considerable impact on staff.

Each production area operates in accordance with its defined structure and responsibilities, and those responsible for each area are required to communicate in advance any notices or information necessary for the proper performance of activities.

In accordance with the provisions of the Psicofarma collective agreement, any changes to work schedules due to operational needs must be notified at least 72 hours in advance.

At Neolpharma, in the event of any change in work operations, the corresponding notices are usually communicated in advance and directly through the operational areas, institutional channels, and through union representation.

GRI 2-7, 2-8, 405-1

Wellness

Workforce Composition

From 2022 on, Neolpharma has implemented different initiatives oriented to achieve equitable, diverse, and inclusive workspaces. This actions have been possible thanks to the endorsement and collaboration of strategic allies.

In 2024

1703 employees

with both fixed-term and permanent contracts
were registered,
62% are operative personnel.

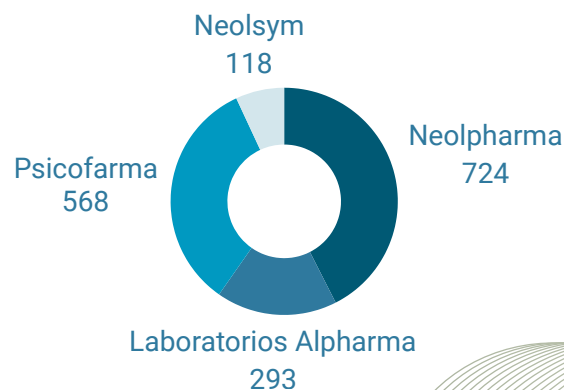
Workforce composition per contract type, gender, and business unit

	Neolpharma		Laboratorios Alharma		Psicofarma Tlalpan		Psicofarma División del Norte		Psicofarma Toluca		Neolsym	
	M	H	M	H	M	H	M	H	M	H	M	H
Permanent personnel	307	309	113	136	89	78	37	49	104	115	33	61
Fixed-term personnel	56	52	14	30	8	8	6	4	36	34	8	16
Contractors	52	26	16	2	19	8	23	7	20	12	4	8

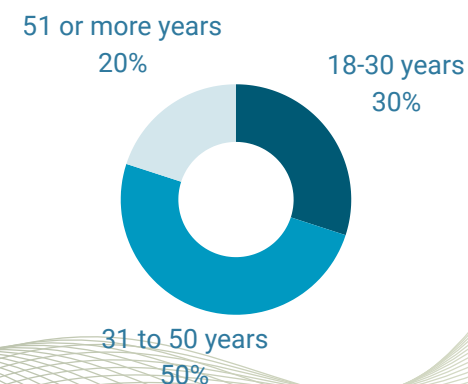
M Women H Men



Total employees per business unit



Percentage distribution of employees per age range



Workforce composition per category, gender, and business unit												
	Neolpharma		Laboratorios Alharma		Psicofarma Tlalpan		Psicofarma División del Norte		Psicofarma Toluca		Neolsym	
	M	H	M	H	M	H	M	H	M	H	M	H
Operative Personnel	262	232	73	90	53	48	20	29	95	102	9	35
Technical Personnel	74	87	32	57	32	27	16	13	36	32	23	24
Middle Management	26	36	18	16	12	8	6	8	8	13	9	16
Management	1	6	4	2	0	3	1	2	1	2	0	1
Directorate	0	1	0	1	0	0	0	1	0	1	0	1

Workforce composition per age, gender, and unit													M Women	H Men
	Neolpharma		Laboratorios Alharma		Psicofarma Tlalpan		Psicofarma División del Norte		Psicofarma Toluca		Neolsym			
	M	H	M	H	M	H	M	H	M	H	M	H		
18 to 30 years old	95	94	31	51	19	16	11	12	76	59	22	23		
31 to 50 years old	180	188	78	83	52	46	22	31	59	69	19	31		
51 years or older	88	79	18	32	26	24	10	10	5	21	0	23		

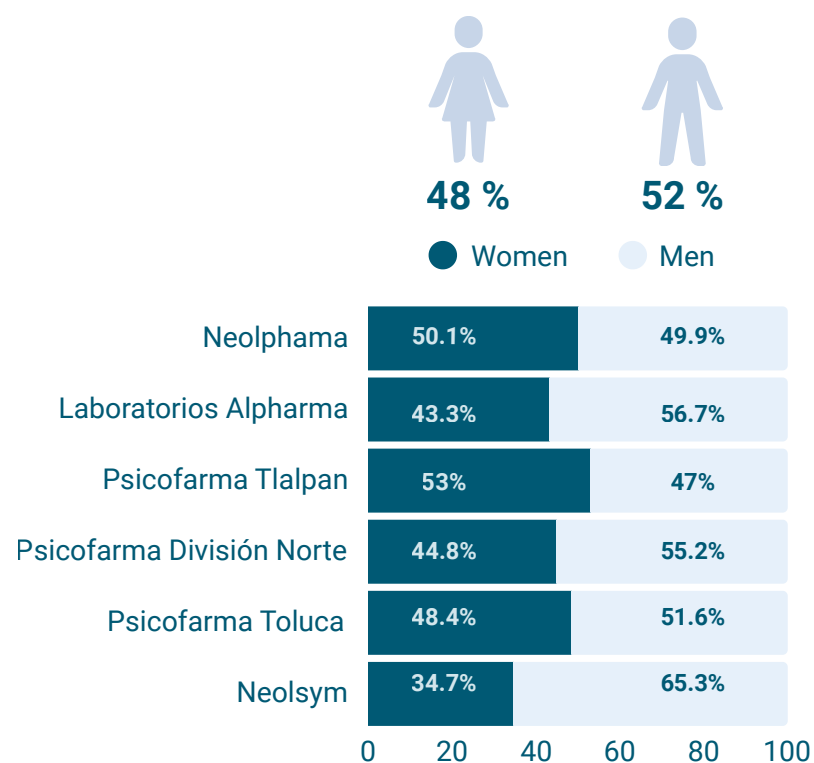
M Women H Men

Equity, Diversity, and Inclusion Initiative

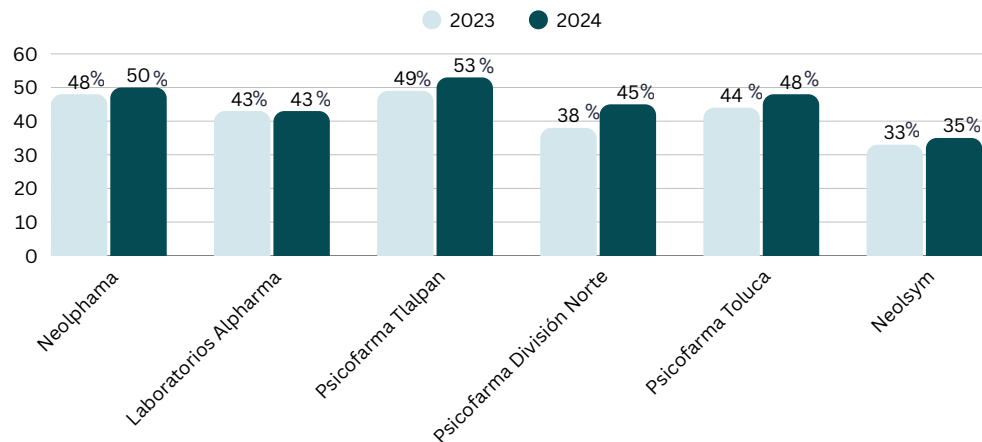
At Neolpharma Group, we started our commitment to the development of women in our workforce collaborating with the International Finance Corporation (IFC), part of the World Bank Group since 2022. In this year, we carried out a Workforce Diagnosis with a gender-sensitive approach. From then on, a strategy focused on improving gender equity in three lines of action, was designed:

- Talent Development
- Talent promotion and development
- Safe and healthy workspaces

Gender distribution per business unit 2024



Decrease of the gender breach per business unit



In all cases, a rise in the percentage of hired women is observed, which suggests an effective implementation of the projects oriented to gender equity in last years.

Changes differentiated per company:

- Psicoforma División Norte: the highest percentage augment, going from 38% to 45%.
- Psicoforma Tlalpan: the highest total percentage currently, reaching 53%, which indicates a solid presence of women among the personnel.
- Psicoforma Toluca also shows a consistent advance, with a 4% rise.
- Neolpharma y Neolsym: also show a meaningful 2% advance.
- Laboratorios Alpha keeps the same percentage of hired women.

The results reflect a positive and persistent evolution of women in the workforce as a result of the improvement on internal processes. Among the actions implemented by Grupo Neolpharma, the reviewing of the talent acquisition processes in order to eliminate biased hires, and strengthening the transparency in the internal promotion processes. In addition, some adjustments were made on the internal policies, besides some leadership programs targeted specifically to women employees, this intended to support their development and participation in strategic roles inside the organization.



In 2023 Grupo Neolpharma took part on the “Empresas Mexicanas por la Inclusión” (EM-X+) program, impulsed by the International Finance Corporation. Our participation focused on two working lines:

- Participation in a networking platform about better practices regarding inclusion of disabled people and people belonging to the LGBTIQ+ community.
- Two commitments focused on the promotion and work inclusion of people with disabilities and the LGBTIQ+ community in the processes of talent acquisition and organizational culture.

As a result of all these actions, at the end of 2024, the EDI initiative (Equity, Diversity, and Inclusion) was created. This initiative aims to strengthen and continue the work begun in 2022 on gender equality and to continue promoting safe, respectful work environments free from all forms of discrimination, as well as including projects for the inclusion of people with disabilities in the Neolpharma group's workforce.

Through the review of internal policies and awareness programs, the aim is to ensure that every person, regardless of their origin, identity, or condition, feels valued, listened to, and has equal opportunities for professional development.

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

During 2024, the organization stuck to the Women Empowerment Principles (WEP's), a UN Women and the UN World Pact joint initiative, thus confirming our commitment with gender equity and empowerment of women.

<https://www.weps.org/company/neolpharma-sa-de-cv>

As a result of our adherence and self-diagnosis, our previous strategy was strengthened. This new version was structured around four key action axes: Corporate Leadership, Labor Equity, Wellbeing, and Learning, to promote gender equity inside the organization. Likewise, concrete actions were established to promote an inclusive culture and guarantee safe and respectful workplaces.



In order to strengthen the EDI initiative, the Equity, Diversity, and Inclusion Committee was established, composed of advisors from different areas such as the Vice Presidency of Innovation and Development, Human Resources, Legal, and Sustainability. This committee actively participates in strategic decision-making with a crosscutting impact on the organization, especially on issues related to the well-being of employees. The committee was officially formed in 2024 and met formally eight times throughout the year.

