



# Sustainability Report

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## Letter from the CEO

In this document, the Company shares the progress regarding our commitments for the year 2021, that we have achieved through team work along with our more than 500 people that make up Biosidus.

Due to the features of our business and operations, and the role our activity imposes, the Company is essentially committed to generate a triple value: social, environmental and economic.

### We carry out our commitments as follows:

- Rendering highest quality services, always trying to overcome the expectations of our clients, adding value to the satisfaction of their needs.
- Considering our people as the core of the Company.
- Developing environmental-friendly processes, preventing and reducing the negative impacts, and pursuing the environment protection.
- Optimizing the consumption of natural resources; thus, having an active participation in preserving and protecting the environment for future generations.
- Managing our operations efficiently to obtain the profit rates committed to the shareholders.

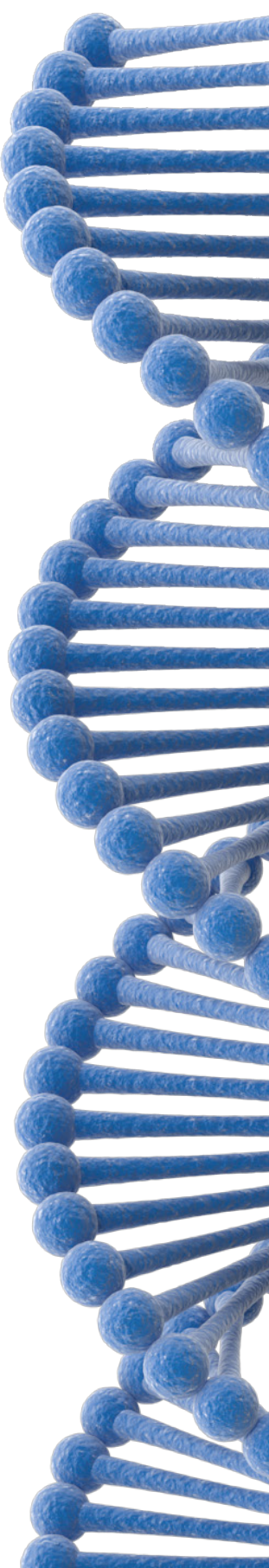
I am grateful to all the involved people in the making of the current document who responsibly made possible this great progress for Biosidus.

Our actions during 2021, and our commitments for 2022 keep on leading the path towards the transformation that accompanies the Objectives for Sustainable Development 2030.



*Mariano de Elizalde*  
**CEO**

# I am proud of sharing Biosidus first sustainability report.





# About the report

The current Sustainability Report was made up in compliance with the essential option of the Standards from the Global Reporting Initiative. Besides, a map of the materiality on Sustainability Accounting Standards Board (SASB) is used to consider the relevant indicators for the Pharmaceutical Industry, and the ESG communication Guidelines for investors in Biopharma.

The current document represents our first report attempt to describe the activities related to Biosidus sustainability management. We have set an annual period to render our sustainability report. The current report involves activities carried out from January 1 to December 31, 2021.

## Contact

To ask questions or share your opinion about this Sustainability Report, you can write to:

✉ [info@biosidus.com.ar](mailto:info@biosidus.com.ar)





# Interest Groups

Regularly, we analyze the context in which we develop our operations to detect those aspects that may affect our ability to render services and respond to the expectations our clients and intereted parties have.

We make this approach focussing on the analysis of risks and opportunities, the aim is to render information to make the necessary changes, in order to take preventive decisions or improve actions anytime opportunities are detected.

Besides, for the issuing of the current sustainability report 2021, a benchmark with referent companies in the pharmaceutical industry was carried out to identify the main interest groups and compare them to those detected analyzing the context.

