



# **SUSTAINABILITY REPORT 2021**



# MESSAGE FROM THE CHAIRMANSHIP

For a couple of years now, at **Grupo Neolpharma** we have been working on aligning our social responsibility actions to the fundamental themes of the 2030 Agenda for **Sustainable Development**. With that approach, we have continued to work on actions aimed at **Health, Environment, Education and Gender Equity**, but now conceptualizing these actions according to their impact in favor of people, planet and prosperity.

Last year the **SARS-CoV-2** pandemic continued to wreak havoc around the world. In **2021** many of our efforts were aimed at contributing to the fight against this disease. We have put in place much stricter safeguards at our facilities than required by local authorities in order to protect our people and to avoid disruption to our activities. We understand how vital and critical it is to ensure the continuity of our drug manufacturing in times of health emergency. Beyond just producing medicines, we decided to support the development of vaccines for Covid as part of our contribution to society.

In **2021** we will continue to refine our strategy, minimizing the risks of our activities, and trying to maximize the positive impact of our raison d'être: **to bring high-quality therapeutic options, at affordable prices, to our patients.**

**Diego Ocampo Gutiérrez de Velasco**  
*Vice President of Innovation and Development*

# ¿ABOUT US?

**Grupo Neolpharma** was established more than **45 years ago**, integrated by **100% Mexican companies** linked to the **research, development, production research, production, marketing and distribution of medicines**. To offer our customers and patients medicines of proven **quality, safety and efficacy** for the treatment of various **ailments in psychiatry, neurology, algology, oncology, diabetes, hypertension, obesity, antivirals and infectious diseases**.

We currently have **17 business units**, among which the following stand out: **Psicofarma, Laboratorios Alpharma, Neolpharma, Pego and Prodifam**, companies dedicated to the manufacture and distribution of medicines. In addition, there is a unit dedicated to the manufacture of Active Pharmaceutical Ingredients (API), **Neolsym**, and two units specialized in research, innovation and pharmaceutical development.

# PRESENCE

We have a **national and international presence**, through **our plants** in **Mexico City, State of Mexico and Puerto Rico**, offices in **Guadalajara, Puebla, Monterrey, Peru and Ecuador**, this has allowed us to firmly initiate a process of internationalization in operations and marketing.

As a result of our experience and trajectory, we have a **commercial presence** in the **public sector**, in governmental institutions such as **IMSS, INSABI, ISSSTE, ISEM, PEMEX**, and the private sector, including a line of our brands, highlighting: **Farmacias del Ahorro, Walmart, Farmacias Benavides, Farmacias YZA, Farmacias San Pablo, NADRO and Soriana.**





# STAKEHOLDERS

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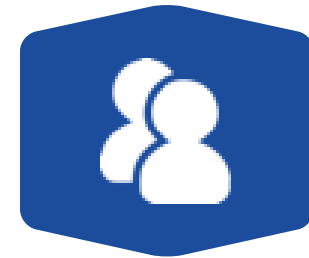
Identifying **our Stakeholders** is essential in our management system, knowing them allows us to implement best practices in the business model and improve our business management.

For this reason, in 2021 a stakeholder analysis was conducted to address their priority needs and expectations.

# STAKEHOLDERS

The level of relevance is the result of the stakeholder assessment, which includes the following prioritization criteria: **Influence, Interaction, Consequence, Dependence, Human Rights.**

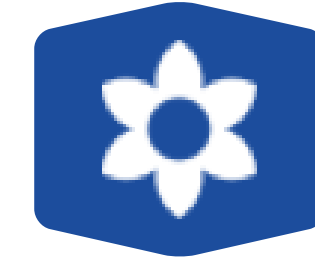
HIGH  
PRIORITY



Employees



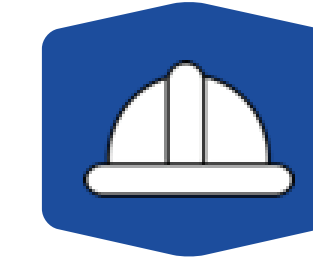
Customers



Consumers



Authorities



Contractors

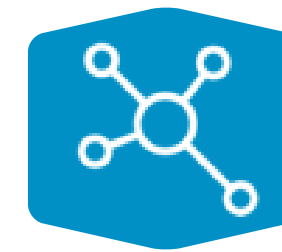


Shareholders



Future Generations

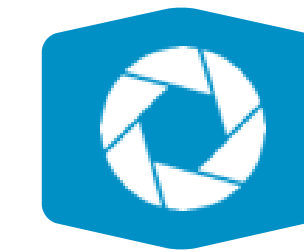
MEDIUM  
PRIORITY



Suppliers



Research and  
Academia



Pharmaceutical Industry  
Associations



Neighbors

LOW  
PRIORITY



Families



Civil Associations



Competitors



# SUSTAINABILITY STRATEGY

NEOLPHARMA  
GRUPO FARMACÉUTICO



# Nuestro modelo se desarrolla en tres niveles:

b) The strategic lines of Corporate Social Responsibility of Grupo Neolpharma

a) Sustainable development dimensions:



c) The sustainable development goals in which we participate.





# GOVERNANCE

## RESPONSIBLE MANAGEMENT

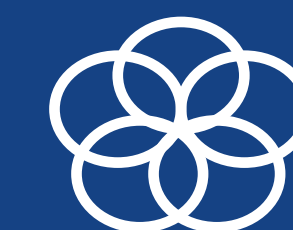
**8** DECENT WORK AND  
ECONOMIC GROWTH



**9** INDUSTRIES, INNOVATION  
AND INFRASTRUCTURE



**17** PARTNERSHIPS  
FOR THE GOALS



**NEOLPHARMA**  
GRUPO FARMACÉUTICO



# GOVERNANCE

## 8 DECENT WORK AND ECONOMIC GROWTH



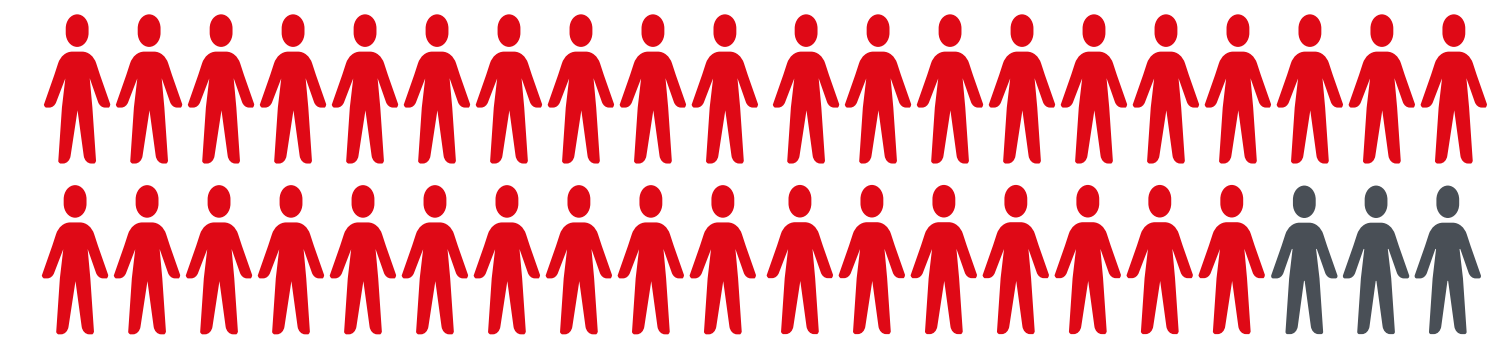
An essential element that allows benefits in parallel, **company-employee** is **training**, since it increases productivity and employees have **better job and professional opportunities**, ensuring their permanence in Grupo Neolpharma.

### Implementation of new topics for the annual training plan for all employees

Code of Ethics, Human Rights Policy  
Human Rights and Social Responsibility policies.