With a firm commitment to promoting the inclusion of people with disabilities in Grupo Neolpharma, in 2024, an internal assessment was carried out with the aim of identifying how many employees with disabilities are part of the group's workforce. That same year, Neolpharma formalized a partnership with “Éntrale – Alianza por la Inclusión Laboral de Personas con Discapacidad” (Alliance for the Labor Inclusion of People with Disabilities), reaffirming its goal of creating job opportunities for people with disabilities. In addition, the organization actively participated in two job fairs aimed at people with disabilities:

GRI 401-3

Parental Leave

- The first one, organized by the Coyoacán Municipality, gathered 50 companies, and offered more than 700 jobs for physical, auditive, visual, intellectual, and multiple disabilities.
- The second one, coordinated by the Mexico City's Institute for People With Disabilities (INDISCAPACIDAD), which reinforced our institutional commitment to labor inclusion and equalitarian access to job opportunities.

In early 2024, Neolpharma incorporated an accessibility icon to its web page, which integrates tools such as contrast modes, bigger text sizing, spacing adjustments, saturation control, and specific options to accommodate people with dyslexia. This was done with the goal of guaranteeing that the web site is accessible for people with partial visual disabilities, which promotes equal opportunities in the digital environment.

Grupo Neolpharma, committed to the creation of a more inclusive work environment, made some accessibility adjustments at Neolpharma.

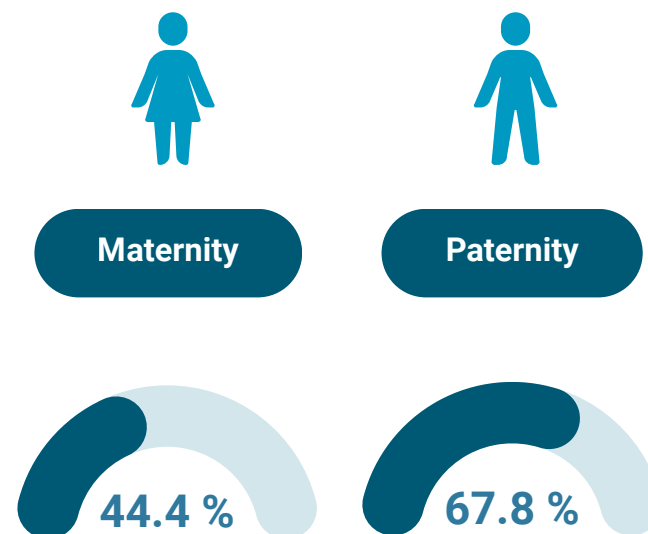


Some of the adaptations were installation of access ramps, two accessible bathrooms, and a totally inclusive bathroom. These improvements allow people with reduced mobility to move around safely and on their own inside the facilities.

During the year, Grupo Neolpharma implemented a review of its internal policies with a gender equality, inclusion, and non-discrimination approach. The purpose of this review was to ensure that all people, regardless of origin, identity, or condition, feel valued and have equal opportunities for professional development.

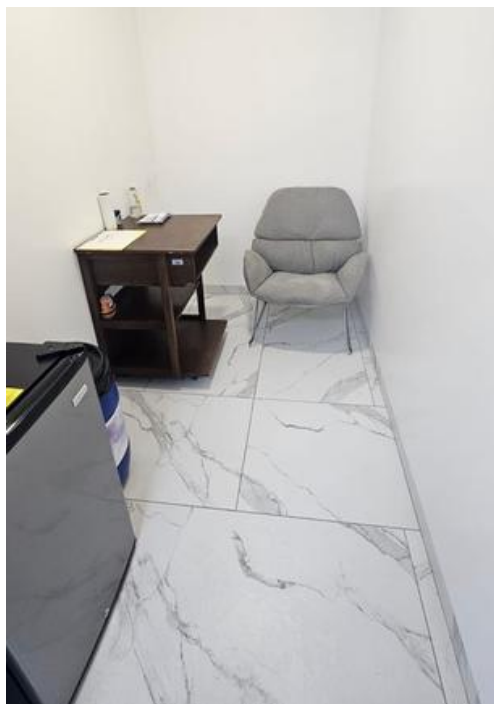
Out of the 27 women who took maternity leave, 12 continue to be employees, while of the 28 men who took paternity leave, 19 continue to be employees of the group.

According to the records, the retention rate of people who took maternity and paternity leave before 2024 and continued to be employees at the end of the reporting period is:



Percentage of gender retention in 2024

Nevertheless, another of the projects promoted within the organization this year was the advancement of women's health from an inclusive and comprehensive care perspective. This initiative began in December with a diagnostic assessment of the existing lactation rooms across the company's work sites, with the objective of evaluating their conditions and identifying areas for improvement. Based on the results of this diagnostic, a 2025 work plan was projected for the implementation of actions that will enhance the spaces designated for individuals in the lactation period, ensuring dignified, safe, and accessible facilities for all women and lactating persons within the Group.



Also, at the end of 2024, the organization initiated the development of an inclusive language manual with the aim of strengthening a safe and respectful work environment. This manual promotes the use of language aligned with the values of equity, diversity, and inclusion, and establishes clear guidelines for all interactions across in the manufacturing sites.

Building the path with DEI

In 2025, Neolpharma Group will conduct an internal diagnostic with the purpose of reinforcing employee engagement, improving their experience, and increasing talent retention.

Focus groups will be held at various work sites with participants from different job categories to:

- Identify barriers and opportunities for improvement in internal communication.
- Evaluate the role of leadership in engagement and the adoption of Diversity, Equity, and Inclusion (DEI) policies.
- Review existing policies regarding violence, harassment, and discrimination
- Analyze how informed the workforce is about the inclusion of people with disabilities

Following this diagnostic phase, three lines of action will be promoted:

1. Communication: design a strategy aligned with an inclusive vision and organizational values.
2. Safe and respectful environments: develop a plan that includes training on good workplace practices and the establishment of focal points.
3. Inclusion of people with disabilities: launch a self-identification campaign to update workforce composition.

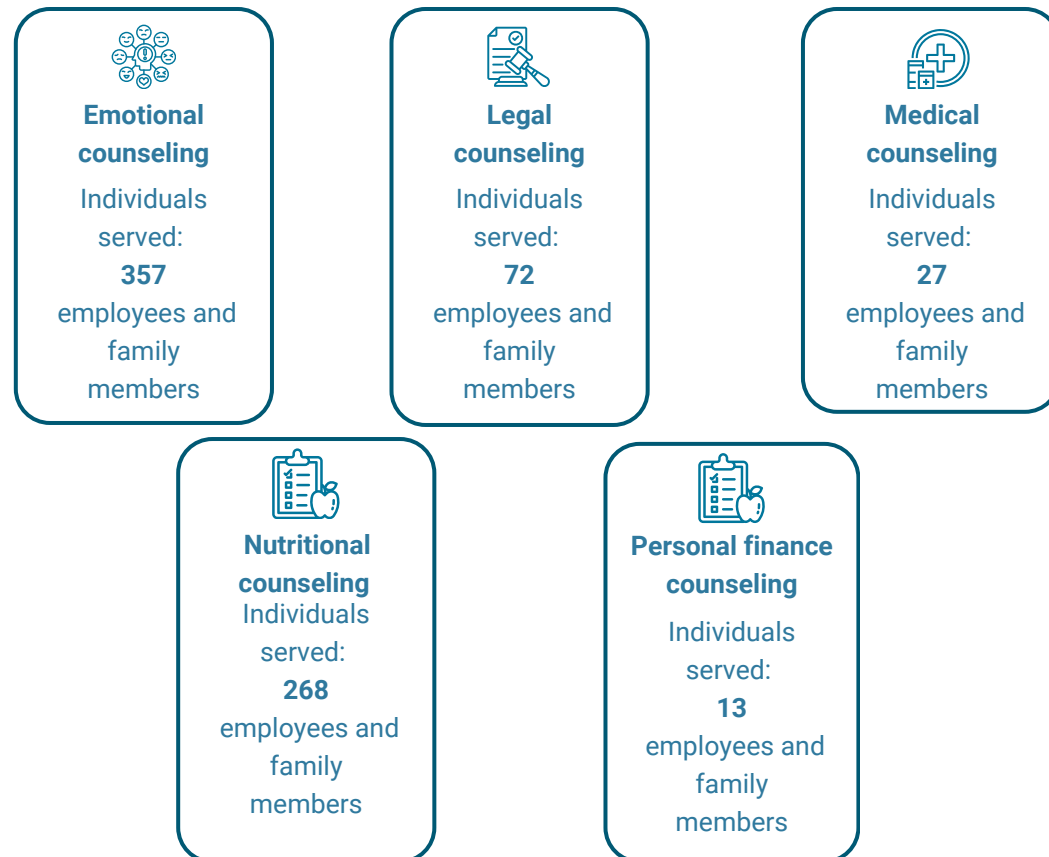
Through this process, areas for improvement will be identified and actions will be implemented to promote wellness, equity, and a discrimination-free work environment, thereby strengthening a culture in which every individual feels valued and supported.



Employee and Family Assistance Program

Neolpharma Group reaffirms its commitment to the health, wellness, and integrity of all employees. To this end, the company offers an Employee Assistance Program titled "Oriente PAE," available to every employee of the Group regardless of job category, area, or location. Through Oriente PAE, comprehensive counseling is provided in the emotional, medical, nutritional, veterinary, legal, and personal finance domains. In addition, relevant information is disseminated through health awareness campaigns and webinars delivered by specialists on a variety of medical topics.

Total number of employees and family members served by type of counseling



Development and Training

Training

Neolpharma Group is committed to the professional development of its personnel. Accordingly, it actively promotes training and education through its Annual Training Plan, which has been designed according to the needs of the employees, the area in which they work, their job category, and the skills they can acquire to enhance their wellness within the organization. Training sessions are delivered either by highly qualified internal personnel or by external specialists with extensive experience in the required topics. This reaffirms the company's commitment to continuous learning and the strengthening of its work teams.