Interest Group	Participation Mechanisms
Shareholders	—Monthly meetings with Government bodies
Our people	—Team meetings —Intranet —Work environment survey and feedback —Open meetings —Leaders’ meetings —Breakfasts with incoming and promoted employees —Performance management —Committee for Social Diversity and Inclusion —Joint Health and Hygiene Committee —Joint COVID-19 Committee
Value Chain Foreing and domestic input suppliers to manufacture raw material and drug products	—Audit —Control on contractors
Community — Sanitary Workers Union. — CILFA – Industrial Chamber of Pharmaceutical Industry Laboratories — CAB – Argentine Biotechnology Chamber — CAPDROFAR – Argentine Chamber of Pharmacochemicals Manufacturers — NGOs — Neurological Society — Nephrological Society — Hospitals — Medical Specislists — Argentine Union of Health Entities	—Regular meetings with union trades —Participation in Business Chambers —Links to NGOs
Government — Institute for Social Security (IISSS, the acronym in Spanish) — Presidency of the Cabinet of Ministers — Ministry of Science and Technology — Ministry of Productive Development — Ministry of Social Develpoment — Ministry of Health — Bureau of Health and Healthcare Providers — National Administration of Medicines, Food and Medical Devices (ANMAT, the acronym in Spanish) — National Institute of the Industrial Property (INPI, the acronym in Spanish)	—Meetings with government officials —Annual audits from the regulatory authorities
Clients	—Activities related to technology transfer
Academic — CONICET (National Council for Science and Technology) — Universities	—Disertations and presentations in universities —Program for Interns





# Materiality analysis

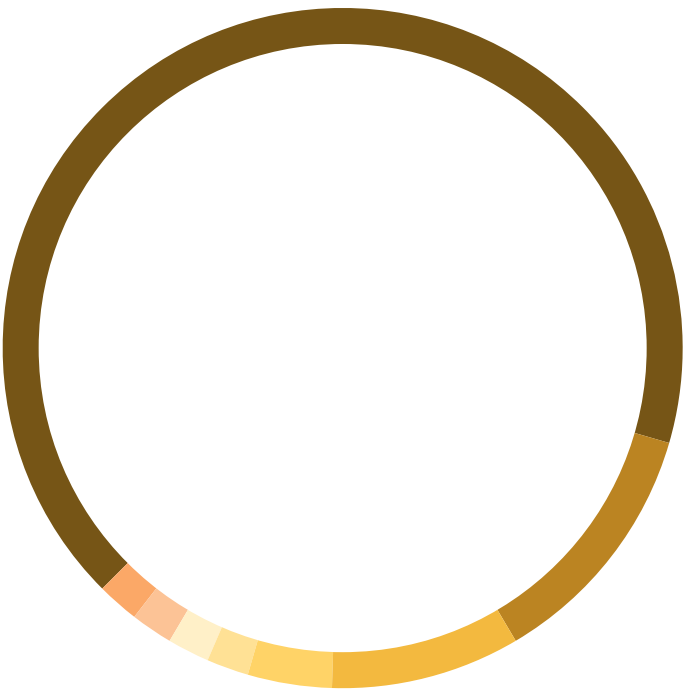
In order to know the vision of our interest groups on the most significant issues for the sustainability management, we have carried out the materiality analysis the GRI standards recommend to make up sustainability reports.

The first step was a benchmark study that included the material issued as defined by the Sustainable Accounting Standards Board (SASB) for the pharmaceutical industry, sector references, ESG communicational Guidelines for investors in Biopharma and the Objectives for Sustainable Development.

After listing the issues, they were internally prioritized through a consult to the Executive Committee. Then, they were externally validated through an online materiality survey that 55 representatives of the interest groups answered.

The survey to interest groups included an open-response question about key issues and concerns that they considered that should be included, besides the issues the Company prioritized. Most of the answers can be included in the scope of the material issues listed, such as the reduction in the use of plastics, use of solar energy, water consumption (Environmental footprint) assessment of suppliers according to sustainability criteria (Management and development of value chain), and training and benefits (Draw and development of talents). among the surveyed issues but that were not prioritized as material issues to Biosidus were aspects regarding the circular economy and international commerce.

