



Sustainability Report

—
2022





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Letter from the CEO

GRI DISCLOSURE:

2-22

I am very proud to share the Biosidus Sustainability Report 2022. We have developed extremely interesting content, detailing all the progress achieved during 2022. I want to highlight that we obtained outstanding results in the different areas of our organization, demonstrating our strong commitment to patient health care.

During 2022, we achieved highly efficient resource management, through which we were able to significantly reduce our carbon footprint and energy consumption. Thanks to the implementation of innovative actions, such as process optimization and the adoption of cleaner and more efficient technologies, we were able to minimize our environmental impact and implement more sustainable production practices.

We have also promoted diversity and inclusion in each of our spaces and levels of the company, recognizing the added value that this brings, the different perspectives, and the generation of a work environment based on respect and equity.

Our identity is completed with corporate social responsibility as one of the fundamental pillars. We work to strengthen the link with the community and social well-being, through educational support programs and alliances with several organizations, all these initiatives, with great positive impact on society.

As we are about to celebrate 40 years of evolution with global impact, we recognize this Report as the result of a collective effort for a shared purpose.

We will continue to work as a team, in order to drive positive change toward a future that will provide access to a better quality of life for more people.



Mariano de Elizalde
President & CEO





HIGHLIGHTS

our management

39 years of history **+380** brands



531 employees



41.4% women



18,826,820 units sold annually



72,361,021 million USD in net sales



+60 countries in which we have a presence

1 logistics center

1 office

2 production plants

Subsidiaries abroad

2 Colombia and Ecuador



Registered in the National Registry of Beneficiaries of the Knowledge Economy Promotional Regime.

Certification of IRAM-ISO 14001:2015 standard for the Environmental Management System and IRAM-ISO 45001:2018 standard for the Occupational Health and Safety Management System.

2022



We obtained sustainable financing for USD 5.9MM



We reduced our energy consumption intensity by 28%



We managed to reduce the carbon footprint of our operations





BIO DNA





We develop science for a better world

GRI DISCLOSURE:

2-1, 2-2, 2-6

We are a biotechnology company that invests in the future.

For 39 years, Biosidus Group has been dedicated to biotechnology within the pharmaceutical industry, and our main customers are the national states, private companies and public and private health centers.

Our business focuses on scientific research and development, and the production, marketing and export of biosimilar pharmaceutical products.





At Biosidus we develop, produce and export Argentine Science to the World.



Although our main activity is centered in Argentina, today we have extended our reach and positioned ourselves as leaders in Latin America, with a growing participation in other emerging markets in Asia, Africa and Eastern Europe.

We are present in more than 60 countries. Our most relevant markets are: Argentina, Thailand, Algeria, Colombia, Mexico, Brazil, Tunisia, Morocco, Paraguay and Ecuador.

Our corporate offices, two production plants and a logistics center are located in Buenos Aires, Argentina. In the Autonomous City of Buenos Aires, specifically in Almagro, we have our active ingredient manufacturing plant; in west Bernal, our Fill & Finish plant; and in Quilmes, our logistics center. In Colombia, in the city of Bogota, we have a corporate office.

In November 2022, we began operating our subsidiary Biosidus in Ecuador. The areas of Legal, Finance, Regulatory Affairs, Human Resources, Planning and Commercial Teams, led by the Country Manager of Colombia & Ecuador, together with the team of

the subsidiary in Colombia, made this challenge possible. The local team is made up of a Commercial Manager and a Key Account Manager (KAM) for the Guayaquil region.

The main objective of this new turn in the business model is to boost Biosidus' profitability and sales in the region. It also allows us to take a strategic step in the consolidation of the Andean Hub, strengthens our business opportunities, increases efficiency through synergies and paves the way for new licenses and new launches.

Our Vision

To be leaders in biosimilars in emerging countries.

Our Mission

To contribute to improve people's health and quality of life by developing and manufacturing products that meet the highest international quality standards.



Our products

At Biosidus, we are specialists in the development, production and export of biopharmaceuticals of the highest quality at affordable prices.

We position our products throughout all the countries where we are present.

| | | | |
|---|---|---|---|
|  |  |  |  |
| <p>Anemia in renal insufficiency</p> | <p>Hematology</p> | <p>Oncohematology and Clinical Oncology</p> | <p>Growth disorders</p> |
| <p>Erythropoietin alpha (low dose)</p> | <p>Erythropoietin alpha (high doses) Lenograstim, Filgrastim.</p> | <p>Azacitidine Bortezomib</p> | <p>Somatropin (lyophilized and liquid with automatic pen)</p> |
|  |  |  |  |
|  |  |  |  |
| <p>Bone metabolism</p> | <p>Multiple sclerosis</p> | <p>Hepatitis B and C</p> | <p>Probiotic</p> |
| <p>Teriparatide</p> | <p>Interferon Beta 1a SC Interferon Beta 1a IM Fingolimod</p> | <p>IFN alpha-2a IFN alpha-2b</p> | <p>Bioflora</p> |
|  |  |  |  |



Our commitment to quality

We certify our operations with the highest quality standards thanks to the commitment and dedication of our teams.

In February 2022 and after extensive work, we obtained the Good Manufacturing Practices (GMP) Certificate for our production plants in Argentina, issued by the Libyan Ministry of Health. This achievement allowed us to ensure access to that country's market and to expand commercial opportunities. The audit process was carried out in our production plants and our logistics center, and implied the work and involvement of different key areas.

The quality of our products allows us to open windows to the world.



Regarding our commitment to the triple generation of value and the challenge of health care, in August 2022 we added a milestone to our history: the Bernal and Almagro plants, and our Quilmes Logistics Center, certified their operations to IRAM-ISO 14001:2015 standards for our Environmental Management System and IRAM-ISO 45001:2018 for our Occupational Health and Safety Management System.

Our certifications

Certificado de Buenas Prácticas de Manufactura (GMP)



IRAM-ISO 14001:2015



IRAM-ISO 45001:2018



Alliances and recognition of our management

GRI DISCLOSURE:

2-28

Supervielle Exporta Award

Biosidus won in 2022, obtaining recognition as an example of a national company that stands out for its competitive profile and presence in international markets. We managed to position ourselves in more than 60 international markets thanks to our associative culture and innovation.

This award is a recognition to technological innovation, best practices and internalization strategies, applied to exporting companies through the acquisition of technology, know-how and managerial capacity. In this way, Biosidus will participate in the next #BusinessExperience2023 Industry 4.0 Program of @BusinessWeek Barcelona, a networking and business experience that helps companies and entrepreneurs from Latin America to create valuable links with the European market.

During 2022, we formed and forged several alliances to continue our productive evolution, and we consolidated our position as the largest biosimilars company in the country..

As part of this plan, we participated and/or were members of:

- **Industrial Chamber of Argentine Pharmaceutical Laboratories (CILFA).**
- **Argentine Chamber of Biotechnology.**
- **Argentine Chamber of Pharma Chemical Producers.**
- **Argentine Chamber of Commerce for Asia and the Pacific.**
- **Chamber of Exporters of the Argentine Republic (CERA for its acronym in Spanish).**



We are aligned with the following initiatives:

| INITIATIVE | DATE | COUNTRY OPERATION | STAKEHOLDER | ADHERENCE |
|---------------------------------------|------|---------------------|-------------|-----------|
| WEPs (Women's Empowerment Principles) | 2020 | ARGENTINA, COLOMBIA | EMPLOYEES | VOLUNTARY |
| Sustainable Development Goals | 2020 | ARGENTINA, COLOMBIA | COMMUNITY | VOLUNTARY |
| Cimientos Foundation | 2021 | ARGENTINA | COMMUNITY | VOLUNTARY |
| TRAUMA Foundation - PASOS Program | 2021 | ARGENTINA | COMMUNITY | VOLUNTARY |
| Flor Foundation Sponsor | 2022 | ARGENTINA | COMMUNITY | VOLUNTARY |





Innovation and knowledge

| MATERIAL TOPIC: | GRI DISCLOSURE: | SDG: |
|-----------------|-----------------|------|
| Innovation | 3-3 | 9 |

BIOPHARMA ESG:

Innovation

Research and development

At Biosidus, we know that, in a dynamic and changing environment, we need to reinvent and transform ourselves. Research and development are the driving force behind the technological innovations we implement.

We promote continuous improvement and the virtuous circle of innovation by investing in scientific and technical knowledge, based on the resources we obtain from our products, and thus achieve greater financial capacity to develop a better offer.

The management of technological innovation begins with the organization's management, which acts as a driving force, while facilitating the development of processes and encouraging teamwork and the integration of cutting-edge products among the different areas of the company.



The culture of the organization is sustained by the innovation strategy focused on leadership.





Trademarks and patents

SASB

HC-BP-000.B

Biosidus has a Trademarks and Patents (Industrial Property) area that reports to the Regulatory Affairs Department and works as a team with the Research and Development Department and the Business Development area. The area provides support in the processes of improvement and new developments and products in the portfolio. Several of our processes have been patented in different countries for being highly innovative and original. Throughout our history, we have filed more than 40 patent applications related to our production, purification and treatment methods in which our products are applied. At the end of 2022, 9 patents were in force.

Currently, the laboratory is focused on the development of new molecules for the treatment of orphan or low prevalence diseases, with three new trademarks granted in 3 countries and more than 10 trademarks pending.

+380
trademarks

presence in
+60 countries



Our innovations

Our innovation objectives are set by the Biosidus Board of Directors and are generally long-term projects. Each year, we define the objectives related to each project and assess compliance with the deadlines and the budget associated with the management.

During 2022, our projects focused on the continued development of the biosimilar AGALSIDASE BETA (biosimilar to Fabrazyme) for the treatment of Fabry disease.

At Biosidus SAU, we developed this product in its entirety, not only to supply the Argentine health system but also for potential export. The production of the active ingredient and its pharmaceutical form in lyophilized vial (finished product) started first on a small or pilot scale. Then, we produced batches on a commercial scale under GMP standards, always complying with the quality standards for its use in humans.

For this reason, after having completed the preclinical trials stage, we started clinical trials in healthy volunteers (Phase I) and in patients with Fabry disease (Phase III).



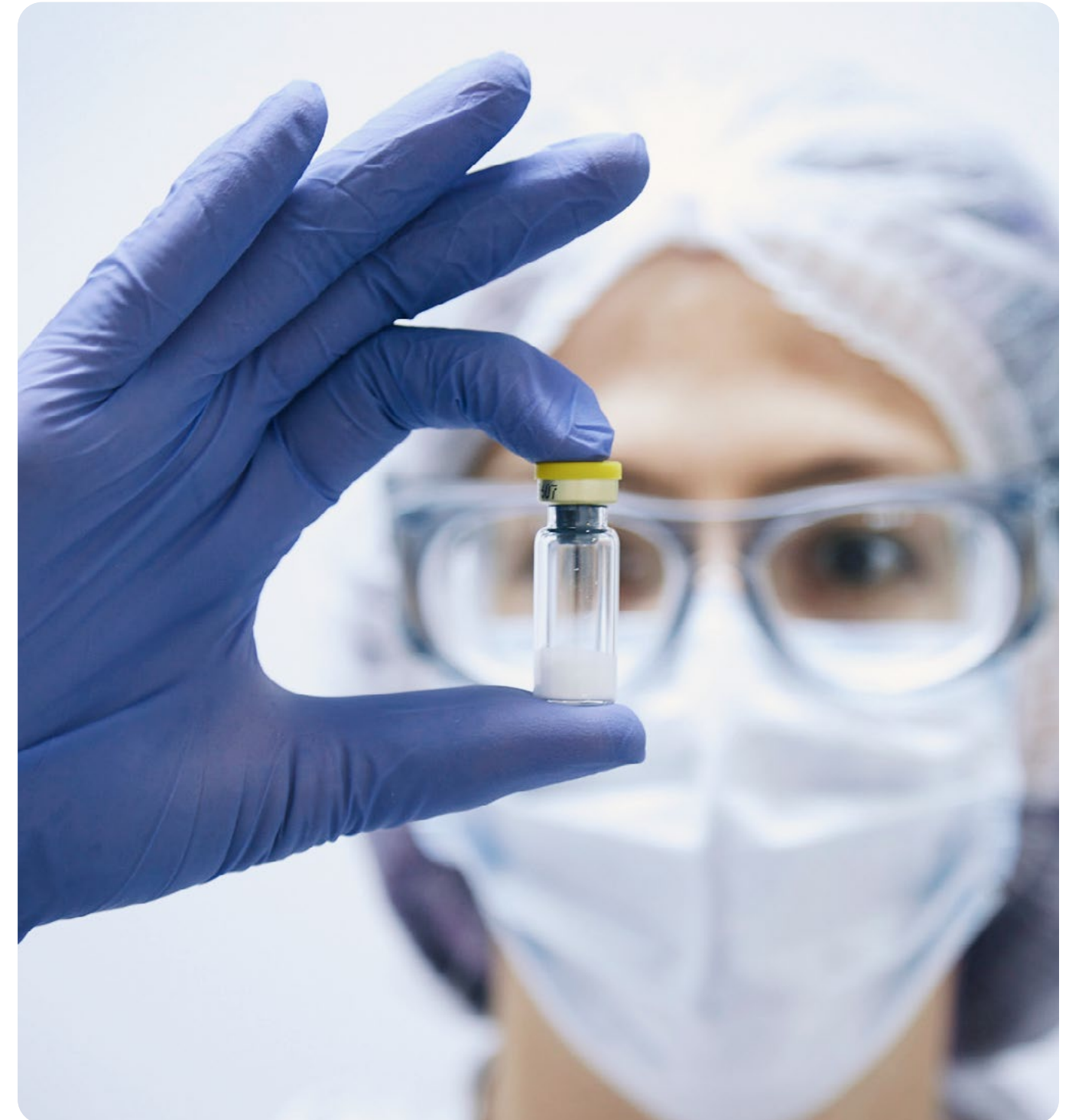


So far, the results have been very satisfactory from the point of view of both the pharmacological behavior and the safety of the product.

The objective also includes the implementation of a working platform to develop other biopharmaceuticals for the treatment of orphan lysosomal diseases. Having agalsidase beta products and other lysosomal enzymes will then allow us to replace imports of these.

The production of commercial-scale batches of agalsidase beta required the use of bioreactors and high-capacity equipment. For this purpose, we subcontracted Mabxience, a company that has the appropriate equipment and a manufacturing plant that complies with GMP standards.

In order to achieve the production, Biosidus' Research and Development team worked in coordination with the subcontracted company's teams in the technological transfer of the manufacturing process and its scaling up. This teamwork allowed us to successfully produce the batches of agalsidase beta on a commercial scale and meet the proposed objectives.





Knowledge management

Biosidus' Research and Development Department is in charge of driving technological innovation processes and integrating the efficient management of resources with the supervision of the achievement of objectives.

At Biosidus, we promote the training of professionals and we support people so that they can gradually and diversely learn, in a continuous training process, about the strengthening of technological developments in the biopharmaceutical area.

People who join Biosidus, and specifically the Research and Development Department, without previous experience in the biotechnology and pharmaceutical industry, acquire knowledge while carrying out their activities and take work teams as references; if necessary, they complement this training with courses, seminars and other formal learning instances, both national and international.

All new product developments are carried out with transparency, responsibility and in accordance with the laws, guidelines and regulations that apply in our industry. They are carried out under manufacturing processes that use state-of-the-art technology. Analytical

tests for characterization and demonstration of biosimilarity comprise studies developed on the basis of recent scientific publications, with modern equipment and technologies.

These include Quality by Design guidelines, as described in the ICH guidelines (International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use). The progress of the projects is communicated monthly in regular internal meetings between areas and to the CEO. Formally, progress is recorded in the annual performance management process.

We base our management on knowledge, considering it the engine of our development.





Knowledge Economy

Biotechnology is one of the activities promoted by the Knowledge Economy Promotional Regime, in which the Public-Private coordination is key.

This regime recognizes companies that carry out productive activities with information and advances derived from science and technology, to generate value and offer society new products and services that can be used by all branches of production and improve people's quality of life.

In October 2022, and thanks to the high volume of exports and investments in quality improvements, at Biosidus we managed to access the benefits offered by this regime.

For this reason, and from that moment on, our company receives tax bonuses corresponding to 70% of the employer's contributions on the staff dedicated to the promoted activities.

It is a great pride to be part of this ecosystem established by law, thanks to the great work of the teams that make up Biosidus, supported by the Secretariat of Knowledge Economy.

We work for better country, in a global environment that values and request Argentine talent and where we can differentiate ourselves by strengthening biotechnology as a national strategic industry.



Our links to support research

We foster links with external support entities, such as universities and research centers, both national and international, to boost knowledge and innovation. We value their capacity and expertise in specific fields, which are difficult to obtain otherwise.

In 2022, we signed new agreements and made innovations with different organizations in the country and abroad.

As part of these, we signed an agreement with the University of Buenos Aires through which 12 students had the opportunity to spend their internships in our plant and acquire practical knowledge related to their careers. For more information, please refer to the chapter Social performance – Link with the community.