The results of the Annual Training Plan are presented below. These data reflect the average number of training hours delivered, broken-down by job category and gender:

Average training hours per job category, gender, and business unit

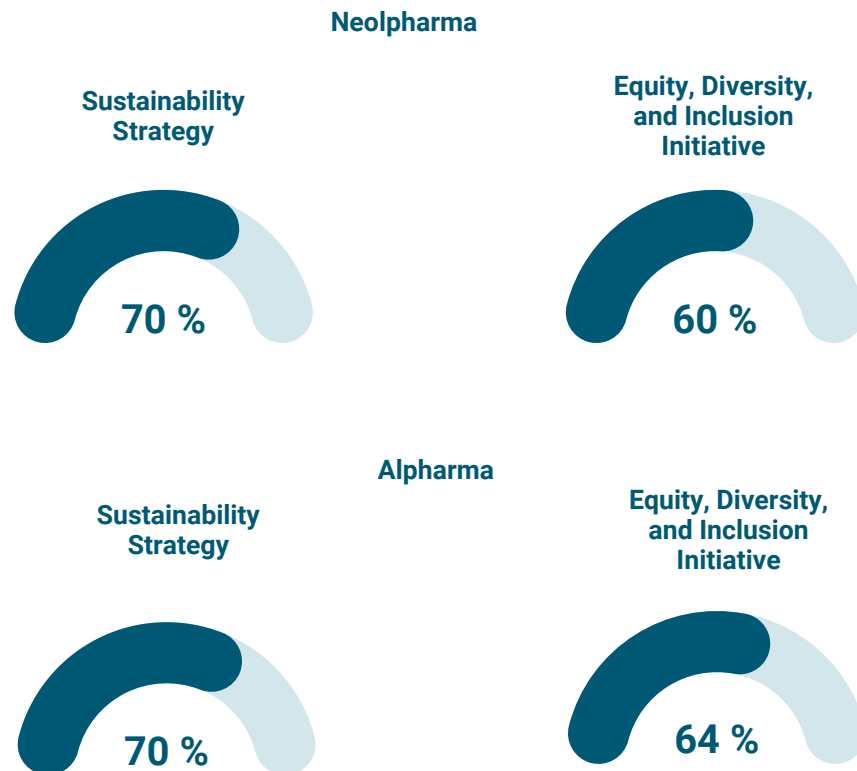
	Neolpharma		Laboratorios Alharma		Psicofarma Tlalpan		Psicofarma División del Norte		Psicofarma Toluca		Neolsym	
	M	H	M	H	M	H	M	H	M	H	M	H
Operational personnel	1.39	1.34	1.33	1.34	1.47	1.50	1.19	1.20	2.70	3.00	16.00	21.26
Technical personnel	1.48	1.62	1.88	2.10	2.42	1.84	1.11	1.13	2.10	1.20	14.78	10.83
Middle Management	1.50	1.39	1.69	1.52	2.78	4.24	1.11	1.10	4.60	5.70	10.67	13.50
Management	2.10	1.38	1.60	1.32	1.72	4.12	1.00	1.18	0.40	2.90	N/A	24.00
Executive (Management)	N/A	1.71	N/A	1.00	N/A	N/A	N/A	1.00	N/A	0.70	N/A	20.00

M Women **H** Men

During the year, various training programs were implemented to strengthen and broaden employee competencies. Among them, the “Female Leadership” program stands out, in which 36 of the 600 women in the workforce were trained, representing 6% of that population. In addition, the “High Potentials” program was launched, targeted at women in high-turnover positions. Of the 195 participants enrolled, only 4 successfully completed it. A closing ceremony was organized for them, during which they received certificates of recognition and an inspirational talk delivered by the Corporate Maintenance Manager. She began her career at Neolpharma Group as an intern and, through dedication and effort, advanced to the position of manager.

With the aim of reinforcing commitment to sustainability and fostering an inclusive environment, sensitization sessions were conducted at the end of 2024 focused on the sustainability strategy and the EDI (Equity, Diversity, and Inclusion) initiative. These activities are intended to inform employees about the projects implemented and their active role in their execution.

The participation percentages per manufacturing site are presented below, reflecting the reach of these transformative processes.



For the years 2025–2026, training is planned for the manufacturing sites, including Psicofarma División del Norte, Tlalpan, and Toluca, as well as Neolsym, in addition to improving the content provided.

Health and Security Management System

Neolpharma Group maintains comprehensive management systems to ensure compliance with current occupational health and safety legislation, furthermore these management systems are aligned with international standards such as ISO 45001, which has enabled certification of the production sites of Neolpharma, Alpharma, and Psicofarma (Tlalpan, División del Norte, and Toluca). The primary commitment is to protect the integrity and promote the wellness of all personnel within the organization.

At each manufacturing site, an occupational health and safety management system has been implemented that incorporates specific procedures to:

- Evaluate legal compliance.
- Identify hazards and assess risks
- Plan and implement operational controls
- Audit compliance with the management system
- Address nonconformities and implement corrective actions
- Periodically evaluate performance with Senior Management.

As part of the management system at each manufacturing site, processes have been developed to promote employee participation through the following mechanisms:

- Reporting of unsafe acts or conditions via a card-based reporting system.
- Safety brigades and safety committees, in accordance with applicable regulatory requirements.
- Investigation and response to emergencies, including accidents and incidents.

All manufacturing sites have an established training system that includes an annual internal training program. This program is designed to meet applicable legal requirements and incorporates key topics focused on safety, occupational health, and good operational practices. The content delivered is closely aligned with the processes, guidelines, and practices related to safety and health described above.

GRI 403-3, 403-4, 403-6

Health Services

For Neolpharma Group, ensuring a safe and healthy work environment for all employees is a top priority. To this end, the company has an Occupational Health Department whose objective is to guarantee a safe workplace and promote the health and physical and mental integrity of all personnel. This is accomplished through a range of actions:

- Performance of medical examinations for new hires.
- Creation and ongoing maintenance of individual medical records for all employees.
- Diagnostic cabinet studies.
- Seasonal provision of medications throughout the year.
- Monitoring and management of health contingencies when applicable.
- Provision of first-aid services.
- Medical support during overtime and night shifts.
- Prenatal care monitoring and granting of lactation period



An annual health program has been developed that encompasses a variety of actions focused on the prevention and promotion of employee health. This program includes the scheduling of periodic medical examinations, laboratory studies, health awareness campaigns, vaccination administration, and the provision of drugs at different times throughout the year.



The Occupational Health Department has established procedures to ensure the quality of medical care provided to employees. These procedures are aligned with current national and international regulations, including the Federal Labor Law, the Federal Regulation on Occupational Safety and Health, and ISO 45001, among others. This approach ensures that personnel have access to medical services that not only comply with legal standards but also promote their comprehensive wellness.



In addition, active employee participation is promoted in the development, implementation, and evaluation of the Occupational Health and Safety Management System. This participation is facilitated through periodic calls for involvement, which are communicated via several internal channels: Neo Net, corporate e-mail, and information bulletin boards

GRI 403-9, 403-10

Injuries Due to Work-Related Accidents

In 2024, the occupational accidents recorded were primarily contusions and wounds, which represented the most frequent injuries. These injuries were largely attributable to a lack of preventive measures on the part of employees. To address this issue and to reduce the incidence of accidents, preventive measures were implemented based on the hierarchy of risk controls, prioritizing the most effective actions to eliminate or minimize hazards, in conjunction with targeted training for the personnel involved.

The main occupational illnesses and conditions recorded within the organization were myalgia and tendinitis. These conditions were identified as resulting from improper load handling by employees, particularly due to overexertion, inadequate or forced postures, and repetitive movements. To prevent or minimize the risk of these conditions, the organization implemented the "Occupational Accidents and Illnesses Prevention Program".



Occupational Injuries and Occupational Illnesses by Business Unit

	Neolpharma		Laboratorios Alharma		Psicofarma Tlalpan		Psicofarma División del Norte		Psicofarma Toluca		Neolsym	
	M	H	M	H	M	H	M	H	M	H	M	H
Number and percentage of injuries due to occupational accidents with serious consequences (excluding fatalities)	0	0	0	1	0	0	0	0	0	0	0	0
Rate of injuries due to occupational accidents with serious consequences (excluding fatalities)	0	0	0	3%	0	0	0	0	0	0	0	0
Number of registered occupational injuries	4	1	2	4	0	0	0	0	1	0	0	0
Rate of registered occupational injuries	5.40%	1.33%	7.72%	11.90%	N/A	N/A	N/A	N/A	3.96%	N/A	N/A	N/A
Number of registered occupational illnesses and conditions	0	0	0	1	0	0	0	0	0	0	0	0
Number of worked hours 2023	741,240	749,592	258,912	336,168	181,656	194,184	79,344	11,484	252,648	286,056	148,248	235,944

M Women H Men

Occupational Health and Safety Certifications

Neolpharma Group is committed to the safety and wellness of its employees. Through the implementation of management systems and practices aligned with current legal requirements and international standards in occupational health and safety, the company promotes a safe work environment at each of its manufacturing sites. This approach has enabled the Group to obtain and maintain various certifications and recognitions that endorse its commitment to excellence in occupational health and safety management:



ISO 45001:2018 Occupational Health and Safety Management System

Certified manufacturing sites:

- Neolpharma
- Laboratorios Alpharma
- Psicofarma Tlalpan
- Psicofarma División del Norte
- Psicofarma Toluca



Recognition as 100% Tobacco Smoke-Free Workplaces

Manufacturing sites awarded with the distinction:

- Neolpharma
- Laboratorios Alpharma
- Psicofarma Tlalpan
- Psicofarma División del Norte
- Psicofarma Toluca
- Neolsym

Social Wellness

"Provide affordable therapeutic alternatives for the treatment of various diseases, thereby contributing to the improvement of population health conditions and the quality of life of patients."

This principle guides Neolpharma Group's social purpose and reflects its commitment to population wellness through the marketing of safe, effective, and high-quality pharmaceutical products that comply with Current Good Manufacturing Practices (cGMP) and applicable regulatory requirements.

The social actions promoted by the organization are focused on providing therapeutic alternatives for the treatment of diseases and on meeting the needs and expectations of patients, customers, and healthcare professionals.

With the aim of extending its positive impact on the community, the Group promotes initiatives focused on health, education, and research through strategic alliances with entities that share similar principles and values.

The social impact of the products developed – particularly those related to mental health – continues to drive the company to innovate and strengthen both its processes and its therapeutic solutions.

