

# Focused on a Sustainable Future

Sustainability Strategy 2025–2030



# Focused on a Sustainable Future



## We have a purpose...

Combining passion, science and innovation to transform people's health

## ...values that represent us...

The patient is our priority  
We are innovators  
We care for people and the environment  
Excellence that transforms  
We aim for more

## ...clear drivers in the 2025–2030 Strategic Plan that promote sustainability...

Achieving commercial and operational excellence  
Promoting a positive impact on our culture and environment

## ...and a tool that focuses and brings to life our commitments towards a more sustainable future

Sustainability Strategy 2025–2030

# Focused on a sustainable Future

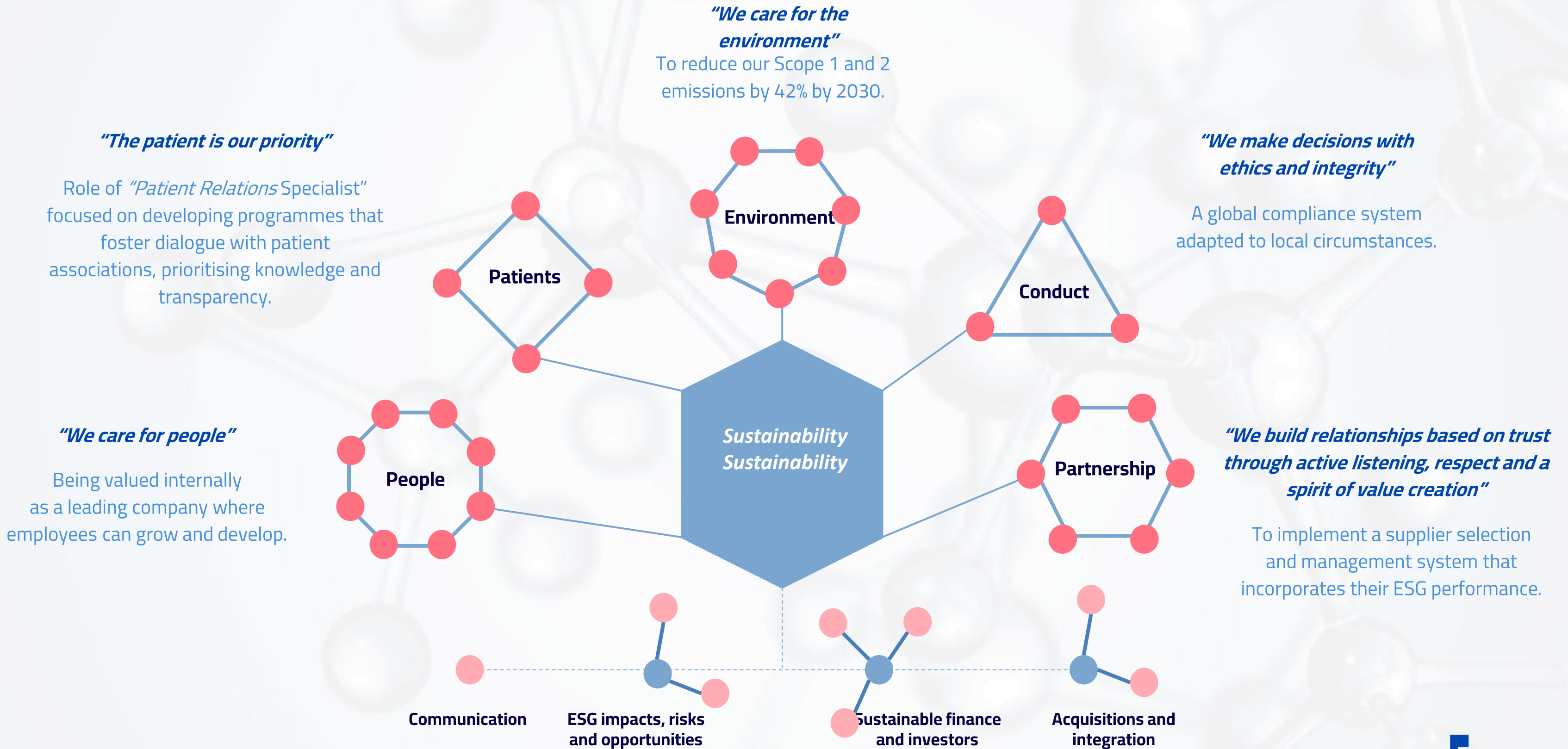
We continue on our path towards sustainability



# Focused on a sustainable Future

## Sustainability Strategy 2025–2030

- Dimensions per column
- Cross-cutting measures
- Priority objective of the pillar