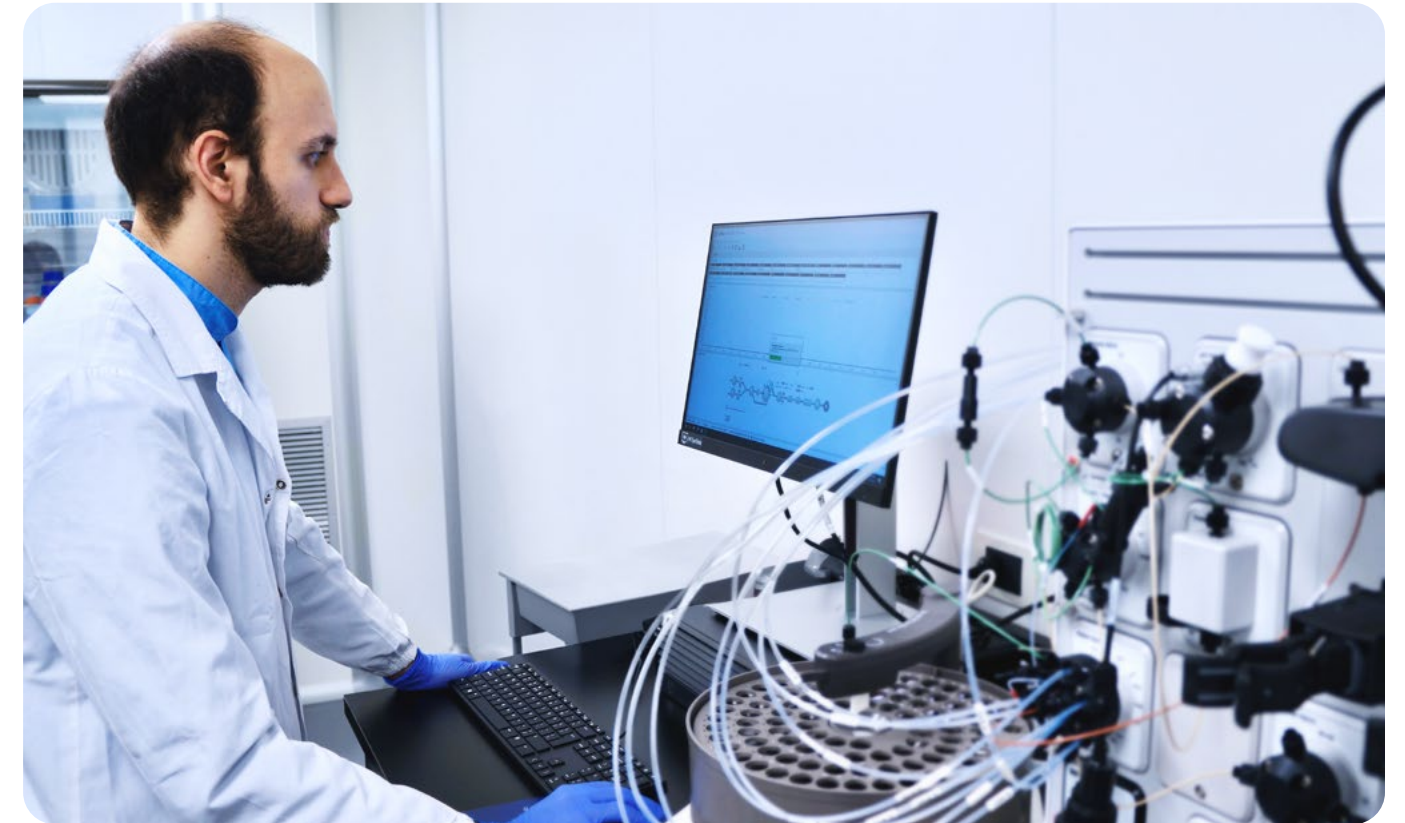
We generate and transfer knowledge

Since our beginnings, and with a commitment to the access and safety of our products, we work together with research institutions and associations in the development of training meetings and several medical education actions. These are aimed at healthcare professionals, on the different therapeutic areas, to generate knowledge, improve diagnosis and treatment of patients.

Main conferences and congresses in which we participated in 2022:

“Bio Argentina 2022”

Bio Argentina is the most relevant Biotechnology event. Organized by the Argentine Chamber of Biotechnology (CAB), it is attended by leading personalities from the fields of research, entrepreneurship, startups, leading companies and the public sector. This ninth edition was held under the motto “We Create the Future” and took place at the Cultural Center of Science with 4 panels: agribusiness, technological convergence, health and food. Our President & CEO had the honor of being one of the speakers in the panel of executives in the health area.



This call allowed us to interact with different key players of the scientific ecosystem, as well as to give visibility to the different projects carried out by the Argentine Biotechnology

Conferences & courses



- Intensive training program with focus on research methodology and statistics in real life.
- Latin American School of MS and Related Disorders.
- Congress of the Argentine Neurological Society and presentation of the first data cut (2 years) of the Drug Utilization Study (*IFN beta 1st biosimilar in real life*).
- ECTRIMS Congress (*European Committee for Treatment and Research in Multiple Sclerosis*).
- Participation and sponsorship in the 25th Argentine Health Congress organized by the Civil Association of Integrated Medical Activities (*ACAMI for its acronym in Spanish*), within the framework of the financing of the Argentine health model.
- Course on Basics of Immunology and Neuroimmune Interaction.
- Participation in International Congresses with face-to-face and virtual professional scholarships: ENDO (*American Society for Endocrinology*), ESPE (*European Society for Paediatric Endocrinology*), SLEP (*Latin America Society for Paediatric Endocrinology*).
- Series of conferences on “*Anabolic therapy as a complement to vertebral surgery*” in the Autonomous City of Buenos Aires, Greater Buenos Aires and the interior of the country, totaling 7 lectures in this area.
- 1st International Congress of the Argentine Association of Menopause and Andropause with the symposium on “*Teriparatide in menopause*” with the presence of 250 attendees in the city of Cordoba.
- Presence with scholarships in the SAO-AAOM course and subsequent Biosidus SAO-AAOM/post-ASBMR meeting.
- Osteology specialization courses given at Hospital Italiano and IDIM.
- The “Osteoporosis Course” developed for healthcare professionals from the provinces
- Participation with face-to-face and virtual scholarships in the IOF (*International Osteoporosis Foundation*) and ASBMR (*American Society for Bone and Mineral Research*) congresses.
- We participated in the EBMT (*European Society for Blood and Marrow Transplantation*), EHA (European Hematology Association) and ASH (American Society of Hematology) congresses, both face-to-face and virtually.



Community



- Masterclass on patients with MS (multiple sclerosis).
- Endocrinology and bone metabolism, Oncology and Oncohematology: we support more than 250 healthcare professionals so that they can attend national and international scientific meetings, thus promoting their training and continuous professional updating.
- Sponsorship of the "ADEPA" (*Association of Argentine Journalistic Entities*) educational program.
- Series of Biosidus conferences on myelodysplastic syndrome, transplantation, among other topics, both in the interior of the country and in the Autonomous City of Buenos Aires.
- Contribution to GATLA's (*Argentine Group for Acute Leukemia Treatment*) educational program.

One of the most relevant actions of the year was the organization and development of the event "Biosidus Grows V 2022", in charge of 5 KOLs, where there were presentations of clinical cases by 5 young professionals and total attendance of 30 specialists.

Conferences



- Organization of the "Biosidus Pediatric Endocrinology Conference for Pediatricians" addressing the discussion "The short child, when to refer?", among other topics, in provinces of the interior of the country, such as Tucumán, Córdoba and Jujuy.
- Conferences on bone metabolism, osteoporosis and pharmacological treatments. Teriparatide in the Autonomous City of Buenos Aires, Greater Buenos Aires and the interior of the country (Rosario, Mendoza, Bahía Blanca).
- Among the main activities, we can highlight our participation in the "NOA, NEA and GHS Hematology Group Conferences", thus carrying out 5 educational activities in the interior of the country collaborating with the lectures and the logistics of these important events.
- We organized the "Conference on Hematology and Transplantation" in Cafayate with an outstanding panel of KOLs who traveled especially from Buenos Aires to speak at this event, with the participation of a speaker from the USA, updating a panel of 30 specialists from the northwestern area of Argentina.



Access to and safety of medicines

| MATERIAL TOPIC: | GRI DISCLOSURE: | SDG: |
|-----------------------------------|-----------------|------|
| Access to and safety of medicines | 3-3, 416-1 | 3 |

ESG BIOPHARMA

Access to Healthcare and Medicine Pricing¹³; Product quality and patient safety.



Regulatory compliance

In the global framework of the pharmaceutical industry dedicated to the development of biotechnological products, with regulations that are constantly being modified in order to achieve the highest quality standards, Biosidus Regulatory Affairs area seeks to be aware of the deep regulatory knowledge, as well as to anticipate and understand the regulatory policy of the National Administration of Drugs, Food and Medical Devices (ANMAT for its acronym in Spanish), the regulatory agency in Argentina of the Pharmacovigilance System and the agencies in more than 50 territories where our products are marketed.

This knowledge of Regulatory Affairs (RA) is the necessary technical and legal basis for the relationship with government agencies, with whom we interact to register and market our products, with the highest quality standards, in the different countries.

At Biosidus, we monitor the possible risks that may arise and take the necessary actions to prevent them, in order to offer safety, confidence, health and well-being to those who consume our products.





In addition, we align our management to international standards, such as:

- ✓ **ICH Guidelines: E2A; E2B; E2C; E2D; E2E; E2F.**
- ✓ **EMA, Volume 9A. The Rules Governing Medicinal Products in the European Union. Guidelines on Pharmacovigilance for Medicinal Products for Human Use.**
- ✓ **FDA Guidance for Industry. E2E Pharmacovigilance Planning. U.S. Department of Health and Human Services. Food and Drug Administration. Center for Drug.**
- ✓ **Good Pharmacovigilance Practices for the Americas of the PARF Network.**
- ✓ **Technical Document No. 5 of the Pan American Network for Drug Regulatory Harmonization.**

We focus on the safety and efficacy of new products and treatments, adhering to national, regional (MERCOSUR) and international trends.

Pharmacovigilance

Pharmacovigilance is a set of procedures and activities aimed at the detection, quantification, recording and prevention of associated risks, adverse reactions or any other drug-related problem.

At Biosidus, we have a Pharmacovigilance department that is part of the Regulatory Affairs Department of the organization and is made up of healthcare professionals and analysts. They are dedicated to the preparation of reports and reception of adverse events, among other tasks, to survey and report the performance of our products in the market. This department works with the support of other areas of the company, such as the Patient Support Program (PSP) and Clinical Research.

Its purpose is to ensure the safe use of our products and their correct commercialization, in compliance with the different regulations.





The management of the area is supported by the communication we receive from the Patient Support Program, our sales network, medical and scientific professionals, and our partners around the world. Through these related parties, we receive information on the possible inconveniences generated by the use of our products and, based on this information, we prepare an Adverse Event Report.

This report, which includes local information and information from different countries, must comply with current and applicable regulations regarding data confidentiality. Commitments are made with the local regulatory authority and licensees. To this end, the Pharmacovigilance department has organized data collection schemes, which include, among others, the following sources: post-marketing observational clinical studies, patient support programs, market research activities, disease management programs, patient registries and collection of clinical data from the licensee. All this information is used to complete the ANMAT Adverse Event Report form, which is valid annually or biannually depending on each case.

To ensure the quality of the process, we undergo several audits at each stage of development. These audits may come from ANMAT, licensees or internal initiatives. In the case of ANMAT, we comply with all audits required by the regulatory authority.

As a result of external audits, we open corrective or preventive actions (CAPAs), which represent initiatives taken to prevent or eliminate the cause of a nonconformity or other undesirable situation.

In 2022, as an internal management process, and with a focus on process improvement, we were audited by the consulting firm IPRAT..



Modifications to the Pharmacovigilance system are subject to corporate decisions, local regulatory authority decisions and Global Pharmacovigilance requirements. The area provides support to cases described in package leaflets and/or bibliography and to those not described, which constitutes an exhaustive follow-up of adverse events occurring in the treatment with our products.

If necessary, an intensive Pharmacovigilance procedure is also carried out, which consists of listing and monitoring patients who consume products with specific ingredients. In these cases, it must be indicated in the package leaflet, brochures and information for professionals that the medicine is subject to intensive pharmacovigilance and the contact numbers for undesirable events not described in the product.

We have established contact lines for those who wish to make a complaint or claim regarding the effects of our products. These lines are open to people related to our products, such as healthcare professionals, patients, family members and pharmaceutical staff.





Bio es Vida Line



0800-666-2527



bioesvida.com.ar



bioesvida@biosidus.com.ar

During this reporting period, we analyzed the reasons for patient contact and reported 7 non-compliances related to the health and safety impacts of our products.

These non-compliances are associated with a broken cold chain of the product, which takes on a whitish appearance. Other cases were due to a delay in the delivery of the medication, failing to comply with the frequency of product administration.

From Biosidus, we carry out a telephone follow-up by the PSP (Patient Support Program) to manage the evolution and make sure we receive the required information.

All these contingencies are duly reported to ANMAT under the form "Medication error".

Clinical trials

An Ethics Committee is involved in all clinical trials to ensure the safety and ethical treatment of volunteers.

As part of the product innovation and development process, we conduct clinical safety and efficacy studies to establish specifications in accordance with the safety limits established by regulatory agencies.

Biosidus guarantees ethical treatment from the beginning of the process, when volunteers and patients who enroll in clinical trials sign the informed consent form.

100%
of the formulas
we market

have
undergone
safety and
efficacy
studies





Responsible communication

| MATERIAL TOPIC: | GRI DISCLOSURE: | SDGS: |
|----------------------------|-------------------------|-------|
| Responsible communication | 3-3, 417-3 | 12 |
| SASB: | BIOPHARMA ESG: | |
| HC-BP-270a.1, HC-BP-510a.2 | <i>Clinicals trials</i> | |

Biosidus is committed to providing the medical community and consumers with honest communication, guaranteeing at all times clear information on the use, benefits, potential risks, ingredients, innovation and launches of the products.

Every day we keep the medical community, patients and their families informed about the value of our products, and we give them the tools to obtain good health through their correct and rational use.

The generation of reliable and trustworthy information and adequate communication are fundamental to ensure the correct use of pharmaceutical products, as well as to avoid false expectations in patients affected by chronic or serious diseases.

The areas of Medical Management, Legal and Compliance, Marketing and Regulatory Affairs participate in the definition of the communication policy and prepare all communications issued about our products and services, which are also subject to quality controls to ensure their integrity and clarity.

The communications, particularly those aimed at the medical staff, are prepared by the Marketing and Medical Affairs areas, and are sent via e-mail so that the leaders of each of the areas can review them and approve them or send suggestions for changes. After approval by all areas, the information is shared with the target groups.

Through the Pharmaceutical Sales Representatives, the information reaches healthcare professionals, who can share it with their patients.

The Patient Support Program (PSP) team, made up of healthcare professionals, is responsible for providing information and support to patients and their families who are being treated with the company's products, interacting personally with each patient, both in person and virtually, and generating content and educational material.

We have a telephone line and an e-mail through which we receive claims or complaints from medical staff or patients, described in the chapter "Access to medicines".





Marketing and labeling

GRI DISCLOSURE:

417-1, 417-2

Our labeling support, management and review system is based on the different global regulations regarding product labeling.

The primary (packaging-labeling) and secondary (coded cartoning) packaging procedures of all our products are aligned with the local Good Manufacturing Practices Guidelines (Disp. 3827/18 and 3602/18), as well as with the Guidelines of the countries where they are marketed.

Regulatory agencies establish the contents to which labels, carton boxes and package leaflets must conform, and the information that must be communicated to patients, in order to guarantee the safety and efficacy of our products. The minimum data and information required to be detailed in the package leaflets are:

- **Qualitative-quantitative formula**
- **Clinical efficacy**
- **Description**
- **Dosage and routes of administration**
- **Composition**
- **Contraindications**
- **Therapeutic action**
- **Adverse reactions**
- **Indications**
- **Warnings/Precautions**
- **Therapeutic use and posology**
- **Overdose**
- **Pharmacological action**
- **Personalized customer service line**
- **Date of the last authorized revision of the package leaflet**
- **Legal footnote with Laboratory data, Certificate, Authorization No. and responsible Technical Direction.**
- **Presentations/Conservation and storage conditions**



Information for customers

We customize the content of the package leaflet with a more understandable language, in order to help its interpretation. This information is approved by the local Health Agency and additionally validated in the countries where the product is registered.

Each modification made and approved by the corresponding agency is shown either in the history of the dossier or by issuing provisions associated with the change.

We update the package leaflet or patient information in the following cases:

- Application for registration of a pharmaceutical or vaccine product, whether it is a new molecule or not.
- New recognized risk for the original molecule.
- Modifications to the registration: whether it is a new dose, pharmaceutical form, route of administration or manufacturing process.
- New therapeutic indications or suppression of others, as well as drug interactions found in the literature reviews.
- Detection of new safety problems, at the request of the regulatory authority.
- Inclusion of relevant information for patients.
- Expiration of a period of three years from the last update.



