



Sustainability Report **2022**



An aerial photograph of a winding asphalt road that curves through a dense, lush green forest. The road has white lane markings and the word "Sintetica" with a registered trademark symbol is painted on its surface. A small white car is visible on the road. The text "Sustainability is a never-ending journey" is overlaid in large white letters on the upper right portion of the image.

Sustainability is a never-ending journey

So we constantly explore new ways through which we can further elevate our commitments across every aspect of our company, always keeping an eye on the future.

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Letter from our CEO

Dear Stakeholders,

I am delighted to present our Sustainability Report for 2022, a transparent chronicle of our efforts over the past year and a sign of our constant commitment to a more sustainable future.

Navigating the uncharted waters of a rapidly changing world, we have turned our challenges into opportunities by making sustainability the bedrock of our business strategy and operations. Long-term success is inextricably linked to our ability to operate harmoniously with the environment and foster inclusive growth. We strongly believe that sustainability means more than minimising damage, it also involves creating value, fostering innovation, empowering people, partnering with suppliers and stakeholders to co-create solutions. All together we can expand our horizons.

Sustainability begins with people. Our motto “We work with humans for humans” reflects our dedication to human health and quality of life, as well as our unwavering focus not only on patient care, but also on employee engagement and inclusivity, supplier relations and community-based initiatives.

In order to guarantee the highest quality of products for patients and healthcare providers, we work every day with dedication and passion across every step of the value chain, involving all our partners, suppliers and institutions in this virtuous cycle.

Every small contribution is significant when the final goal is the preservation of our planet. Through energy efficiency practices, continuous investments in renewable energy sources and the adoption of innovative technologies, we continue our commitment to environmental protection, minimising the impact of our manufacturing activities.



As we look to the future, we acknowledge that there is much work ahead. Sustainability is a never-ending journey. Our dedication to people, innovation and excellence will drive us forward. We will keep setting ambitious targets, collaborate with industry partners, and leverage emerging technologies to drive positive change. We are invigorated by the opportunities ahead and the collective effort required to build a more sustainable future.

I thank our employees, customers, partners, and shareholders for their steadfast support in our sustainability endeavours. Together, we can create a brighter world for tomorrow's generations.

Sincerely,

Nicola Caronzolo



- Sintetica at a glance
- 2022 Highlights
- About Sintetica
 - Facts about Sintetica
 - Milestones
 - Mission
 - Corporate soul
 - Manufacturing excellence
 - Management team
 - Business strategy and value delivery
 - A new way of living innovation

Introduction | Sintetica at a glance

Founded in **Switzerland in 1921**, Sintetica SA is the oldest pharmaceutical company in the Canton of Ticino.

“ We develop, produce and distribute innovative sterile injectable solutions to hospitals worldwide. ”

With two production sites in Mendrisio (TI) and Couvet (NE) and sales offices in Switzerland, Germany and the USA, Sintetica has a portfolio of



170 products on the Swiss market, 250 products on the global market and an active pipeline with several new products on the way.

Our headquarters are located in **Mendrisio**, Switzerland, with an innovation department representing 15% of the workforce.



Sintetica operates in four focus areas: **anaesthesia, pain therapy, neuromodulation and intensive care, developing drugs in concentrated and ready-to-use formulations**, thereby increasing patient safety and facilitating healthcare professionals.

Sintetica has a corporate philosophy that focuses on the centrality of the human being and considers the well-being of its employees and the community to be paramount. Sintetica is very careful about its actions and has implemented numerous sustainability initiatives.





17% water consumption reduction



30% natural gas consumption reduction



25% lower than target emissions



4 Areas of focus



Distribution in over **50** countries



2 production sites



4 commercial offices



0 fatal or high consequence injuries



Innovation enrolls **15%** of our HQs workforce



4 Key markets: Switzerland, Germany, Austria and USA



70% of our suppliers are located in Europe



Over **100'000 CHF** in donations



43% women

In a world of constantly evolving healthcare challenges, Sintetica strives to develop novel drugs and make available life-changing medicines to patients around the world.

Founded in Chiasso, Sintetica was conceived to meet patients' needs when drugs were in short supply or did not exist yet. Over 100 years later, the care for patients and drive for innovation remain the core of Sintetica.

Since 1921 we offer a wide range of products in different therapeutic areas and medical settings such as anaesthesia, pain management, neuromodulation and intensive care.

A fast-growing specialty pharmaceutical company, Sintetica fully integrates all stages from R&D to production and distribution. We devote the utmost care to every step of the value chain in order to ensure that the highest quality products make their way to the end users.

"Solid and reliable Swiss quality, utmost attention to the demands of healthcare specialists, strong capacity of innovation, attested reliability in the supply capacity of medicines, great sensitivity in the area of sustainability, and above all, people at the centre."

From suppliers to patients, passing through our collaborations, the true beating hearts of our success story.

This is Sintetica. Simply and proudly."

Nicola Caronzolo, CEO



Welcome to Sintetica



Around **309 employees** from **30 different countries**



Established in Switzerland in **1921**



Fully integrated pharma from R&D, production to distribution



Strategic partnerships along the whole value chain



Improving therapies through **innovative solutions** driven by clinicians' insights to meet patients' needs



Active pipeline with several **new products** on the way



Currently **170 products** on the **Swiss market** and **250 products** on the **global market**



Consistency in supply thanks to flexible manufacturing and short supply chain



Production capacity of 90mln ampoules, 5mln infusion bags and over 8mln vials



95% API sourced from EU suppliers

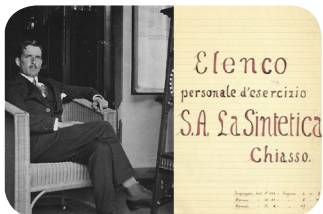


Quality without compromises



Two production sites and HQs in Switzerland
Commercial offices in Switzerland, Germany and the USA





Sintetica SA was founded in Chiasso, Switzerland



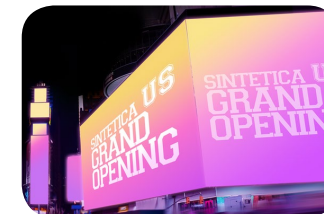
Sintetica is acquired by entrepreneurs Luca Bolzani and Mario Bonomi



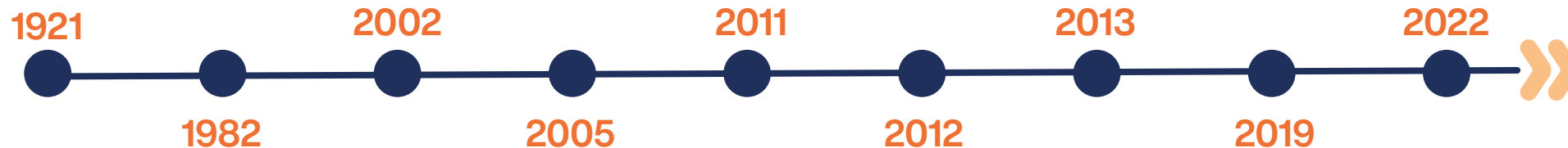
Sintetica receives its first FDA approval



Sintetica acquires Meduna GmbH and establishes Sintetica GmbH in Germany



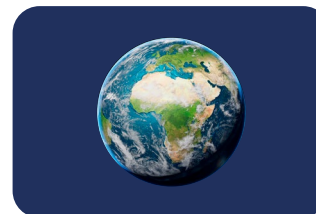
Sintetica US is established in Princeton, NJ



The production site moves from Chiasso to Mendrisio



Sintetica acquires Bioren and widens its product portfolio



Sintetica creates the global division to boost its international expansion



French private equity fund Ardian acquires majority stake of Sintetica



Improving therapies
through innovative solutions
driven by clinicians' insights
to meet patients' needs.