88%

37 People trained in Ethical Trade.



**Compliance with the Annual Training Plan**



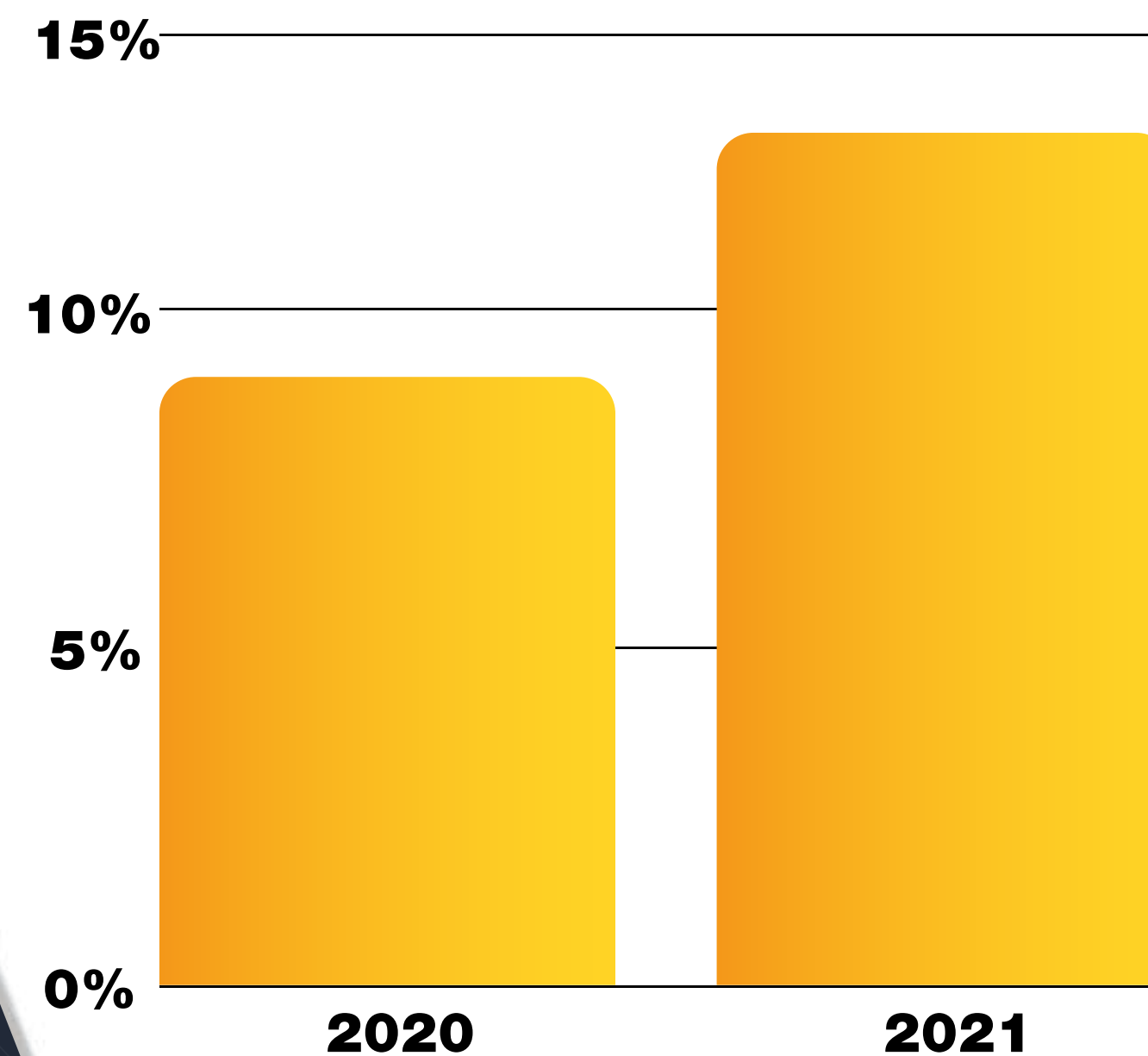
# GOVERNANCE

## 8 DECENT WORK AND ECONOMIC GROWTH



By **2021**, employment opportunities in **Neolpharma group** increased, thus allowing **development and economic stability** for more people.

It is also important to mention that no employee lost their job as a result of the **COVID-19** pandemic.



**12%** increase in headcount was obtained this year in comparison to 2020.

### SDG IN COMPLIANCE

**8.5 Achieve full and productive employment** and decent work for all **women and men**, including for **young people and persons** with disabilities, and equal pay for work of equal value



Colaboradores

# GOVERNANCE

## 9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE



At **Neolpharma Group** we seek to **manage** the risks and opportunities associated with the incorporation of **social, environmental and political** transitions in the long-term planning of the business model through our Regulatory compliance.

### PSICOFARMA, NEOLPHARMA AND ALPHARMA



### PSICOFARMA



2021

**IFC** is integrated as a **strategic ally** to our clean energy project through energy cogenerators.

2020

The decision is made to invest more than **US\$9 million** in the acquisition of equipment to generate **clean energy**, together with the leading company in the energy sector, **Veolus**.

### SDG IN COMPLIANCE

**9.2 Promote inclusive and sustainable industrialization**, significantly raise industry's share of **employment and gross domestic product**, in line with national circumstances, and double its share in least developed countries.



Authorities



Consumers



Customers

NEOLPHARMA  
GRUPO FARMACÉUTICO

# GOVERNANCE

## 9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE



### ACADEMIC AND SCIENTIFIC LINKAGES Agreements for technological development and research.



**Participation in the forum:**  
Current situation, needs and  
perspectives of the pharmaceutical  
industry in Mexico:  
General overview, first panel.

### SDG IN COMPLIANCE

**9.5 Increase scientific research** and improve the technological capacity of industrial sectors in all countries, **encouraging innovation and substantially increasing the number of research** and development workers.



Research and  
Academia



Shareholders

**Donation of active  
ingredient and reagent for  
educational and/or research use.**



# GOVERNANCE

## 9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE



For **9 years** it has encouraged talent and the development of projects in **Bionanotechnology in Mexico**, consolidating and positioning a highly specialized scientific community that works in synergy with the **Center for Research and Advanced Studies of the National Polytechnic Institute**



**Project:** Reducing the risk of toxicity of the pesticide Temefos (Tem).  
Awarded prize of **\$300,000**



**Project:** Inhibit Human Papillomavirus infection particles.  
Awarded prize of **\$300,000**

# GOVERNANCE

## 9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE



The recent pandemic highlighted the lack of installed capacity for the development of vaccines worldwide, **Grupo Neolpharma** supports national research and the development of vaccines in this area.

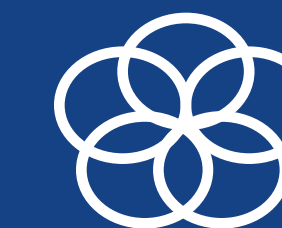
For this reason, a donation was made to the **Center for Research and Advanced Studies of the National Polytechnic Institute** to consolidate a level 3 biosafety laboratory, which will allow us to carry out cutting-edge research with highly transmissible pathogens.

The donation consisted of a **STERIVAP HP IL** autoclave worth more than **2.5 million pesos**.



# GOVERNANCE

17 PARTNERSHIPS FOR THE GOALS



## Industrial Linkage



## Academic and Scientific Liaison



## Social and Environmental Linkage







# GOVERNANCE

# ETHICS IN PRODUCTION

**12** RESPONSIBLE CONSUMPTION  
AND PRODUCTION 

NEOLPHARMA  
GRUPO FARMACÉUTICO



# GOVERNANCE

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We implement management systems that allow us to control and mitigate the social and environmental risks associated with the company's operations.

Policies and Procedures that establish our environmental, social and health commitments.

### SDG IN COMPLIANCE

**12.4 Achieve the environmentally sound management of chemicals** and all wastes throughout their life cycle, in accordance with **agreed international frameworks**, and significantly reduce their release to air, water and soil in order to **minimize their adverse impacts on human health and the environment.**



Future Generations



Shareholders



Contracts with companies in charge of recycling special handling waste.

We are developing circular economy projects for the reuse of polypropylene waste and the recovery and reuse of solvent waste.



We have procedures for the destruction of hazardous waste, in order to prevent its adverse effects in accordance with the law.

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# SOCIETY HEALTH

**3 GOOD HEALTH AND WELL-BEING** 



# SOCIETY

## 3 GOOD HEALTH AND WELL-BEING



### STRATEGY AGAINST COVID-19

An institutional protocol has been established that has maintained stability in the company vis-à-vis **COVID**.

#### Protocol for entering the worksite:

- Hand washing.
- Temperature taking.
- Use of three-layer face mask.
- Use of safety glasses.
- Constant use of antibacterial gel.
- Healthy distance in work areas, dining room and meeting rooms, implementing remote meetings.

The acquisition of **5 oxygen concentrators** was carried out, which during 2021 were loaned to **15 people** in of **7 months**.

All our work sites have **IMSS APPROVED** verification reports, which validate and verify our protocols against COVID-19 in a documentary and physical manner at all sites. verify our protocols against the **COVID-19** in a documentary and physical way on all our sites.

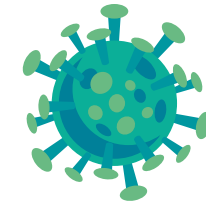


# SOCIETY



## SARS COVID 19 PROTOCOL

### 3 GOOD HEALTH AND WELL-BEING



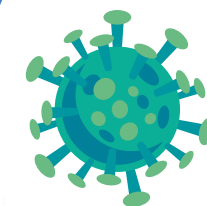
#### TAKING TEMPERATURE

If the temperature is equal or higher than **37.5 °C**, go to Occupational Health



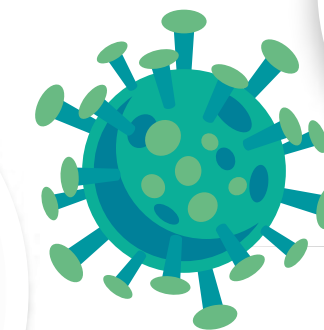
#### TEST PERFORMANCE

If the result is negative, the collaborator is incorporated. If positive, all first contact persons are tested. If the collaborator is in contact with a positive family member, he/she presents him/herself until the patient is discharged with a previous medical evaluation.



#### MEDICAL ASSESSMENT

When you have respiratory tract symptoms or have had contact with a confirmed of **COVID-19**.



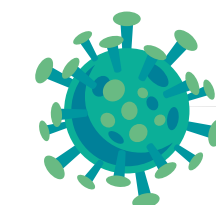
#### DAILY FOLLOW-UP

Occupational health provides follow-up by telephone until the patient improves.



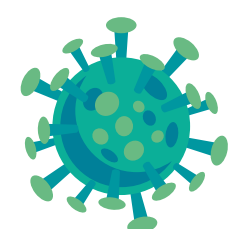
#### SUSPECTED POSITIVE CASE

Isolation of the collaborator at home and epidemiological fencing of the first contact personnel.



#### REINSTATEMENT

The employee attends a medical evaluation for reinstatement.





# SOCIETY

## 3 GOOD HEALTH AND WELL-BEING



**343,620** face masks have been used during **2021**, **33.62%** more than in **2020**.



**2,000** liters of **antibacterial gel**, which is used in the dispensers that are installed at all sites.



A total of **918 COVID tests** have been performed, of which **548** were **PCR** and **370** were **rapid tests**, **63% less** in comparison to **2020**.

Investment of more than **\$516,000** in **basic treatments**, consultations with specialists and special studies to support **COVID-19** infected personnel.

# SOCIETY

## 3 GOOD HEALTH AND WELL-BEING



To protect personnel against COVID-19 infection, 12 different transportation routes were opened for employees, who used the service around 192,500 times during 2021.



Partitions were placed to divide the dining tables and signs were posted indicating that the table was occupied and must be cleaned.

### 121 Covid-19 positive cases in 2021

Home Office was granted to vulnerable employees!