Key Topics Related to the Wellness of Our Employees



Health Products



Customers and Patients



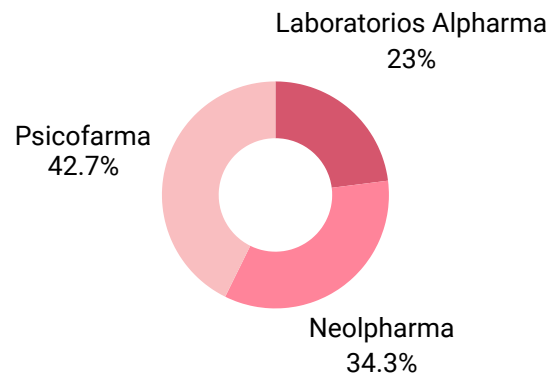
GRI 416-1

Health Products

SASB HC-BP-000.B

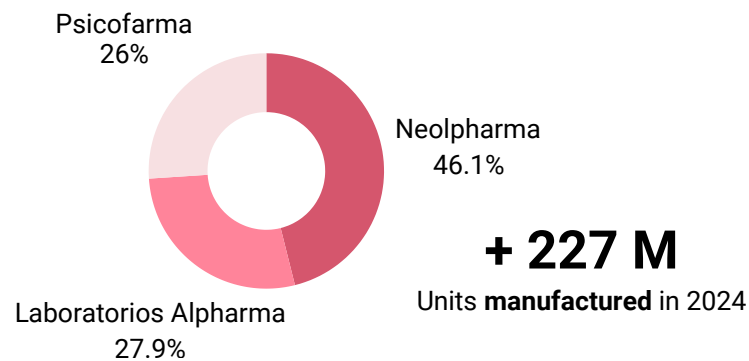
Drug Products

The organization maintains a broad portfolio of drug products that support access to safe and effective therapeutic options across various health areas. At the end of 2024, the regulatory portfolio comprises 271 current sanitary registrations, distributed among the business units Laboratorios Alharma, Neolpharma, and Psicofarma.



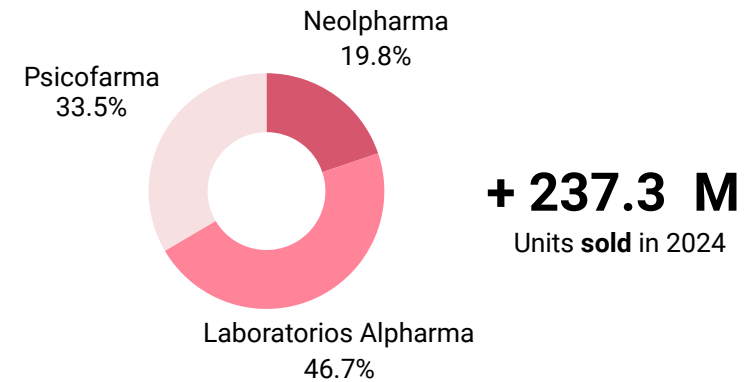
Throughout 2024, more than 227 million units of drug product were manufactured. The largest share of this volume corresponds to the Neolpharma business unit, followed by Laboratorios Alharma and Psicofarma.

Percentage distribution of units manufactured by business unit



During the same period, more than 208.6 million units of drug product were commercialized.

Percentage distribution of units sold by business unit



A total of **251** pharmaceutical presentations are included in the key listings of the National Compendium of Health Supplies (*Compendio Nacional de Insumos para la Salud*), the official instrument that enables the allocation of public resources toward the treatment of priority diseases within the Mexican health system.

GRI 416-1

Health Products

SASB HC-BP-000.B

Active pharmaceutical ingredients (APIs) for Drugs

As of the close of 2024, Neolsym, the specialized unit focused on the synthesis of pharmaceutical ingredients, maintained 12 active pharmaceutical ingredients (APIs) authorized by the Federal Commission for the Protection against Sanitary Risks (COFEPRIS). This portfolio demonstrates the company's ability to supply the market with essential raw materials for the manufacture of safe and effective drugs.

During the same period, the production volume reached 13 metric tons of active ingredient, while the commercialized volume amounted to 14 metric tons. These results reflect both operational efficiency and the company's responsiveness to the demand from the healthcare sector.

Manufactured Volume of Active Ingredient as of the Close of 2024

13

Tonnes manufactured

Commercialized Volume of Active Ingredient as of the Close of 2024

14

Tonnes commercialized

With an innovation-driven approach, the organization promotes the development of technological processes aimed to expand its portfolio of active ingredients. This strategy seeks to address the therapeutic needs of the market and contribute to improve access to high-quality treatments throughout the country.

Distribution of Drugs and Active Ingredients

With extensive experience in national and international distribution, the company has successfully positioned its products across multiple markets within Mexico and throughout Latin America. This operational capability ensures timely and secure access to drugs and active pharmaceutical ingredients, reaching those who need them.

Graphical Representation of the Distribution and Sales of Products (Drugs and Active Ingredients) from Neolpharma Group



Quality Certifications

In line with its commitment to population wellness, and as a complement to the Good Manufacturing Practice (GMP) certificates issued by the regulatory authorities, the Psicofarma Tlalpan site has maintained, for more than 15 consecutive years, the following certifications:



ISO 9001:2015 Quality Management System

Clients and Patients

SASB HC-BP-250a.1

Suspicious of Adverse Drug Reactions (ADRs)

The organization maintains a steadfast commitment to the safety of patients using its medicines, as well as to the quality of every product manufactured and commercialized. Within this framework, a robust system is in place for the management of suspected adverse drug reactions, enabling the prompt identification, evaluation, and response to any potential undesirable effect associated with the use of a medicinal product.

The adverse reaction reporting system facilitates notification to the federal sanitary authority of any discomfort or symptom that may be related to the use of a pharmaceutical product. This tool is essential for continuously monitoring the safety profile of products throughout their life cycle.

Through a permanent pharmacovigilance program, adverse events associated with medicines produced and distributed by the Group's various business units are systematically identified, collected, investigated, and reported. These activities are conducted in full compliance with NOM-220-SSA1-2016, "Installation and Operation of Pharmacovigilance," the Mexican regulation governing pharmacovigilance activities.

During 2024, 25 suspected adverse drug reactions were reported to the National Pharmacovigilance Center (CNFV), representing a decrease of four cases compared to the previous year. This reduction reflects the strengthening of preventive measures and the ongoing monitoring continuously implemented by the company.

Adverse Reaction Suspicion Reports by Business Unit

	Laboratorios Alharma	Neolpharma	Psicofarma
2022	9	1	26
2023	6	6	17
2024	5	3	17

Management of Complaints Related to Drugs

Quality and safety of medicines are an essential part of the organization's sustainability commitments. To ensure compliance, a rigorous system for the management of complaints and claims is maintained, enabling prompt and serious attention to any comment, observation, or dissatisfaction expressed by patients, healthcare professionals, or customers.

During 2024, a total of 82 complaints and claims were recorded across the different business units. These observations represent a valuable source of continuous improvement, as they allow the identification of opportunities for enhancement in manufacturing, distribution, and customer service processes, thereby reinforcing compliance with quality standards.

Total Customer Complaints and Claims by Business Unit

	2022	2023	2024
Neolpharma	39	27	25
Laboratorios Alharma	17	19	15
Psicofarma Tlalpan	50	5	29
Psicofarma División del Norte	0	0	1
Psicofarma Toluca	11	7	11
Neolsym	0	0	1

SASB HC-BP-250a.3

Drug Product Recalls

During 2024, no drug product recalls from the market were recorded. This outcome reflects the sustained compliance with the quality and safety standards established by the organization, as well as the effectiveness of the controls implemented throughout the manufacturing and distribution chain.

The company has specific procedures in place for executing product recalls in the event that deviations representing a risk to health are identified. These protocols are designed to enable immediate action, ensure batch traceability, and protect patients/users at all times.

GRI 418-1

Customer Privacy and Data Protection

The protection of personal information is a priority for the organization. Accordingly, security measures have been implemented to safeguard the personal data of customers, suppliers, collaborators, and all other data subjects.

These measures include preventive protocols designed to prevent damage, loss, alteration, unauthorized access, or unauthorized use, as well as the adoption of internal procedures aimed at ensuring the responsible processing of information.

During 2024, **no complaints related to breaches of personal data privacy were reported**, either by third parties, regulatory authorities, or data subjects/users. Each business unit has its own Privacy Notice, which details contact information, the purposes of data processing, and the mechanisms available to exercise rights or submit inquiries or complaints.



GRI 203-2

Social Programs

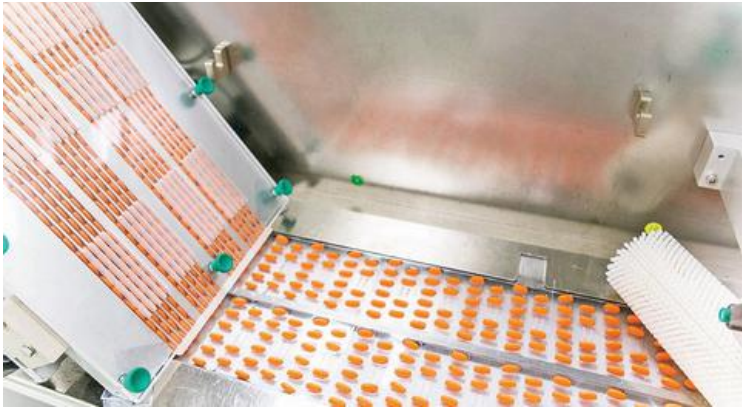
As part of its commitment to access to healthcare, the organization promotes social initiatives aimed at facilitating the treatment of various diseases through the provision of safe, effective, and affordable medicines.

This vision is embodied in a clearly defined social purpose: to contribute to improving the living conditions of the population, particularly of those facing economic barriers or limited access to healthcare services. Accordingly, various initiatives focused on social wellness are carried out:

Drug Products Donation

During 2024, a total of **1,239,162 units of medicine** were donated, representing an increase of more than double compared to the previous year. The business units with the highest donation volumes were Laboratorios Alharma, followed by Neolpharma and Psicofarma.

	2022	2023	2024
Neolpharma	36,065	97,614	80,601
Laboratorios Alharma	135,048	200,668	1,097,786
Psicofarma (Tlalpan, División and Toluca)	12,242	121,015	60,775



Banco de Tapitas A.C.

With the aim of generating a positive impact on various stakeholder groups, the organization has participated since 2020 in the program led by Banco de Tapitas A.C., an initiative dedicated to supporting girls and boys diagnosed with cancer in Mexico.

During 2024, a total of 100 kilograms of plastic bottle caps were donated, thereby contributing to the collection campaign that transforms waste into resources to fund medical treatments, family support, and recreational activities for the beneficiary children.

Through this participation, it was possible to provide support to dozens of pediatric patients and their families, reinforcing the company’s social commitment to children’s health and wellness.



Toy Donation to Children

As part of the “Reyes Magos de Corazón” campaign, the organization conducted a toy drive with the aim of bringing joy and hope to girls and boys facing conditions of social vulnerability.

Thanks to the generosity of our employees, more than 300 toys were donated to Fundación Arvore A.C., an institution that provides social assistance services to excluded and vulnerable groups and, with the support of its partners, reaches more than 3,000 beneficiaries each year.



+300
Toys

This initiative reflects the organization’s institutional commitment to childhood, social inclusion, and the fostering of more supportive and empathetic environments.