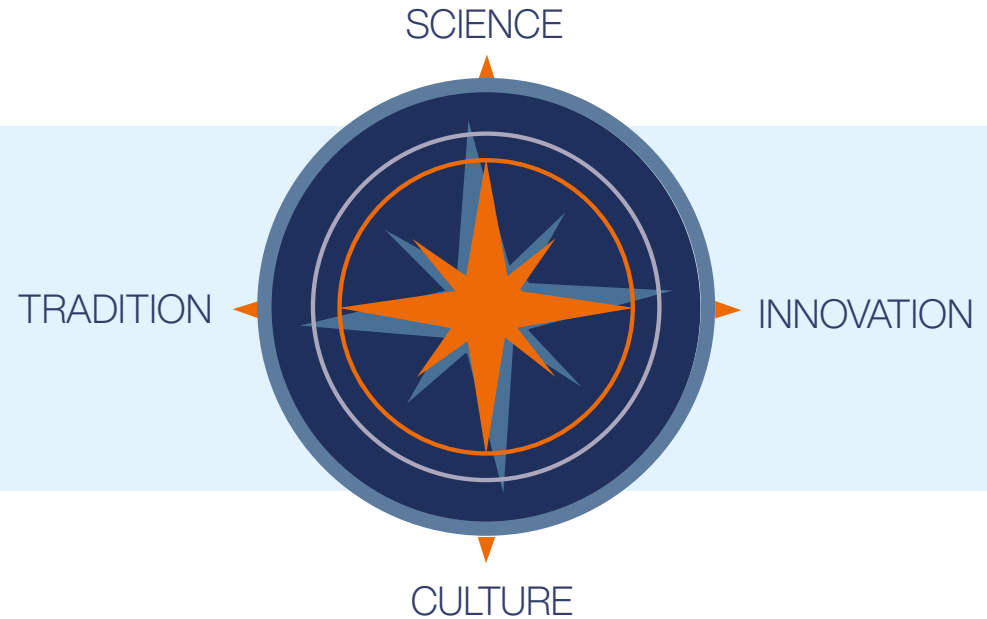


- ✓ Moving healthcare forward requires challenging the *status quo* without compromising safety.
- ✓ We believe that by improving the way therapies are formulated and used we can have the biggest impact.
- ✓ We work with humans for humans.



This is Sintetica.

Our corporate environment enables the creativity and expertise of our people to thrive around the dual axis of



Three principles guide how we operate to ensure that we continue to improve therapies and have an impact.

- ✓ **Innovate to improve**
We engage with customers and clinicians to understand unmet needs. We think outside the box, challenge the *status quo* and accelerate the adoption of new solutions to change things for the better.
- ✓ **Collaborate for impact**
Our people are our biggest asset. We promote an inclusive environment that stimulates everyone's participation and encourages the exchange of ideas and perspectives to unleash the potential of all our people.
- ✓ **Be responsible**
We act in an open, honest and trustworthy way and strive for environmental and social sustainability.

Sintetica offers a wide range of products in therapeutic areas and medical settings such as anaesthesia, pain management, neuromodulation, and intensive care.

Premix®

Premixed medicines increase the safety of the therapy, by a direct administration of the product to the patient without any previous dilution, reducing time and complexity of the drug preparation.



Pain science represents our effort towards a continuous improvement of pain management therapies. These analgesics are primarily used to manage pain in perioperative settings, while also addressing acute and chronic pain of various origins and intensity.

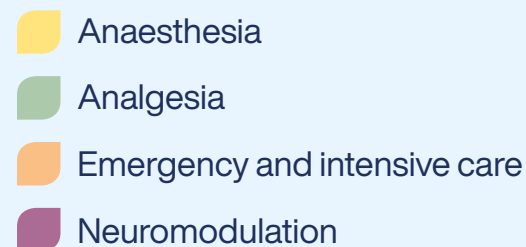
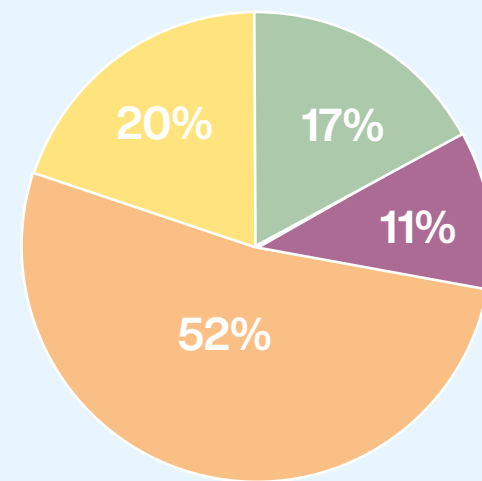


Modern short and medium acting local anaesthetics are our One Day Surgery proposal to adapt the length and the conditions of anaesthesia to the novel surgical needs, allowing patients same day safe discharge.



It is our promise to improve care in the neuromodulation. We develop novel drugs and make available life-changing medicines to the largest number of patients and health care providers world-wide.

**Sales by
therapeutic area
2022**



With a portfolio exceeding **250 products sold in more than 50 countries** using a dual distribution model.

Sintetica can leverage two cutting-edge manufacturing sites in Switzerland, guaranteeing the highest product quality. With a cohesive and flexible supply chain, Sintetica assures consistency and sustainability in production and delivery.

Headquarters

Sintetica SA Mendrisio (CH)

Production Sites

Sintetica SA

Mendrisio (CH)

Couvet (CH)

Commercial Offices

Sintetica US Princeton (USA)

Sintetica GmbH Münster (DE)

Sintetica SA Baar (CH)



PRODUCTS

Glass ampoules | PP ampoules

FDA APPROVAL Since 2011

SURFACE 9'960 sqm

CAPACITY

90 mln glass and polypropylene ampoules



PRODUCTS

Glass vials | PP vials | PP bags

FDA APPROVAL Since 2023

SURFACE 20'000 sqm

CAPACITY

8 mln vials | 5 mln bags



Through our dual distribution model, we have been able to rely not only on direct business but also on established and strategic partnerships.

All our medicines are manufactured and controlled under strict quality and safety measures, meeting the highest Swiss, European, US, and international standards.

Through our robust business strategy, we offer value to our partners and customers through the following key factors:



Continuous innovation
based on deep understanding
of medical needs



Quality without compromises
on the entire production



Strategic partnerships along
the whole value chain based
on shared values



Top quality products
**manufactured
in Switzerland**



Well established
global network of partners
in multiple markets



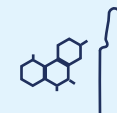
Privileged connection
to all Swiss hospitals



Excellent inroads into **key
markets** of Switzerland,
Germany, Austria and the USA



Agile and empowered
organisation founded on
responsibility and merit



Consistency in supply
thanks to flexible manufacturing
and short supply chain



Innovate to improve

We engage with customers and clinicians to understand unmet needs. We think outside the box, challenge the *status quo* and accelerate the adoption of new solutions to improve therapies and make an impact.



Fostering innovation through collaboration

In a collaborative environment, diverse ideas and perspectives can create something unique and impactful. That's why we encourage open communication, teamwork, and cross-functional collaboration at all levels of our organisation.



Structural improvements

Couvet:

- New external warehouse in Les Verrières
- General site revamping

Mendrisio:

- Expansion of the R&D laboratory
- Skid pilot plant
- New laboratory

Approach to sustainability

- Approach to sustainability
 - The SDGs
 - Purpose
 - How we act



In the current global climate, sustainability is a cornerstone topic that dictates how everyone should operate, develop, and thrive. Society, economy, and environment form the foundational pillars of how sustainability is approached and understood.