During the period covered by this report, no non-compliance with current regulations on cartoning, labeling and printing of leaflets was identified.

100%
of Biosidus
products

Are assessed for
compliance with
labeling procedures.





Information security

GRI DISCLOSURE:

418-1

The management of the information and data of patients under treatment with our products is in charge of the Patient Support Program and is the responsibility of the Medical Management area.

In accordance with the current and applicable regulations on the subject, all persons entering the Patient Support Program must complete the informed consent form available on the program's webpage.

In order to be able to offer correct advice on their treatment and provide them with all the services of the program, we request their personal data and that referring to their medical history and funder.

The services included in the program are:

training

on the correct use of medication for patients and family members.

support

to access treatment in a timely manner.

kits delivery

with useful materials.

follow-up

of treatment by telephone.

gifts

on special dates.

All patient queries, complaints and claims are received through the contact points of our Bio Es Vida line, and in all cases we carry out the investigation of the cause and define the corresponding corrective and preventive action plan.

During the reporting period, there were no cases of violation of customer privacy and loss of data in any of our customer service channels.



Advertising

SASB

HC-BP-270a.2

Aligned with the purpose we pursue as a company, by putting people's health and well-being as a priority, we build a relationship of trust and connect with our stakeholders through clear communication about the use, benefits, ingredients and innovation in our products.

Our commitment is to transmit clear and transparent information through the different means of contact with patients and healthcare professionals.



At Biosidus, we comply with the local ANMAT regulations and follow the international recommendations of organizations such as the WHO regarding the promotion, advertising and publicity of medicines.



The medicines developed, manufactured and/or marketed by Biosidus correspond to those sold under prescription. In this sense, it is forbidden to advertise this type of drugs to the general public and communications, addressed to the medical and/or pharmaceutical body, should not induce their prescription or irrational dispensing.

In addition, it is forbidden to advertise any indication or attribute of a drug that is not expressly authorized by ANMAT.



Environmental management



| | | |
|---|---------------------------------|---|
| MATERIAL TOPIC: Environmental footprint | SDG: 7, 8, 11, 12, 13 | BIOPHARMA ESG: <i>Environmental impacts</i> |
|---|---------------------------------|---|



Our footprint on the planet

Due to our operational characteristics and the role that our activity imposes on us, we consider it essential to promote and assume the commitment to comply with the quality, environment and health and safety requirements established by our company, according to what has been agreed with our customers, the applicable legal and regulatory requirements and others to which the company subscribes.

Our Quality, Environment, and Occupational Safety and Health Policy, which integrates the Integrated Management System, formalizes our commitment and describes the working guidelines around it. This policy is published on the corporate website and in the different internal communication channels, which ensures that any person inside or outside the company has access to it.

In 2022, we certified our plants and logistics center to IRAM-ISO 14001:2015 standards for the Environmental Management System



Politics



biosidus.com.ar



We carry out our commitment as follows:



- **Providing services with the highest quality standards**, always seeking to exceed our customers' expectations by adding value to the satisfaction of their needs.



- **Developing environmentally friendly processes**, preventing and reducing negative impacts and promoting environmental protection.



- **Promoting and simplifying the participation** and consultation of our employees.



- **Training and carrying out other preventive activities** so that our employees perform their work safely, preventing and reducing adverse effects on their own health, safety or physical condition, that of their colleagues, our customers and anyone else who interacts with our operation.



- **Optimizing our consumption of natural resources**; thus actively participating in the preservation and protection of the environment for future generations.

The first step in our management is to identify the environmental aspects within our activities and processes, in order to assess their impacts and determine which represent significant risks and which we can control or influence.

Through the internal tours, process audits and findings of external audits of the Integrated Management System (IMS), we work constantly to keep the matrix of environmental aspects and impacts updated, as it defines the most significant risks for our organization.

Based on the results of these analyses, the necessary operational control measures are implemented in order to eliminate or reduce the negative impacts to tolerable values and increase, if possible, the positive impacts.

“Our actions and forward-looking commitments continue to set the path towards the transformation that support the 2030 Sustainable Development Goals”

Mariano de Elizalde • President and CEO of Biosidus



Water & effluent management

GRI DISCLOSURE:

3-3, 303-1, 303-2, 303-3

We are aware of the relevance of the conservation of water resources in the current context, and of the effects that its contamination has on the environment and on people's health.


The production processes of our pharmaceutical industry require the use of this natural resource, which is the main input for our processes at the Bernal plant. For this reason, we work tirelessly to minimize water consumption and its impact, implementing the corresponding preventive and corrective measures.

We obtain purified water and water for injectable drug products through the reverse osmosis and distillation processes, respectively. The water is supplied by the Argentine Water and Sanitation (AySA for its acronym in Spanish) company, the service provider, and the waste from the process goes to a gauging chamber without prior treatment, since the composition of the discharge does not require it. It should be clarified that water withdrawal from our plants does not correspond to an area with water stress.

We are making improvements to mitigate the discharge of unnecessary water in our manufacturing and washing processes, and we have environmental impact matrices for the analysis and evaluation of possible improvements.

In addition, in 2022 we installed automatic faucets in bathrooms and dressing rooms, to measure water consumption in these areas.

Our Almagro facilities have an effluent treatment plant that complies with the permitted discharge values for chemical oxygen demand (COD), biochemical oxygen demand (BOD), nitrogen and phosphorus.

| WATER CONSUMPTION ((ML= megaliters) | 2022 | 2021 | 13% decrease in our total consumption in 2022  |
|---|---------------|--------------|---|
| Water withdrawal – (Third-party water) | | | |
| Bernal plant | 42,333 | 52,035 | |
| Almagro plant | 28,725 | 28,725 | |
| TOTAL | 71,058 | 80,76 | |



Energy and air quality management

GRI DISCLOSURE:

3-3, 302-1, 302-3, 305-1, 305-2 305-4, 305-7

Like any industrial activity, energy (both electricity and fuel) is an essential element for the development of new products and the automation of production processes.

At Biosidus, we work on sterilization in most of the processes of our industry in order to achieve product quality standards. For this purpose, we mainly use natural gas.

Both the consumption of electricity and fuel have an indirect and direct relationship with the emissions associated with such consumption. In this sense, we are carrying out energy efficiency projects through the replacement of electronic equipment and lighting fixtures.

In 2022, we reached a 95% replacement of lighting fixtures in all locations with LED technology, reducing consumption and improving their performance.

In the medium/long term, we are working on equipment upgrades. This upgrade seeks to replace obsolete equipment with equipment with lower consumption and better performance..

| ENERGY CONSUMPTION BY SOURCE * | 2022 | 2021 |
|--------------------------------|-------------------|-------------------|
| (MJ= megajoules) | | |
| Non-renewable | | |
| Electricity | 24,340,608 | 20,055,592 |
| Natural gas | 17,392,035 | 15,351,659 |
| Diesel oil | 46,000 | 46,000 |
| TOTAL ENERGY CONSUMED | 41,778,643 | 35,353,251 |

*No renewable energy consumed



| ENERGY CONSUMPTION, BY SITE (MJ= megajoules) | 2022 | 2021 |
|---|-------------------|-------------------|
| Bernal plant | | |
| Electricity | 14,050,368 | 10,666,512 |
| Natural Gas | 12,491,237 | 9,505,115 |
| Diesel oil | 23,000 | 23,000 |
| TOTAL ENERGY CONSUMED BERNAL PLANT | 26,564,605 | 20,194,627 |
| Almagro Plant | | |
| Electricity | 10,290,240 | 9,389,080 |
| Natural gas | 4,900,798 | 5,746,544 |
| Diesel oil | 23,000 | 23,000 |
| TOTAL ENERGY CONSUMED ALMAGRO PLANT | 15,214,038 | 15,158,624 |

| ENERGY INTENSITY | 2022 | 2021 |
|---|--------------|--------------|
| Total energy consumed (MJ) | 41,778,643 | 35,353,251 |
| Units produced (thousands) | 33,000 | 20,000 |
| ENERGY INTENSITY (MJ/thousand units) | 1,266 | 1,768 |

**28%
reduced**

the intensity of our energy consumption in 2022.



Conversion factor according to Resolution ENARGAS 259/08, Annex I. Reference value of 9,300 kcal/m3: Natural Gas (1m3 = 9,300 kilocalories) and according to the Methodological Document of the National Energy Balance (2015): Diesel oil (1l = 8,616 kilocalories)

At Biosidus, in addition to measuring the energy consumption of our Almagro and Bernal plants, we also assess air quality, especially from the emission of carbon monoxide and carbon dioxide from our environmental processes..



In 2022, we reduced the carbon footprint of our operations.

| EMISSION GENERATION, BY SCOPE (tCO₂e)* | 2022 | 2021 |
|--|--------------|--------------|
| Direct - Scope 1 | 873 | 766 |
| Indirect - Scope 2 | 1,846 | 1,521 |
| TOTAL EMISSIONS | 2,719 | 2,287 |

* According to emission factor used by CAMMESA: Natural Gas = 1.95 tCO₂/dam³; Diesel oil 2.70 tO₂/m³; electricity grid = 0.273 tCO₂/MWh.

| EMISSIONS INTENSITY | 2022 | 2021 |
|---|-------------|-------------|
| Total emissions (tCO ₂ e) | 2,719 | 2,287 |
| Units produced (thousands) | 33,000 | 20,000 |
| ENERGY INTENSITY (tCO₂e/thousands of units) | 0.08 | 0.11 |

We monitor air quality and ensure that our operations comply with current regulations.

| AIR QUALITY | 2022 | 2021 |
|---|-------------------------|-------------------------|
| Carbon Monoxide (CO) | | |
| Bernal plant | <1 PPM | <1 PPM |
| Almagro plant | 9 PPM | 5 PPM |
| Nitrogen oxides (NO_x) | | |
| Bernal plant | <1 PPM | 41 PPM |
| Almagro plant | 48.7 PPM | 45.1 PPM |
| Sulfur Dioxides (SO₂) | | |
| Bernal plant | 2.62 MG/M ³ | <0.02 MG/M ³ |
| Almagro plant | <0.01 MG/M ³ | <0.01 MG/M ³ |
| Particulate Matter (PM) | | |
| Bernal plant | 0.04 MG/M ³ | 0.05 MG/M ³ |
| Almagro plant | NA | 0.11 MG/M ³ |

Note: the scope of the data provided includes only the production plants; it does not include the consumption of commercial offices or the Logistics Center.



Waste management

GRI DISCLOSURE:

3-3, 306-1, 306-2, 306-3, 306-4, 306-5

We are committed to reducing our waste generation through prevention, reduction, recycling and reuse activities, contributing to the circular economy and preventing the loss of resources.



Our operations generate special handling, municipal solid, and hazardous waste. The main types of waste generated in our plants are:



Almagro

Generation of pathogenic waste (Y1) (Rollers).

Bernal

Special waste Y2 (Pharmaceutical industry waste).

Due to this, we work and review in detail the way we operate our waste both internally and together with our suppliers and customers, seeking to define a comprehensive process that is aligned with the goals of the organization.

At the same time, we promote awareness and the importance of separation and classification through internal communication channels.

Our waste is removed and treated by authorized companies in accordance with current legislation. For this purpose, we have a legal matrix, which we are continually updating to verify the compliance of suppliers. On the other hand, we also have statements and certificates of removal, disposal and treatment of all waste generated by our organization.

In this sense, our goals are to reduce the generation of hazardous waste and non-recoverable waste, thus reducing negative environmental impacts. In 2022, there was a nominal increase in waste generation due to the increase in production capacity associated with the new diluents plant.



Regarding the waste generated by our customers as a result of primary, secondary and tertiary packaging, we seek to identify them with the recycling logo, to generate indirect awareness and that they can perform this segregation accordingly.

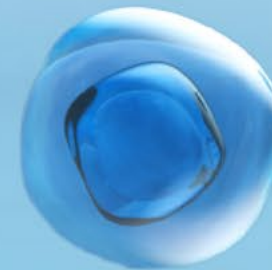
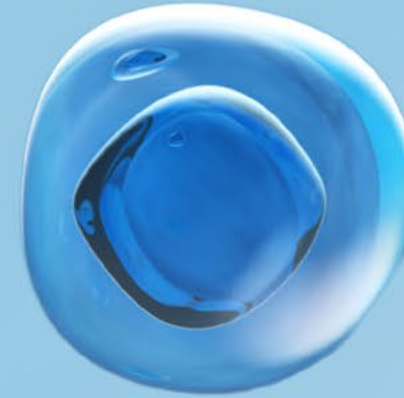
| WASTE GENERATION (T) | 2022 | 2021 |
|--|-------------|-------------|
| Common waste - sent to final disposal | 97,205 | 82,920 |
| Common waste (paper, cardboard, plastics) - recycled | 6,147 | 1,219 |
| Hazardous waste | 97,469 | 79,444 |
| Pathogenic waste | 100,255 | 93,173 |

Note: the information provided on waste corresponds to our Almagro, Quilmes and Bernal plants.





Human capital



| | | |
|---|---------------------------------------|--|
| <p>MATERIAL TOPICS: Talent attraction and retention, Diversity and equal opportunity</p> | <p>SDG: 3, 4, 5, 8, 10</p> | <p>BIOPHARMA ESG: <i>Human Capital Management</i></p> |
|---|---------------------------------------|--|





Biosidus talent

GRI DISCLOSURE:

2-7, 3-3

At Biosidus, we believe that talent is one of the main assets of any organization and that investing in the development of our people is essential to achieve sustainable success in the business world.

We work every day to foster an inclusive, collaborative and dynamic work environment that allows all staff to unfold their full potential and achieve their professional goals. In a changing and highly competitive environment, we need our human resources to find in Biosidus the bridge to become the professionals that guarantee a work environment that promotes our organizational culture. The geographic dispersion of our staff forces us to have creativity, assertive and open communication channels, and to provide them with access to professional growth and development.





Our people

We seek to be challenging by providing a safe, reliable, and development-oriented environment.

Gender diversity and location

STAFF BY LOCATION AND GENDER

2022 2021

| | 2022 | 2021 |
|------------------|------------|------------|
| Argentina | 517 | 548 |
| Men | 302 | 323 |
| Women | 215 | 225 |
| Colombia | 14 | 12 |
| Men | 4 | 3 |
| Women | 10 | 9 |



97%
Argentina

3%
Colombia

Type of contract and location

2022 2021

STAFF BY EMPLOYMENT CONTRACT AND LOCATION

| | 2022 | 2021 |
|------------------|------------|------------|
| Permanent | 511 | 531 |
| Argentina | 497 | 519 |
| Colombia | 14 | 12 |
| Interns | 13 | 11 |
| Argentina | 13 | 11 |
| Colombia | 0 | 0 |
| Temporary | 7 | 6 |
| Argentina | 7 | 6 |
| Colombia | 0 | 0 |



96%
Permanent

3%
Interns

1%
Temporary

Our people: by workday and gender

2022

2021

INFORMATION ON STAFF AND OTHER

STAFF BY TYPE OF EMPLOYMENT CONTRACT AND GENDER

| | Q | % | Q | % |
|------------------|------------|------------|------------|------------|
| Full time | 516 | 97% | 540 | 99% |
| Men | 301 | 58% | 318 | 59% |
| Women | 215 | 41.4% | 222 | 41% |
| Part time | 15 | 3% | 8 | 1% |
| Men | 5 | 33% | 5 | 63% |
| Women | 10 | 67% | 3 | 38% |



97%
Full-time

3%
Part-time

* The scope of this indicator includes only the workforce of Argentina and Colombia.



Diversity and opportunities

GRI DISCLOSURE:

3-3, 405-1

At Biosidus, we promote the differences expressed in: age, nationality, disability, physical and mental ability, gender identity or expression, sexual orientation, ethnic origin, racial origin, marital status, pregnancy, health conditions, language, physical features, political affiliation, religion, personal beliefs, opinions, social or economic status, or any other similar.

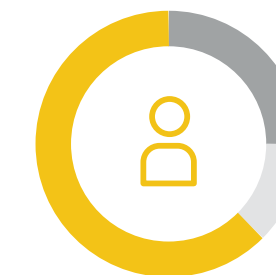
To this end, the Human Resources area and the Diversity and Inclusion Committee ensure compliance with our Code of Conduct and the safeguarding of what is established to ensure that all people who are part of Biosidus have equal opportunity.

At Biosidus, we are committed to the inclusion of all employees within the possibilities of growth and development of the company.