# We look after people



PE8 – “We listen to improve”:  
Measuring the integration of  
the new culture

PE1 – Shared purpose: People  
aligned with and committed to  
the purpose

PE7 – Promoting a positive  
impact on the community

PE2 – Developing our leaders

PE6 – Expansion of the corporate  
occupational health and safety  
management model

PE3 – Skills development



## People

PE5 – Environments of  
equality, diversity and  
inclusion

PE4 – Succession plans

# The patient, our priority



PA1 – "Bridges of Knowledge": Trained and informed patients and consumers



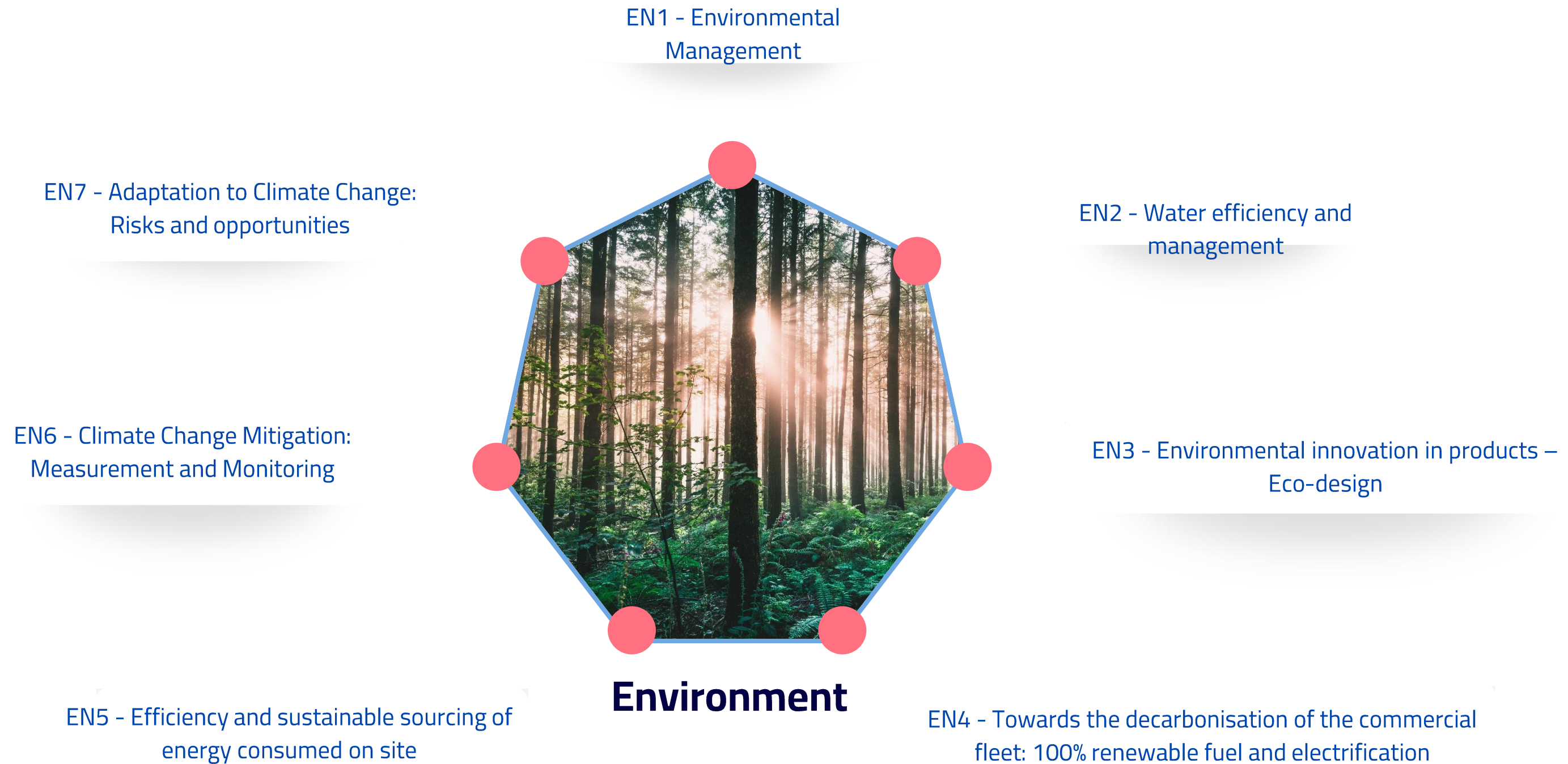
PA4 – Innovation in product accessibility for vulnerable groups

PA2 – "Health Leaders" with the patient at the centre

## Patients

PA3 – "Clinical research and post-marketing studies with the patient": Participation and transparency