At Sintetica, through a holistic approach, these three pillars become the core of our philosophy and ethics. Our goal, not just as a company, but as a member of the community and society at large, is to continue to improve wherever we can. Whether through future focused policies, or short-term strategy implementations, **Sintetica aims to have an overall positive effect.**

Sintetica makes a great effort to be a positive member of the community everywhere it operates directly and **is focused on minimising the environmental impact of its operations by reducing its carbon footprint and natural resources demand.**

We take great care to improve our performance, not just financially, but also **environmentally and socially.** While governance and finances form the backbone of most firms, we at Sintetica also put significant importance on our people and the environment in which they live and work.

As a pharmaceutical company, our goals extend beyond **providing innovative and necessary healthcare products**, as we strive to **promote and support a healthy and sustainable future for all.** Sustainability cannot be achieved through any individual actions,

therefore at Sintetica we remain committed to cooperation and collaboration in approaching sustainability challenges in the entire industry.

Scope 1, 2, and 3 emissions are terms commonly used in the context of greenhouse gas emissions reporting. **Scope 1** emissions refer to direct GHG emissions that the company emits. **Scope 2** emissions typically refer to indirect emissions, normally associated with heating and other energy consumption. **Scope 3** covers all other indirect emissions associated with the company, such as business travel and supply chain activities.



Approach to sustainability | The SDGs

At Sintetica, we believe that sustainable development is best achieved through setting action-defining goals. Therefore, **we have selected twelve United Nations Sustainable Development**

Goals (SDGs) that are closely related to our operations and aligned with our commitments towards a more sustainable future. These SDGs are helping us to identify the necessary steps to be taken.



Provide excellent quality healthcare products and provide a healthy working environment.



Promote and invest in STEM, medical and continuing education.



Invest in policies and programmes that support and empower gender diversity and equality in the work force.



Increase the share of renewable sources of electricity at all company sites.



Invest in improving working conditions in order to promote sustainable economic growth.



Support and develop more sustainable production and manufacturing facilities as part of Sintetica's DNA.



Adopt and encourage equal opportunity policies prohibiting any form of discrimination internally and throughout the value chain.



Substantially reduce waste generation in production sites and offices through prevention, recycling, and reuse.



Set science based carbon emission targets in line with the healthcare sector's decarbonization pathways and encourage others in the value chain to adopt similar policies.



Evaluate value chain members to ensure they have minimal adverse effects on their local environments.



Design and implement a robust antibribery and corruption compliance programme.



Facilitate and promote partnerships in order to achieve impactful goals.

1

By improving the way therapies are formulated and used, we can have the biggest impact.

2

Choosing our future is not enough to become an innovation-driven organisation. We also need new skills, new processes and flows, new behaviours.

3

Our goal is to combine high commitment to results with integrity, working in a socially and environmentally responsible way.

Purpose

Our sustainable approach aims to
**generate a broader positive
impact for society,
the environment
and other stakeholders.**

4

We believe in continuous innovation based on a deep understanding of current medical needs.

7

We are committed to ensuring consistency of supply through flexible production and a short supply chain.

6

We want to define a climate action plan to reduce emissions based on the SBTi.

5

We build strategic partnerships along the whole value chain based on shared values.

Vision **Motivation Creativity**
Engagement Sharing
Reasoning **Lateral thinking**
Capabilities *Accountability*
Problem solving Commitment

Respect: for people, for the stakeholders, for the strategy and for the patients.

Merit: acknowledgement of the individual value and performance.

Smile: positive approach, enthusiasm and pleasure of working together.

Competence: of the people, to be developed at all levels.

Autonomy: to assure a peripheric responsibility and an active role of all employees.

Trust: in the organisation and in its strategy.

Diversity: as an element of wealth and a source of development over time.

Passion: for everything we do.

Environmental sustainability

- Environmental sustainability
 - Electricity
 - Natural gas
 - Water
 - Greenhouse gas emissions
 - Supply chain, waste management, and circularity



Sintetica's 360-degree commitment to improving the environmental profile of its operations is proof of the active participation in the collective effort to preserve the planet for future generations.

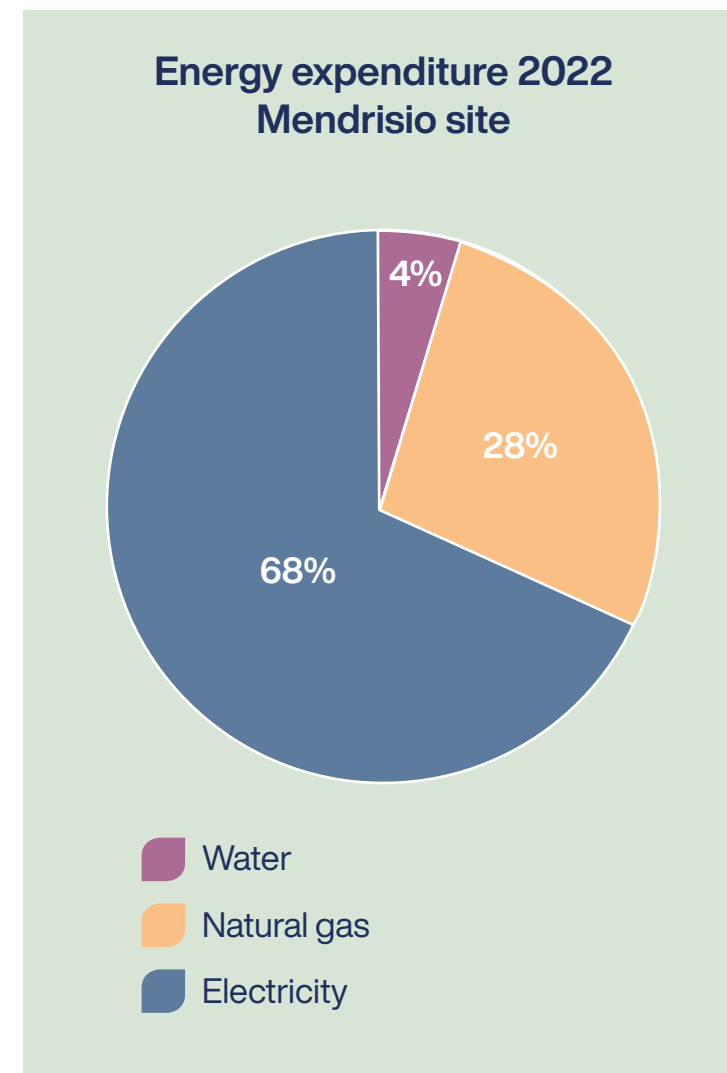
Sintetica has undergone multiple improvements to its activities and products in order to achieve its sustainability goals.

As a further positive consequence, such approach will protect the business from potential hazards, especially in the long run, as well as from financial and reputational risks. At the same time, these measures involve a reduction in operational costs. This win-win approach is core to Sintetica's corporate culture and way of working.