Our people: categories by age and gender

| | 2022 | 2021 |
|------------------------------------|------------|------------|
| TOTAL WORKFORCE | 531 | 548 |
| Younger than 30 years old | 63 | 83 |
| Men | 33 | 44 |
| Women | 30 | 39 |
| Between 30 and 50 years old | 339 | 274 |
| Men | 187 | 160 |
| Women | 152 | 114 |
| Over 50 years old | 129 | 191 |
| Men | 86 | 119 |
| Women | 43 | 72 |

At Biosidus, the average age of our people is 42 years old and the seniority in the company is 11 years.



people by age

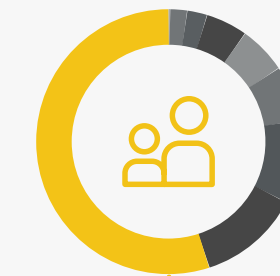
64%
between
30 and 50
years old

24%
over 50
years old

12%
younger than
30 years old

Our people: job category and gender

| | 2022 | 2021 | | 2022 | 2021 | | 2022 | 2021 |
|------------------------|------------|------------|-----------------------------------|-----------|-----------|-------------------------------|------------|------------|
| TOTAL WORKFORCE | 531 | 548 | Chiefs | 36 | 36 | Analysts | 54 | 70 |
| CEO | 1 | 1 | Men | 18 | 18 | Men | 20 | 28 |
| Men | 1 | 1 | Women | 18 | 18 | Women | 34 | 42 |
| Women | 0 | 0 | Supervisors - Coordinators | 66 | 66 | Operators/ technicians | 292 | 303 |
| Directors | 11 | 11 | Men | 29 | 31 | Men | 193 | 200 |
| Men | 10 | 10 | Women | 37 | 35 | Women | 99 | 103 |
| Women | 1 | 1 | Sales | 27 | 24 | Interns | 13 | 6 |
| Managers | 31 | 31 | Men | 18 | 16 | Men | 4 | 4 |
| Men | 13 | 15 | Women | 9 | 8 | Women | 9 | 2 |
| Women | 18 | 16 | | | | | | |



2022

55%
operators
technicians



2022

41.4%
women

0.2%
CEO

5.8%
managers

2.1%
directors

6.8%
chiefs

2.4%
interns

10.2%
analysts

5.1%
sales

12.4%
supervisors
coordinators

58.6%
men

531
people



Hiring and termination

GRI DISCLOSURE:

3-3, 401-1, 401-2, 401-3

SASB:

HC-BP-330a.2

During 2022, there were 57 new hires in different areas, which supported the human resources needs of our organization; the rate of hiring new staff during the reporting period was 10.73%.⁽¹⁾

Our people: new hires

| | 2022 | 2021 | | 2022 | 2021 |
|------------------|-----------|-----------|--------------------|-----------|-----------|
| By gender | 57 | 62 | By location | 57 | 62 |
| Men | 28 | 30 | Argentina | 52 | 60 |
| Women | 29 | 32 | Colombia | 5 | 2 |
| By age | 57 | 62 | | | |
| >30 years | 26 | 34 | | | |
| 30-50 years | 24 | 22 | | | |
| >50 years | 7 | 6 | | | |

1. Hiring rate: sum of staff hired in the period/average workforce for the period.



Staff turnover

| | 2022 | | 2021 | |
|-------------------------------------|-----------|---------------|-----------|--------------|
| STAFF TURNOVER | Q | % | Q | % |
| TOTAL TURNOVER IN THE PERIOD | 82 | 15.44% | 50 | 9.12% |
| By gender | 82 | 100% | 50 | 100% |
| Men | 51 | 62% | 25 | 50% |
| Women | 31 | 38% | 25 | 50% |
| By age | 82 | 100% | 50 | 100% |
| >30 years | 25 | 30% | 13 | 26% |
| 30-50 years | 40 | 49% | 30 | 60% |
| >50 years | 17 | 21% | 7 | 14% |
| By location | 82 | 100% | 50 | 100% |
| Argentina | 79 | 96% | 46 | 92% |
| Colombia | 3 | 4% | 4 | 8% |
| Turnover | 82 | 15.44% | 50 | 9.12% |
| Involuntary | 20 | 3.77% | 8 | 1.46% |
| Voluntary | 49 | 9.23% | 35 | 6.39% |
| Termination of contract | 13 | 2.45% | 7 | 1.28% |

1. Involuntary termination: dismissals with and without causer. - 2. Voluntary termination: resignations.
3. Termination of contract/Other: end of fixed-term contract, end of internship, retirements, death.



The increase in the total turnover rate compared to 2021 is mainly due to the increase in voluntary turnover marked by a changing labor context along with increased professional competence post COVID -19 pandemic.

| WORKFORCE MOVEMENT | 2022 | 2021 |
|----------------------------------|--------------|--------------|
| Turnover rate¹ | 13.08 | 10.21 |

1. The company's total turnover rate. (Hires + Termination) / 2 * 100 / Total workforce.

Bio diversity and equality

GRI DISCLOSURE:

401-3

We are a company that promotes diversity, focusing on the skills and abilities of its people.

235
women equivalent to 44% of our workforce

74
women occupy leadership positions

65.2%
women promoted to positions of greater responsibility



We have a Diversity and Inclusion Committee.



We promote special benefits for women.



We promote education and training on gender issues.

Diversity and Inclusion Committee

In March 2022, we launched a new call for applications for the BIO Diversity and Inclusion Committee, for all those who wish to join on a voluntary basis.



20 people from Biosidus

are already part of this multidisciplinary and voluntary space.

The committee holds monthly meetings with the objective of contributing different perspectives and working together to promote actions that strengthen our inclusive culture. To this end, we recognize that working on diversity is a constant and continuous challenge, and we are committed to continue consolidating it, with the aim of ensuring that all the people who are part of our organization feel considered and valued.

Commitment to gender equality

Women's economic empowerment is at the core of UN Women's mandate. This concept is not only limited to women's access to their own income, but also to control over the use of those resources and the ability to make choices and decisions related to their rights, capabilities and interests.

At Biosidus, we adhere to the Women's Empowerment Principles (WEPs) and every day we work to maintain our commitment to gender equality.

Through our Action Plan with a gender perspective, we implement inclusive policies and practices that promote equal opportunity for all people, regardless of gender, race or religion. Every month, we monitor the status of the 23 priority actions we defined for 2022.

23 completed

**0 in progress
0 suspended**

Distribution of actions by main axes:

| | | |
|---|--|------------------------------------|
| <p>Leadership and strategy</p>  | <p>These actions are aimed at raising awareness of gender-related issues. It also includes workshops for the entire company's staff and middle management on violence and female leadership, monitoring and communication of human capital metrics with a gender perspective, and an open call to the Diversity and Inclusion Committee.</p> | <p>6 completed actions</p> |
| <p>Markets</p>  | <p>Its purpose is to disseminate and invite suppliers to subscribe to and become familiar with UN Women's WEPs principles.</p> | <p>1 completed action</p> |
| <p>Workplace</p>  | <p>Actions aimed at developing a guide on inclusive selection processes free of bias and their respective awareness, monitoring gender distribution by sector, implementation of a Protocol on Violence and Harassment in the Workplace, and communication campaigns on violence in the workplace and inclusive communication.</p> | <p>13 completed actions</p> |
| <p>Community</p>  | <p>Support and assistance to foundations and sports clubs.</p> | <p>3 completed actions</p> |



Main diversity and inclusion initiatives

As part of the path we have embarked on, during 2022 we strengthened our commitment to diversity in our work areas, and to this end we included actions and/or topics related to equality in the following initiatives:

Zero Tolerance to Violence: We drafted the first Protocol for Prevention and Action in Situations of Workplace Violence, along with an interactive video developed in collaboration with our BIO Diversity and Inclusion Committee and an external consultant. This is part of our mandatory material for the onboarding process to the company.

In addition, together with the Gender Office of the Secretariat of Industry and Productive Development of the National Ministry of Economy, we signed a Zero Tolerance to Violence commitment, reaffirming our rejection of any form of violence in the workplace.

Staff Selection: We designed our first Inclusive Selection Policy contemplated within the onboarding process and trained the HR team and leaders to avoid bias in the recruitment and selection processes.

Compensation: We work on compensation management so that there are no pay gaps due to gender and/or dependent relatives.

Inclusive language training: We train the HR team to promote equality and diversity in communication, avoiding the use of terms or expressions that may exclude or marginalize certain groups of people.

Gender equality: We are committed to supporting the G20 Alliance for the Empowerment and Progression of Women's Economic Representation (G20 EMPOWER). This alliance seeks to accelerate women's leadership in the private sector through concrete actions in companies and governments.

As long-term objectives we proposed:

- ✓ **Strengthen women's participation in the economy and in leadership positions.**
- ✓ **Improve the future of work.**
- ✓ **Empower women and close the gender gap.**





Women's leadership: We created meeting spaces for our women leaders in managerial and executive positions, under the motto "Women's leadership that transcends borders". These allowed us to share stories about their professional careers and how to work together to achieve equal opportunity.

Network Leaders: Under the strategic pillar "People & Culture" we addressed, together with the Executive and Management team, through interactive dynamics, the relevance of working collaboratively and achieving "excellence in execution" with all Biosidus teams. During these meetings, we promoted personal knowledge and integration among the participants, thus strengthening interpersonal relationships.

Bio Pride: From the Human Resources Department, we participated in the first meeting of experiences in the Argentine productive network to close gender gaps, organized by the Gender Cabinet of the Secretariat of Industry and Productive Development of the National Ministry of Economy. During this meeting, we shared experiences with representatives of other companies and industries and discussed the changes achieved, the paths taken, the obstacles and opportunities of incorporating a gender approach to achieve higher levels of equity.

Communications and awareness campaigns

During Diversity Month, we carried out initiatives to raise awareness about respect and recognition of multiple identities; we also encouraged the incorporation of concepts such as otherness, uniqueness and empathy.

On Women's Day, we promoted actions about the responsibility of our care and the people around us; additionally, we shared with the company the Human Capital Indicators with a Gender Perspective.

On Motherhood and Fatherhood Day, we emphasized the different family models. This year we reconsidered these models by encouraging the inclusion of different family structures in our organizational culture.

Communication of special days: We incorporated gender-inclusive language to communicate the celebration of commemorative days, avoided stereotypes and encouraged the use of inclusive and respectful terms.

Campaign #DalePelotaAlRespeto: Taking advantage of the context of the 2022 World Cup, we shared phrases that invite reflection on respect and inclusion. "Let's stop the ball! Say no to comments that reproduce violence", "Let's show a red card to disrespect", "Are your attitude or your comments offside?", were some of the phrases used during the campaign.



Campaign #RespetoSI: In order to raise awareness of the importance of respect in the workplace, we invited our teams to reinforce the main pillars of respect, such as empathy, companionship, solidarity, inclusion and assertive communication and to avoid comments, nicknames or phrases that do not correspond to a culture based on respect. In turn, we launched a series of communications aimed at raising awareness of those phrases that do not contribute to maintaining respect under the motto "Comments to avoid".




Being mothers and fathers at Biosidus

At Biosidus, we support mothers and fathers in the birth of their children and we welcome them, giving them a trousseau as a gift. In addition to what is stipulated by law, we grant birth and/or adoption leave for paternity extended to 10 working days.

We incorporate monthly indicators of Human Capital with a Gender Perspective on those who were mothers/fathers and those who enjoyed their leave, we calculate their turnover 12 months after their leaves.

| | 2022 | 2021 |
|----------------------------------|------|------|
| Staff who were entitled to leave | 19 | 17 |
| Return to work rate | 100% | 100% |
| Retention rate | 100% | 100% |

100%
Retention rate



At Biosidus, 100% of fathers and mothers remained in their jobs after the 12 months following their leave.

Training on gender issues

During 2022, gender issues had a prominent place in Biosidus, as we promoted training and awareness through training inherent to the subject.

Training to middle management on gender perspective: Within the framework of our DNA Leadership Program, together with the Gender Office of the Secretariat of Industry and Productive Development of the National Ministry of Economy, we provided training to 100 leaders on the tools to incorporate the gender perspective in the productive environment, with the aim of generating parity and equity; we demonstrated that Biosidus is a company committed to gender equality.

Flor Foundation's Women in Decision (MED for its acronym in Spanish) Program:

MED is a governance program with a gender perspective, for all those professional women who occupy, or aspire to occupy, decision-making positions in the world of business or social organizations. It offers them the opportunity to broaden their leadership training, deepen their self-knowledge and strengthen their personal and work networks. Promoting the commitment to this end, and with the firm decision to continue promoting female leadership, 9 women with management positions

at Biosidus participated in various meetings, virtual and face-to-face, with the aim of preparing and training to continue their professional development and provide management strategies in leadership. The program seeks to review and overcome limiting mental models and strengthen collaboration networks among women. The duration of the activity was 3 months, and 50 hours of training were compiled.

FORUM's Diploma in Management of Harassment and Violence Prevention

Program in Organizations: This program integrates Equality and Diversity Policies and provides the company with the necessary tools to achieve gender parity. Eight people in leadership positions took this diploma course, which provides them with valid and simple tools to promote personal development and the creation of a safe, healthy and productive work environment.

Training on inclusive language:

With the aim of making each person feel included and valued, the heads of the Human Resources area, members of the Diversity and Inclusion Committee and the Communication area of Biosidus participated in a training provided by "Letras del Árbol", a consulting firm specialized in communication issues. In this training we addressed the topic of inclusive language in all its aspects, including age, disability, religion, ethnicity, among others; we emphasized the importance of gender inclusion.



Our talent management

SASB:

HC-BP-330a.1

Having the right people for each of the positions that make up our organization is vital to our DNA. We work with rigorous processes that ensure that each person is key in the position he/she occupies, generating a synergy of action that promotes the best results.

To fulfill this purpose, in 2022 we developed our Inclusive Recruitment Policy.

This internal procedure formalizes the selection process and its main objective is to reduce any biases that may arise, in order to build a more diverse and inclusive work environment. At the same time, we work on the induction process by incorporating material on gender equity, diversity and workplace violence in the company's onboarding.





Our mission is to ensure that the procedure and criteria applied during each phase of the selection process do not place one group at an advantage or disadvantage over another.

In order to fulfill this rigorously, we have different instances that try to reduce the margin of error that could be generated during a search and selection process. This is why it is important that each of the people involved in the search and selection process perform their tasks with professionalism and impartiality.

On the other hand, we continue to work with universities and institutes to publish our job postings. In this way, we promote the representation of minority groups within each slate.

At Biosidus, we focus on the profile and competencies required for the position and not on gender, race or religion.

To this end, we rigorously monitor the process to avoid subjectivity and provide feedback to each participant on the stage of the process in which he or she is.

During 2022, we made significant improvements to our recruitment and selection process, transforming it into a 100% digital system through the implementation of a recruitment platform. This innovation allowed us to efficiently manage staff requirements, publish job postings on our web portal, send automatic responses via email, maintain an updated database, and prepare and send offer letters to selected candidates.

In addition, in response to the results of our climate survey conducted in 2021, we enabled within the same platform a portal for internal job postings. This implementation accompanies the digital and cultural transformation, which contributes to:

- **Post vacancies that can be filled internally.**
- **Make HR work more efficient.**
- **Provide opportunities for professional growth.**
- **Motivate people.**
- **Improve the experience of those who lead the recruitment and selection processes.**



Onboarding process

All our new hires are provided with information on benefits, Human Resources processes and relevant instructions on how to use our management systems, our commitment to diversity and inclusion, introduction to technological tools and introduction to BIO Performance Management (BPM). In addition, we share our internal and external communication channels as well as our Code of Conduct and current Policies.

Some of the activities we include are mandatory, such as: Introduction to Good Manufacturing Practices, Introduction to Occupational Health and Safety, Our Compliance Policies, Introduction to Biotechnology and Biosimilars and Introduction to our products.

From the Human Resources area, we follow up on each of the new employees within 30 days of their incorporation, in order to assess their adaptation to the work teams and their agreement with the company's values.



Our competency model

Labor competencies are a set of qualities that allow us to carry out our functions in the workplace and contribute to an optimal performance within each position. To ensure this, we have a competency model, which brings together those behaviors and skills that we believe are essential in all the people who are part of the company.

This model guides our recruitment and selection process, and also defines training and development plans within the company.



Leadership



Global vision



Focus on results



Impact communication



Customer orientation



Teamwork



Creativity



Internships at Biosidus

For Biosidus, it is important to train future generations in those aspects that are key to our industry.

That is why, through the internship program, we seek that young people begin to enter the labor market and acquire useful tools for their training.

During 2022, 13 students (4 men and 9 women) participated in the internship program, in the areas of Pharmacovigilance, Regulatory Affairs, Maintenance, Operations, Planning and Management Control, Administration and Finance, Human Resources and Systems. We have agreements with several universities: University of Buenos Aires, (UBA for its acronym in Spanish), specifically with the Schools of Pharmacy and Biochemistry, Economics and Medicine; Argentine University for Business Studies (UADE for its acronym in Spanish), National University Arturo Jauretche, National Technological University (UTN for its acronym in Spanish), University of Business and Social Sciences (UCES for its acronym in Spanish), among others.

In addition, in 2022, we implemented an “Unpaid Internship Program”, in which a female person participated, in order to deepen the appreciation of work as a necessary element of the student’s life, incorporate knowledge, skills and attitudes linked to real situations in the world of work, promote a correct future professional orientation, and collaborate in the assigned tasks and the understanding of the value chain and the core processes of Biosidus..

Internships Biosidus 2022

13
students



10
meetings



30
hours



Bio communication

At Biosidus, we are committed to equity and inclusion, and in line with this all our communications are made with inclusive language. This commitment is reflected in both our internal and external communications.