Donation of Blankets to Elderly Persons

As part of the solidarity actions carried out during the holiday season, the organization coordinated an internal collection to benefit older adults living in situations of abandonment.

Thanks to the participation of our employees, 23 blankets were donated to the Hogar para Ancianos Nuestra Señora de Guadalupe, a nursing home located in the Historic Center of Mexico City. The donation was accompanied by a visit to the facility, during which staff shared a moment of closeness and appreciation with the resident beneficiaries.



Ruta Violeta: Comprehensive Care with a Focus on Health, Rights, and Gender

Neolpharma Group participated in the community outreach program Ruta Violeta, held in the Coyoacán Municipality. This initiative aimed to bring free health services, legal counseling, and psychosocial support to women and other vulnerable populations.

During the event, a total of 693 services were provided through the collaboration of various public institutions, civil society organizations, and healthcare sector companies.

Services offered included:

- Counseling on mental health, legal matters, human rights, and gender based violence
- General medical, dental, and gynecological consultations
- Medical testing and early detection screenings (HIV, syphilis, breast cancer, blood pressure)
- Distribution of drug product samples and courtesy vouchers for clinical laboratory studies

As part of this outreach, Psicofarma performed 100 blood pressure measurements and distributed medicine samples, contributing to the early detection of conditions that directly affect cardiovascular and metabolic health.

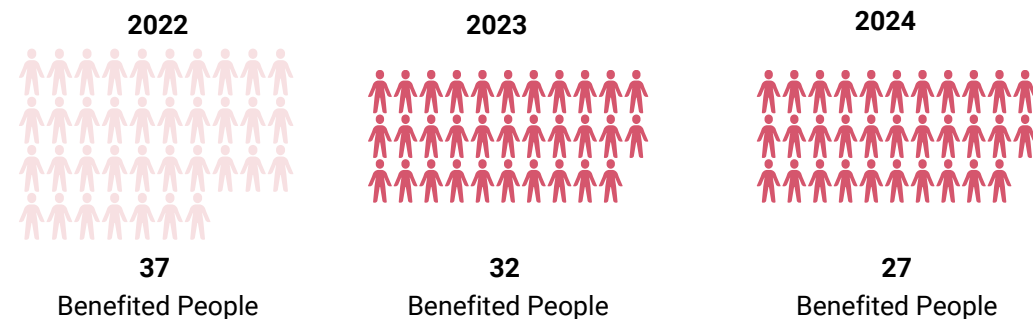


Secondary education programs

The organization is part of the “Jóvenes Construyendo el Futuro” (Youth Building the Future) Program, an initiative of the Mexican Secretariat of Labor and Social Welfare that connects individuals aged 18 to 29 with companies, workshops, institutions, or businesses, enabling them to develop work habits and acquire technical skills that enhance their future employability.

During 2024, participation continued with 27 young individuals enrolled in the program. They were integrated into key operational areas – including manufacturing operations, validation, talent acquisition, critical systems, and others – under structured mentoring and hands-on training schemes.

Total Number of Individuals Enrolled and Benefited by the Program



The organization also promotes the Continuing Medical Education (CME) Program, whose objective is to strengthen the knowledge, skills, and practical competencies of healthcare professionals, thereby supporting their recertification and enhancing the quality of clinical care.

One of the program's key benefits is the opportunity to earn officially recognized credits endorsed by national and international scientific institutions. These credits certify professional updating, strengthen the profile of healthcare personnel, and provide formal support for their professional trajectory before regulatory and certifying bodies.

Within this framework, the organization has established collaborations with medical associations through actions such as the identification of innovative topics, support for key speakers, and active participation in national and international congresses, thereby fostering closer ties with specialized medical communities.

Maintaining an up-to-date medical community ensures timely diagnosis, appropriate treatment, and continuous improvement in patient health and quality of life.

Mental Health and Access to Information

Mental health has become a priority in light of recent social changes, bringing greater visibility to symptoms such as sleep disturbances, anxiety, depression, and emotional contagion that affect individuals across all age groups. For the organization — and particularly for Psicofarma — this focus has been fundamental since its inception. Guided by this conviction, the digital platform “**Contigo en Mente**” was created as a free online library offering reliable, up-to-date content aimed at demystifying mental health disorders, promoting self-care, and connecting the population with specialized professionals.

This initiative aligns with the organization’s commitment to social innovation, inclusion, and emotional wellness. In 2024, the platform recorded a **47 %** increase in new users, a **33 %** rise in page views, a **31 %** growth in sessions from digital channels, and a **35 %** increase in events or interactions compared to the previous year.

“Contigo en Mente” remains a free, ethical, and accessible resource that addresses the current needs of patients, healthcare professionals, and the general public, while reaffirming the organization’s institutional commitment to mental health as a fundamental right.

Sponsor of the 3rd Run for Mental Health

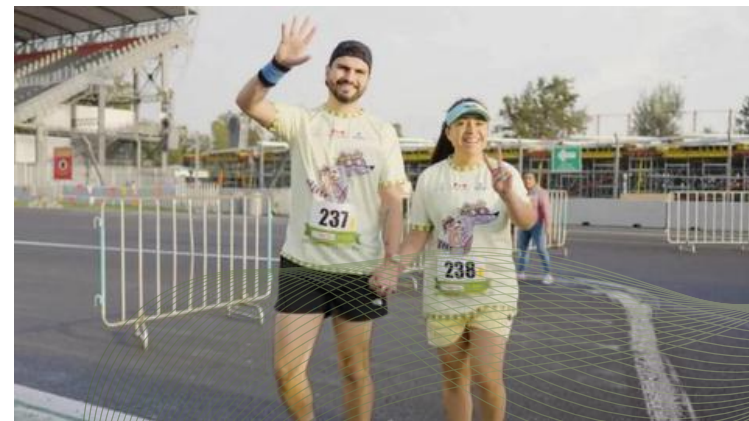
As part of its commitment to the integral wellness of individuals, Psicofarma served as a sponsor of the **3rd Run for Mental Health**, held in September 2024 in Mexico City. The event was organized by the civil association “*Es Tiempo de Hablar*” with the objectives of raising awareness about the importance of mental health, reducing the stigma associated with mental disorders, and fundraising to support vulnerable patients.

Through the collaboration of volunteers and participants, Psicofarma contributed actively to improving the quality of life of people living with mental disorders, while promoting informed, evidence-based, and compassionate public dialogue on mental health.

300
Volunteers



1750 runners registered



Business Ideology

Business ethics and transparency in management

Through its corporate governance principles, the organization manages risks related to ethical business conduct in fiscal, regulatory, and stakeholder engagement matters. Likewise, it promotes fair trade practices in full compliance with the ethical standards established for the pharmaceutical industry.

Key Topics Relevant to Our Business



The organization ensures transparency in all its operations and transactions, guaranteeing full compliance with applicable legal and regulatory requirements. It maintains an open and collaborative relationship with regulatory authorities and acts at all times in accordance with the guidelines established in its Code of Ethics and Anti-Corruption Policy. These documents are periodically communicated at manufacturing sites and to all personnel who interact with external stakeholders.

Consistent with this commitment, the organization fully adheres to the provisions of the Code of Ethics of the Pharmaceutical Industry (CETIFARMA), issued by the National Chamber of the Pharmaceutical Industry (CANIFARMA).

The organization also fully complies with current regulations on drug product labeling in order to protect patients and users, and strictly follows the provisions established by the Federal Commission for the Protection against Sanitary Risks (COFEPRIS) regarding advertising campaigns, marketing activities, promotional materials, and the distribution of medical samples.

Sales and customer service personnel receive ongoing training aimed at ensuring the provision of responsible, ethical, and integrity-based service.



GRI 207-1, 205-2, 205-3

Compliance

The organization maintains an unwavering commitment to operate with integrity and transparency, fully complying with all applicable laws and regulations at the local, national, and international levels.

This guiding principle is reflected in its tax practices, anti-corruption policies, and actions that promote fair economic competition.

The strategies and measures implemented in these areas are designed to ensure ethical and responsible management, thereby strengthening the institution’s reputation and contributing to sustainable development.

Responsible fiscal management

The organization operates with responsibility, transparency, and honesty, in full compliance with the legal frameworks governing its operations. It also adheres to the policies, regulations, and values that guide the conduct of all personnel in both internal and external interactions.

In tax matters, the organization is fully committed to compliance with applicable tax laws and regulations in all jurisdictions where it operates. A rigorous compliance policy is applied to ensure timely payment of taxes and proper observance of tax requirements. This approach is grounded in ethics and integrity, avoiding any form of tax evasion or aggressive tax practices.

Anti-corruption

For the purpose of establishing clear guidelines to prevent and eliminate corruption, and to promote the highest standards of truthfulness, ethics, and integrity, the Legal Department implements the Anti-Corruption Policy.

This policy applies to all employees, suppliers, and contractors, who must refrain from accepting or engaging in dishonest or corrupt practices in any form.

To ensure awareness and compliance with the Anti-Corruption Policy, training sessions were conducted in 2024 for personnel who represent the organization before external authorities or who maintain operational interactions with suppliers and contractors, sectors considered to have higher exposure to corruption and fraud risk.

These actions aim to strengthen the institutional commitment to ethical, legal, and regulatory principles, promoting an organizational culture of integrity.

Diffusion of anti-corruption policy and procedures



GRI 206-1

Promotion of Fair Economic Competition

Compliance with the Economic Competition Policy is promoted among all personnel within the organization, regardless of hierarchical level. This policy includes annual training sessions intended to foster, protect, and ensure free market participation, as well as to prevent monopolistic practices, unlawful concentrations, or other restrictions that may affect the efficient functioning of markets.

These actions help strengthen the organization's standards of integrity, ethics, truthfulness, and honesty.

Employees, contractors, and suppliers involved in the promotion and commercialization of products and services act with loyalty, clarity, transparency, and probity, in accordance with the principles of ethics, professionalism, and social responsibility. Operations are carried out with the general interest taking precedence over individual interests.

Non-compliance with this policy is addressed in accordance with the guidelines established in the "Complaint and Deviation Management" Procedure, which includes the corresponding sanctions, when applicable.

It is noteworthy that, in 2024 and through the end of the reporting period, the organization was not subject to investigations or legal sanctions for alleged unfair competition, nor has it been subject to fines or legal claims for this reason.

GRI 417-1, 417-2

Business Ethics

Business ethics constitutes a fundamental pillar in the development of operations. The organization maintains a firm commitment to the highest standards of integrity and transparency across all activities and processes, ensuring that every action is conducted in an ethical and responsible manner.

This commitment is supported by adherence to the guidelines established in the Code of Ethics of the Pharmaceutical Industry (CETIFARMA), issued by the National Chamber of the Pharmaceutical Industry (CANIFARMA), and is reflected in the responsible implementation of labeling and marketing practices.