- **Adults over 60 years old.**
- **People with chronic degenerative diseases.**
- **Pregnant women.**

### SDG IN COMPLIANCE

**3.8 Achieve universal health coverage**, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.



Collaborators



Civil Associations





# SOCIETY

## 3 GOOD HEALTH AND WELL-BEING



In April 2021, the Autonomous University of Queretaro (UAQ) signed a collaboration agreement with the **pharmaceutical group Neolpharma and Alpha S.A. de C.V.**, to jointly continue with the development and evaluation of the vaccine called "**QUIVAX 17.4**", against **COVID-19** based on the **SARS-CoV-2 protein "N"**, agent of SARS-CoV-2. to jointly continue with the development and evaluation of the vaccine called "QUIVAX 17.4", again COVID-19 based on the "N" protein of SARS-CoV-2, the causal agent of the disease.

### SDG IN COMPLIANCE

**3.b.** Support research and development of vaccines and medicines against communicable and non-communicable diseases that primarily affect developing countries and facilitate access to affordable essential medicines and vaccines in accordance with the Declaration on the Agreement on Trade-Related Aspects of Intellectual Property Rights and Public Health.



Customers



Consumers



Shareholders



Future generations

NEOLPHARMA  
GRUPO FARMACÉUTICO





# SOCIETY



**LOCATION: CAGUAS,  
PUERTO RICO**

**3**

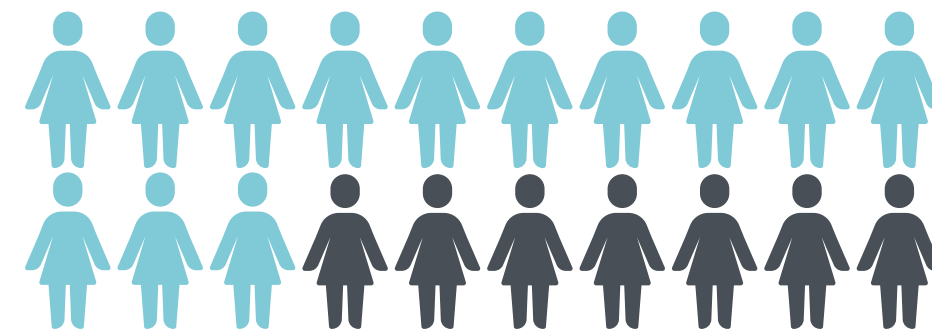
**GOOD HEALTH AND WELL-BEING**



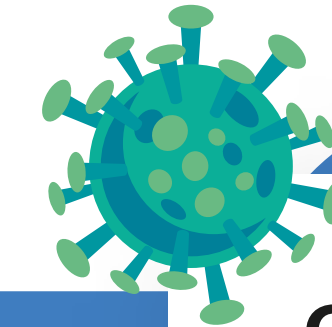
## PLAN FOR THE CONTROL OF THE SPREAD OF COVID-19 AND ITS VARIANTS.



During the entire year 2021, there were no cases of contagion due to exposure in our plants.



From **January to December 2021**, only **13 employees** were infected off-site.



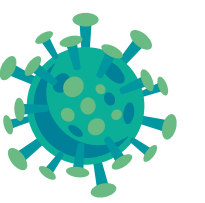
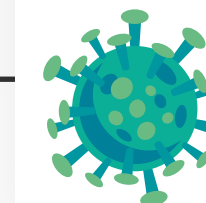
## CONTROL AND PREVENTION MEASURES COVID

**Station #1** - disinfect any package and/or bag that will enter the plant.

**Station #2** - hand washing area.

**Station #3** - face mask area.

**Station #4** - place to take your temperature.



**NEOLPHARMA**  
GRUPO FARMACÉUTICO



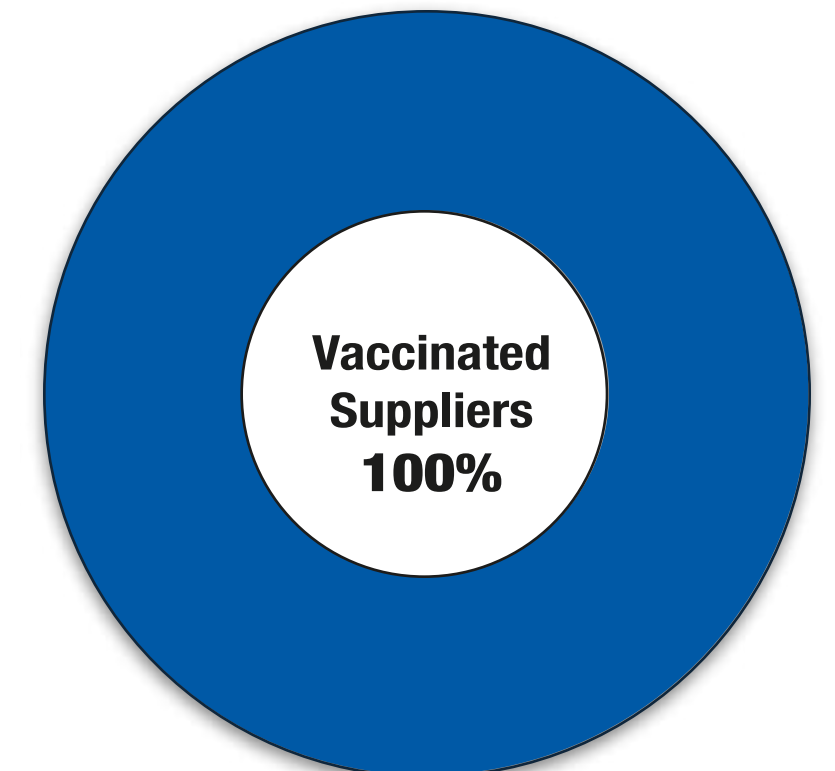
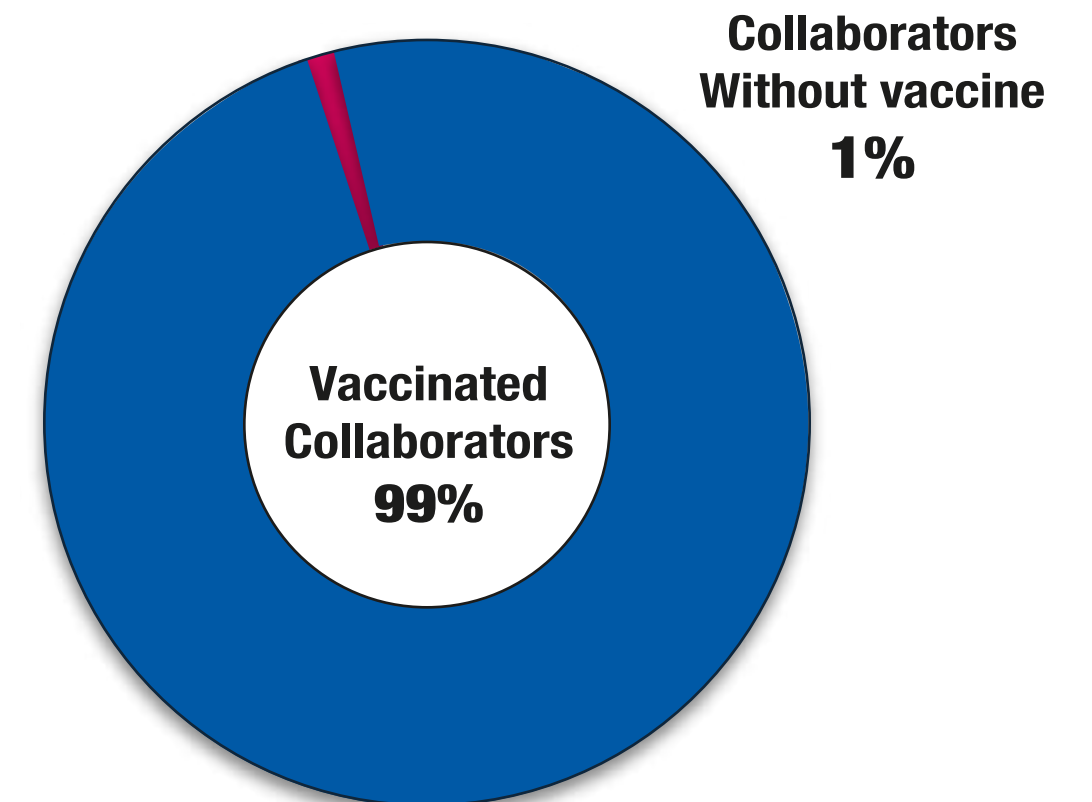
★ **LOCATION: CAGUAS,  
PUERTO RICO**

## 3 GOOD HEALTH AND WELL-BEING



### COVID VACCINATION

- **12 Vaccination Clinics** against **COVID-19** and over 636 doses administered at our facilities.
- **COVID-19** Vaccination Policy was adopted for employees, contractors and visitors as the main control measure in accordance with applicable **PR** labor legislation.



# SOCIETY

★ **LOCATION: CAGUAS,  
PUERTO RICO**

## 3 GOOD HEALTH AND WELL-BEING



From January to May, first and second doses of the Modern vaccine were administered to 204 employees and contractors:

**204 Collaborators and Contractors**  
**54 Relatives of collaborators**



In December 2021 and January 2022, **120 third-dose vaccinations** were administered to employees and their families.



An influenza vaccination campaign was **carried out and 63 employees were immunized**



**NEOLPHARMA**  
GRUPO FARMACÉUTICO



# SOCIETY

## 3 GOOD HEALTH AND WELL-BEING



### DONATION OF MEDICINES

One of the most important contributions of Grupo Neolpharma is the donation of medicines, since we are a company directly linked to health, and we believe that this activity can have a greater positive impact on the population.

**11 Donations supported**  
**3 support to employees' families**  
Donation of **100,000 pieces of Paracetamol** for those affected by the 7.2° earthquake in Haiti.

**COVID-19 Preventive Actions**  
Donation of Vitamin D to the Azcapotzalco Municipality benefiting the elderly and pregnant women.