## Participation of interest groups



**37**  
Collaborators

**7**  
Suppliers

**5**  
Community

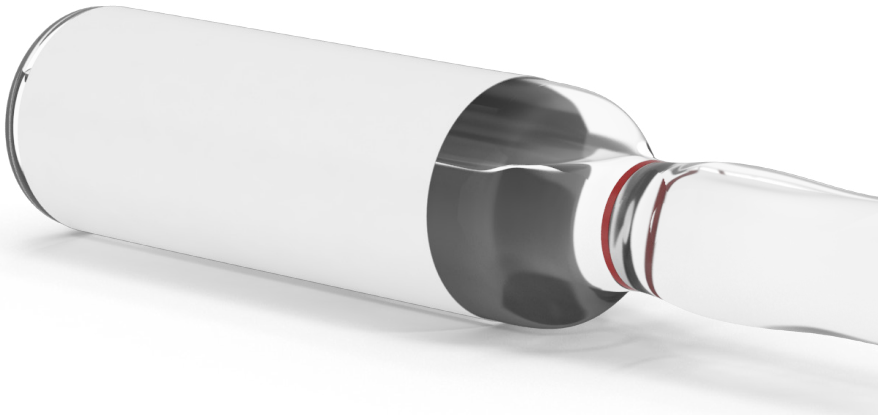
**2**  
Shareholders

**1**  
Government

**1**  
Banks

**1**  
Clients

**1**  
Academics

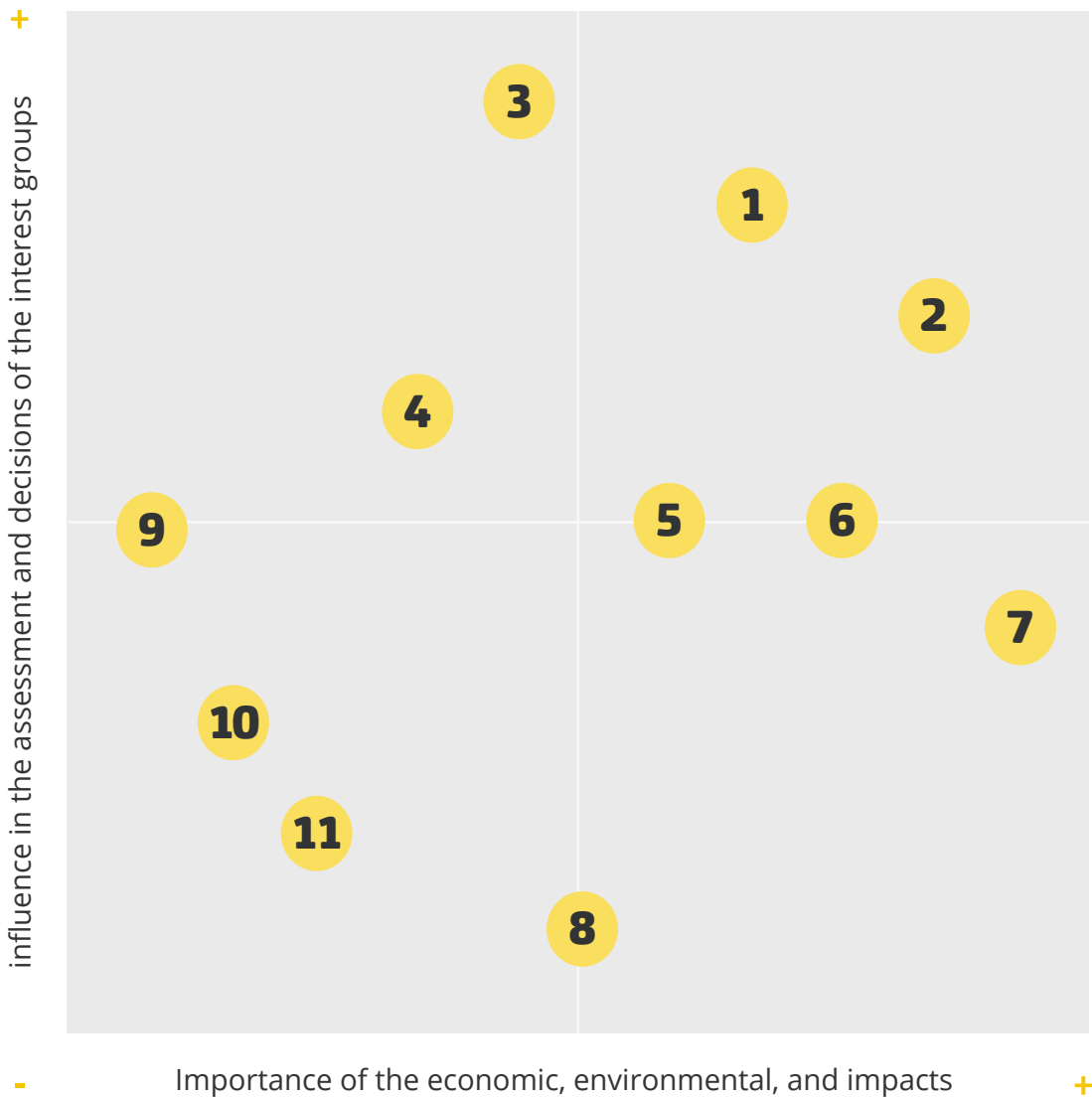




Materiality matrix

From the confluence between the Company’s prioritization and the validation of the interest groups, arises the materiality matrix from which the current report was made up. For the analysis, the difference in the size sample is considered, so that the general results cannot be affected.

Regarding the issues identified as significant impacts on the organization, and according to its scope, we analyze the possibility of contribution to reach the different goals the Objectives for Sustainable Development from the United Nations to 2030 proposed.



Material Issue and Scope

1	Business ethics	EXTERNAL AND INTERNAL	12
2	Access and safety of medicines	EXTERNAL	3
3	Innovation	EXTERNAL AND INTERNAL	9
4	Mngment and development of value chain	EXTERNAL AND INTERNAL	12
5	Health, safety and well being at work	INTERNAL	3
6	Draw and development of talents	EXTERNAL AND INTERNAL	8
7	Economic Performance	EXTERNAL AND INTERNAL	8, 9
8	Diversity and equal opportunities	EXTERNAL AND INTERNAL	5, 8, 10
9	Environmental footprint	EXTERNAL AND INTERNAL	13
10	Responsible communication	EXTERNAL	12
11	Relation with the community	EXTERNAL	10, 17





01

# DNA BIO





## Building a healthier future

Biosidus Group, dedicated to biotechnology, keeps its main activity in Argentina. For the last 30 years, the Company reached a position of leadership in Latin America, and a growing participation in other emerging markets.