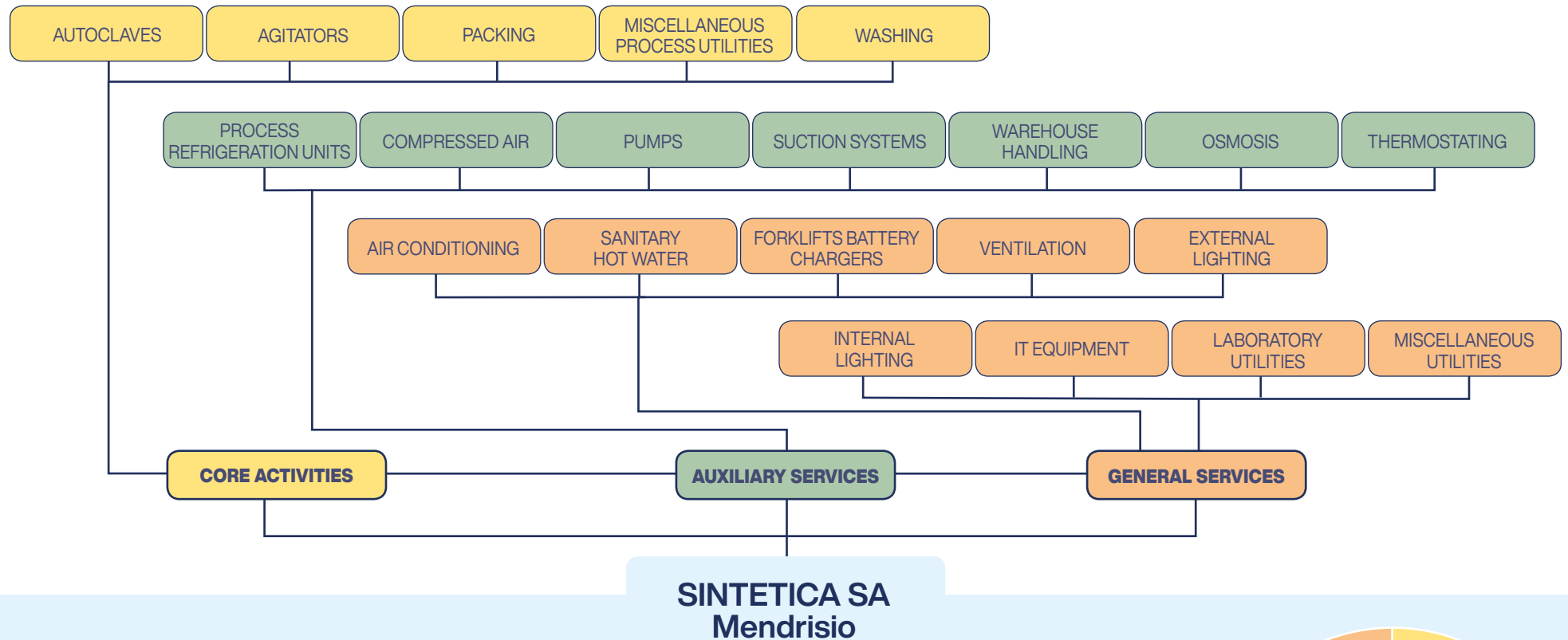
In the course of 2022, the manufacturing site in Couvet underwent a major renovation and refurbishment that interrupted its activity for about 9 months, therefore the data analysed in this report reflect the production standstill.

The Mendrisio site's energy expenditure is mainly related to electricity purchased from the grid (68%), while natural gas constitutes 28% of the total energy expenditure. The remaining part is related to the purchase of water from the aqueduct (4%).¹

¹ Alens Swiss SA. (2023). *Diagnosi Energetica Sintetica SA*



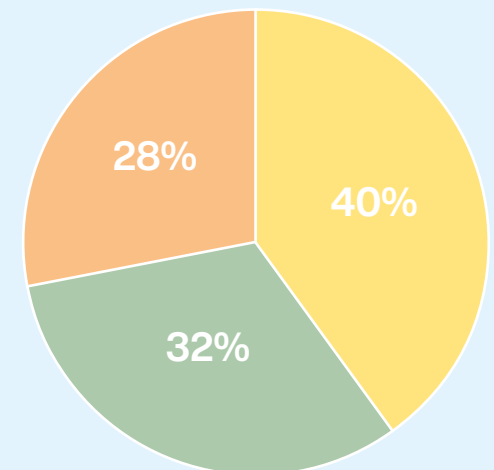
The breakdown of electricity consumption by energy area shows the distribution of loads between the three functional energy areas: core activities, auxiliary and general services.



The graph shows that the largest share of primary electricity consumption is attributable to core activities. The remaining share is distributed between auxiliary and general services, respectively 32% and 28%.

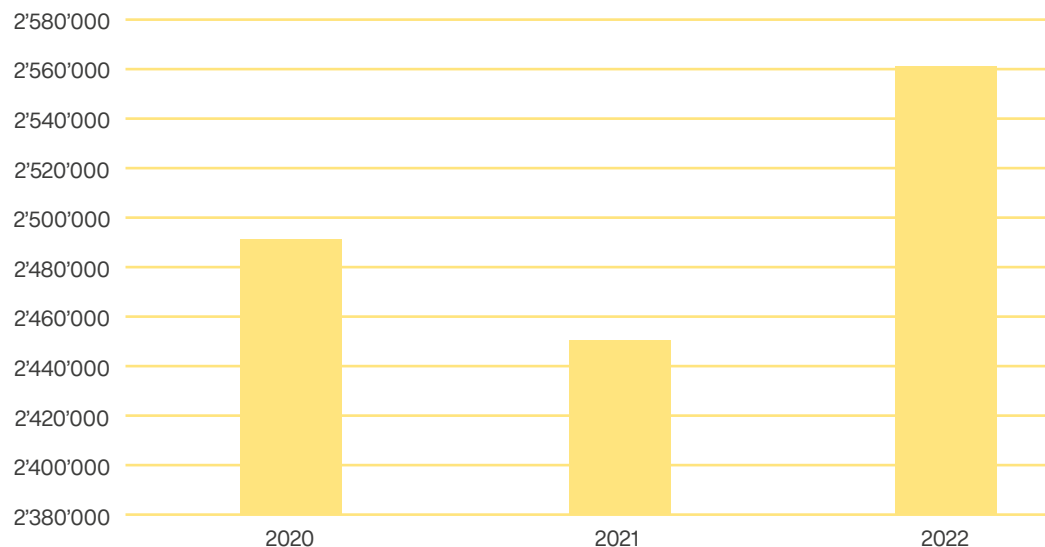
PRIMARY ELECTRICITY CONSUMPTION
MENDRISIO SITE 2022

- Core activities
- Auxiliary services
- General services



ELECTRICITY CONSUMPTION MENDRISIO SITE 2020-2022

2020: 2'491'440 kWh
2021: 2'450'680 kWh
2022: 2'563'300 kWh



The graph shows that electricity consumption has increased slightly in 2022 compared to previous years (4.6% increase from 2021 to 2022). This trend is mainly related to the gradual increase in outside temperatures, which directly affects the consumption of the refrigeration units required for production.

The transition to renewable and sustainable energy consumption and production is the core of current and future environmental concerns. All electricity consumed in Mendrisio comes from renewable sources. Through Swisshydro, we purchase electricity from the grid that is 100% certified as

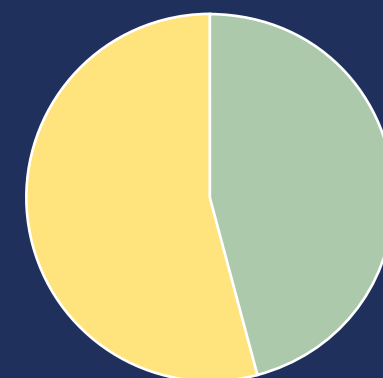
coming from renewable sources. Additionally, thanks to our 1'000 m² of solar panels, we were able to generate 40.20MWh in a year.

With its voluntary declaration of membership in the Energy Agency for Industry (AEnEC) programme, Sintetica commits to reduce CO₂ emissions and optimise energy efficiency. The target agreement is recognised by the federal government, the cantons and economy partners.

The electricity we purchase falls under Scope 2 emissions, which should be minimised to reduce the company's operational impact.