### SDG IN COMPLIANCE

**3.8** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

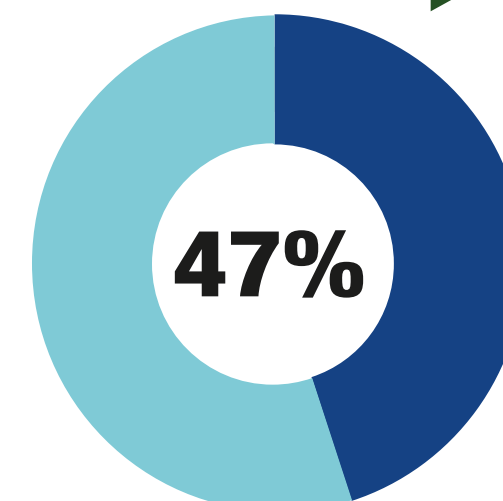


Collaborators



Civil Associations

**Persons Benefited.**  
**Older Adults**



# SOCIETY

**DONATION  
OF MEDICINES**

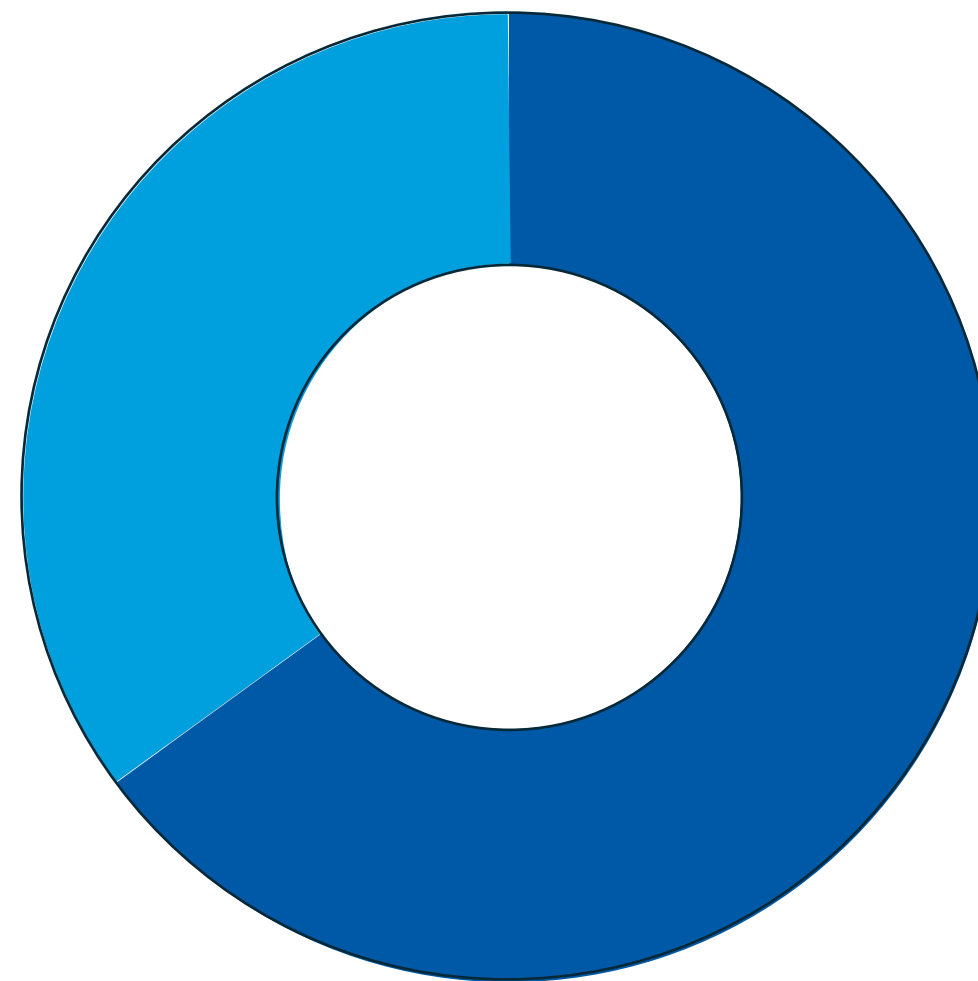
**3 GOOD HEALTH AND WELL-BEING**



Donation of **100 thousand pieces of Complex B** for Neolpharma Group's collaborators and family members.

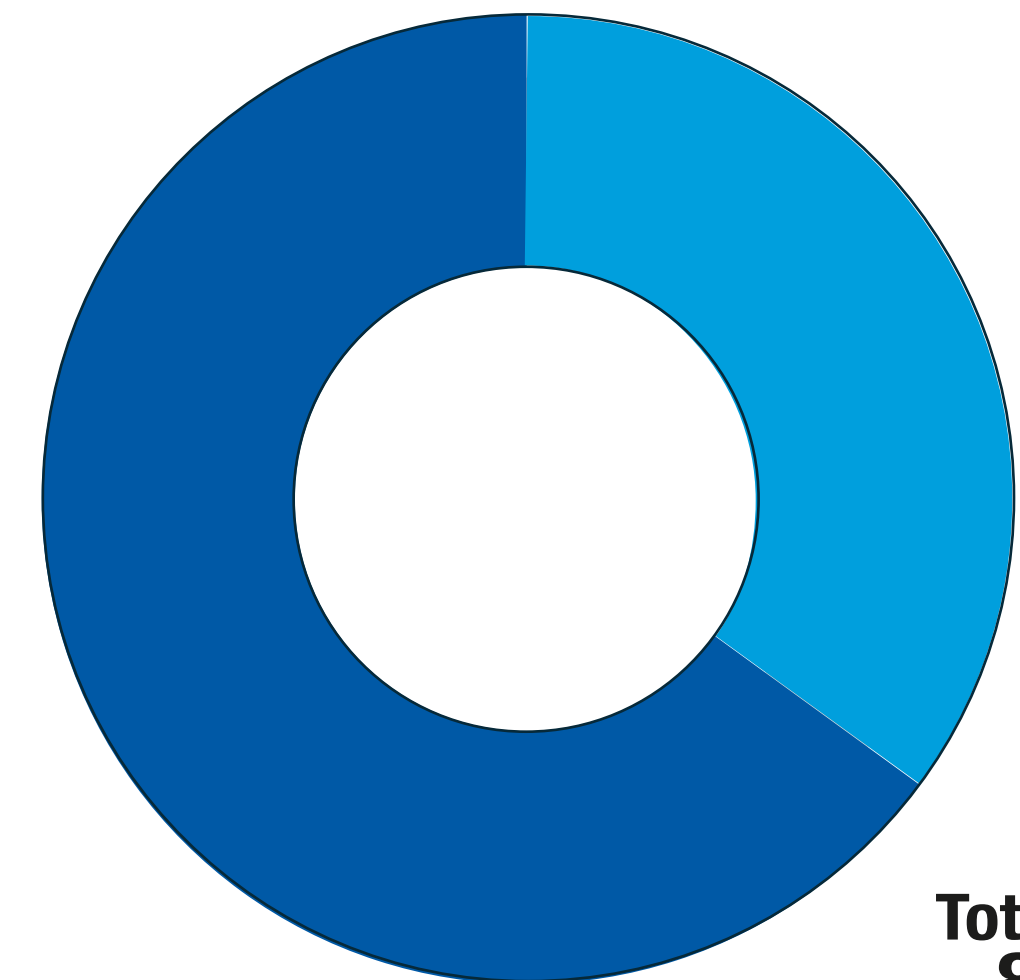
Total Parts  
**65.62% increase**  
Compared to 2020

2020  
Total  
Donations: **33**



Total Donations  
**90% increase**  
compared to 2020

2021  
Total Pieces:  
**139,783**



2021  
Total  
Donations: **63**

2020  
Total Pieces:  
**84,395**

# SOCIETY

## 3 GOOD HEALTH AND WELL-BEING

This activity has been implemented since 2020 and has been continued since it is liked by the employees, it helps to pay for medicines and treatments for children with cancer and at the same time, it allows employees to be environmentally friendly.

More than **200 kg of bottle caps** at all the sites, with the support of all the collaborators.



In 2020, **300 kg** were collected, benefiting **500 children with cancer.**

The 2021 drive helped more than **300 children with cancer.**

### SDG IN COMPLIANCE

**3.4** Reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.



Future Generations

NEOLPHARMA  
GRUPO FARMACÉUTICO



# SOCIETY



**LOCATION: CAGUAS,  
PUERTO RICO**

**3**

**GOOD HEALTH AND WELL-BEING**



Support for the annual fundraising activity in benefit of the American Cancer Society of PR to prevent breast cancer. Campaign: **"Real Men Wear Pink"**.

Blood donation activity to supply the American Red Cross blood collection centers. Over 40 pints of blood are collected each year from employees and contractors.



# SOCIETY

## 3 GOOD HEALTH AND WELL-BEING

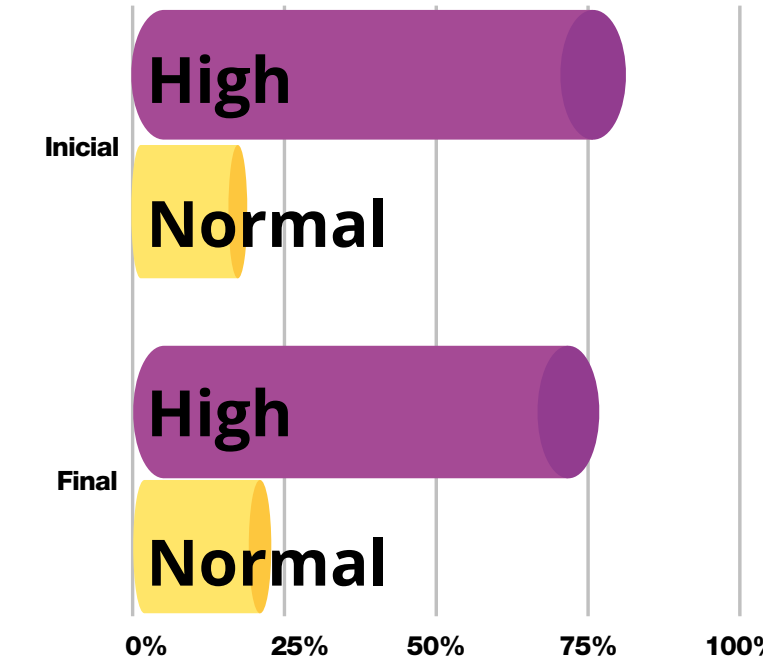
## 8 DECENT WORK AND ECONOMIC GROWTH



The first program "**Take control of your health**" was implemented for **100 people**. To measure the functionality of the program and the achievements obtained to detect areas of opportunity for this program and to be able to implement it with more people by 2022.