The beacon that supports our business are the scientific research and development, and the manufacture, marketing and exportation of biosimilar pharmaceutical products. Our products are offered in the health sectors in Latin America, Southeastern Asia, Africa, Middle East, and some countries in Eastern Europe.

We are present in more than 60 countries, in total. Our most relevant markets are: Argentina, Thailand, Algeria, Colombia, Mexico, Brazil, Tunisia, Morocco, Paraguay, and Ecuador, where the national states, private companies, private and public health centers are our clients, mainly.

Our corporate offices are placed in Cazadores de Coquimbo 2841, Munro, Buenos Aires Province, Argentina; our Manufacturing Facilities for Active Ingredients are placed in the Autonomous City of Buenos Aires; our Fill & Finish Facilities are placed in the location of Bernal, Buenos Aires Province, and our Logistics Center is placed in the location of Quilmes, Buenos Aires Province, Argentina. We also have corporate offices in Colombia, in Bogota city.

**We are specialists  
in development,  
manufacture, and  
exportation of  
biopharmaceutical  
products of the  
highest quality at  
affordable prices.**



**DNA BIO**

**+500**

**people work in Biosidus**

**15.431.950**

**sold units per year**

**USD 68.2**  
**million**  
**net sales**

**+60**  
**countries**

**in which we are present**

**1**

**Center of logistics**

**2**

**Manuf. Facilities**

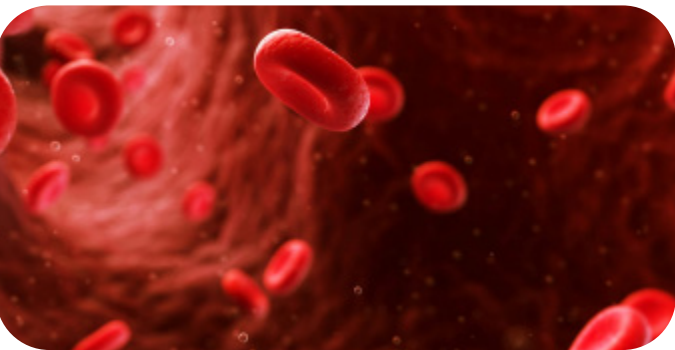
**+30**

**years of history**





Our products



Anemia in kidney insufficiency

Erythropoietin alfa (low dose)



Hematology

Alfa Erythropoietin (high doses).  
Lenograstim. Filgrastim.