Energy sources Mendrisio site 2022

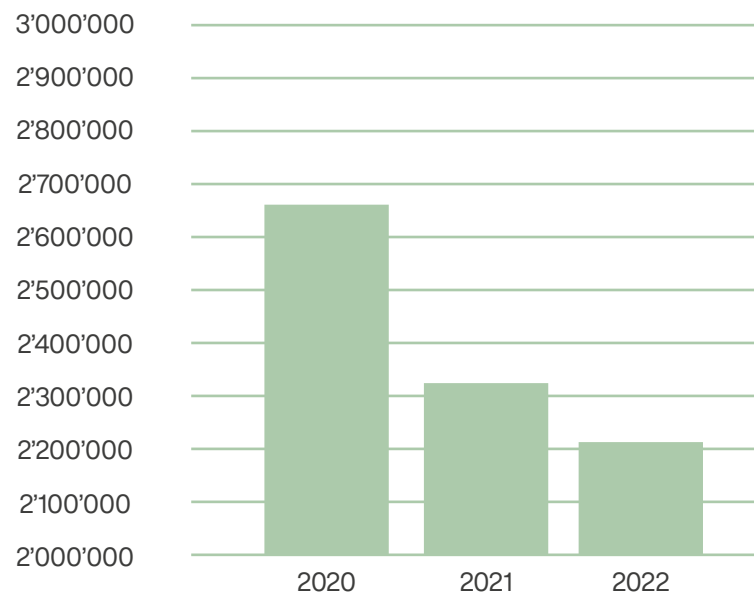
Our commitment to clean energy extends beyond our production facilities. As of 2022, 53.7% of all purchased energy was sourced from renewable sources, with goals to continue increasing this percentage in the future.



53.7 % Renewable energy
46.3 % Non-renewable energy

NATURAL GAS CONSUMPTION MENDRISIO SITE 2020-2022

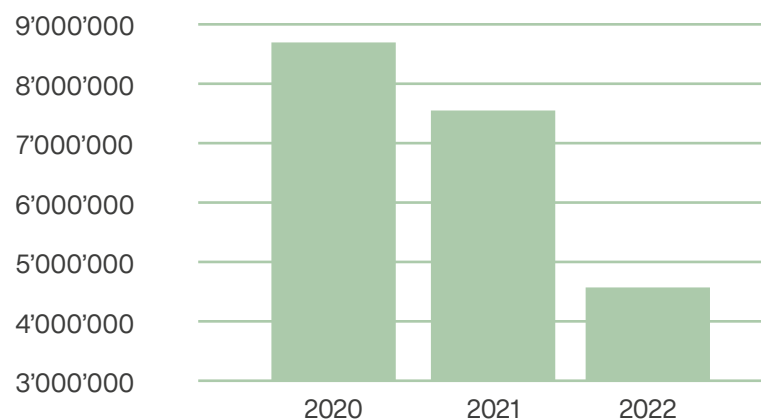
2020: 2'636'006 kWh hu
2021: 2'320'729 kWh hu
2022: 2'212'546 kWh hu



The graph shows how consumption has been decreasing in the Mendrisio site over the past years (16% from 2020 to 2022). This reduction is partly linked to an increase in outside temperatures during the winter period and partly linked to the introduction of new efficiency-boosting measures (switching off the hot water boiler, improving indoor temperature management using the Sauter system, etc.).

NATURAL GAS CONSUMPTION COUVET SITE 2020-2022

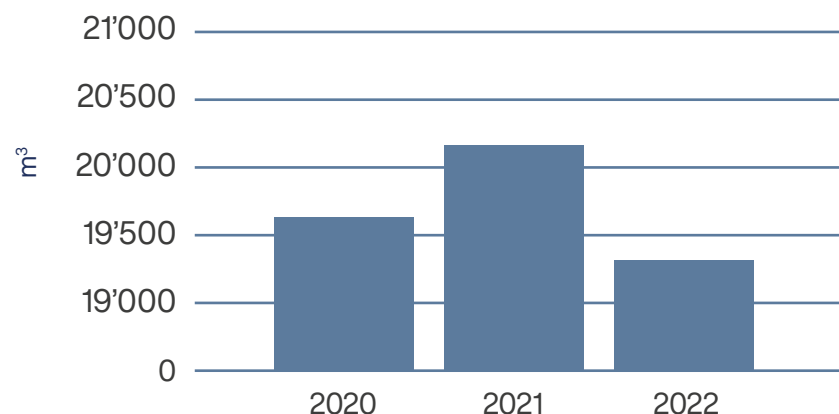
2020: 8'758'436 kWh hu
2021: 7'633'423 kWh hu
2022: 4'755'835 kWh hu



Consumption of natural gas at the Couvet site has been decreasing over the past few years (45% from 2020 to 2022). However, the sharp reduction seen in 2022 is probably due to the renovation works that were carried out and the consequent closure of the site for several months.

WATER CONSUMPTION MENDRISIO SITE 2020-2022

2020: 19'608 m³
2021: 20'220 m³
2022: 19'329 m³

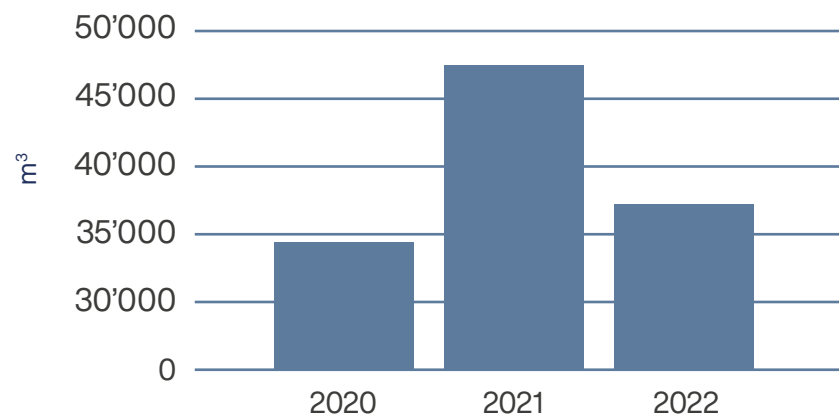


The graph shows water consumption in the Mendrisio site. Over the period 2020-2022, water consumption has been reduced by 1.4%.



WATER CONSUMPTION COUVET SITE 2020-2022

2020: 34'643 m³
2021: 47'639 m³
2022: 37'207 m³

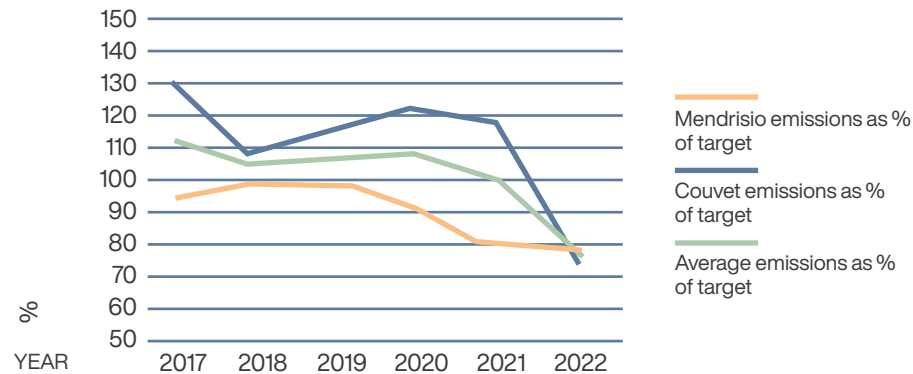


In 2022, the Couvet production site faced a closure period to renovate the facility. Before the closure, there was a period of overproduction in order to cover sales until the reopening. Since our products are waterbased, this translated in an increase in water consumption. Therefore, over the 2021-2022 period, we have seen a 16% reduction in our water consumption.