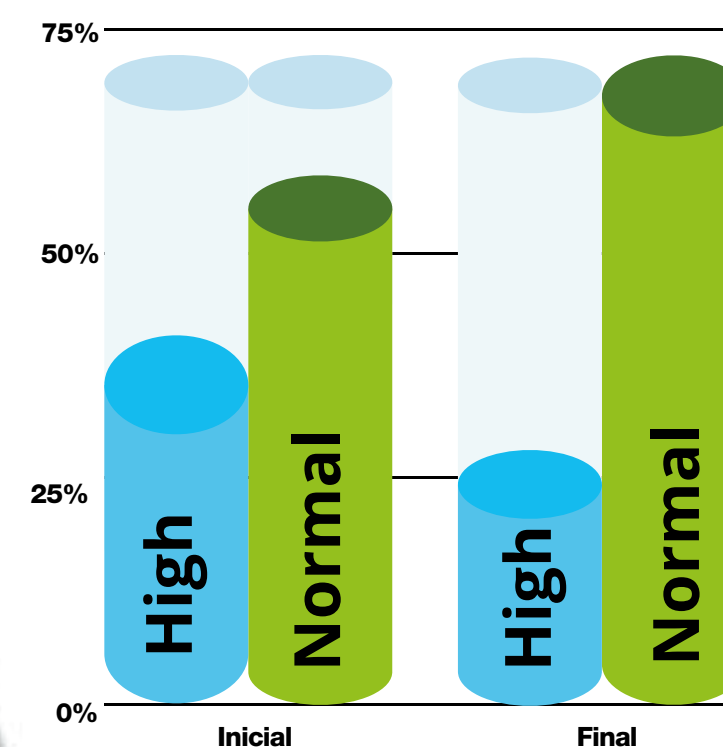


**51%** of the participants were women and **49%** were men.



The number of people with normal glucose levels increased by **18%**.

The elevated blood pressure range decreased by **21%**.



**Cholesterol test results.**

### SDG IN COMPLIANCE

**8.8** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



Collaborators



# SOCIETY

## 3 GOOD HEALTH AND WELL-BEING



Throughout the year we give talks to the general public about mental illnesses, with the support of medical experts. These talks are for free and are broadcasted on Psicofarma's official Facebook site.

<https://m.facebook.com/PsicofarmaSaludMental/>



10 de Septiembre



19:00 horas

### SDG IN COMPLIANCE

3.4 Reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.



Collaborators



Customers



Consumers



# SOCIETY



**LOCATION: CAGUAS,  
PUERTO RICO**

**3**

**GOOD HEALTH AND WELL-BEING**



**Turkey Trot**



**Christmas activity**



## Health activities and talks

- Motivational Conferences Celebration of **Neolpharma's 8th Anniversary.**
- Conferences on Retirement Plan Benefits.
- Educational tables on health topics such as Cancer, Immunological System, Weight Clinic, Psychological and Mental Health Services.
- Fraternization and Physical Health Activities where the integration of 201 collaborators is achieved, achieving team cohesion and the demonstration of talents and special skills.



# SOCIETY EDUCATION

**4 QUALITY EDUCATION**



# SOCIETY

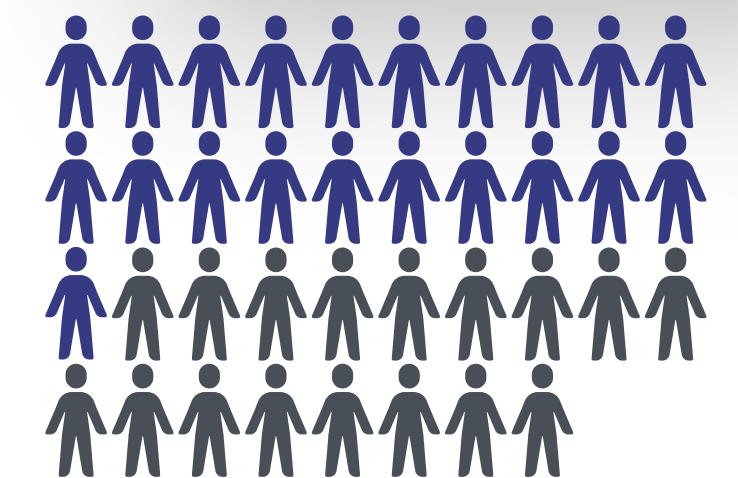
## 4 QUALITY EDUCATION



### JÓVENES CONSTRUYENDO EL FUTURO

21 of these young people belong to the Quality area.

During 2021, a total of 38 young people were given the opportunity to work.



We belong to the "Youth Building the Future" program, an initiative of the Mexican Ministry of Labor and Social Welfare, which links people between 18 and 29 years of age with companies, workshops, institutions or businesses where they develop or strengthen work habits and technical skills to increase their employability in the future.

#### SDG IN COMPLIANCE

4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship


Civil Associations



Future Generations



# SOCIETY

 **LOCATION: CAGUAS,  
PUERTO RICO**

**4 QUALITY EDUCATION**



**The Puerto Rico site supports the development and training of our young university students.**

- Practice center for undergraduate and graduate studies.
- Student interns in various areas of work such as:
  - 7** in Industrial Chemistry (Laboratory)
  - 1** in Industrial Mechanics
  - 1** in Occupational Nursing
  - 1** Industrial Organizational Psychology

# SOCIETY

## 4 QUALITY EDUCATION



We participate in different university events with the participation of our managers and directors giving talks that provide scientific knowledge, thus demonstrating our leadership, to influence the learning and university education of young people.

EL INSTITUTO DE QUÍMICA LOS INVITA A LA:

### INAUGURACIÓN DEL LABORATORIO MICRO IQ

- 3 de Noviembre 2021 -  
Evento científico y de recaudación de fondos.

Agenda:

Primera sesión:  
10:00 - 10:15 - Ceremonia de apertura - Dr. Jorge Peón Peralta, Director del Instituto de Química, UNAM, México.  
10:15 - 11:15 - Keynote - Prof. Dr. Mark Stadler, Helmholtz Centre for Infection Research, Alemania.  
11:15 - 12:00 - Dr. Gustavo Martínez, Gerencia Médica Anti-infecciosos Pfizer, México.  
12:00 - 12:45 - Dra. Carol Siseth Martínez Caballero, Instituto de Química, UNAM, México.

12:45 - 14:30 Sesión virtual de presentación de carteles de alumnos IQ.

Segunda sesión:  
14:30 - 15:15 - M. en C. Diego Antonio Ocampo Gutiérrez de Velasco Vicepresidente de Innovación y Desarrollo del Grupo Neolpharma  
15:15 - 16:00 - Dra. Corina-Diana Ceapă, Instituto de Química, UNAM, México.  
16:00 - 16:45 - Prof. Dr. Mario Alberto Figueroa Saldivar, Facultad de Química, UNAM, México.  
16:45 - 18:00 - Mesa redonda: "Desarrollo de nuevos antimicrobianos: entre la academia y la industria en México". Moderador: Dr. Fernando Fon, AMIIF.  
18:00 - Cierre del evento - Dr. Fernando Fon, AMIIF.

RECAUDACIÓN DE FONDOS  
"Estudios genómicos de microorganismos residentes en México".

Registro:  
<https://forms.gle/4iGk3UEnH8QqCtdt9>  
Para más información, nos pueden contactar: [carol.ciseth@iqa.unam.mx](mailto:carol.ciseth@iqa.unam.mx)  
[incide@iqa.unam.mx](mailto:incide@iqa.unam.mx)

Fundación UNAM, A.C.  
Nombre del Banco: Banamex S.A.  
CLABE Interbancaria: 002180007005330195 Cta. 533019  
Saldo: \$10  
Referencia: 32101103

GLACIER  
AMIIF  
NEOLPHARMA  
GRUPO FARMACÉUTICO

REGRESA EL EVENTO MAS IMPORTANTE DEL AÑO

### XLVI SEMANA DE QUÍMICA INTERNACIONAL

EN EL MARCO DE LA IERA SEMANA INTERINSTITUCIONAL DE CIENCIAS QUÍMICAS Y MATERIALES  
11 AL 15 DE OCTUBRE DEL 2021

27 CONFERENCIAS VIRTUALES CON PONENTES DE PAISES COMO JAPON, COREA DEL SUR, EU, FRANCIA, CANADA, ESPAÑA Y MEXICO

18 CURSOS Y TALLERES VIRTUALES SOBRE LA APLICACIÓN DE LAS CIENCIAS QUÍMICAS Y LOS MATERIALES

CONCURSOS ACADÉMICOS Y CULTURALES EN UN AMBIENTE DE CONVIVENCIA CON OTRAS COMUNIDADES UNIVERSITARIAS

GRANDES EVENTOS CULTURALES COMO UN CONCIERTO DE JAZZ, RECITAL DE DANZA CONTEMPORÁNEA Y UNA OBRA DE TEATRO

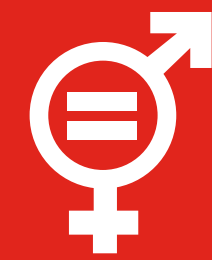
EVENTO GRATUITO

SITES: [GOOGLE.COM/UACH.MX/SICQYM](https://www.google.com/uach.mx/sicqym)  
[UACH.MX/EVENTOS/](https://www.uach.mx/eventos/)  
[FACEBOOK.COM/FACULTAD-DE-CIENCIAS-QUIMICAS](https://www.facebook.com/facultad-de-ciencias-quimicas)

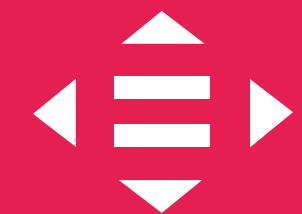


# SOCIETY EQUITY

**5 GENDER EQUALITY**



**10 REDUCED  
INEQUALITIES**

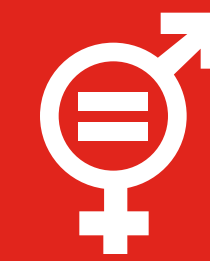


**NEOLPHARMA**  
GRUPO FARMACÉUTICO



# SOCIETY

## 5 GENDER EQUALITY



48.32%

We recognize the value of each person, as an individual with his or her own identity and personality, who has rights and deserves respect. Below we can see the statistics of the personnel in all sites of **Neolpharma Group**.