Responsible Labeling Practices

Transparent and accurate product labeling is a key measure to protect users and ensure the appropriate use of medications. The organization strictly complies with the requirements established in **NOM-072-SSA1-2012**, which regulates the labeling of medicines and herbal remedies.

This regulation defines the mandatory information that must be included on labels, such as product composition, directions for use, warnings, and contraindications.

Compliance with this regulatory framework ensures that patients and healthcare professionals have the necessary information for the safe, effective, and responsible use of pharmaceutical products.

During 2024, **no non-compliance events were recorded related to labeling or to the information associated with the products commercialized by the organization.**

GRI 417-3

Marketing and Advertising

The organization ensures that all marketing campaigns comply with the guidelines established by the Federal Commission for the Protection against Sanitary Risks (COFEPRIS).

This compliance includes the review and prior authorization of all promotional materials to ensure that the information disseminated is truthful, clear, and not misleading.

In addition, appropriate management of medical samples is carried out, ensuring their controlled distribution and proper use in accordance with applicable regulations.

During 2024, **no non-compliance events were recorded related to the regulations applicable to marketing and advertising activities for products.**

Business Innovation

For the group, business innovation reflects its best practices and continuous improvement, as well as its commitment to ESG management aimed at a more sustainable world.

The organization incorporates best social, environmental, and governance practices into the processes that comprise each stage of the product lifecycle, from development to commercialization.

The content of this report reflects the institutional commitment to sustainability and the continuous improvement of environmental, social, and governance (ESG) performance, integrating these principles into every business unit.

The raw materials used in manufacturing processes comply with quality, safety, efficacy, and criteria, ensuring regulatory compliance and optimal performance of the finished products.

Suppliers within the supply chain are periodically evaluated to ensure a continuous and responsible supply of medicines and active pharmaceutical ingredients, guaranteeing product availability in accordance with market needs.

Topics relevant to business innovation



Sustainable Processes



Sustainable Procurement

Implementing sustainable processes allows the organization to address the needs and expectations of stakeholders, who periodically evaluate its performance to ensure compliance with standards and continuous improvement in its sustainability practices.



Sustainable Processes

Innovation for Sustainability

The organization develops a wide range of manufacturing processes focused on ensuring the highest quality, with the capacity to adapt to market dynamics and user needs.

Research and development of new products constitute the central axis of the innovation strategy. Establishing itself as a benchmark for innovation within the pharmaceutical sector in Mexico represents a key differentiating factor for business growth.



Processes

The implemented processes encompass a variety of techniques and technologies aimed at ensuring quality, efficiency, and sustainability.



Experience

The accumulated technical experience enables the delivery of consistent, high-performance results.



Capacity

The organization has the capability to formulate and manufacture a wide range of pharmaceutical dosage forms.



Innovation

Innovation and excellence drive the adoption of sustainable technologies.



Commitment

There is an institutional commitment to complying with the highest quality standards.

Academic and Educational Linkage

As part of its sustainable processes and based on institutional interests in innovation, the organization promotes activities focused on research, science, and technology.

This approach not only represents a social contribution but also drives the development of new and improved treatment options, enhances the population's health conditions, and improves the quality of life for patients.

Educational programs are promoted to allow higher education students to complete their social service and professional internships in various business units. The programs carried out during 2024 are summarized below.

Institutional Support for University Research

As part of its commitment to scientific innovation and academic collaboration, the Group made several donations of **active pharmaceutical ingredients to higher education institutions and research centers** during the reporting period. These actions aim to support the development of experimental, educational, and public health projects by facilitating access to specialized materials for highly relevant studies.

1

Beneficiary: National Autonomous University of Mexico (UNAM), Faculty of Medicine, Research Division

Project: **Molecular Imaging Study 6-1 [18F] Flurodopamine**

Objective: To evaluate the molecular imaging study

2

Beneficiary: National Institute of Rehabilitation – Tissue Engineering, Cell Therapy, and Regenerative Medicine Unit

Project: **Analysis of β -catenin expression in vitro and in vivo in fibroblasts seeded on nanostructured scaffolds**

Objective: Quantification of collagen in animal tissue

3

Beneficiary: National Institute of Neurology and Neurosurgery – Genetics Department

Project: **Pharmacogenetics and therapeutic monitoring of Quetiapine and Olanzapine using mass spectrometry**

Objective: Association of genetic variants of the CYP450 and UGT systems, as well as other variants involved in the pharmacokinetics of Quetiapine and Olanzapine.

4

Beneficiary: National Institute of Neurology and Neurosurgery- Genetics Department

Project: **Pharmacogenetics and therapeutic monitoring of Risperidone using mass spectrometry**

Objective: Association of genetic variants of the CYP450 and UGT systems, as well as other variants involved in the pharmacokinetics of Risperidone.

5

Beneficiary: IPN CINVESTAV – Department of Pharmacobiology

Project: **Potential pro-inflammatory, behavioral, and neurotoxic effects of prenatal exposure to morphine and fentanyl on hippocampal neurons: behavioral consequences**

Objective: To study whether administration of morphine and fentanyl induces neuro-inflammation, evaluate the resulting effects on hippocampus-mediated memory, and determine whether minocycline administration can prevent hippocampal neuro-inflammation and potential memory alterations caused by fentanyl and/or morphine.

Bionano Innovation Award 2024

In its 12th edition, the **Bionano Innovation Award: Science and Technology** once again recognized scientific talent and commitment to the development of high-impact biomedical solutions in Mexico. This initiative, organized in collaboration with the Center for Research and Advanced Studies (Cinvestav), reaffirms the institutional commitment to innovation and the strengthening of national scientific careers.

In 2024, the main award was granted to **Dr. Sebastián Poggio Ghilarducci** for the development of a system based on outer membrane vesicles from *Caulobacter crescentus* for vaccines, noted for its low cost and high safety.

In the new category for Best Thesis, **M.C. Gabriela Rocío Zamora Herrera** was recognized for the development of Nichescore, a tool that analyzes the microenvironment of pediatric leukemia, identifying key factors for prognosis and relapse.

During the award ceremony, Dr. Alberto Sánchez Hernández, Director of Cinvestav, highlighted the role of the award as a national benchmark in bionanotechnology. M.C. Diego Ocampo Gutiérrez de Velasco, Vice President of Innovation and Development of the organization, emphasized the institutional commitment to promoting scientific projects, academic collaboration, and the development of young talent in the country.

The winning project received a monetary prize of MXN 300,000, in addition to public recognition and the presentation of certificates to the participants.



Matilde Montoya Award 2024

In collaboration with the Secretariat of Education, Science, Technology, and Innovation of Mexico City (SECTEI), the organization presented the 2024 edition of the “**Matilde Montoya**” Award for Women in Biological and Health Sciences. The award aims to highlight and recognize the contributions of Mexican female scientists who have a positive impact on public health.

The awardee for this edition was **Dr. Nimbe Torres y Torres**, a Medical Sciences researcher affiliated with the National Institute of Medical Sciences and Nutrition Salvador Zubirán (INCMNSZ), for her project focused on the development of foods for the treatment of diseases such as metabolic syndrome and type 2 diabetes.

This recognition reinforces the institutional commitment to gender equity and the promotion of female scientific talent. In addition to highlighting the quality of research led by women, the award seeks to contribute to the reduction of structural gaps in the educational, scientific, and technological sectors.

The researcher received a monetary prize of MXN 300,000 intended to support the development and application of her research.



Certifications for Business Innovation

The organization remains committed to operating under a sustainability strategy with a cross-cutting impact across all its operations. As evidence of this approach, in April 2023 it obtained the WORLD COB-CSR:2011.3 Corporate Social Responsibility Certificate, issued by the World Confederation of Businesses (WORLD COB), accrediting Neolpharma, Laboratorios Alpharma, and Psicofarma Tlalpan.

This international certification defines the requirements an organization must meet to be recognized for its good Corporate Social Responsibility (CSR) practices. WORLD COB-CSR:2011.3 supports adherence to a corporate culture based on ethical values and social responsibility, while promoting continuous improvement in the strategic areas covered by the standard.

To further strengthen its responsible practices, the organization also complies with the criteria of the global audit standard SMETA. These audit processes include the evaluation of aspects such as human rights, management systems, and legal compliance associated with each pillar. While the measurement criteria are applied across all work sites, external audits have been conducted periodically at the Neolpharma, Laboratorios Alpharma, and Psicofarma Tlalpan plants since 2020.

In line with its commitment to continuous improvement, for 2025 the organization is in the process of evaluating and identifying new national and international certifications to further strengthen its sustainability strategy, raise operational standards, and consolidate an organizational culture focused on ethical, environmental, and social excellence.

Sustainable Procurement

Commitment to sustainability is reflected in every operational process, including procurement practices. Through a comprehensive sustainable procurement strategy, key aspects are addressed to ensure social and environmental responsibility throughout the supply chain.

This strategy includes the implementation of a Supplier Code of Ethics and Conduct, as well as a social and environmental monitoring system designed to evaluate compliance with pre-established criteria. In addition, responsible sourcing from local suppliers is promoted to generate shared value and strengthen regional economies.

Supplier Code of Ethics and Conduct

Ethics and integrity are fundamental principles. Therefore, the Supplier Code of Ethics and Conduct is communicated and provided at the beginning of the commercial relationship, along with the corresponding Diagnostic Questionnaire. This code addresses key topics such as respect for human rights, the prohibition of corruption or bribery, and the promotion of fair and safe working conditions.

Suppliers are also encouraged to adopt responsible practices, promoting transparency and accountability in all their activities. This ensures that operations are conducted in accordance with the highest standards of ethical conduct.

Monitoring the Social Performance of Suppliers and Contractors

To ensure compliance with the standards defined in the Code of Ethics, a periodic monitoring system has been designed to evaluate performance in key areas such as working conditions, environmental impact, and sustainability practices. This system, which has been implemented in previous years, is structured in five phases: 1) Distribution of the questionnaire; 2) Evaluation of the results; 3) Preparation of a report with findings and improvement proposals; 4) Document review, and 5) Follow-up and communication of progress.

However, due to changes in various group processes, this monitoring system has not maintained the planned continuity. A strategy is currently being developed to reactivate it before the end of the next year, with the aim of restoring the monitoring cycle, ensuring accountability, and strengthening the culture of ethics and sustainability.