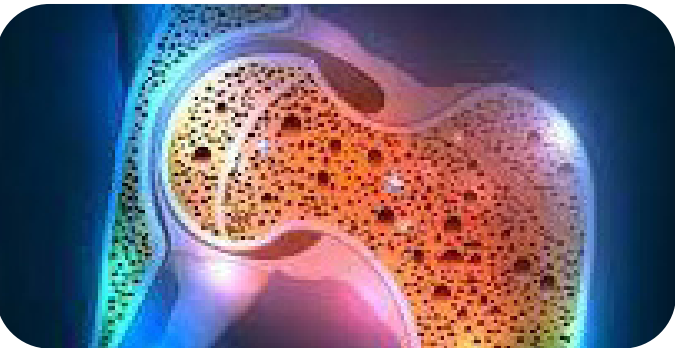
Oncohematology and Clinical Oncology

Azacitidina  
Bortezomib



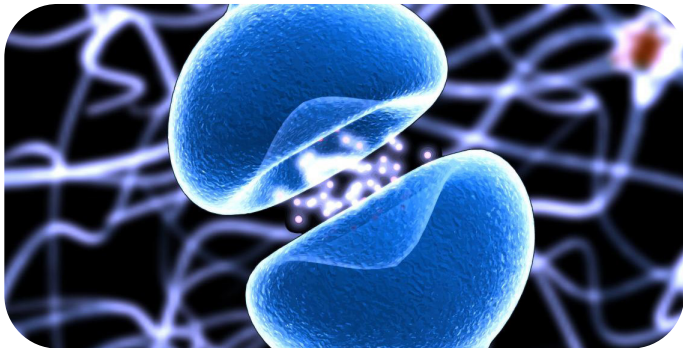
Growth disorders

Somatropin (lyophilized and liquid with automatic pen)



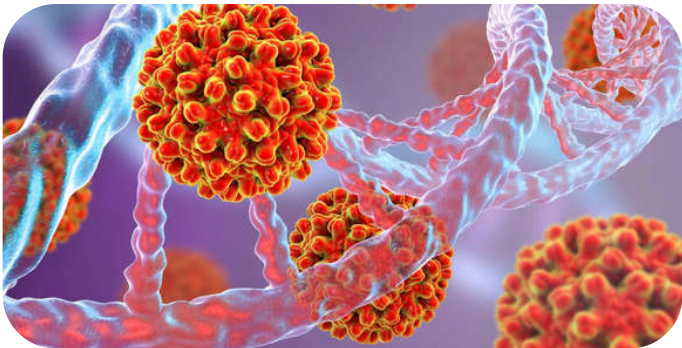
Bone metabolism

Teriparatide



Mukltiple Sclerosis

Interferon Beta 1a SC  
Interferón Beta 1a IM  
Fingolimod



Hepatitis B and C

IFN alfa-2a  
IFN alfa-2b



Probiotic

Bioflora



Our DNA history

1983

Sidus starts functioning



1990

Launching of the first biosimilar from Erythropoietin alfa



1991-1992

Interferon alfa-2b Launching



1993

First export to Brazil



1995

First export to Thailand. Launching of Filgastrim and Lenograstim



2012

Teriparatide Launching



2010

Biosidus split



2005

Interferon Beta 1a SC Launching



2003

Probiotic Launching



1997

Somatropin Launching



2016

Amilix and Bromadane Launching



2017

Interferon Beta 1a IM Launching



2018

Acon Bios Investors LP acquires the dominant position in Biosidus group. Opening of a subsidiary in Colombia