51.67%

**SDG IN COMPLIANCE**  
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life.



Collaborators







# SOCIETY

## 5 GENDER EQUALITY

## 9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE

### First Edition.

Women in Biological and Health Sciences Award, Matilde Montoya - 2021

This award aims to contribute to the **development and improvement** of the **fields of biological and health sciences** in Mexico City, recognizing the effort, talent and capabilities of **Mexican women scientists.**

### SDG IN COMPLIANCE

**5.1.** End all forms of discrimination against all women and girls everywhere.



Future generations



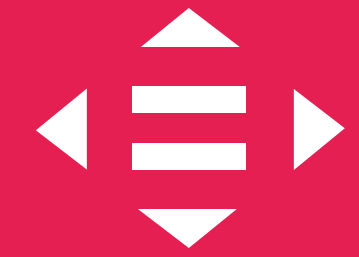
Civil Associations



Shareholders

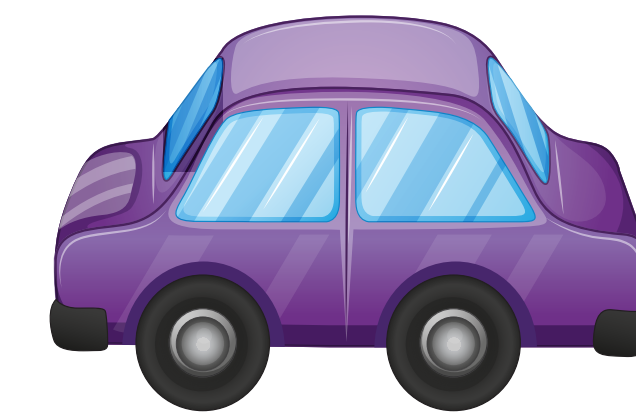
# SOCIETY

## 10 REDUCED INEQUALITIES



Our commitment to the communities is a task of all members of **Grupo Neolpharma**. In January 2021, all employees donate clothes and toys that were delivered to the **Ribba A.C. Foundation** so that these donations can be delivered to the communities surrounding Mexico City.

**1,852 Pieces** of Clothing and Shoes For Boys, Girls, Men and Women.



**468** Toys for boys and girls of all ages.  
**6.4%** less compared to **2020**

### SDG IN COMPLIANCE

**10.2** Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



Future generations



Civil Associations



# ENVIRONMENT ENVIRONMENT

**6 CLEAN WATER  
AND SANITATION**



**NEOLPHARMA**  
GRUPO FARMACÉUTICO



# MEDIO AMBIENTE

## 6 CLEAN WATER AND SANITATION

## 9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE



There is a record of **6 water treatment plants** at the **Neolpharma, Alpharma, Psicofarma División del Norte, Psicofarma Toluca and Neolpharma Caguas sites**, which will treat **46,198.21 cubic meters of water in one year period during 2021.**

The Tlalpan plant is being rehabilitated.

### SDG IN COMPLIANCE

**9.4** Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities



Future generations



Shareholders

# ENVIRONMENT



**LOCATION: CAGUAS,  
PUERTO RICO**

**6**

**CLEAN WATER AND SANITATION**



The water recycling management system at the Puerto Rico plant is divided into two:

## **01 Water runoff:**

We ensure that the rainwater that runs through the plant is free of contaminants by taking samples at 5 strategic points to guarantee its quality.



## **02 Wastewater:**

Process water is discharged through the pre-treatment plant to ensure that we are within the parameters allowed by law.



NEOLPHARMA



# ENVIRONMENT

## 6 CLEAN WATER AND SANITATION



Donation of treated water for irrigation of Ceylan Park through a pipeline that was installed from the treatment plant at the Neolpharma site to the park across the street.

**From August to December 2021, 386 cubic meters of treated water were donated, representing about 11% of this plant.**

A total of **\$280,000** was invested in this project

### SDG IN COMPLIANCE

**6.3** Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally



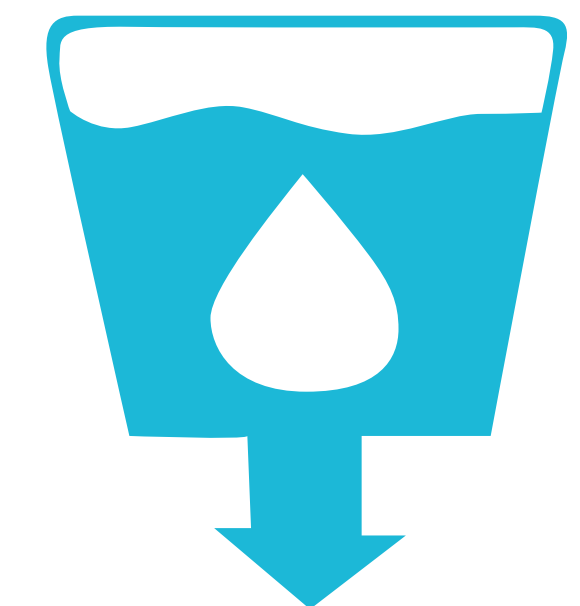
Future generations



Shareholders



Neighbors



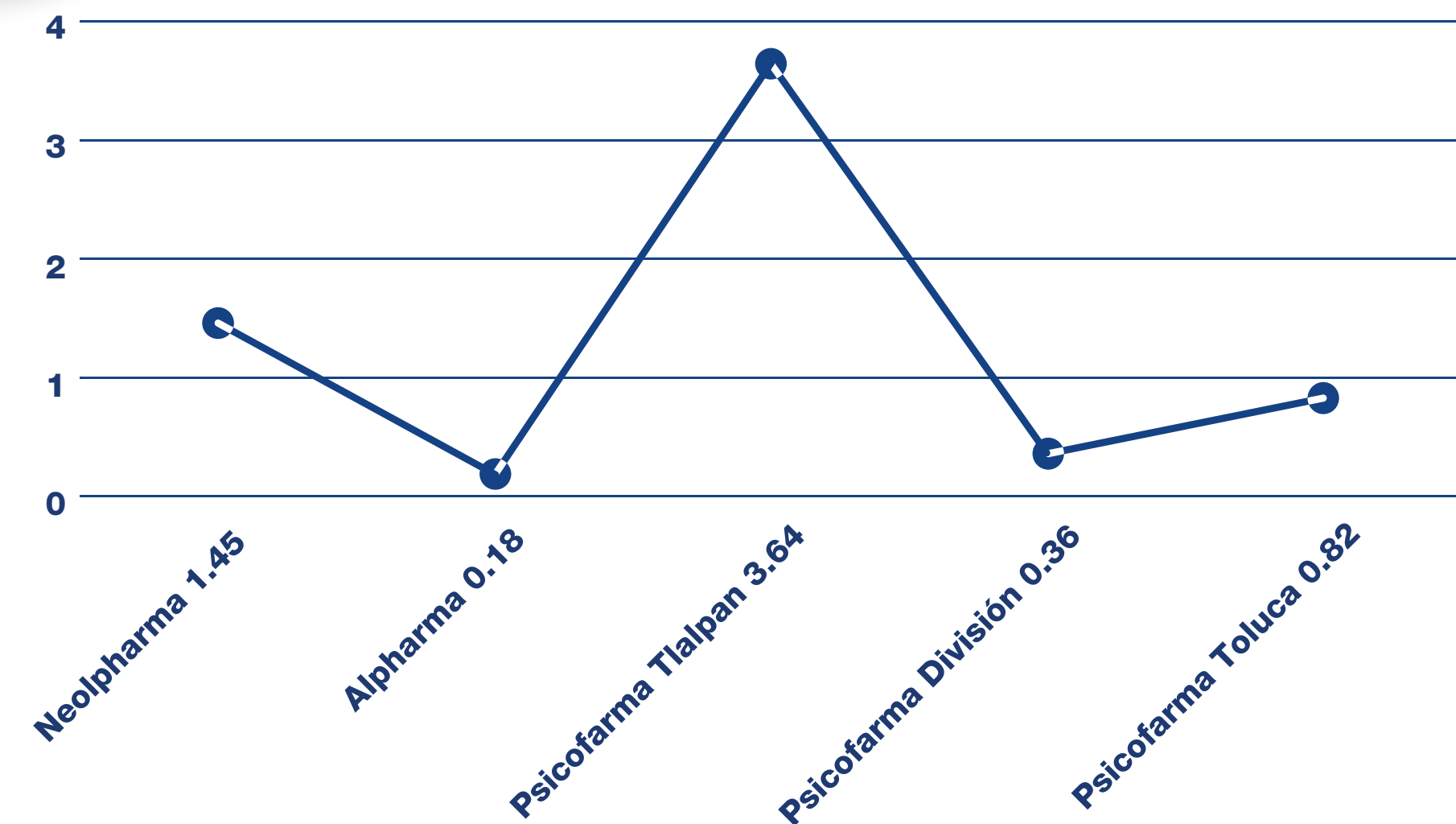
# ENVIRONMENT

## 6 CLEAN WATER AND SANITATION



As part of the measures for the care of the environment in **Grupo Neolpharma**, starting in 2021, the water footprint per business activity is calculated by calculating the liters of water used for each piece produced.