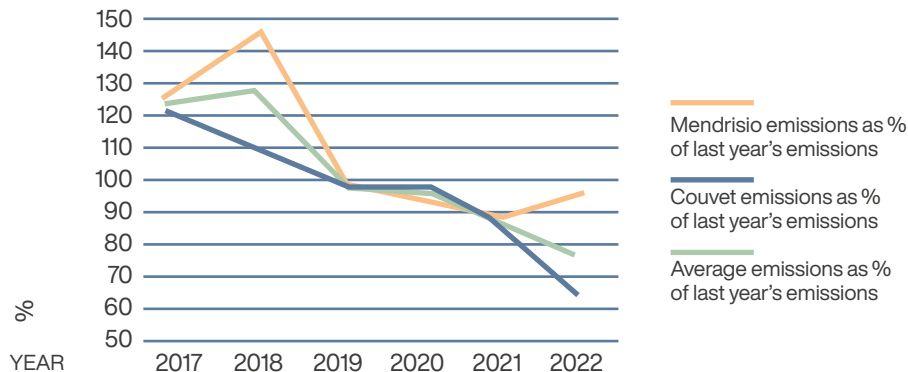
Greenhouse gas emissions serve as an important benchmark and indicator for our environmental sustainability. As GHG emissions are so central to climate change,

we at Sintetica are committed to playing our part in the global journey of emission reductions.

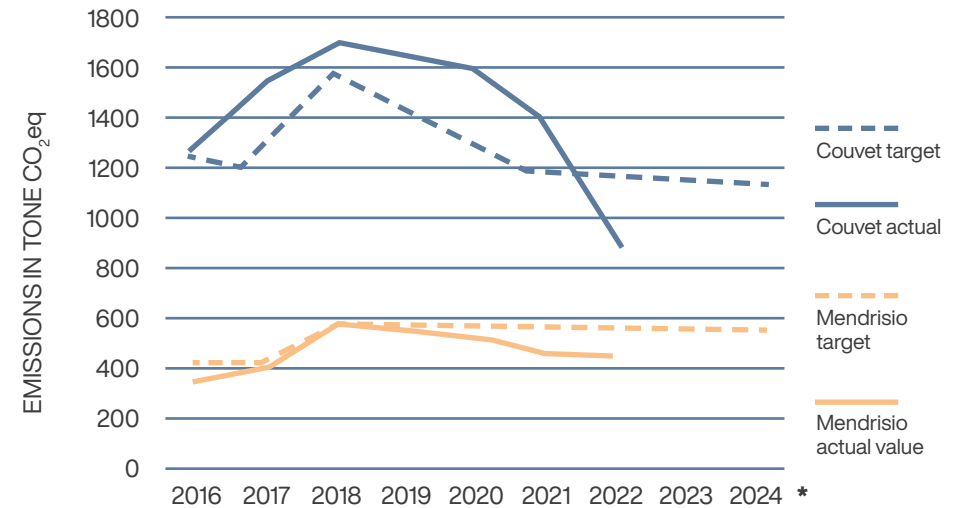
PRODUCTION FACILITY EMISSIONS COMPARED TO TARGET



PRODUCTION FACILITY EMISSIONS COMPARED TO PREVIOUS YEAR



COMBINED COUVET MENDRISIO EMISSIONS



*Our Couvet production facility was closed from October 2021 to October 2022.

As part of our Scope 1 emissions, **we monitor our gas consumption for heating offices and production facilities**, as well as the fuel usage of our vehicle fleet.

Since 2020, we have been able to reduce the CO₂e emissions at our Mendrisio production site by 5%-15% a year.

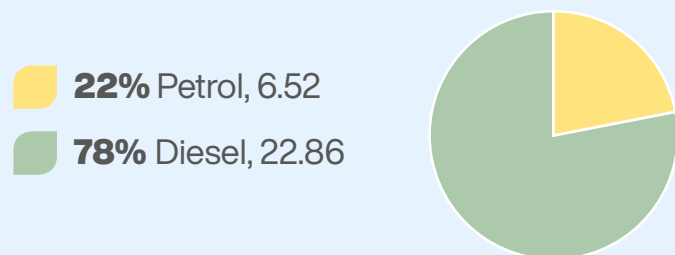
This was done through the **implementation of various technologies, aimed at improving climate control inside buildings to reduce energy usage, and the replacement of obsolete inefficient equipment.**

In August of 2022, an analysis of the Mendrisio production facility revealed that boilers and chillers were the main consumers of energy.

Therefore, an energy saving plan was placed into action and has been showing monthly savings of roughly 10% on the gas consumption at the facility.

As of 2022, Sintetica has seen target-exceeding emission reductions associated with the purchase of natural gas. We also aim to continue reducing emissions associated with our employee's personal transportation through the encouragement of carpooling, the adoption of e-bikes for short commutes and the addition of a third electric car charging station. Additionally, we aim to reduce the environmental impact of our existing company vehicle fleet.

VEHICLE FLEET EMISSIONS IN TONNE CO₂ in 2022



Through the continuation of these efforts and the future implementation of additional policies and emission reduction strategies, in line with the Swiss national goals for the 2030-2040 period.

Further significant steps

Every small contribution is significant when the final goal is the preservation of our planet.

For this reason, besides the measures we implement at industrial level, we encourage numerous other environmentally friendly practices.

We promote employees carpooling and slow mobility through financial incentives and contribute to the cost of train passes.

In our HQs in Mendrisio, electric car charging stations are available for free and company e-bikes can be borrowed for short transfers.

When possible, we choose the train for business trips, we rely on locally sourced services and products for our events, promoting a plastic free policy.



Scope 3 emissions encompass many different factors and considerations. For a global company such as Sintetica, there are many aspects that can be monitored.

Suppliers of active pharmaceutical ingredients (APIs) and packaging are considered very important and strategic for us. Quality of the raw materials is essential to obtain a top-quality finished product. Moreover, to avoid any distribution shortage, we consider the proximity of suppliers as an important requirement. Nine out of thirteen of our suppliers are based in Europe, and almost one third of our spending is on Swiss suppliers. This allows us to be more flexible and responsive to changes in market demand, while maintaining high quality standards.

We have developed and implemented an internal self-evaluation tool (scorecard) to ensure ethical and sustainable practices throughout the entire supply chain, and to keep monitoring and assessing the sustainability performance of our suppliers and business partners.

The circularity of our product packaging is one of those factors that we have addressed in order to reduce our negative impacts. Over the years, Sintetica has increasingly been committed to minimise the environmental impact of its operations across the whole product lifecycle, from R&D to disposal. In particular, the cardboard used for the packaging of our products has been the result of a set of

environmentally friendly practices. We strongly believe that the high quality of our products must go hand in hand with a packaging which is respectful of the environment.

Thanks to the successful joint project with our trusted suppliers, in 2022 we obtained the FSC Forest Stewardship Council™ certification for all our carton packaging. FSC is an NGO that has been promoting responsible management of our planet's forests for almost 30 years.

This trademark adds an incredible value to our products and, once again, underlines the company's tireless commitment to environmental sustainability.

As a pharmaceutical company, our manufacturing sites produce various types of specialty waste that requires proper and safe disposal. Sintetica ensures that all types of waste are handled with the utmost care and attention, in compliance with Swiss laws and regulations. Whether it be contaminated water used to clean critical lab equipment, or excess spent chemicals, we ensure everything is handled with responsibility.

The company we rely on for waste collection and disposal at the Mendrisio site has the ISO 14001 Environmental Management System and ISO 9001 Quality Management System certifications, verified by SGS through periodical audits.