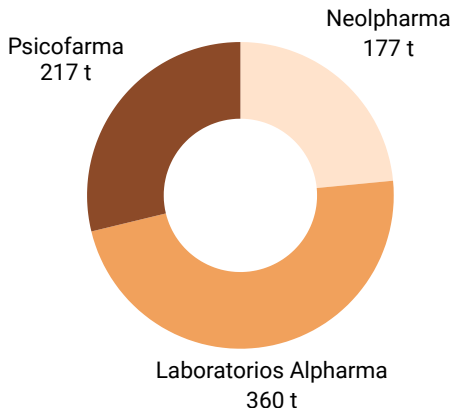
GRI 204-1, 301-1

Responsible and Sustainable Sourcing of Materials

As part of its commitment to sustainability, the organization promotes responsible sourcing practices that ensure product quality and strengthen its positive impact throughout the value chain. This strategy considers social, environmental, and ethical criteria in the selection of materials, as well as the consolidation of relationships with local suppliers. In 2024, the group’s manufacturing sites used a variety of materials in the production of their products. The main materials utilized are detailed below:

Raw Material: Active Pharmaceutical Ingredients (APIs)

The Neolpharma, Alpharma, and Psicoфарma manufacturing sites (División del Norte, Tlalpan, and Toluca) used a total of 754 metric tons of active pharmaceutical ingredients in drug manufacturing, representing a 26% decrease compared to the previous year. This reduction is attributed to more efficient inventory management. The distribution by site was as follows:



At NeolSyM, the production of active pharmaceutical ingredients (APIs) involves the use of various chemical inputs, which are classified according to their role in the synthesis, purification, and formulation processes. Of the total API produced, 79% was supplied to Grupo Neolpharma’s production plants as part of a linear production strategy that positively contributes to sustainability objectives. The following is a summary of the main categories of inputs and the total quantity used, expressed in metric tons:

Raw Material	Volume
Organic Solvents Used for dissolution, extraction, washing, and product recovery processes.	132 t
Inorganic Reagents Used to facilitate reactions and neutralize compounds.	31 t
Catalysts and Filtration Agents Essential for purification processes and catalytic reactions.	12 t
Acids and Bases Indispensable for pH adjustment and generation of favorable chemical conditions.	6 t
Specialized Compounds and Intermediates Used for the synthesis of active pharmaceutical ingredients.	6 t



GRI 204-1, 301-1

Raw Material: Excipients

Excipients are fundamental components in pharmaceutical formulation, as they contribute to the stability, efficacy, and acceptability of medications. During 2024, a volume of various types of excipients was utilized, including:

Excipients	Volume
Hard gelatin capsules	250,131,149 caps
Antioxidants, colorants, amino acids, nutritional agents, pH regulators, buffering agents, antimicrobial preservatives.	300,694 g
Antioxidants, preservatives, colorants, coatings, sweeteners, flavorings, fillers, diluents, binders, humectants, solvents, plasticizers, emulsifiers, surfactants, polymers, controlled-release agents, pH regulators, disintegrants, lubricants, among others.	972,817 kg
Vehicles, solvents, pH regulators, flavorings, aromatizers, oils	6,717,113 lt

Packaging Materials

The organization ensures the protection, integrity, and traceability of its products through the use of high-quality packaging materials. During the evaluated period, the following materials were utilized:

	Volume
Aluminum	213,121 kg
Vial	26,970,587 pzs
Blister pack	361,652 pzs
Celopolial	14,830 kg
Box	208,887,569 pzs
Glasspolifoil	41,086 kg
Glass Paper	41,547 kg
Cardboard separator	11761 pzs

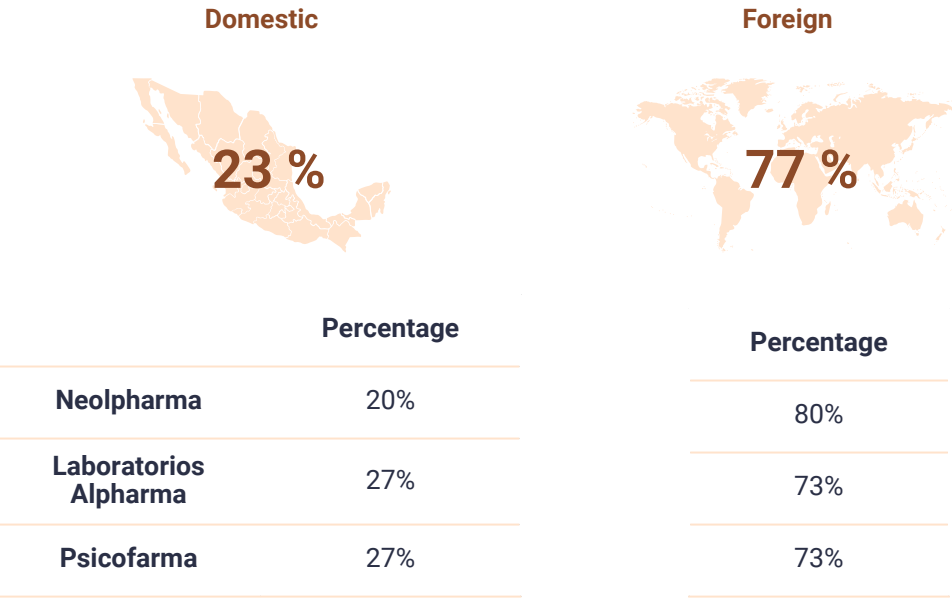


GRI 204-1, 301-1

Local Procurement

The company continues to strengthen its collaboration with local suppliers as a key strategy to reduce its carbon footprint, promote national economic development, and contribute to a more resilient and ethical supply chain.

Percentage Distribution of Total Expenditure for Active Pharmaceutical Ingredient

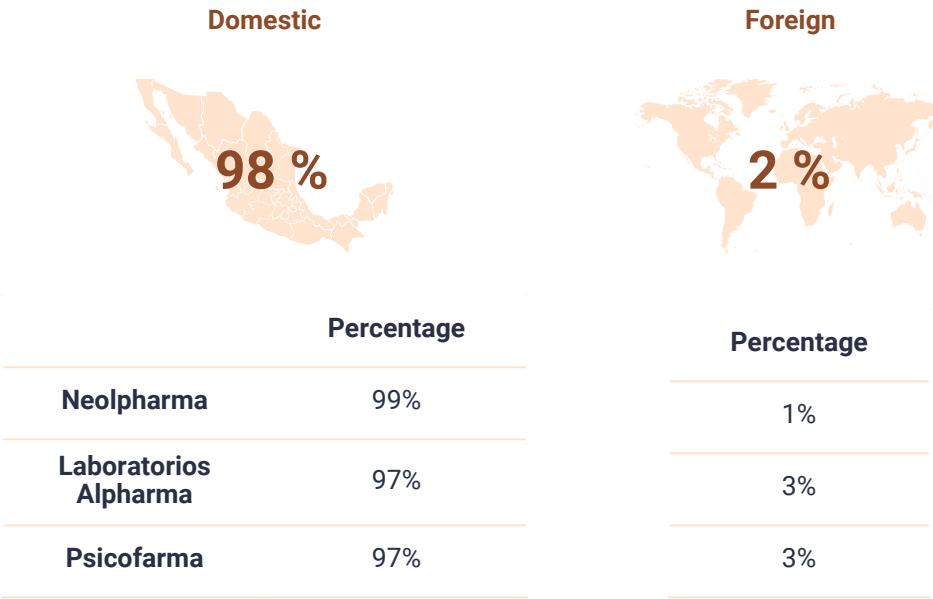


Distribution of Total Expenditure for the Procurement of Solvents and Other Raw Materials at NeolSyM



Percentage Distribution of Total Expenditure for packaging material

98% of the expenditure was directed to local suppliers, emphasizing a continuous commitment with local development.



Distribution of Total Expenditure for the Procurement of Packaging Materials at NeolSyM



GRI 2-3, 2-29, 3-1, 3-2, 3-3

About This Report

We are pleased to present the 2024 Sustainability Report as a testimony to the company's strong commitment to sustainability and to its stakeholders.

This document summarizes the most relevant results regarding the company's environmental, social, and governance (ESG) performance during the period from **January 1st to December 31st, 2024**.

The report was prepared in accordance with the **Global Reporting Initiative Standards (GRI) and the Sustainability Accounting Standards Board (SASB)**. It covers the priority topics for four corporate entities: Neolpharma S.A. de C.V., Laboratorios Alpharma S.A. de C.V., Psicofarma S.A. de C.V., and Neolsym S.A. de C.V.

This exercise reaffirms the institutional commitment to transparency, continuous improvement, and the generation of sustainable value for diverse stakeholder groups.

Materiality

To establish the sustainability strategy, a systematic process was implemented to identify, evaluate, and prioritize the material topics with the greatest impact or potential impact on operations, products, and services.

This analysis was carried out in two stages:

1

Analysis of the Internal and External Context, Considering Four Key Dimensions:

- Economy
- Internal Processes
- People (customers, human talent)
- Resources

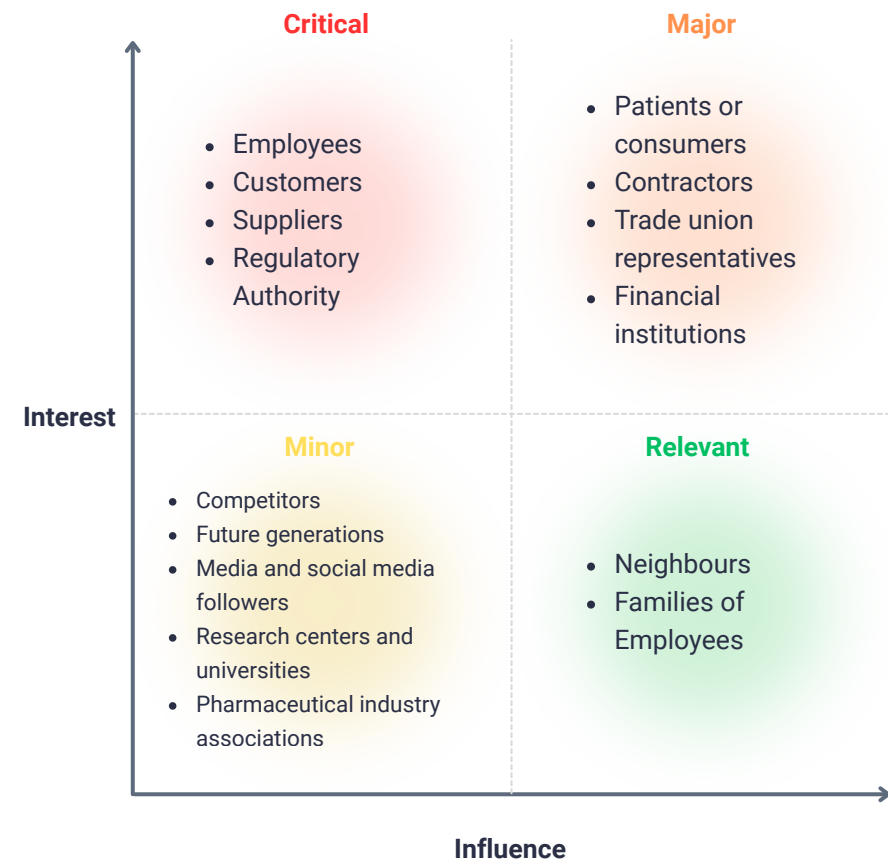
Each dimension incorporated social, environmental, and economic aspects, which made it possible to the definition of short- and medium term strategic objectives and targets.