### Water Footprint



### SDG IN COMPLIANCE

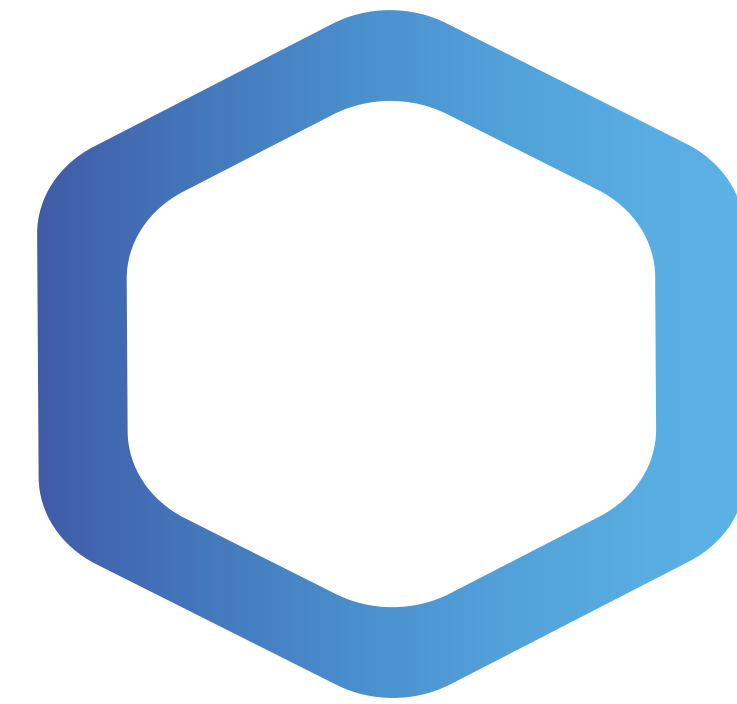
**6.5** Implement integrated water resources management at all levels, including through transboundary cooperation, as appropriate.



Future generations



Shareolders



# ENVIRONMENT ENVIRONMENT

**7** AFFORDABLE AND CLEAN ENERGY 

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION 

**15** LIFE ON LAND 




**13** CLIMATE ACTION 



# ENVIRONMENT

## 7 AFFORDABLE AND CLEAN ENERGY



-  **IFC** is integrated as a strategic partner in the electric power cogeneration project.
-  The cogeneration systems will be installed in four of our plants in **Mexico** and one more in **Puerto Rico**, focused on manufacturing and pharmaceutical technology.
-  Once these systems are **100%** operational, more than **8,000 Clean Energy Certificates** will be generated within **18 months**.

### SDG IN COMPLIANCE

**7.2** Significantly increase the share of renewable energy in the global energy mix.



Future  
Generations



Shareholders



# ENVIRONMENT



**LOCATION: CAGUAS,  
PUERTO RICO**

**7**

**AFFORDABLE AND CLEAN ENERGY**



At the **Puerto Rico plant**, volatile organic compound (**VOC**) emissions are controlled through the use of a carbon absorption system and **scrubbers**, which are devices that clean air pollution by eliminating particles generated in the manufacturing processes.

## **SDG IN COMPLIANCE**

**7.3** Double the global rate of improvement in energy efficiency.



**Customers**



**Shareholders**



**Future Generations**



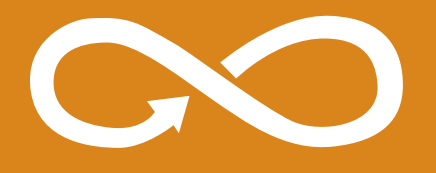
**NEOLPHARMA**





# ENVIRONMENT

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



During 2021, **482,985 kg of waste** was generated at 5 of our sites.

At the **Puerto Rico** site, 50% of waste is recycled; **65,159 pounds** did not end up in a landfill.

At 4 of our sites, **32,165 kg** were recycled, equivalent to **9,519.84 trees** reforested.

Reforested Trees  
**28%**



Recycled waste  
**72%**

### SDG IN COMPLIANCE

**12.4** achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.



Future generations



Shareholders

# ENVIRONMENT

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



At 6 **Neolpharma Group** sites, a total of **267 kg of expired medicines** were collected for destruction from employees, which are collected by the Sistema Nacional de Gestión de Residuos de Envases de Medicamentos A.C. (National System for the Management of Medicine Container Waste).



A total of **232.55 kg of batteries** were collected by employees at 5 **Neolpharma Group** sites for destruction as hazardous waste.

# ENVIRONMENT

## 13 CLIMATE ACTION



As part of its environmental care measures, **Neolpharma Group** is committed to measuring total **tCO2eq** emissions as of **2021**.



**Carbon Footprint**



### SDG IN COMPLIANCE

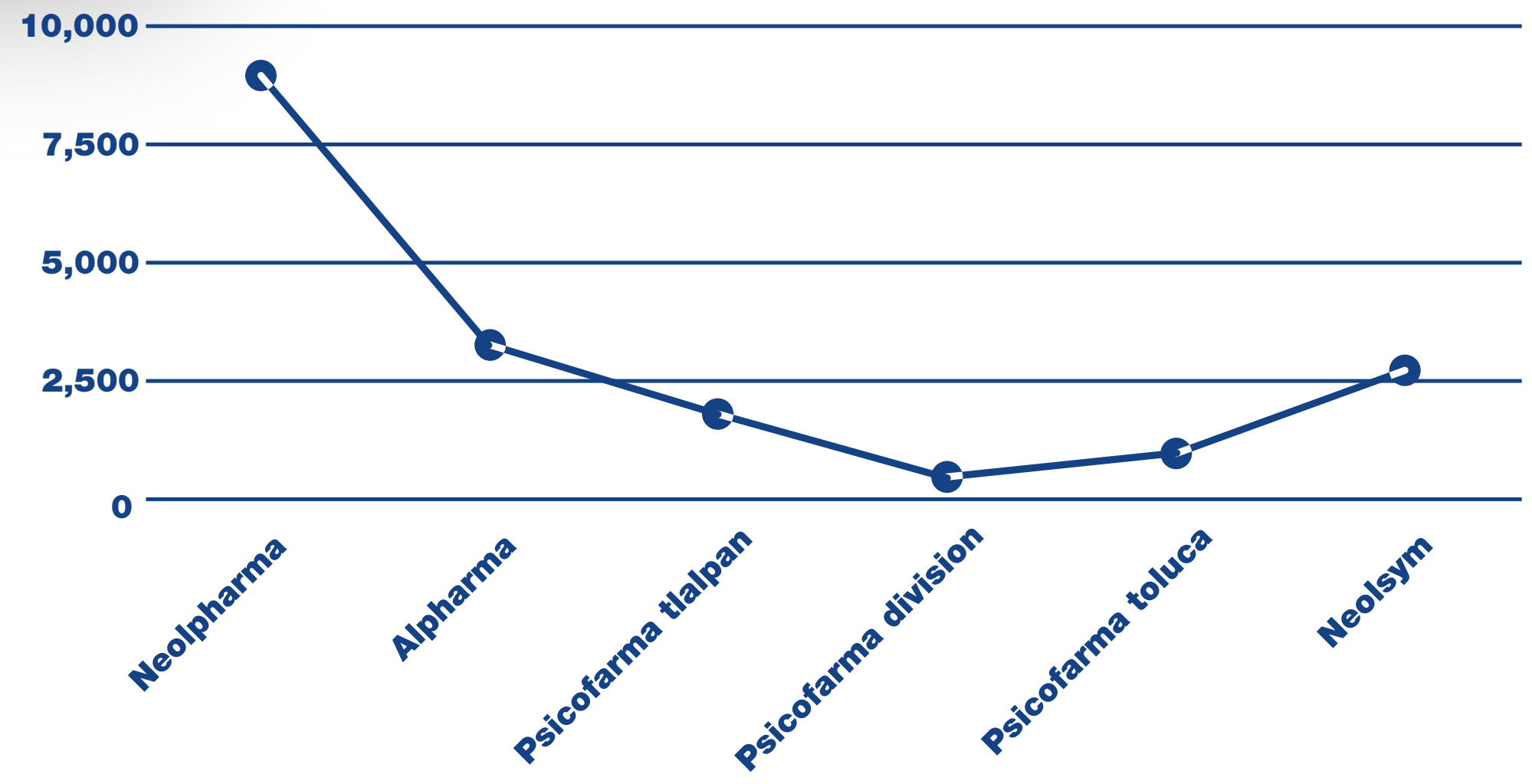
**13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.