- Social sustainability
 - Embracing a human-centric culture
 - Development of HR and continuing education
 - Total Reward System
 - Diversity and inclusion
 - Community



Our people are the true beating hearts of our success story and philosophy.

Working at Sintetica means being part of a reliable, passionate, and innovative company that considers human values as the foundation of its culture.

HUMAN VALUES



Social sustainability

The role of people and communities at Sintetica goes beyond strategy, it is an integral part of the company's soul. Our attention to the individual starts from our **discrimination-free recruitment process and continues throughout their career.**

As emphasised in our Code of conduct and ethics, **our aim is to create and promote an environment where solidarity, respect, open communication, and passion for work empower our employees to live up to their full potential.**



Our care for society does not end with our employees but extends to everyone we come into contact with. Whether it be a customer, a partner or a patient, as a pharmaceutical company it is part of our core goal to help improve people's lives.

The **human-centric approach** is a cornerstone of our culture at Sintetica.

This approach, which is increasingly becoming a global trend, puts people (employees, customers and stakeholders) at centre of all business decisions and strategies.

It's about understanding and addressing people's needs, desires and values to **create a more meaningful and sustainable business.**

Sintetica®



The ongoing development of the **Human Resources** approach is one of the ways in which Sintetica continues to show its commitment to **improving the well-being of its employees and fostering a welcome and safe working environment.**

Besides mandatory pharma and safety training, we consistently offer various training opportunities to employees, allowing them to gain both hard and soft skills. Sintetica offers free language courses (English, French, and Italian). Additionally, all employees have the opportunity to select supplementary trainings relevant to their role. We are organising, starting next year, a new series of events named “Science and Culture for all” with the aim of broadening individual knowledge.

We are “un’azienda formatrice”, namely a company that trains apprentices in various professional areas. We love investing in the education of young people, they bring their talent and new perspectives to Sintetica, contributing to building the future of our company. In 2022, we trained 5 apprentices in various fields.



In addition to training programmes and apprenticeships, Sintetica shows its continued commitment to education through collaborations with local, national, and international academic institutions to foster research and the mutual exchange of skills and information. We collaborate, among others, with SUPSI, USI, and POLIMI on various projects, theses, and internship programmes. This allows us to provide meaningful work experience to students, who bring innovative ideas and trends to Sintetica, contributing to building new paths towards a better and more sustainable future.



Social sustainability | Total Reward System

Sintetica strives to enhance employees' engagement and well-being in the work environment, thus improving the integration between private and working life.

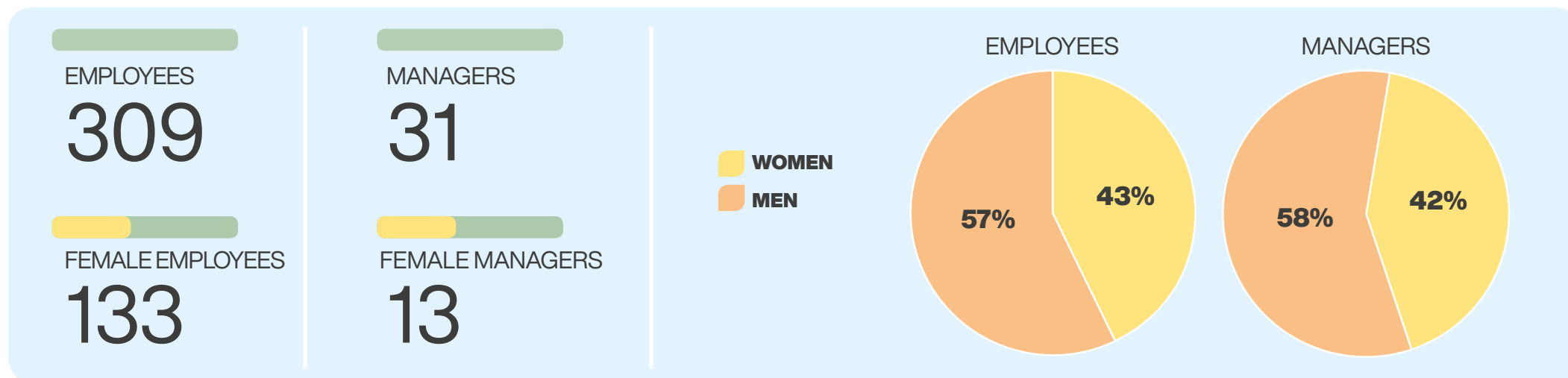
Over the years, Sintetica has built a varied and rich employee benefit package that goes beyond what is required by law. The Total Reward System (TRS) touches the four distinct areas of financial security, lifestyle, health and work, with the aim of investing not only in productivity and professional skills but also in employees' well-being, personal development, and future.



Sintetica is committed to supporting all employees and their families through a variety of initiatives:



Sintetica offers free gym memberships while promoting initiatives aimed at taking care of physical and mental health. Furthermore, in 2022 Sintetica started organising health days, inviting health professionals to provide tips and advice to employees across a wide variety of topics related to their well-being.



“ The scientific affairs team manages all the activities from the idea of a product to the application of the dossier as well as other post marketing duties related to the life-cycle of a medication.

In the frame of the research and development as a whole, many skills are obviously necessary and, among them, the capability to manage different tasks at the same time under pressure turned out to be one of the most important. Out of any cliché, I found these characteristics in my female collaborators, who work in a professional way, with a positive mood and jumping on many items during the day. Last but not least, we can rely on a great collaboration without antagonism, in particular when the work load is higher than normal. I am very proud to direct a team predominantly composed by females that have perfectly met the innovative spirit of our company. ”



Elisabetta Donati
Chief Scientific Officer

Sintetica employs **309 people** from **30 different countries**

As part of its corporate culture and Code of conduct and ethics, Sintetica promotes inclusive policies, free from discrimination and prejudice and capable of attracting and enhancing talents in all their diversity. This approach allows us to create an inclusive environment that stimulates everyone's participation and encourages the exchange of ideas and perspectives to unleash the potential of all our people.

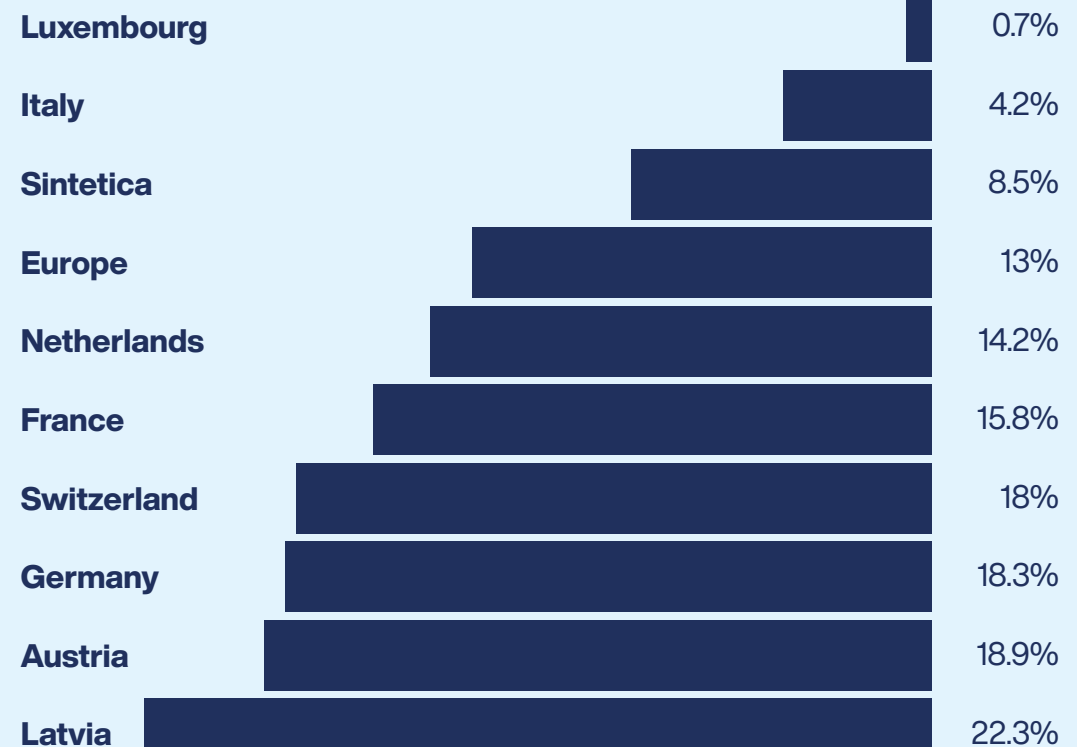
For all vacancies, we follow a fair and transparent recruitment process in line with Sintetica's values. This ensures that the right candidate is placed in the right role. Sintetica ensures equal opportunities in employment and career progression, while not tolerating any form of harassment, or abuse at every level of the company and at every interaction. Whether direct or indirect, discrimination based on traits or circumstances such as gender, marital status, age, ethnicity, race, religion, social class, sexual orientation and identity shall not take place in any form.