Our objective is to achieve an effective and efficient communication that allows us to permeate the Biosidus culture, so that we can generate commitment among our employees.

We believe that the adoption of inclusive language is an important step in promoting a respectful work environment. On the other hand, we are convinced that frequent interaction and space for feedback is essential in order to generate bonds that are sustained over time. To this end, and with the objective that our people are reached by our internal communications, we use different media that allow us to disseminate our messages: billboards, WhatsApp Business, supervisors' meetings, leaders' meetings, team meetings, e-mails, TVs, shared channels in Microsoft Teams, among others.



We encourage the use of Microsoft Teams and SharePoint as a means of communication, with groups to share information and work with collaborative files. We incorporated the use of QR Codes on our bulletin boards and in our communications, to simplify access through all mobile devices. We also developed corporate cards with QR Code with direct access to the corporate WhatsApp



Training and development

GRI DISCLOSURE:

3-3, 404-1, 404-2

Training and development are essential for our growth.

We generate several spaces and instances of open and inclusive learning that allow each member of our team to acquire the necessary tools to continue their training in soft skills and technical knowledge specific to the role.

23
promotions
in 2022

65.22%
women

34.78%
men



Corporate Training Program

Our Corporate Training Program provides opportunities for all levels of the organization and is divided into:

External Training

these are the activities that we promote through strategic partners and external facilitators.

DNA Leadership Program: Based on the results obtained in the climate survey conducted in 2021, we were able to identify the aspects on which we should focus in order to strengthen and improve our organization. One of those drivers was leadership and, from there, 100 leaders in management, supervisory and coordination positions participated in a three-month training program, where topics such as leadership strategies, change management, interaction styles, principles of effective communication, feedback and management of difficult situations were developed. The program consisted of 15 virtual meetings and a face-to-face closing day with interactive activities that fostered teamwork.



External technical training: 12 people received external training on various topics. These included a Master's Degree in Supply Chain and Projects, French and English courses, Pharmaeconomics 2022 Workshops, Bioequivalence Course, Validation, Verification and Transfer of Analytical Procedures, Impact of Glycosylation in the Biopharmaceutical Industry, Implementation of ISO/IEC 17025:2017 Standard Requirements, Well-being for Better Performance and Management and Disclosure of Non-Financial Information.

Internal trainings

these are given by internal trainers, experts and referents of the organization who share their knowledge within the company.

Labor relations panel: From the HR area, we provide training on relevant topics of the CBA (Collective Bargaining Agreement), unions, bargaining agreements, union associations, employer's obligations and Human Resources management. All this is part of our daily dynamics and it is important for our people to know how to act when required.

Clinical Research Program: In order to provide relevant and updated information, we conducted trainings on current requirements and regulations in Argentina and other parts of the world regarding the management of the Clinical Research area. The

informative talks were tailored to the needs of the different areas of the company; the Commercial & MKT, AARR & Medical Affairs, Legal & Compliance, HR, COMEX and Administration & Finance areas participated.

Patient Support Program (PSP): In order to learn about the human impact of our work and how our medicines improve the health of patients, we invited our employees to participate in an introductory talk provided by PSP trainers.

BIO 2022 Health Workshops: As part of Women's Month, together with our Labor Doctor, we gave talks on nutrition in the different stages of life, reproductive health, beauty and aesthetics. Knowing ourselves and how to treat our body is a fundamental factor for every woman.

Inclusive Selection Policy: From the Talent, Culture & Employee Experience area, we carried out a workshop for Human Resources professionals with the purpose of raising awareness of the processes established in our policy. All this with the aim of eliminating possible biases that could affect organizational processes.

Our DNA-Quality for Millions Program: Through monthly trainings, provided by our Scientific Director and expert people from other key areas, we trained on the company's products and processes. Some of the topics were: EPO, Filgrastim, Alpha and Beta Interferons, Quality Assurance, Osteofortil and Somatropin (HHT).



BIO Procurement Process: Together with the Administration & Finance area, we carried out a training aimed at referents from different areas, responsible for creating requisitions, with the objective of improving processes and reducing common errors.

Online training with LMS (Learning Management System): Training management is one of the main axes on which we work. To this end, we promote training through our new learning platform "BIO ACADEMY". During 2022, we assigned different people to multiple courses: Protocol for prevention and action in situations of workplace violence, SharePoint functionalities with the PMO area, Induction to the inclusive selection policy for leaders, Recruiting platform for people who originate job applications, Recruiting for approvers and Staff selection training. This platform allows our employees to have access to diverse content that improves their daily work and promotes learning.

Promoting skills for a first job search: In the framework of the World Youth Skills Day, we organized, together with the Human Resources area, an open training focused on providing tools to facilitate the search for the first job and face the challenges involved, aimed at family members of those who work at Biosidus. This initiative was carried out with the aim of contributing to the professional development of young people and helping them to make informed vocational decisions.

The training addressed key issues such as effective resume writing and preparation for job interviews. In this way, we continue to demonstrate our commitment to the community and to the development of the skills of new generations, providing experience and knowledge to help young people successfully face the challenges of the working world.

During 2022, at Biosidus we invested 4061 hours of training for all people, which meant 7.65h per person.



**2,712
hours
external
training**

**1,349
hours
internal
training**

**4,061
hours
total
training**





Bio Performance management (BPM)

GRI DISCLOSURE:

404-3

Evaluating the performance of our non-union employees is essential to address career, succession and training plans, among others. At Biosidus, we measure performance annually using the Success Factors management platform.

Performance management allows us to promote improved job performance and encourage the development of new skills.

Since 2022, we have promoted a new feedback instance in which the evaluated person and his/her leader indicate aspects to be improved and establish commitments for the next year.

Performance reviews

202
people

Participated in the performance management process in 2022

38%
of Biosidus' workforce



12

CEO + Directors

33

Managers

30

Chiefs

82

Supervisors coordinators Sales

45

Analysts

5.94%

16.34%

14.85%

40.59%

22.28%





Remunerations

GRI DISCLOSURE:

2-30, 405-2

At Biosidus, we respect the rights of association, organization and collective bargaining of our people, by complying with the legislation in force in the countries where we operate. Given our operation, our employees are governed by the Health Agreement 42/89. 62 % of our employees are covered by industry collective bargaining agreements; the Collective Bargaining Agreement that governs our operation is No. 42/89 of the Healthcare Union. For the rest, we do not determine labor conditions under any type of collective bargaining, we do it through the labor contract law. In order to determine the compensation corresponding to this type of employees and their salary updates, the evolution of the salary market and macroeconomic indicators are taken into account. As for the variable component of the compensation, it is linked to the results obtained in the performance management evaluation.

In this fiscal year, we granted all non-union employees the first bonus in relation to the 2021 objectives, in line with our variable compensation policy.

At Biosidus, we have a commitment to the well-being and development of our team, and a determination to reward the effort and outstanding performance of our people.

| INTERNAL CATEGORY | REMUNERATION RATIO* |
|--------------------------|---------------------|
| Directors | 93.20% |
| Managers | 89.55% |
| Chiefs | 95.34% |
| Coordinators/supervisors | 103.43% |
| Professionals | 100.38% |
| Technicians | 99.04% |
| Sales | 97.03% |
| Analysts | 99.58% |
| Operators | 100.12% |
| Interns | 106.16% |

*Formula used: average salary category A women/average salary category A men)*100.



Our benefits

GRI DISCLOSURE:

401-2

Having the best talent within the organization means not only attracting them, but also working on their retention and motivation. To this end, we offer our people several benefits that are attractive and are perceived as an added value o.

We seek to offer the best working conditions for our people, with benefits that contribute to their personal development and that of their families.



Health

- Health insurance.
- Optional life insurance.
- BIO EAP Well-being Program: Free and confidential counseling for employees and their families in psychological, legal (pension), financial/accounting and nutritional areas.
- Free Annual Flu Vaccination Plan.
- Special discounts at pharmacies.
- Lactation room in all our locations.



Transportation

- Shuttle service from Almagro plant to the Corporate Offices in Munro.



Education

- Discounts at Argentine University for Business Studies (UADE).
- Discounts at the Buenos Aires Institute of Technology (ITBA for its acronym in Spanish).
- Tuition fees for professionals.
- School kit.



Online shop

- Cuponstar discount platform.
- Discounts on home appliances/technology.



Special celebrations

- Gifts for weddings.
- Children's Day: Gifts for children to enjoy on their day.
- Birthday of the month celebration.
- Gift for birth.
- Retirement gift.
- Christmas present..



Food

- Cafeteria and snack service.



Work-life balance

- Gym discounts.
- Hybrid remote work system: 2 on-site days for 3 remote days.
- Flexible administrative hours for non-union employees.
- BIO Week: week off offered to all non-union employees between Christmas and New Year's holidays.
- Day care center payment for women with children up to 5 years old.
- Extended paternity leave.
- Retirement counseling and management services.

We support your learning "Acompañamos tu aprendizaje" program

In 2022, we started the "We support your learning" program, in which Biosidus is committed to cover the cost of tuition and fees at 100% so that all those people who are part of the company and have not finished high school can do so.

The proposal consists of virtual and asynchronous classes, virtual campus with study material and recorded classes, personalized tutoring and teacher support through forums and messaging. This program makes it possible to finish high school in 1 or 2 years and obtain an official "Bachelor's Degree in Economics and Organizational Management".

We recognize the effort, dedication and commitment of our employees to achieve their goals. We welcome this initiative and are pleased to be able to support people on this path of academic development.

13 people participated in this learning path



Occupational health and safety

| MATERIAL TOPIC: | GRI DISCLOSURE: | SDG: |
|--|-------------------|-----------|
| Occupational health, safety and well-being | 3-3, 403-1, 403-2 | 3, 8 y 16 |
| BIOPHARMA ESG: | | |
| <i>Human Capital Management</i> | | |



At Biosidus, taking care of the health and safety of our staff is a priority.

As stated in our Health and Safety Policy, and the labor legislation in the countries in which we operate, it is our duty to provide and maintain a safe and healthy workplace for employees and contractors, by mitigating risks and preventing incidents and occupational diseases.

As a key milestone during 2022, we certified our plants and our logistics center to IRAM-ISO 45001:2018 standards for their Occupational Health and Safety Management System. This certification further endorses our commitment to our people.





Risk identification and management

Within our Integrated Management System (IMS), we document all the actions we carry out in order to eliminate or reduce the risk levels that our activity and/or processes may have. This allows us to identify anomalies and work on them.

The elements that make up the IMS are based on Law No. 19,587 (Argentine Law on Occupational Hygiene and Safety) and the ISO 14001 and 45001 standards (Environmental Management and Health and Safety Standards, respectively).

We are a reliable company that works every day to ensure the safety of the people who provide services in our facilities.

Through our context analysis, we promote actions to reduce undesirable effects and encourage improvement.

To this end, our organization seeks to permanently mitigate/decrease the negative impacts related to the activity, through the identification, correction/reduction and subsequent verification of those unfavorable impacts.

We have an interdisciplinary action plan to address these findings with those responsible for the areas and thus achieve continuous improvement. That is why each occupational accident that occurs has a procedure for investigation, reporting and corrective actions to prevent future reoccurrences. The Safety and Hygiene department is in charge of ensuring compliance with all the necessary processes, as well as thinking, designing and implementing actions to minimize risks in our workplace.

We establish safety, health and environmental protection standards, on which 100% of our staff is trained.

All information related to Safety and Hygiene issues is also communicated on our communication platform, which is freely accessible to all employees (Microsoft Teams); there they can have access to several content and educational materials (videos and presentations), which allows them to be updated on care and new safe practices.

The main function of the Safety and Hygiene department is to promote a culture of safety at work and to make people understand the importance of developing their activities in a healthy and safe environment.





Occupational accidents, illnesses and diseases

GRI DISCLOSURE:

403-9, 403-10

Occupational accidents

In terms of health and safety indicators for 2022, there was a significant decrease in the number of workdays lost due to accidents. And there were no fatalities as a result of work-related injuries.

The work-related injury rate (number of accidents/hours worked x 200,000) was 3.2% in 2022, compared to 4.3% in 2021.

The two most relevant cases were: a knee twisting injury at the Almagro plant, and the loss of a finger due to entrapment in machinery on the packaging line at the Bernal plant.

| ACCIDENTS | 2022 | 2021 |
|---|----------|----------|
| Number of fatalities as a result of work-related injuries | 0 | 0 |
| Number of high-consequence work-related injuries, excluding fatalities * | | |
| Almagro | 0 | 0 |
| Bernal | 0 | 0 |
| Quilmes | 0 | 0 |
| Munro | 0 | 0 |
| Number of work-related injuries without major consequences | | |
| Almagro | 10 | 16 |
| Bernal | 4 | 12 |
| Quilmes | 1 | 0 |
| Munro | 0 | 0 |
| Number of lost workdays | | |
| Almagro | 111 | 200 |
| Bernal | 91 | 86 |
| Quilmes | 6 | 0 |
| Munro | 0 | 0 |
| Number of hours worked | | |
| Almagro | 364,014 | 402,729 |
| Bernal | 303,961 | 361,566 |
| Quilmes | 14,121 | 269,736 |
| Munro | 255,124 | 269,736 |

* No incluye fallecimientos.



Commuting accidents

| ACCIDENTES IN ITINERE | 2022 | 2021 |
|---|-------------|-------------|
| Number of fatalities as a result of commuting accidents | 0 | 0 |
| Number of injuries without major consequences as a result of commuting accidents | 14 | 13 |
| Almagro | 8 | 6 |
| Bernal | 6 | 6 |
| Quilmes | 0 | 1 |
| Munro | 0 | 0 |
| Number of lost workdays | 389 | 208 |
| Almagro | 134 | 55 |
| Bernal | 245 | 139 |
| Quilmes | 0 | 14 |
| Munro | 0 | 0 |

Occupational diseases

| OCCUPATIONAL DISEASES | 2022 | 2021 |
|--|-------------|-------------|
| Number of fatalities as a result of work-related diseases | 0 | 0 |
| Number of cases of work-related ill health | 3 | 3 |
| Almagro | 1 | 1 |
| Bernal | 2 | 2 |
| Quilmes | 0 | 0 |
| Munro | 0 | 0 |
| Number of lost workdays | 28 | 61 |
| Almagro | 11 | 45 |
| Bernal | 17 | 16 |
| Quilmes | 0 | 0 |
| Munro | 0 | 0 |

During the 2022 period, there were no fatalities as a result of commuting accidents or occupational diseases.



Occupational medicine and safety committed

GRI DISCLOSURE:

403-3, 403-4, 403-6

At Biosidus, we comply with the laws in force. Before each new employee joins the company, we carry out the medical tests required by law to ensure optimum health. On the other hand, and in order to avoid future ill-health, we implement periodic follow-up tests for the teams that perform certain tasks.

Each of our plants has a medical service to cover possible incidents that may occur.

Additionally, we set up a joint Safety and Hygiene Committee, with representation from both Biosidus and the unions, where the main lines of action to avoid incidents are discussed. The Human Resources area carries out, together with the union representation, the guideline of the actions to be taken. We guarantee the participation of the different work teams, we survey the opinions of all areas of the plants, we analyze the different perspectives on the context and we encourage each member to provide input and comments.

The main purpose of the Joint Committee is to analyze specific situations related to safety, health and environmental care, and it meets every 45 days for follow-up meetings.

We also have mailboxes for the participation and consultation of all the people who are part of the company, through which they can inform us of issues related to the improvement of processes, detection of unsafe conditions, among others.



Prevention training

GRI DISCLOSURE:

403-5

Training is essential at our operating sites, with the fundamental purpose of maintaining the safety and health of our human resources.

We periodically train our staff on existing risks in their jobs and the control measures in place, including safe work procedures. These activities follow a schedule based on the risk exposure that each position requires.

Within the annual training plan, which is mandatory, the Hygiene, Safety and Environment area determines the necessary concepts/training that are directly related to these topics. Through this, we seek to achieve a cultural basis that promotes the care of people when developing their activities, not only in Biosidus locations but also in their daily life.

All of the organization's staff undergo:

- ✓ An introductory training that includes the contents of the Integrity Program.
- ✓ Specific training according to their role, organized by the person responsible for the area and implemented by qualified staff.
- ✓ Ongoing training on safety and hygiene issues and responsible care of the environment.

Additional trainings are conducted when the need is determined by the person responsible for the area. These trainings can be internal courses conducted by internal or external staff, external training courses or practical tests.

Once carried out, we evaluate the effectiveness of these actions through internal audits, and then report this information to Management, who is responsible for reviewing and suggesting improvements.

During 2022

+2,600
training sessions

were held for the care and integrity of our employees.



Our community



MATERIAL TOPIC:
Community relations

GRI DISCLOSURE:
3-3, 413-1

SDG:
10, 17





Our community

| MATERIAL TOPIC: | GRI DISCLOSURE: | SDG: |
|---------------------|-----------------|--------|
| Community relations | 3-3, 413-1 | 10, 17 |

At Biosidus, we remain committed to building a healthier and more sustainable future for all people. Our high quality and affordable products continue to improve the lives of thousands of people, and are our main contribution to the communities in which we are present.