# We care for the environment



# *We make decisions with ethics and integrity*



C1 – Ethical and transparent business



C3 – Strengthening our culture:  
Code of Ethics and Conduct

**Conduct**

C2 – Criminal compliance

# *We are committed to building relationships based on trust through active listening, respect and a spirit of value creation*



PAR6 – ESG rating assessed by business partners

PAR1 – ESG due diligence in our supply chain: A shared commitment with our suppliers

PAR5 – Logistics decarbonisation plan

PAR2 – ESG due diligence in our supply chain: Risk assessment, ESG performance and monitoring programme

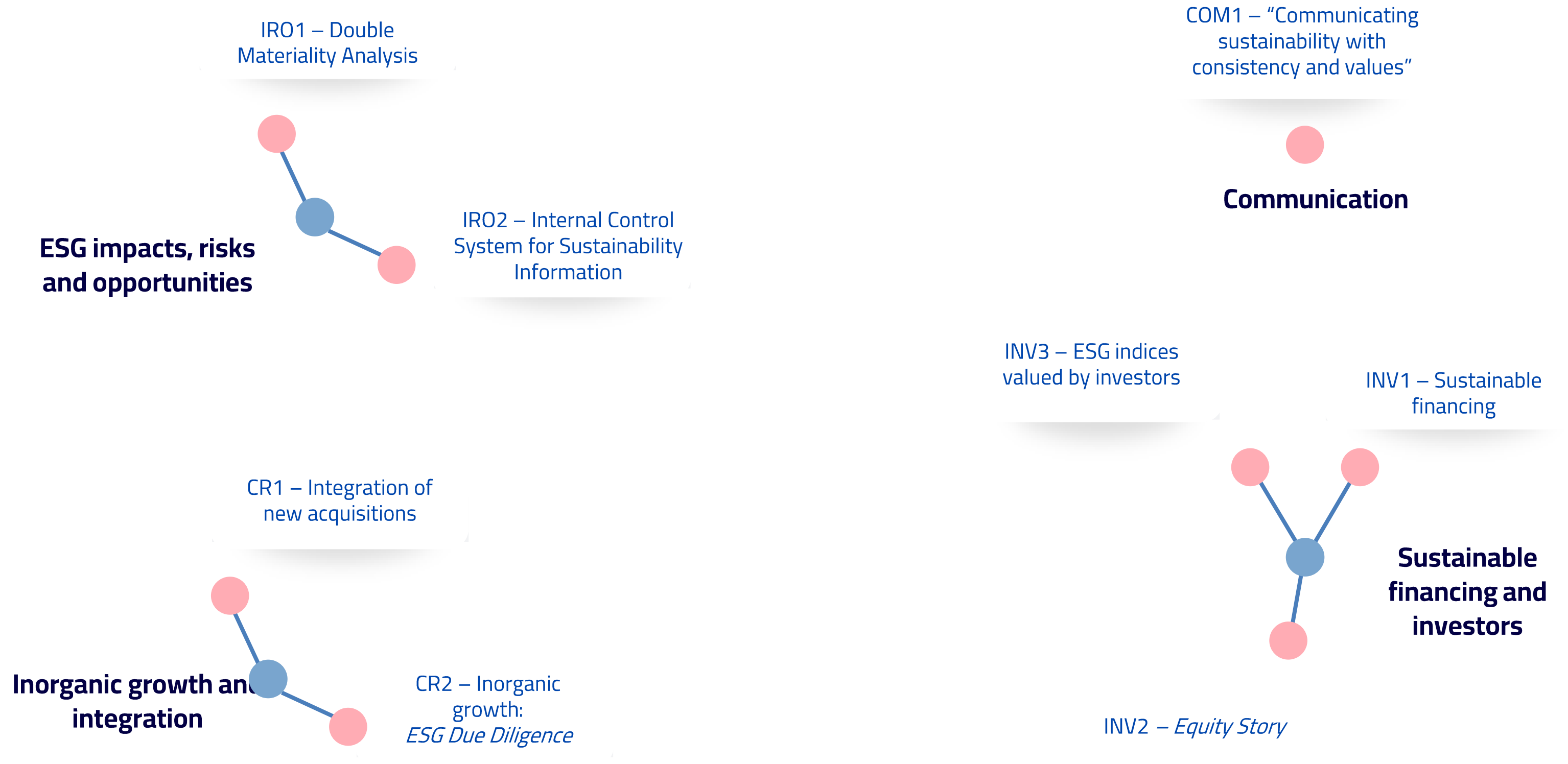
PAR4 – Due diligence in our supply chain: Combating deforestation

PAR3 – Commitment to local suppliers



## **Partnership**

# Cross-cutting measures



# Monitoring Body