Future generations



Shareholders



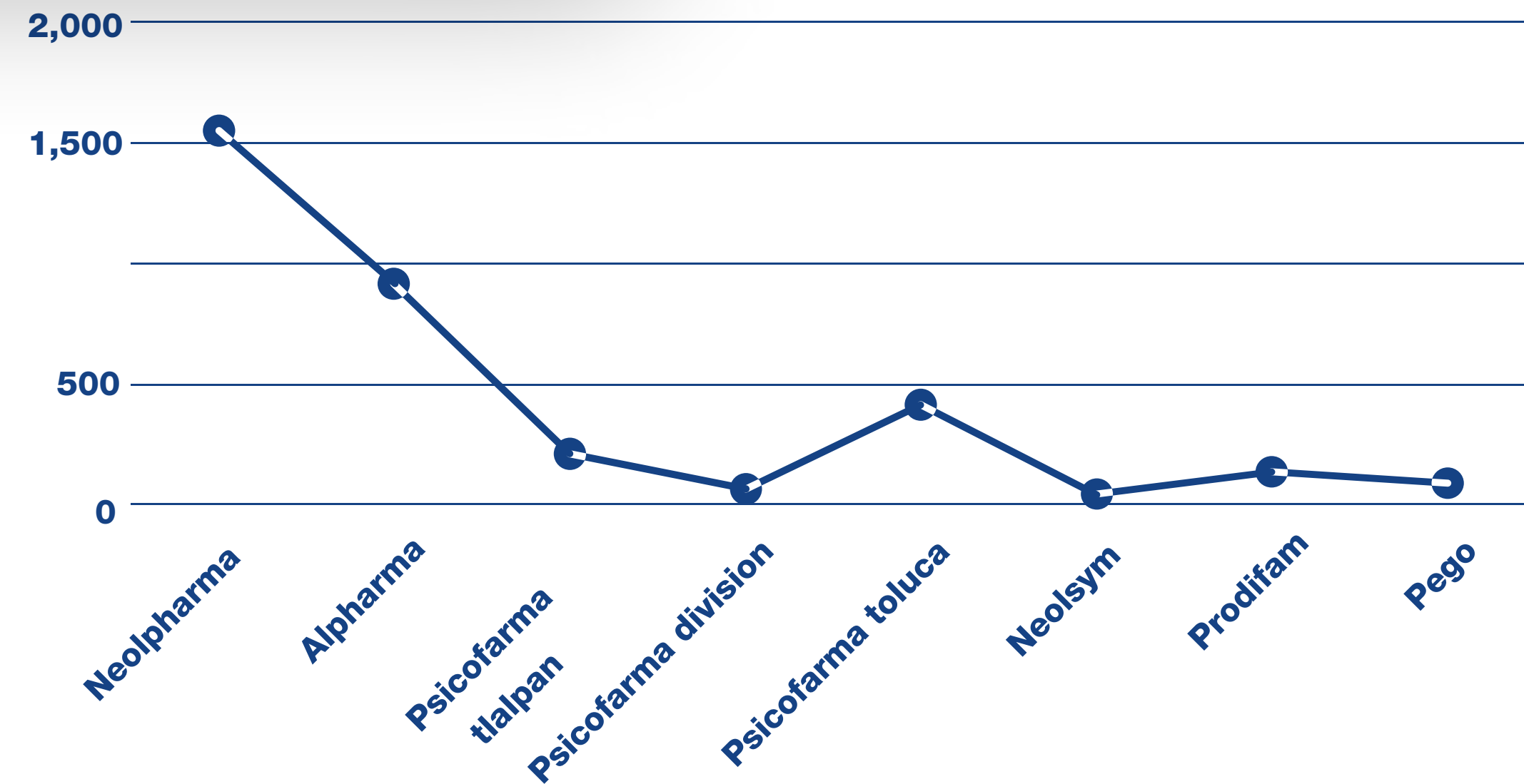
# ENVIRONMENT

## 13 CLIMATE ACTION



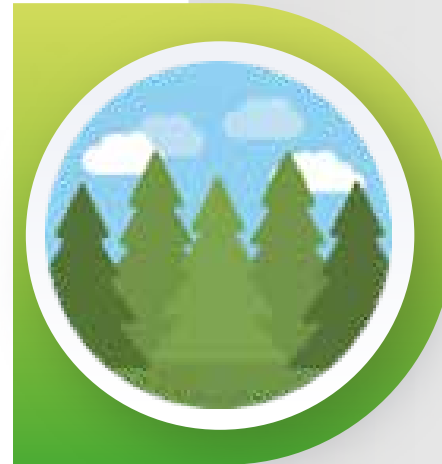
By 2021 Grupo Neolpharma decides to calculate the forest footprint, which results in a total of **34,123 trees** that need to be planted for its business activity.

Forest Footprint



# ENVIRONMENT

## 13 CLIMATE ACTION



In **2021** we committed to voluntarily register in the **GEI Mexico Program**, to report our greenhouse gas emissions, to improve year by year in the pursuit of **sustainable development of Grupo Neolpharma**.

### SDG IN COMPLIANCE

**13.2** Incorporate climate change measures into national policies, strategies, and plans.



Regulatory  
Authorities



Future  
Generations



Shareholders

# ENVIRONMENT

## 13 CLIMATE ACTION



At **Neolsym Ecatepec** site, between **50 and 70%** of the manufacturing process solvents are recovered by evaporation distillation.

The solvent that is no longer profitable to recover is sold to a smelter, which pays based on the calorific value of the material since it is used as an **alternative fuel**.

### SDG IN COMPLIANCE

**12.4** Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.



Future generations



Shareholders



# ENVIRONMENT

## 13 CLIMATE ACTION



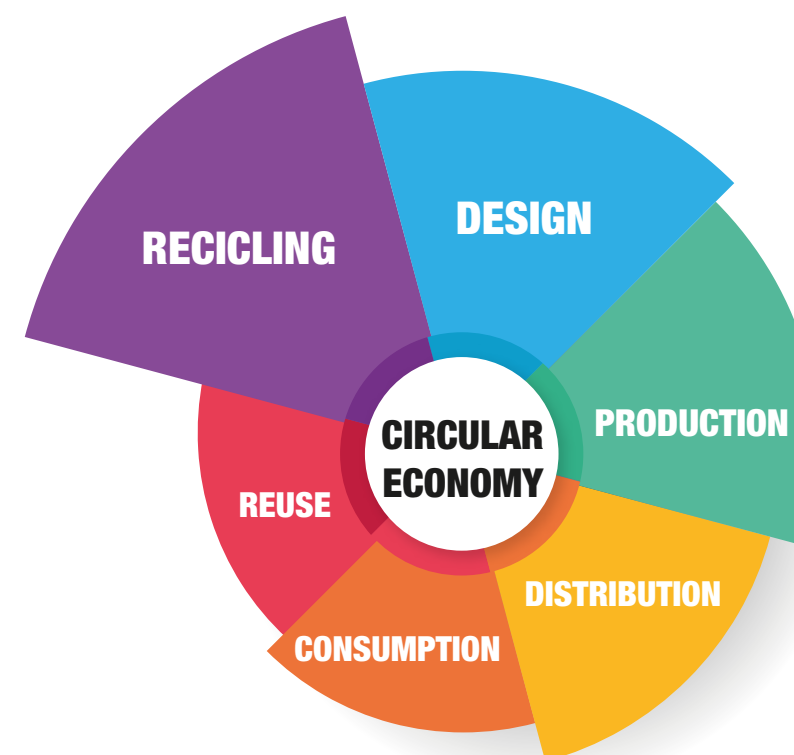
**Polypropylene (PP) recovery project** for the application in the containers and closure system produced by the blown injection process.

Mechanical testing was performed on aged bottles and non-aged bottles, as well as sterilized and unsterilized; produced from the formula of virgin PP and recycled PP (60/40); It revealed that:

This evidence suggests that it is possible to manufacture polypropylene containers incorporating up to **40% recycled PP**; without considerable loss of mechanical, physicochemical and thermal properties.

Bottles made from **virgin PP/recycled PP (60/40)** indicate that there is no negative effect of the recycled material on the **mechanical, thermal and physicochemical** properties of the containers.

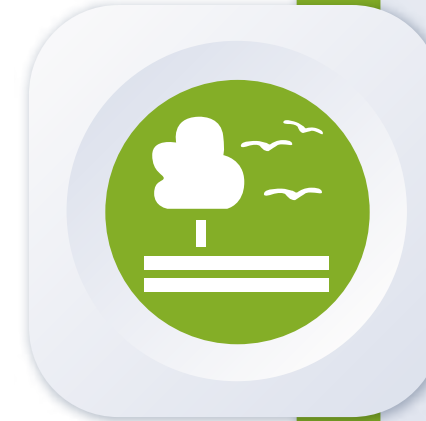
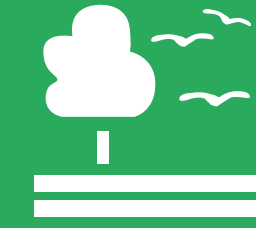
In 5 months, 63,240 kg of virgin polypropylene have been saved.





# ENVIRONMENT

## 15 LIFE ON LAND



In **2021**, **2.5 hectares** were adopted and **1,800 Pinus montezumae** trees were planted.

In **2020**, **3 hectares** were reforested with about **2,100 Abies Religiosa (Oyamel fir)** trees.

From **2018 through 2021**, a total of **5,110 trees**.

### SDG IN COMPLIANCE

**15.5** Take urgent and significant steps to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect and prevent the extinction of threatened species.



Civil Associations



Future generations

# ENVIRONMENT



LOCATION: CAGUAS,  
PUERTO RICO

**15** LIFE ON LAND



At the **Puerto Rico** site, special care is given to the conservation area of approximately **1,500 square meters** within the area comprising the Plant.

There are also land which are currently undeveloped and total **13,884.9925 square meters**.

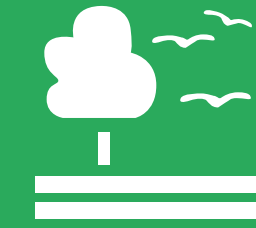


NEOLPHARMA



# ENVIRONMENT

## 15 LIFE ON LAND

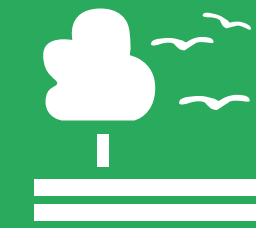


An amount of **\$10,000.00** was donated to the **AMAUNI** Foundation in collaboration with the **ZACATUCHE** or **TEPORINGO** Biological Monitoring Program and **CONANP** to purchase monitoring equipment for the teporingo. Such as cameras and their accessories to carry out this task.

An amount of **\$10,000.00** was donated to the "**Santuario de la Abeja Reina**" Association. This proposal allowed us to grant 2 hives to 2 families that will have the opportunity to obtain honey and its derivatives from the hive, thus generating additional income for them.

# ENVIRONMENT

## 15 LIFE ON LAND



Grupo Neolpharma employees adopted one of **364 native Mexican plants** in 3-inch pots.

This campaign is carried out to create awareness of the care of the Mexican ecosystem. Many employees adopted them, named them and/or integrated them into their gardens with their other plants, giving them a place in their homes where they involve their families in the care of their cacti.

### SDG IN COMPLIANCE

**15.4** Ensure the conservation of mountain ecosystems, including their biological diversity, in order to enhance their capacity to provide essential benefits for sustainable development.



Collaborators



Future Generations



**Av. División del Nte. 3377,  
El Rosario, Coyoacán, 04380,  
Ciudad de México.**

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[ideasconresponsabilidad@neolpharma.com](mailto:ideasconresponsabilidad@neolpharma.com)**