In the Biosidus DNA is our commitment to build a healthier and more sustainable future that meets the needs of the present without compromising the needs of future generations.



We generate positive impact in our communities

At Biosidus, we develop programs that allow us to get closer to our neighboring community and work together on sustainable actions.

The pillars of our management with the community are:



education



health



environment

Our management model is aimed at promoting the relationship between the company and our stakeholders. Through different communication channels, we seek to improve mutual knowledge in order to develop relationships based on trust and respect, and we carry out diagnoses and analyses of the needs and concerns of our communities.

In 2022, we expanded the scope of our community programs in Argentina and are exploring opportunities to establish new collaborations and new projects to extend our positive impact in key areas such as education, health and the environment. To this end, we conduct a rigorous background analysis based on congruence of purpose, fulfillment of objectives and references received, to evaluate the institutions with which we build alliances. In this evaluation process, our company's CEO plays an active role in ensuring that we work with organizations aligned with our values and commitments.

Our commitment to social support and sustainable development is reflected in the constant evolution and improvement of our initiatives, together with organizations that share our vision.

We are proud of the alliances we have established and we continue to work tirelessly to generate significant change in the communities where we operate.



Health

Trauma Foundation – Pasos Program

The Trauma Foundation is an NGO made up of healthcare professionals, social scientists, data scientists and communicators who collaborate with health teams to learn from experience, identify opportunities and develop strategies in order to improve the management of the health system. The Foundation's mission is to raise the profile of trauma as a disease and is supported by the National Ministry of Health, the National Academy of Medicine and 46 scientific academies in 36 countries.

In 2022, the Foundation experienced a period of great progress and positioning, as they expanded the focus of management and developed innovative projects through networks and intersectoral collaboration alliances.

At Biosidus, we assume the commitment and contribute to improve the quality of life of people and promote healthy aging.

From Biosidus, we assumed the commitment to support the work of the Foundation for 3 years and from its launch, in November 2022, we support and promote the Pasos Program.

The "PASOS: Comprehensive Management of Hip Fractures" Program proposes a data-based institutional management model, which is structured on the basis of the Argentine Hip Fracture Registry to improve the quality of care of people affected by this health condition. It is implemented in public and private institutions throughout the country to learn about the impact of hip fractures in Argentina, reach consensus on clinical practice guidelines and design prevention strategies that promote healthy aging. This initiative facilitates decision-making in care settings, reduces the impact of delayed surgeries and promotes early rehabilitation to prevent specific complications.

"El Barrio" Club

For Biosidus, it is important to support the development of sports and recreational activities promoted by our staff. In this sense, we made donations to "El Barrio" Club, located in front of our API production plant in the Autonomous City of Buenos Aires. Thus, we collaborated with the purchase of balls, net, t-shirts for the women's volleyball team and tables, garden chairs and umbrellas. We want to participate in those activities that promote the development of healthy habits.





Education

Cimientos Foundation

We continued our commitment to this Foundation by contributing five scholarships to the Future Graduates Program in the city of Quilmes, province of Buenos Aires. The purpose of this program is to help young people between 12 and 18 years of age in vulnerable situations, so that they can stay in school, graduate and get a job in the future.

Through the support provided, we encourage the development of skills and abilities that help improve the individual's academic performance, increase their chances of graduating from high school and plan their professional career with better job prospects.

Enhancing Biotechnology

In 2022, we carried out the first edition of the Practical Course for the Biotechnology Department of the School of Pharmacy and Biochemistry, within the framework of the agreement signed with the University of Buenos Aires (UBA).

This activity reinforces Biosidus' commitment to training and talent development and fosters collaboration between university and industry.

Students had the opportunity to carry out a practical work in our Almagro plant. The objective was focused on the expression and purification of a low molecular weight peptide in E. coli. We also carried out different practical activities in our Upstream, Downstream and Quality Control areas, assisted by teachers belonging to those areas. The course was attended by 12 students, who had the opportunity to apply their theoretical knowledge in a practical and real environment. In this way, we contributed to their professional growth and to the generation of future leaders in the sector. At the end of the course, participants provided very positive feedback after completing a survey about their experience, giving 5/5 stars in all the items surveyed.

We contributed to their professional growth and to the generation of future leaders in the sector.

12
students
attended
in 2022

★ ★ ★ ★ ★
experience
rating
5/5 stars





Governance, ethics and integrity



| | | |
|---|-------------------------------------|--|
| <p>MATERIAL TOPIC: Business Ethics, Diversity and Equal Opportunity.</p> | <p>SDG: 5, 8, 10, 12</p> | <p>BIOPHARMA ESG: <i>Business Ethics, Integrity, and Compliance</i></p> |
|---|-------------------------------------|--|



6.1 Board of directors

Directorio

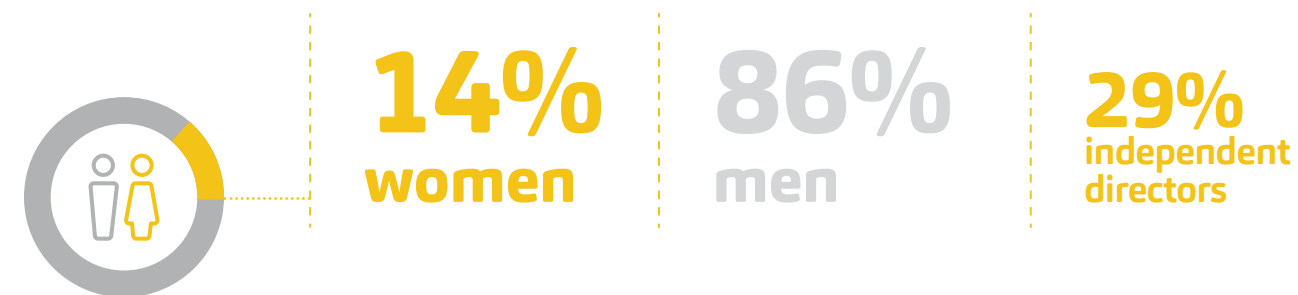
GRI DISCLOSURE:

2-1, 2-9, 2-10, 2-11, 202-2

Our business model is supported by an excellent Corporate Governance, defined by its high degree of commitment to high ethical, transparency and governance standards that allow us to build long-term relationships with our stakeholders.

Biosidus Group S.A., the sole shareholder of Biosidus S.A.U. and holder of 100% of the shares, has a Board of Directors composed of seven members, including two independent directors.

| NAME AND SURNAME | POSITION | INDEPENDENT |
|--------------------------------------|----------------|-------------|
| Santiago Luis García Belmonte | PRESIDENT | NO |
| José Miguel Knoell | VICE PRESIDENT | NO |
| Alberto Hernández | DIRECTOR | NO |
| Santiago Polo | DIRECTOR | NO |
| Ramiro Lauzán | DIRECTOR | NO |
| Laurence Loyer | DIRECTOR | YES |
| Gustavo Mahler | DIRECTOR | YES |



The entire board was appointed on October 18, 2019 and remain in office until a replacement is in place.

Compared to 2021, there were no changes in the composition of the company's Board of Directors in terms of gender, age and seniority.



Furthermore, the Board of Directors of Biosidus S.A.U. is responsible for making economic, environmental and social decisions. It is composed of three members, represented 100% by men, who were selected on March 31, 2022, for a term of 3 fiscal years.

Board of Directors of Biosidus S.A.U

100%
men



100%
dependent
on the business

| NAME AND SURNAME | POSITION | EXECUTIVE POSITION |
|--------------------------|----------------|-----------------------------|
| Mariano Luis de Elizalde | PRESIDENT | CEO |
| Javier Swiszczy | VICE PRESIDENT | LEGAL & COMPLIANCE DIRECTOR |
| Alberto Hernández | DIRECTOR | N/A |



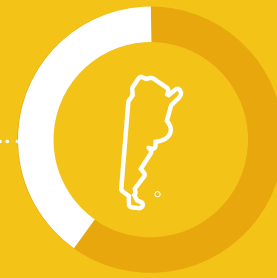


BIOSIDUS GROUP SA

NATIONALITY

57%
foreigners

43%
Argentines



GENDER

86%
men

14%
women



SENIORITY

86%
seniority less than 5 years

14%
seniority between 5 -20 years

AGE

86%
age between 25-45 years

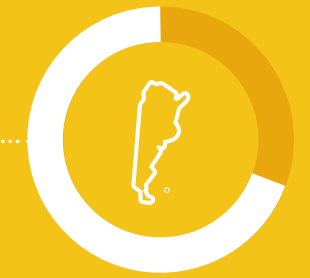
14%
age over 45 years old

BIOSIDUS SAU

NATIONALITY

33%
foreigners

67%
Argentines



GENDER

100%
men

AGE

33%
age between 25-45 years

67%
age over 45 years old





To ensure compliance with the business objectives, Biosidus Group S.A. also has two committees that supervise the management of Biosidus S.A.U.:

Audit and Risk Committee

It is a significant part of the business to monitor those actions aimed at minimizing risks in our operations. With this criterion, the Audit and Risk Committee evaluates the effectiveness of the control system to ensure compliance with the objectives and strategies set by Management, the development of operations, the reliability and accuracy of accounting information, as well as to carry out the applicable laws and regulations.

This committee is made up of three members of the Board of Directors of Biosidus Group S.A

Compensation Committee

Human capital is the engine that drives our organization. The purpose of the Compensation Committee is to ensure compliance with the rules and strategic projects that involve the people of the companies in which Biosidus Group S.A. participates. It is made up of three members of its Board of Directors.

Executive Committee

In charge of the operational management, Biosidus S.A.U. has an Executive Committee composed of 11 members: our CEO and his direct reports. They lead the following areas:

- **Quality Assurance and Validation Departments.**
- **Business Development and Project Management Department.**
- **Human Resources and Corporate Affairs Departments.**
- **North Latam Commercial Operations Department.**
- **Operations Departments.**
- **South Latam Commercial Operations Department.**
- **Legal & Compliance Department.**
- **Regulatory Affairs and Pharmacovigilance Department.**
- **Administration and Finance Department.**
- **Medical Department.**

The executive committee is composed of



9%
women

91%
men

100%
argentinians





Our commitment to ethics

GRI DISCLOSURE:

2-23, 2-26, 2-27, 3-3, 205-2, 205-3

SASB:

HC-BP-510a.1, HC-BP-510a.2

At Biosidus, ethics and integrity are fundamental pillars for the development of our business and for our interactions with our business partners, our team and the community. Therefore, we have an Integrity Program that establishes our values and ethical standards to be used as a guide for decision making.





Our Code of Conduct is part of the Integrity Program and constitutes the set of basic principles of conduct that should govern the performance of those who are part of the company and external staff. It publicizes and reinforces our commitment to compliance with regulations, applicable laws and human rights, while also promoting good business practices and respect for antitrust laws.

In addition, through this document we ratify our commitment to the performance of corporate values, granting us social license to manage the business.

The training of our work teams is key to the proper administration of the Code of Conduct, which is reinforced through periodic communications and activities that strengthen its implementation.

In case of non-compliance with the Code of Conduct, at Biosidus we have an external complaints channel, where anyone who is part of the company and third parties can have a quick and safe access. Through the line that appears on our website, we protect the privacy of the information provided. In this way, we promote the best practices of transparency and business integrity.

From the Legal & Compliance Department, we define an annual plan that allows us to review the status and progress of the company's Integrity Program in order to update it and make the necessary adjustments. Likewise, we design and implement different mechanisms and procedures that operationalize the policies in force.

The Audit Committee follows up and monitors compliance with the Integrity Program.

Our Sustainability Report represents a communication channel for stakeholders and opens a dialogue to receive complaints, expectations and opinions.

During 2022, we received no complaints for acts of corruption or acts of unfair competition or monopolistic practices.

100%
of our workforce

received training & communications on business ethics and anti-corruption practices





Code of conduct

Our Code provides guidelines for everyone in the company, regardless of their hierarchical level, and for our business partners who conduct business on our behalf.

At Biosidus, the Code of Conduct conveys a message that guides us in complying with our core values and ensuring that the needs of the industry in which we operate and our business and personal conduct are aligned and mutually reinforcing.

Reporting possible Code violations is essential to protect our business, patients and third parties. These reports can be made through the Biosidus Ethics Line.

During 2022, 9 complaints were received regarding the Code of Conduct.

In all cases, the complaints were addressed by the Human Resources area and every reasonable precaution was taken to maintain confidentiality, with a thorough and fair investigation, whose purpose was to establish their legitimacy. Only 4 cases were upheld and a reconsideration of the assessment of the conduct and the application of the corresponding disciplinary measures were requested.

100%
of our workforce

received training
on our Code of Conduct



Code of conduct



biosidus.com.ar





Our commitments

Commitment to integrity

- Integrity.
- Ask questions and request assistance.
- Report concerns.

Commitment to Compliance

- Compliance with laws and regulations.
- Zero tolerance for bribery and corruption.
- Fair competition.
- International trade.
- Data privacy.
- Commitment to quality.
- Interaction with healthcare professionals.

Commitment to respect for others

- Diversity and inclusion.
- Prevention of harassment.
- Occupational and environmental safety and health.

Commitment to the protection of our company

- Confidentiality.
- Accurate accounting books and records.
- Prevention of conflicts of interest.

Anti-corruption policy

At Biosidus, we are committed to conducting our business operations in an ethical and honest manner.

We have an Anti-Corruption Policy and, likewise, we implement and reinforce systems aimed at preventing corruption, complying with all laws and regulations of the countries where we operate.

We have zero tolerance for acts of bribery and corruption. We are committed to acting professionally, fairly and with integrity in all transactions and business relationships, regardless of where we conduct our operations.

In this regard, we ensure compliance with our Anti-Corruption Policy; the Compliance, Legal and Human Resources Departments promote and encourage its implementation.

This policy applies to all people who are part of Biosidus (regardless of the type of hiring) and its subsidiary companies. It also applies to payments that may be made to third parties (or through them), such as representatives, distributors/business partners, consultants, agents, contractors, suppliers, joint ventures and any other intermediary acting on behalf of Biosidus



Our integrated management system

Based on the commitments assumed, and aware of the need to continue advancing along the path of continuous improvement, we have an Integrated Management System (IMS) for Quality, Environment and Health and Safety.

The objective of the IMS is to ensure the quality of our products, the reduction of the environmental impact of our activities and the safety and health of our human resources.

Taking into account the basic principles of a management system, our IMS meets the requirements of the ISO 14000 and 45000 certifications, which further endorse our commitment to our people, society and the environment.

The Integrated Management System seeks to:

- ✓ **Address risks and opportunities considering the context in which we implement operations.**
- ✓ **Ensure the ability to provide services that meet customer requirements.**
- ✓ **Facilitate opportunities to improve customer satisfaction levels.**
- ✓ **Generate evidence of performance that meets legal requirements and those of stakeholders.**

The IMS covers the processes and equipment of Research, Development and Manufacture of Active Pharmaceutical Ingredients (API) of biotechnological origin, specifically recombinant proteins in the plant of the Autonomous City of Buenos Aires; the processes of Manufacture of Biotechnological Pharmaceutical Products, which contain recombinant proteins as active ingredients, in the plant of Bernal, Province of Buenos Aires; and the processes of Reception and

Storage of Packaging Material, Products and Shipment of Finished Product in the Logistic Center located in the city of Quilmes, Province of Buenos Aires.



The IMS defines the procedures that determine how the identification of aspects and the evaluation of impacts should be carried out, how the matrix for the identification of aspects and their evaluation is prepared, and which are the operational controls, hazards and associated risks.

Based on the analysis of the context of our operations, Management establishes annual performance objectives and develops programs so that, through the different processes included in the IMS, actions are defined for their fulfillment.

The objectives are consistent with the Integrated Management Policy, are measurable, whenever possible, and include a commitment to continuous improvement of the IMS performance. Their definition takes into account what is to be done, who will be responsible, what resources will be required, in what times or deadlines it must be done and how the results will be evaluated in order to establish its effectiveness.

They are documented, communicated and monitored by means of a Management Dashboard in the Management Control Meetings, held periodically. Their compliance is evaluated in the Management's review of the performance of the Management System.

Changes to the IMS are made on a planned basis and may have the following origins:

- **Management review.**
- **External or internal audits of the IMS.**
- **Customer complaints and claims.**
- **Satisfaction surveys.**
- **Improvements in production, conservation and dispatch processes.**
- **Detection of failures or opportunities for improvement during the development of processes.**
- **Changes in current regulations.**
- **Information arising from the usual analysis of the market, in relation to the competition.**
- **Changes proposed by stakeholders.**

Regarding the manufacturing processes of our products, and according to the requirements of GMP ("Good Manufacturing Practices"), we must demonstrate the reproducibility of the processes.

Therefore, the implementation of changes is a reason that could potentially affect the processes or products produced. To address this risk, Biosidus has developed a procedure for evaluating and authorizing changes to facilities, equipment and processes.