2

Identification and Classification of Stakeholders, evaluating their:

- Responsibility
- Influence
- Interaction
- Impact
- Dependence

This allowed for the definition of the required levels of engagement according to stakeholder priority.



3

Determine the material topics associated with ESG dimensions, considering:

- Organizational Context
- Stakeholders
- Activities, Products, and Services
- Sustainability Strategy Determination Procedure
- ESG Management System Manual
- Corporate Strategy
- Business Model

The following material topics were identified:

Climate Action

01

- Greenhouse gas (GHG) emissions and climate change mitigation
- Energy management
- Water and wastewater management
- Waste and hazardous materials management



Our Family

02

- Labor practices and human rights
- Employee wellness
- Human development and workplace training
- Employee health and safety



Social Wellness

03

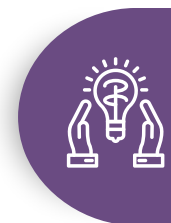
- Product quality and safety
- Customer wellness



Business Philosophy

04

- Business ethics



Business Innovation

05

- Product design and lifecycle management
- Supply chain management and materials sourcing



This exercise has reaffirmed the institutional commitment to responsible, sustainable, and people-centered management. The active engagement of stakeholders, together with the support of the Sustainability Committee and the Sustainable Management and Development area, has been key to consolidating a strategy aligned with current challenges.

Efforts will continue with dedication and commitment to achieve sustainability objectives and contribute to the sustainable development of society.

Global Reporting Initiative Index

GRI Standard	Indicator	Thematic Content	Page / Direct Answer	Omission
GRI 2: General Contents				
GRI 2: General Contents	2-1	Organizational details	5	
	2-2	Entities included in the organization's sustainability reporting	6,7	
	2-3	Reporting period, frequency and contact point	68,77	
	2-4	Information Update	12,13	
	2-5	External assurance		No external assurance has been performed, as this is a reference report
	2-6	Activities, value chain and other business relationships	6	
	2-7	Employees	33	
	2-8	Workers who are not employees	33	
	2-9	Governance structure and composition	7	
	2-10	Nomination and selection of the highest governance body	7	
	2-11	Chair of the highest governance body	7	
	2-12	Role of the highest governance body in overseeing the management of impacts	3,7	
	2-13	Delegation of responsibility for managing impacts	7	
	2-14	Role of the highest governance body in sustainability reporting submission	3,7	
	2-15	Conflicts of interest		Confidentiality restrictions. Confidential channels.
	2-16	Communication of critical concerns		Information not available. We do not have reports of critical concerns.
	2-17	Collective knowledge of the highest governance body		Information not available. We do not have this data.
	2-18	Evaluation of the performance of the highest governance body		Not applicable.
	2-19	Remuneration policies		Confidentiality restrictions. We do not disclose the remuneration policy for senior executives in order to protect the privacy and financial security of the maximum governance body and other executives.
	2-20	Process to determine remuneration		Confidentiality restrictions. Data sensitivity.

GRI Standard	Indicator	Thematic Content	Page / Direct Answer	Omission
GRI 2: General Contents				
GRI 2: General Contents	2-21	Annual total compensation ratio		Confidentiality restrictions. Data sensitivity.
	2-22	Statement on sustainable development strategy	3,7	
	2-23	Policy and commitments	10,64	
	2-24	Embedding policy commitments	10,64	
	2-25	Processes to remediate negative impacts	7	
	2-26	Mechanisms for seeking advice and raising concerns	We have public channels for communicating complaints and reports; they are open and available to address suggestions and concerns from any person.	
	2-27	Compliance with laws and regulations	50	
	2-28	Membership associations	9	
	2-29	Approach to stakeholder engagement	68	
	2-30	Collective bargaining agreements	32	
GRI 3: Material Topics				
GRI 3: Material Topics	3-1	Process to determine material topics	68	
	3-2	List of material topics	7,68	
	3-3	Management of material topics	7,10,11,28,46,56,60,68	
GRI 200: Governance				
GRI 201: 2016 Economic Performance	201-1	Direct economic value generated and distributed		Confidentiality restrictions.
	201-2	Financial implications and other risks and opportunities due to climate change		Information not available. We do not have a system to calculate the financial costs derived from climate change.
	201-3	Defined benefit plan obligations and other retirement plans		Information not available. We do not have a defined retirement plan.
	201-4	Financial assistance received from government		Confidentiality restrictions.
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Confidentiality restrictions. We do not disclose this information in order to protect the personal and financial privacy of employees.
	202-2	Proportion of senior management hired from the local community		Not applicable.
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported		Not applicable.
	203-2	Significant indirect economic impacts	52	

GRI Standard	Indicator	Thematic Content	Page / Direct Answer	Omission
GRI 200: Governance				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	65,66,67	
	205-1	Operations assessed for risks related to corruption		Information not available. No corruption risk assessment has been performed.
GRI 205: Anticorrupción 2016	205-2	Communication and training about anti-corruption policies and procedures	57	
	205-3	Confirmed incidents of corruption and actions taken	57	
GRI 206: Competition Law 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	58	
	207-1	Approach to tax	57	
GRI 207: Tax 2019	207-2	Tax governance, control, and risk management		Confidentiality restrictions.
	207-3	Stakeholder engagement and management of concerns related to tax		Confidentiality restrictions.
	207-4	Country by country reporting		Confidentiality restrictions.
GRI 300: Environmental Topics				
	301-1	Materials used by weight or volume	19,65,66,67	
GRI 301: Materials 2016	301-2	Recycled input materials used		Information not available. We do not recycle inputs in our processes.
	301-3	Reclaimed products and their packaging materials	22	
	302-1	Energy consumption within the organization	15,16,17	
	302-2	Energy consumption outside of the organization		Information not available. No measurement of energy consumption outside the organization has been performed.
GRI 302: Energy 2016	302-3	Energy intensity	18	
	302-4	Reduction of energy consumption	15,18	
	302-5	Reductions in energy requirements of products and services		
	303-1	Interactions with water as a shared resource	19	
	303-2	Management of water discharge-related impacts	20	
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	19	
	303-4	Water discharge	19	
	303-5	Water consumption	19	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not applicable. We do not have operational sites located in or adjacent to protected areas or areas of high biodiversity value.

GRI Standard	Indicator	Thematic Content	Page / Direct Answer	Omission
GRI 300: Environmental Topics				
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity		Information not available.
	304-3	Habitats protected or restored	24,25,26	
	304-4	IUCN Red and national conservation list species with habitats in areas affected by operations		Information not available.
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	12,13	
	305-2	Energy associated indirect (Scope 2) GHG emissions	13	
	305-3	Other indirect (Scope 3) GHG emissions		Information not available. Scope 3 emissions from the 2023 inventory of the organization were not considered.
	305-4	GHG emissions intensity	14	
	305-5	Reduction of GHG emissions	14	
	305-6	Emissions of ozone-depleting substances (ODS)		Not applicable. Refrigerants such as chlorofluorocarbons or any other refrigerant prohibited by the Montreal Protocol are not used.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	13	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	21	
	306-2	Management of significant waste-related impacts	21	
	306-3	Waste generated	21,22	
	306-4	Waste diverted from disposal	21,22	
	306-5	Waste directed to disposal	21,22,23	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		Information not available.
	308-2	Negative environmental impacts in the supply chain and actions taken		Information not available.
GRI 400: Social Topics				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	29,30	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31	
	401-3	Parental leave	38	

GRI Standard	Indicator	Thematic Content	Page / Direct Answer	Omission
GRI 400: Social Topics				
GRI 402: Employee-employer Relations 2016	402-1	Minimum notice periods regarding operational changes	32	
	403-1	Occupational health and safety management system	42	
	403-2	Hazard identification, risk assessment, and incident investigation	42	
	403-3	Occupational health services	43	
	403-4	Worker participation, consultation, and communication on occupational health and safety	42,43	
	403-5	Worker training on occupational health and safety	42	
	403-6	Promotion of worker health	40,43	
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45	
	403-8	Workers covered by an occupational health and safety management system		<i>All personnel within the business' units are covered by the occupational health and safety management system.</i>
	403-9	Work-related injuries	43	
	403-10	Work-related ill health	43	
	404-1	Average hours of training per year per employee	41	
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	41	
	404-3	Percentage of employees receiving regular performance and career development reviews		<i>All employees receive regular performance feedback from their direct supervisors constantly.</i>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	33	
	405-2	Ratio of basic salary and remuneration of women and men		<i>Confidentiality restrictions. Data sensitivity.</i>
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	31	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		<i>No providers of this type were identified as a risk for the Group.</i>

GRI Standard	Indicator	Thematic Content	Page / Direct Answer	Omission
GRI 400: Social Topics				
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	<i>No suppliers of this type were identified as a risk for the Group.</i>	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<i>No suppliers of this type were identified as a risk for the Group.</i>	
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	<i>Information not available.</i>	
GRI 411: Rights of Indigenous People 2016	411-1	Incidents of violations involving rights of indigenous peoples	<i>Information not available.</i>	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	<i>Information not available.</i>	
	413-2	Operations with significant actual or potential negative impacts on local communities	<i>Information not available.</i>	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	64	
	414-2	Negative social impacts in the supply chain and actions taken	<i>Information not available.</i>	
GRI 415: Public Policy 2016	415-1	Contributions to political parties and/or representatives	<i>Confidentiality restrictions.</i>	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	47,48	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	50	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	58	
	417-2	Incidents of non-compliance concerning product and service information and labeling	58	
	417-3	Incidents of non-compliance concerning marketing communications	59	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	51	

Sustainability Accounting Standards Board Index

SASB Standard	Indicator	Thematic Content	Page
SASB Biotechnology & Pharmaceuticals Products			
Activity Metrics	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)	47,48
Drug Safety	HC-BP-250a.1	List of products listed in the U.S. Food and Drug Administration (FDA) MedWatch Safety Alerts for Human Medical Products database.	50
	HC-BP-250a.3	Number of recalls issued, total units recalled	51

For more information or to provide feedback on this report, please contact the Sustainability Management and Development department:



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