At Sintetica there is comparatively little wage differences across the gender gap when compared with the European Union and some European countries² including Switzerland³, with an upcoming independent review by PwC to ensure that the only wage gap that exists is explained based on merit and role of the employee rather than due to some form of discrimination.

² European Commission. (2020). *Difference between average gross hourly earnings of male and female employees as % of male gross earnings*. https://commission.europa.eu/system/files/2022-11/equal_pay_day_factsheet_2022_en_1_0.pdf

³ Federal Statistical Office. (2022). *The overall gender wage gap decreased in 2020. (2022)*. <https://www.bfs.admin.ch/bfs/en/home/statistics/work-income/wages-income-employment-labour-costs/wage-levels-switzerland/wage-gap.assetdetail.23546996.html>

Gender wage gap



From the very beginning, **Sintetica has wanted to be an active and positive member of the community, supporting a wide range of social and cultural initiatives.**

The company's policy is to conduct a business that benefits the economy and society whilst safeguarding the customs and traditions of communities in countries where it operates. Sintetica's commitment in the socio-cultural sphere also extends, through collaborations and cooperation, outside of Switzerland.

At an international level, particular attention is given to those forms of aid that are relevant to our sector. The provision of important quantities of injectable drugs free of charge is considered a form of invaluable support for the humanitarian aid organisations with which Sintetica cooperates.

In 2022, we are grateful to have been part, by providing essential medicines for surgery and pain therapy, of an important humanitarian action promoted to help the victims of the ongoing war in Ukraine.

To sustain the above policy, Sintetica regularly contributes to constructive activities in society. Specifically, we sponsor various community projects with a focus on health, wellness, sports and culture. In 2022, we supported several initiatives donating over 100'000 CHF.

Sintetica supports the **Theodora Foundation**, which was founded in 1993 with one goal: to give children in hospitals and specialist care centres laughter, joy and precious moments of diversity.

Theodora and Sintetica share the common commitment to **improve the lives and well-being of patients as well as alleviate their pain.** Theodora does it with smiles, we do it with high quality medicines. And we are both extremely passionate about this mission, which is the reason why we are so happy to support the Theodora Foundation – contributing to bringing a bit of joy and laughter to hospitalised children.



- Governance
 - Company governance
 - Business ethics and integrity
 - Cybersecurity



Sintetica's work, decisions, and all interactions are focused on advancing medicine through innovative products and therapies. Governance forms a core pillar in sustainable development, as well as informing and dictating the structure and chain of responsibility. It is a principle of the company to conduct its business ethically, with integrity and honesty.

Sintetica intends to do its best to develop its business by creating investment returns for its shareholders in a sustainable manner, whilst serving the wider interests of all stakeholders.

At Sintetica, we are committed to:

- ✓ Promoting research and development and encouraging product and process innovation
- ✓ Ensuring the safety of the patients through strict controls on the entire manufacturing process, from raw materials to the distribution of the finished products
- ✓ Correcting any deviations according to high standards and implementing preventive measures to avoid their recurrence
- ✓ Seeking to optimise processes to maximise efficacy-efficiency and to ensure protection of the environment
- ✓ Supporting professional development through continuing education and scientific/cultural events
- ✓ Encouraging internal communication at all levels of the company, making suitable tools available
- ✓ Promoting continuous improvement of the working environment and staff well-being.



Sintetica, all its employees and everyone else representing the company are committed to comply with all relevant laws, rules and regulations. We have in place a strong control system to make sure that every activity is compliant with applicable regulations and our Code of conduct and ethics. Moreover, we try to adapt to customs and traditions of the countries in which we operate to the best of our abilities.

Our corporate quality system

Our quality management system represents the tool used by Sintetica to ensure that the products released on the market are of the highest quality possible. Our management takes **great care in enforcing a quality culture along the entire value chain, fostering positive exchange with customers to continue our development of innovative products.**



At its core, Sintetica is committed to conducting its business with integrity, honesty, and sound ethics while pursuing maximum financial returns for its shareholders and the wider interests of all relevant stakeholders. We have a zero-tolerance approach when it comes to bribery and corruption. We are sensitive to ethical and fairness principles. It is fundamental for us to operate in the maximum respect of laws. Our Code of conduct and ethics lays out boundaries for both management and employees, which we support by offering regular trainings.

Our branch offices and suppliers are mostly located in geographic regions where institutions are very strong and the risk of corruption is very low.

In order to strictly follow these principles, all interactions with every stakeholder and partner are carried out transparently, ethically, and in accordance with applicable laws, regulations, guidelines, and codes. Leaders at Sintetica are expected to support and promote open and safe communication. Employees and partners are able and encouraged to report any concerns regarding misconduct, ethics, and compliance.

Employees, independently of their position or level, must keep corporate information strictly confidential, especially internal information not available to the public.

At Sintetica, we are committed to the safety and privacy of our partners and employees. Therefore, great care is taken to ensure that all data is used for legitimate purposes only, safeguarding from misuse or transfer to unauthorised sources.

The integrity and privacy of data are safeguarded as well as operational processes for managing and protecting data assets. A business continuity plan has been developed to be used when Sintetica has to operate with resources gaps. In case of an incident, a disaster recovery plan outlines the procedures used to restore Sintetica's operations and information to the previous status.

We recognise the value of being constantly updated on cybersecurity challenges and are aware of the important role each of us plays in protecting corporate information. We are convinced that training is the key to countering the ever-increasing cyber threats, enabling us to improve the security of our digital environment. As part of our common commitment to ensure the security of our activities and protect our sensitive data, starting from 2023 we will be organising cybersecurity trainings for all employees.

Since we consider awareness the starting point for reducing cybersecurity risks, we aim to programme continuous trainings for the entire corporate, constantly updated on the most current sensitive topics.

**We are committed to making a difference,
day by day, to achieve our mission and pursue
continuous improvement.**

■ Letter from our Sustainability & HR Director

“ There are words to express, actions to take and realities to acknowledge. For Sintetica, sustainability is a fundamental reality ingrained in its essence. It’s an integral part of its corporate philosophy, one that transcends mere business objectives. Sintetica doesn’t boast about its efforts or undertake them out of obligation. Rather, sustainability has become the foundation on which the company envisions its connection with the world and all living beings. It’s not sufficient to simply believe in significant ideals; one must embody them. ”



Daniele Fontana
Sustainability&HR Corporate Director





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