The IMS documents all the information necessary to ensure the relevance, applicability and consistency of the methodologies that ensure compliance with expectations regarding our performance. The information includes that required by the regulatory framework and that which the organization defines as necessary to regulate and order its processes, as well as to provide evidence of compliance.

One of the fundamental aspects on which the IMS is based is the management of the documentation that supports all the activity that Biosidus performs for its drug manufacturing process. This documentation includes:

- **IMS Policies:** Determines the first level guidelines in relation to Quality, Environment, Energy Efficiency and Occupational Safety and Hygiene.
- **IMS Manual:** Identifies the elements of the IMS and their interaction. It states the IMS Policy and describes how the operating mechanisms are implemented.
- **Specific Procedures, Work Instructions, Forms:** Determine the responsibilities, methodologies and records associated with a specific level.
- **General Procedures:** Define the responsibilities, methodologies and procedures at a general level associated with a main process, and raises the interaction with other processes of the IMS.
- **Instructions:** Determine the steps to follow, the criteria to perform tasks and how to create a record. The company's operating records are kept in the forms.
- **Technical Documentation:** Supporting information of the processes. Complete definitions of technical aspects.
- **Follow-up, Measurement and Analysis:** They allow us to demonstrate the acceptance of our services, ensure the continuity of the IMS and improve its effectiveness.
- **Records:** Provide objective evidence of the degree of compliance regarding Quality, Environmental, Health and Safety and Hygiene requirements. They collaborate in the analysis of data for decision making and ensure the traceability of processes. They are made in accordance with legal or contractual provisions, and are available to any supervisory or auditing body. International guidelines and directives are used for their drafting and creation.
- **Non-conformity Management:** In the event of a non-conformity, we implement a systematic mechanism to record and deal with it, in order to minimize the effect of the deviation, analyze its causes and take actions to prevent its recurrence. We have a documented procedure that describes the steps to be followed and ensures the preservation of records of all stages of treatment.





Economic performance



| | | | |
|---|--------------------------------------|-------------------------|---|
| MATERIAL TOPICS: Economic Performance; Value Chain Management and Development | GRI DISCLOSURE: 3-3, 201-1 | SDG: 8, 9, 12 | BIOPHARMA ESG: <i>Supply chain management</i> |
|---|--------------------------------------|-------------------------|---|



Our business

We continue to bet on the future, developing and strengthening our position in the local and international economies.

We are a leading company in the biosimilars market, which continues to grow at a steady pace in an ever-changing market. This is due to the policies we have developed over the years, which have allowed us today not only to improve the scale of our growth but also to increase our presence in different parts of the world; we have set up commercial offices that make our products known internationally.

We optimize our production plants, the labels and packaging of our products and seek, every day, to be competitive in a constantly evolving environment.

Our business plan is based on strategic pillars in the regulatory field, medical marketing, commercial development, efficiency in the logistics chain and direct presence in key markets.





We are taking an economic approach in order to continue our expansion process and remain leaders in the biosimilars market.

All this is thanks to our business strategy and the alliances generated, but above all because of the human resources that allow each action we take to be carried out.

In a complex context with multiple variables that impact growth, competition and market access, we manage to balance them and set our business on track.

In addition to the continuous investment in the areas of Research & Development and Clinical Research, as a scientific knowledge company, Biosidus understands that the development of new products and the continuous improvement of its current portfolio is the cornerstone of an international business expansion plan.

In a market still affected by the pandemic, growing competition and an increasingly complex regulatory environment, we continue to position ourselves in emerging markets by being a supplier of biological products at competitive prices. The lower cost, compared to reference biologics, coupled with the increasing burden of reducing healthcare costs in the world's public medical systems and favorable clinical results, demonstrated through clinical trials of biosimilar drugs, are expected to act as drivers of expansion.

In the macro aspect and the dynamics of the healthcare sector itself, a more complex business context and a tightening of price/volume negotiations in the public sector are taking shape, resulting in a highly competitive environment. In this context, biosimilars continue their course of positive acceptance in the market, but, at the same time, they face greater price controls.

To face this complex scenario, at Biosidus we base our more than 39 years of experience in the market on the recognition of the quality and efficacy of our products.

As part of our transparency in the market, we generate every month a closing report that includes information about our Procedure and Management System.



Procedure and Management System



Income Statement (P&L)

Comprises all the lines of the income statement up to EBITDA, with the comparison against the budget of the previous month and the same period reported the previous year.



Sales analysis

For this report, an analysis of monthly sales compared to the budget is performed. The report consists of an analysis by region and by molecule (or SKU).



Working capital evolution

The report incorporates the items that make up the working capital, compared with the previous month and with the same period of the previous year, as well as the evolution of the year. Differences over the working capital are analyzed and explanations are included in the report.



Financial debt status

We analyze the status of our financial debt, which allows us to know the status of our commitments.



Forecast

Throughout the year, several forecasts are made that include the actual information (up to the period of preparation) and the re-estimation of the remaining periods until the end of the year.

Objectives

The company establishes individual objectives made up of personal objectives related to activities and developments that add value to the company's performance.

Additionally, there is a trigger linked to the company's results (actual EBITDA vs. EBITDA budget). These objectives are documented in the company's systems.

This information allows us to monitor economic performance on a monthly basis and detect possible deviations and corrections in time.

Sustainable financing of our operations

Thanks to our commitment to health and science, and BBVA's strategy of supporting sustainable financing, we obtained USD 5.9MM to finance the sale of biosimilar products to Brazil, Colombia, Uruguay, Dominican Republic, Morocco, Algeria and Thailand.

This operation was certified as sustainable in the social category of affordable basic infrastructure, under the BBVA Sustainable Products CIB Framework. In addition, the use of the funds is aligned with the United Nations Sustainable Development Goals (SDGs), in its social category, by contributing to SDG 3 (Health and Well-being) and SDG 10 (Reduced inequalities).

Sustainable financing of this operation facilitates access to more medicines for disadvantaged populations.



Main economic indicators

Below is the table of Direct Economic Value Generated and Distributed according to GRI considerations in its disclosure 201-1.

This information arises from the Annual Report and Financial Statements of Biosidus Group under IFRS standards, corresponding to the fiscal year ended December 31, 2022, comparative with the last 2 previous periods. The values are expressed in US dollars.

It is worth mentioning that, for all these indicators, the concept of profit/loss for the year constructed on an accrual basis was followed, so that it is comparable with the reported financial statements.

| DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (in USD) | STAKEHOLDER | 2022 | 2021 | 2020 |
|---|--------------------|---------------------|---------------------|---------------------|
| Economic value generated | | | | |
| Revenues / Net Sales | CUSTOMERS | \$71,204,646 | \$68,240,833 | \$65,238,273 |
| Other Revenues | | \$2,013,072 | \$2,845,871 | \$1,041,866 |
| TOTAL ECONOMIC VALUE GENERATED | | \$73,217,718 | \$71,086,704 | \$66,280,139 |
| Economic value distributed | | | | |
| Operating costs | SUPPLIERS | \$45,854,942 | \$40,196,614 | \$37,968,216 |
| Employee wages and benefits | EMPLOYEES | \$28,758,501 | \$22,840,617 | \$19,587,358 |
| Payments to providers of capital | CREDIT PROVIDERS | \$(62,350) | \$988,614 | \$4,772,697 |
| Payments to government | GOVERNMENT | \$(5,225,260) | \$13,192,439 | \$4,855,880 |
| Community investments | COMMUNITY | | | |
| TOTAL ECONOMIC VALUE DISTRIBUTED | | \$69,325,833 | \$77,218,284 | \$67,184,151 |
| TOTAL ECONOMIC VALUE RETAINED | | \$3,891,885 | -\$6,131,580 | -\$904,012 |

Value chain

GRI DISCLOSURE:

2-6, 3-3

SABS

HC-BP-430a.1

At Biosidus, we are committed to multiplying the positive impact of our business throughout our value chain. To achieve this, we create opportunities for our customers as well as for our suppliers and production plants, thus promoting sustainable growth as a whole.

Our supply chain is key to the sustainability of our operation, which is why we work every day to maintain an ethical and trusting relationship with each supplier.





We understand the importance of integrity and reliability in our supply chain. Therefore, we implement a rigorous system of audits for our suppliers of critical inputs and services. This proactive approach enables us to maintain their qualification and ensure the robustness of this chain.

- **Our Misconduct Investigation and Anti-Corruption Policies** apply to both employees and third parties related to the company.
- **Our Integrated Management System (IMS)** related to the implementation of ISO 14001, Environmental Management Systems, and ISO 45001, Occupational Health and Safety Management Systems, includes management standards and policies. These regulate the relationship with our supplier companies and are mandatory for the tasks that contractors and service providers perform at our company's sites.
- **Our audit process is guided by our Internal Procedures Standards**, which detail thoroughly the procedure to be followed. In this sense, specific audit programs are established for each supplier, depending on their relevance and the type of input or service they provide. These programs are designed to evaluate and guarantee compliance with quality, safety, efficiency and ethical standards.

In addition to the regular audit, we conduct a comprehensive review at the end of the year to assess compliance with these programs. This review allows us to identify areas for improvement, make the necessary adjustments and ensure that our supplier companies remain aligned with our high standards.

As part of the supply process, we define 3 main vectors to address potential risks of disruptions in the supply chain:

Safety stock

Applies to supplies, materials and raw materials critical to the operation. In its definition, lead time of supply, consumption units according to production plan, etc., are considered..

Supplier audits

The purpose of these audits is to guarantee the supplier's soundness and compliance with local and international standards specific to our company's activity, such as GMP, ISO 45001 and 14001, etc.

Development of alternative suppliers

The development of alternative suppliers, as an additional measure aimed at covering potential risks, is a constant and is part of the internal policies of the supply process.



Local suppliers

We seek to ensure that the largest proportion of our supply chain procurement budget is allocated to local suppliers, those located in the same country of operation from which the commercial agreement is reported.

Critical suppliers

We define critical suppliers as those that can have a significant impact on the continuity of our operations and our business model. In accordance with our supplier audit program, we achieved 100% compliance with all our critical suppliers relevant to Good Manufacturing Practices (GMP). This is an unwavering requirement to ensure the quality and safety of our supply chain.



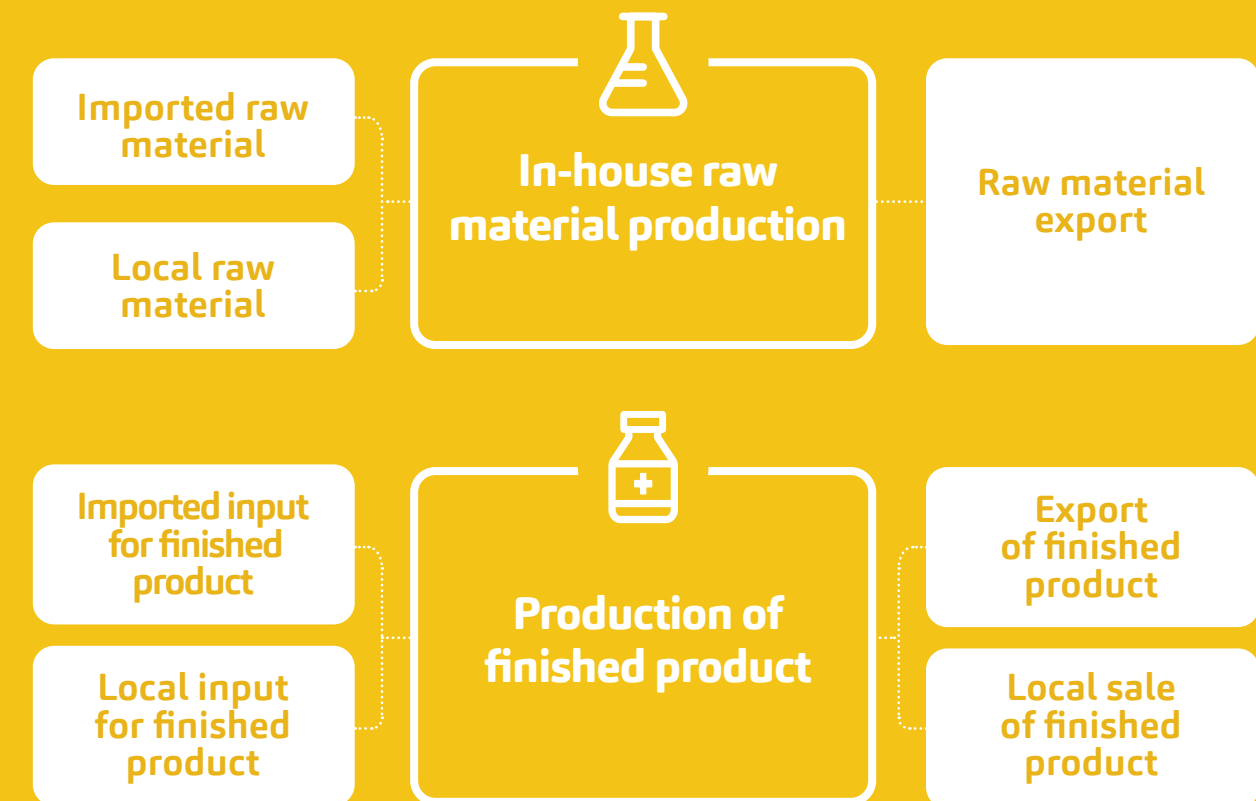
60%
of Biosidus' suppliers are considered local



100%
of our critical suppliers are in compliance with GMP regulations

Our procurement process

In 2022, our expansion process continued, improving our facilities and processes to meet both local and international demands. This allows us to generate genuine and lasting relationships throughout our value chain.





Additional information





About this report

GRI DISCLOSURE:

2-3, 2-22

Through our Sustainability Report, we report on the initiatives, alliances, programs and results of our economic, social, governance and environmental performance during 2022.

This is the second report we have published and was prepared in accordance with the GRI Standards. At the same time, we used the SASB (Sustainability Accounting Standards Board) standards and took into consideration the Biopharma Investor ESG Communications Guidance.

The presentation of our report is annual and the reporting period covers actions taken from January 1 to December 31, 2022.

[To ask questions or share your opinion about our Sustainability Report, you can write to us at info@biosidus.com.ar](mailto:info@biosidus.com.ar)

Stakeholders

GRI DISCLOSURE:

2-29

Our communication strategy with the different stakeholders seeks to promote transparency and effective dialogue to build trusting relationships.

At Biosidus, we are a transparent company committed to maintaining a continuous dialogue with our stakeholders through the different communication channels we make available to them; we take into consideration their interests, concerns and expectations.





Stakeholder

DESCRIPTION

PARTICIPATION MECHANISMS

| | | |
|---------------------|--|--|
| Shareholders | <ul style="list-style-type: none"> Biosidus Group and the rest of the companies related to the group. | <ul style="list-style-type: none"> Monthly meetings of the governing bodies.. |
| Our people | <ul style="list-style-type: none"> Internal public: employees and contractors. | <ul style="list-style-type: none"> Team meetings. Intranet. Climate survey and feedback. Open meetings. Leaders' meeting.. Breakfasts with new hires and promoted people. CEO lunches with middle management. Performance management. Diversity and Inclusion Committee. Joint Safety and Hygiene Committee. |
| Value chain | <ul style="list-style-type: none"> Companies supplying national and international inputs to produce raw materials and finished products. | <ul style="list-style-type: none"> Audits. Control of contractors. |
| Community | <ul style="list-style-type: none"> Healthcare Union. CILFA (Industrial Chamber of Argentine Pharmaceutical Laboratories) CAB (Argentine Chamber of Biotechnology) CAPDROFAR (Argentine Chamber of Pharma Chemical Producers). Neurological Society. Nephrological Society. Hospitals. Specialized Medical Professionals. UAS (Argentine Union of Health Entities). NGOs and civil associations | <ul style="list-style-type: none"> Regular meetings. Participation in business chambers. Link with NGOs. |
| Government | <ul style="list-style-type: none"> IISSS (Social Security Health Research Institute). National Cabinet Office. Ministry of Science & Technology. Ministry of Productive Development. Ministry of Social Development. Ministry of Health. Superintendence of Health Services. ANMAT (National Administration of Drugs, food and Medical Devices). INPI (National Institute of Industrial Property). | <ul style="list-style-type: none"> Meetings with officials. Annual audits by regulatory authorities. |
| Customers | <ul style="list-style-type: none"> Customers of all our products.. | <ul style="list-style-type: none"> Technology transfer activities. |
| Academics | <ul style="list-style-type: none"> CONICET. Universities. | <ul style="list-style-type: none"> Lectures and presentations at universities. Internship programs. |



Materiality analysis

GRI DISCLOSURE:

3-1, 3-2

Through the materiality analysis we perform, we are able to know the vision of our stakeholders on the most relevant topics for sustainability management.

This report is based on the materiality analysis exercise conducted in 2021, which follows the guidelines of the GRI standards, and we considered the same material topics for the 2022 fiscal year. We also included topics defined by the Sustainability Accounting Standards Board (SASB) for the pharmaceutical industry, sector references, the Biopharma Investor ESG Communications Guidance and the Sustainable Development Goals.

In this way, we ensure that our strategy focuses on the areas that are most relevant to our stakeholders and to Biosidus, adapting to a rapidly evolving environment regarding sustainability issues.

Our analysis process

Process carried out to analyze the materiality and define the contents of the report:

1

Benchmark with leading companies in the pharmaceutical industry.

54
people

2

Consultation and participation of the Executive Committee.

representative
of our
stakeholders

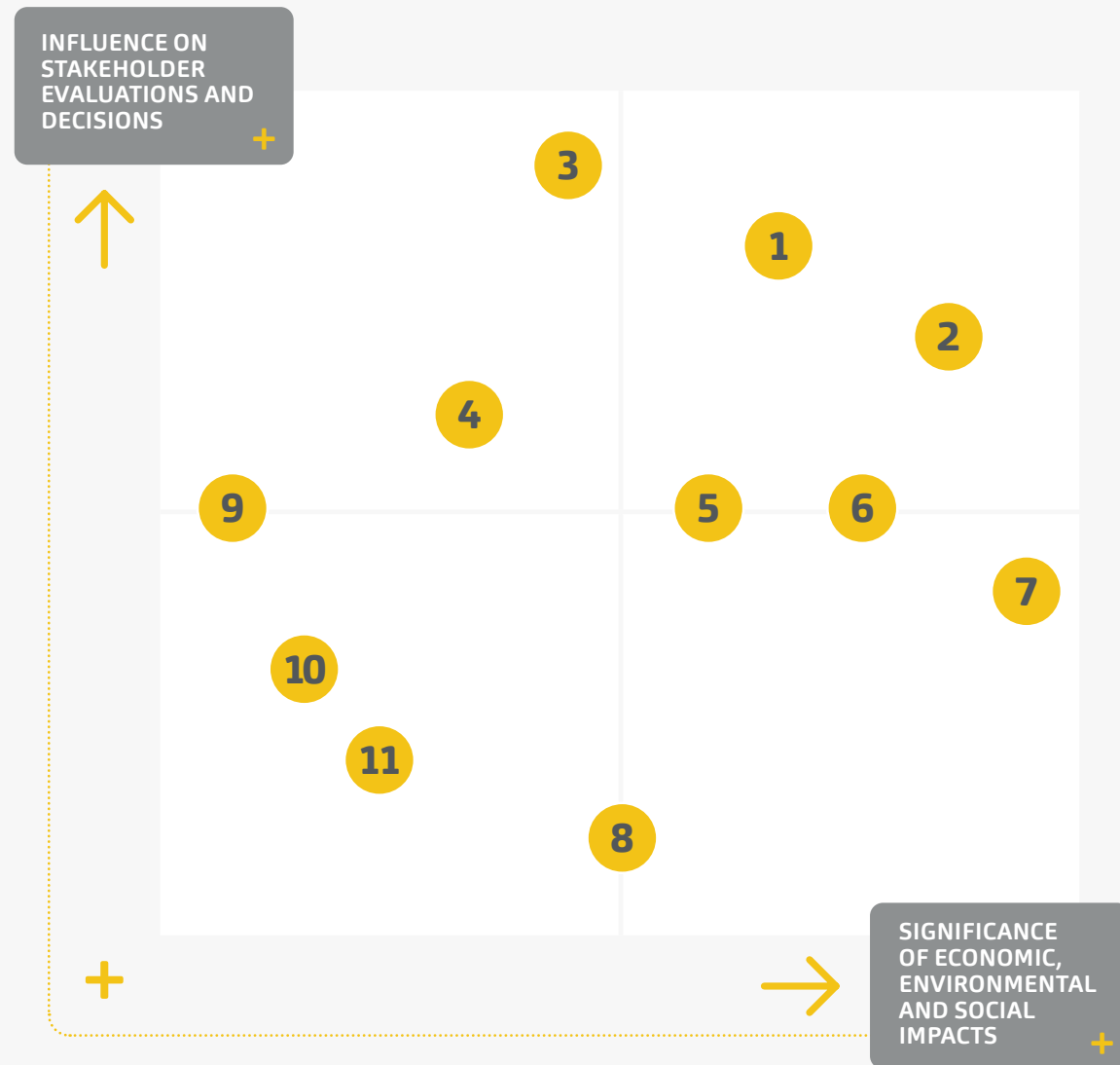
3

Materiality surveys to stakeholders.

participated
in the analysis
process

shareholders, collaborators, suppliers, community, government, banks, customers and academics

Materiality matrix



Our materiality analysis allowed us to identify the main current and aspirational risks to the sustainable development of our business.

As a result of the analysis, we obtained the Materiality Matrix, which prioritizes the fundamental and relevant issues for our organization's agenda and incorporates the vision of the different stakeholders.

All this allows us to achieve the different goals set by the United Nations Sustainable Development Goals by 2030

Material Topic and its scope

| | | |
|----|--|---|
| 1 | Business Ethics EXTERNAL AND INTERNAL | 12 PRODUCCIÓN RESPONSABLES |
| 2 | Access to and safety of medicines EXTERNAL | 3 SALUD Y BIENESTAR |
| 3 | Innovation EXTERNAL AND INTERNAL | 9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA |
| 4 | Value chain management and development EXTERNAL AND INTERNAL | 12 PRODUCCIÓN RESPONSABLES |
| 5 | Occupational health, safety and well-being INTERNAL | 3 SALUD Y BIENESTAR |
| 6 | Talent attraction and development EXTERNAL AND INTERNAL | 8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO |
| 7 | Economic performance EXTERNAL AND INTERNAL | 8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO 9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA |
| 8 | Diversity and equal opportunity EXTERNAL AND INTERNAL | 5 EQUIDAD DE GÉNERO 8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO 10 ACCIÓN DE LAS EMPRESAS |
| 9 | Environmental footprint EXTERNAL AND INTERNAL | 13 ACCIÓN POR EL CLIMA |
| 10 | Responsible communication EXTERNAL | 12 PRODUCCIÓN RESPONSABLES |
| 11 | Community relations EXTERNAL | 10 ACCIÓN DE LAS EMPRESAS 17 ALIANZAS PARA LOGRAR LOS OBJETIVOS |



GRI Content Index

Statement of use

Biosidus presents the information cited in this GRI content index for the period from 01/01/2022 to 12/31/2022 in accordance with the GRI Standards

GRI 1 used

GRI 1: Foundation 2021

| DISCLOSURE | LOCATION | 2030 AGENDA SDG |
|--|--|-----------------|
| GRI 2: GENERAL DISCLOSURES 2021 | | |
| 1. The organization and its reporting practices | | |
| 2-1 Organizational details | 6, 76 | |
| 2-2 Entities included in the organization's sustainability reporting | 6 | |
| 2-3 Reporting period, frequency and contact point | 97 | |
| 2-4 Restatements of information | No significant restatement of information. | |
| 2-5 External assurance | No assurance. | |

| DISCLOSURE | LOCATION | 2030 AGENDA SDG |
|--|----------|-----------------|
| 2. Activities and workers | | |
| 2-6 Activities, value chain and other business relationships | 6, 93 | |
| 2-7 Employees | 39 | 8 - 10 |
| 3. Governance | | |
| 2-9 Governance structure and composition | 76 | 5 - 16 |
| 2.10 Nomination and selection of the highest governance body | 76 | 5 - 16 |
| 2-11 Chair of the highest governance body | 76 | 16 |
| 4. Strategy, policies and practices | | |
| 2-22 Statement on sustainable development strategy | 3, 97 | |
| 2-23 Policy commitments | 80 | |
| 2-26 Mechanisms for seeking advice and raising concerns | 80 | 16 |
| 2-27 Compliance with laws and regulations | 80 | |
| 2-28 Membership associations | 10 | |
| 5. Stakeholder engagement | | |
| 2-29 Approach to stakeholder engagement | 97 | |
| 2-30 Collective bargaining agreements | 61 | 8 |





| DISCLOSURE | LOCATION | 2030 AGENDA SDG |
|---|----------|-----------------|
| GRI 3: MATERIAL TOPICS 2021 | | |
| 3-1 Process to determine material topics | 99 | |
| 3-2 List of material topics | 99 | |
| Business ethics | | |
| 3-3 Management of material topics | 80 | |
| 205-2 Communication and training about anti-corruption policies and procedures | 80 | 16 |
| 205-3 Confirmed incidents of corruption and actions taken | 80 | 16 |
| Access to and safety of medicines | | |
| 3-3 Management of material topics | 20 | |
| 416-1 Assessment of the health and safety impacts of product and service categories | 20 | |
| Innovation | | |
| 3-3 Management of material topics | 12 | |
| Patents filed | 13 | |
| Value chain management and development | | |
| 3-3 Management of material topics | 93 | |

| DISCLOSURE | LOCATION | 2030 AGENDA SDG |
|---|----------|-----------------|
| Occupational health, safety and well-being | | |
| 3-3 Management of material topics | 64 | |
| 403-1 Occupational health and safety management system | 64 | 8 |
| 403-2 Hazard identification, risk assessment, and incident investigation | 64 | 8 |
| 403-3 Occupational health services | 68 | 8 |
| 403-4 Worker participation, consultation, and communication on occupational health and safety | 68 | 8 - 16 |
| 403-5 Worker training on occupational health and safety | 69 | 8 |
| 403-6 Promotion of worker health | 68 | 3 |
| 403-9 Work-related injuries | 66 | 3 - 8 - 16 |
| 403-10 Work-related ill health | 66 | 3 - 8 - 16 |
| Economic performance | | |
| 3-3 Management of material topics | 88 | |
| 201-1 Direct economic value generated and distributed | 88 | 8 - 9 |
| 202-2 Proportion of senior management hired from the local community | 76 | 8 |



**DISCLOSURE****LOCATION****2030 AGENDA
SDG****Talent attraction and development**

| | | |
|--|------------|------------|
| 3-3 Management of material topics | 39, 43, 57 | |
| 401-1 New employee hires and employee turnover | 43 | 5 - 8 - 10 |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 62 | 2 - 5 - 8 |
| 401-3 Parental leave | 45 | 5 - 8 |
| 404-1 Average hours of training per year per employee | 57 | 4 - 8 - 10 |
| 404-2 Programs for upgrading employee skills and transition assistance programs | 57 | 8 |
| 404-3 Percentage of employees receiving regular performance and career development reviews | 60 | 5 - 8 - 10 |

Diversity and equal opportunity

| | | |
|--|----|------------|
| 3-3 Management of material topics | 41 | |
| 405-1 Diversity of governance bodies and employees | 41 | 5 - 8 |
| 405-2 Ratio of basic salary and remuneration of women to men | 61 | 5 - 8 - 10 |

DISCLOSURE**LOCATION****2030 AGENDA
SDG****Environmental footprint**

| | | |
|---|------------|-----------------------|
| 3-3 Management of material topics | 32, 33, 36 | |
| 302-1 Energy consumption within the organization | 33 | 7 - 8 - 12 - 13 |
| 302-3 Energy intensity | 33 | 7 - 8 - 12 - 13 |
| 303-1 Interactions with water as a shared resource | 32, 33, 36 | 6 - 12 |
| 303-2 Management of water discharge-related impacts | 32 | 6 |
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| 306-1 Waste generation and significant waste-related impacts | 36 | 3 - 6 - 11 - 12 |
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| 306-3 Waste generated | 36 | 3 - 6 - 11 - 12 - 15 |
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**DISCLOSURE****LOCATION****2030 AGENDA
SDG****Community relations**

| | | |
|--|----|--|
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| 413-1 Operations with local community engagement, impact assessments, and development programs | 71 | |

Responsible communication

| | | |
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SASB content index

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| SECTOR | HEALTH CARE |
| INDUSTRY | BIOTECHNOLOGY AND PHARMACEUTICALS |
| VERSION | 2018 |

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

| CODE | ACCOUNTING METRIC | PAGE OR REFERENCE |
|--|---|---|
| Safety of clinical trial participants | | |
| HC-BP-210a.1 | Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials | The safety and quality of these trials, in different parts of the world, is guaranteed by the insurance policies associated with each clinical trial. In addition, we have a direct reporting line for any case that may require it: farmacovigilancia@biosidus.com.ar. |

| CODE | ACCOUNTING METRIC | PAGE OR REFERENCE |
|---------------------|--|---|
| HC-BP-210a.2 | Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI); and (2) Official Action Indicated (OAI) | During 2022, there were no pharmacovigilance inspections by the U.S. Food and Drug Administration (FDA) resulting in any corrective or preventive actions. |
| HC-BP-210a.3 | Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries | In this period, there were no monetary losses associated with clinical studies arising from legal proceedings associated with clinical trials in developing countries. We emphasize that the management process to guarantee quality and safety is carried out through the area's own SOPs and vendors or CROs, in our case. We also have insurance policies that cover our patients. |

Drug safety

| | | |
|---------------------|--|---|
| HC-BP-250a.1 | List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database | Two of our products, Hemax (epoetin alfa) and Biomonar (fingolimod), are listed in the FDA's MedWatch database of safety alerts for human medical products. |
|---------------------|--|---|





| CODE | ACCOUNTING METRIC | PAGE OR REFERENCE |
|---------------------|---|---|
| HC-BP-250a.2 | Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System | During 2022, a total of 5 AE's were reported to ANMAT due to death with a possible imputability. They were due to the following causes: - Respiratory failure and sepsis to urinary focus. - Death due to CRP with hospitalization for one week due to progressive deterioration. - No cause reported - Hospitalization for double pneumonia and mechanical ventilation. - Death due to CRP The first four occurred during treatment with Osteofortil (Teriparatide) while the last one was during treatment with Blastoferon (Interferon beta 1a). |
| HC-BP-250a.3 | Number of recalls issued, total units recalled | We have not had any market withdrawal, neither on our own initiative nor indicated by the Authorities. |
| HC-BP-250a.4 | Total amount of product accepted for takeback, reuse, or disposal | In 2022, there were no market recalls. In the period, 3951 market returns were registered. |
| HC-BP-250a.5 | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type | In 2022, no GMP violations were reported. |

| CODE | ACCOUNTING METRIC | PAGE OR REFERENCE |
|--|--|--|
| Ethical marketing | | |
| HC-BP-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | See Chapter on Responsible Communication - page 24. |
| HC-BP-270a.2 | Description of code of ethics governing promotion of off-label use of products | See Chapter on Responsible Communication - page 28. |
| Employee recruitment, development & retention | | |
| HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development personnel | See Chapter on Human Capital Management-Talent Management page 52. |
| HC-BP-330a.2 | (1) Voluntary and (2) involuntary turnover rate for: (a) executives/ senior managers, (b) mid-level managers, (c) professionals, and (d) all others | See Chapter on Human Capital Management – Hiring and Termination, page 43. |
| Supply chain management | | |
| HC-BP-430a.1 | Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients | See Chapter on Economic Context. Value Chain, page 93. |





| CODE | ACCOUNTING METRIC | PAGE OR REFERENCE |
|------------------------|---|--|
| Business ethics | | |
| HC-BP-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery | See Chapter on Corporate Governance, Ethics and Integrity. Our Commitment to Ethics, page 80. |
| HC-BP-510a.2 | Description of code of ethics governing interactions with health care professionals | See Chapter on Responsible Communication, page XX and Corporate Governance, Ethics and Integrity. Our Commitment to Ethics, page 80. |

ACTIVITY METRICS

| CODE | ACTIVITY METRIC | |
|--------------------|---|---|
| HC-BP-000.A | Number of patients treated | Number of follow-ups (patient calls): 117,892. Total 1,740 patients. |
| HC-BP-000.B | Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3) | See Chapter on Innovation and Knowledge. Trademarks and Patents, page 13. |





ESG communications

BIOPHARMA

Alignment with Biopharma “ESG Communications Guidance”.

| BIOPHARMA MATERIAL TOPIC | BIOSIDUS MATERIAL TOPIC | CHAPTER - PAGE |
|---|---|-------------------------------------|
| Access to Healthcare and Medicine Pricing | <ul style="list-style-type: none"> Access to and safety of medicines | BIO DNA – Page 20 |
| Business Ethics, Integrity, and Compliance | <ul style="list-style-type: none"> Corporate governance, ethics and integrity | BIO DNA -Page 76 |
| Environmental Impacts | <ul style="list-style-type: none"> Environmental footprint | Environmental Performance - Page 30 |
| Human Capital Management | <ul style="list-style-type: none"> Talent attraction and retention Occupational health, safety and well-being Diversity and equal opportunity. | Human Capital Management – Page 39 |

| BIOPHARMA MATERIAL TOPIC | BIOSIDUS MATERIAL TOPIC | CHAPTER - PAGE |
|---|--|--------------------------------|
| Innovation | <ul style="list-style-type: none"> Innovation | BIO DNA -Page 12 |
| Product Quality and Patient Safety | <ul style="list-style-type: none"> Access to and safety of medicines | BIO DNA - Page 20 |
| Supply Chain Management | <ul style="list-style-type: none"> Value chain management and development | Economic Performance – Page 88 |
| Clinical Trial Practices | <ul style="list-style-type: none"> Sustainable communication (customer privacy) | BIO DNA – Page 24 |





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