2020

Fingolimod Launching

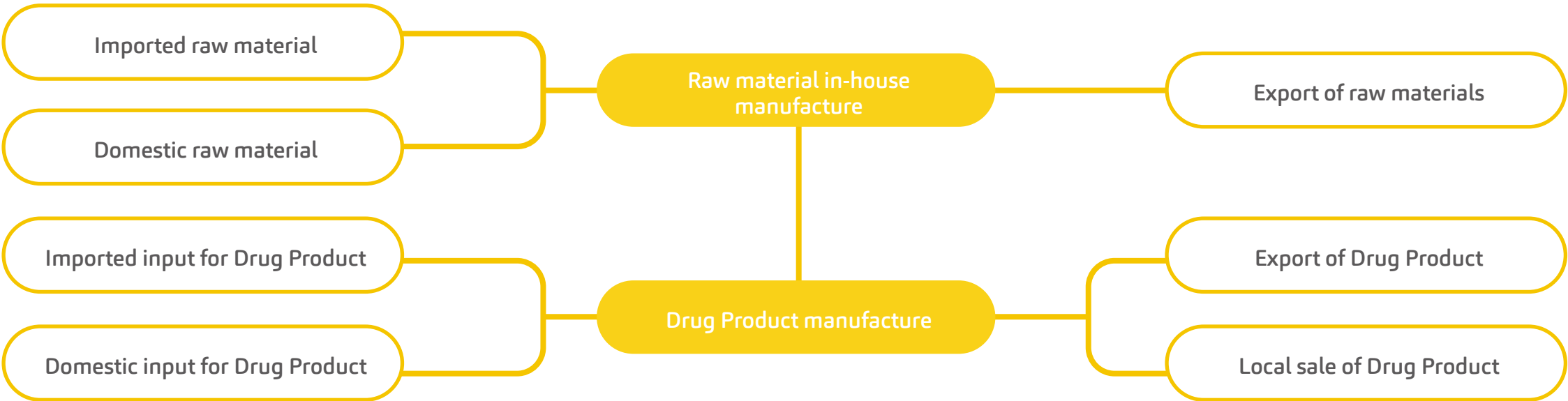




# Our value chain

We multiply the impact of our business creating opportunities along our value chain, including our clients, suppliers, and manufacturing facilities.

During 2021, the Company has continued the investment process in the manufacturing facilities in order to improve our efficiency to the demand in domestic and foreign markets.



**Bioreactor Facilities**  
**Almagro**

In 2019 the building of our new GMP pilot plant began (Good Manufacturing Practices), in Almagro, whose purpose is the manufacture of pilot batches of new biotechnology products at reduced scale for clinical trials.

The investment allowed us to reach the world’s highest standards international and national regulatory authorities demand, in order to expand our science developing new molecules and keep on leading the manufacture of biotechnology.

**Logistics Center**  
**Quilmes**

The new Logistics Center allowed us to consolidate distribution operations, considerably increasing the productivity, and making more efficient the area processes. The warehouse has quality control offices, Drug Product area, bulk product, packaging material, cold chambers, controlled temeprature areas for Drug Product and bulk product, and five docks for loading and unloading.

**Facilities for Diluents**  
**Bernal**

This new facilities allowed us to manufacture in our own plant ampoules for diluents that we were purchasing to third-party companies. Setting up this facilities required coordination, team work, and collaboration with different areas, such as, Engineering, Maintenance, Logistics, Manufacture, and Process Improvement.



# An evolving business

In a complex market due to multiple variables that impact in growth, competition, and market access, we achieved to balance these variables and set a path to our business.

During 2021, the Company has continued the investment process to increase the facilities capacity in order to satisfy a constantly growing demand of our products more efficiently, both in foreign and domestic markets. Furtehrmore, the Company keeps investing in R&D, and Clinical Research areas; since Biosidus, as a scientific knowledge company, understands that the development of new products and the continuing improvement of the current portfolio is the keystone for our plan of international commercial expansion.

In a market already affected by the Pandemic effects, a growing competition, and a more complex regulatory environment, Biosidus is still a strong competitor among the emerging markets, being a reference company as supplier of biological products at a competitive price. The expectations are that a lower cost compared to the reference biological products, added to the increasing burden to reduce costs in medical assistance in the medical public systems in the world and the favorable clinical outcomes demonstrated through clinical trials with biosimilar medicines, will also work as the driving force on the expansion of Biosimilars.

Biosidus business plan is supported on strategic milestone areas, such as, regulatory, medical marketing, commercial development, efficiency in the logistics chain, and direct presence in key markets. This strategy gave as result the development of projects, such as, technology transference, commercial and productive to expand activities in different markets. In this favorable context, Biosidus managed to consolidate the growth in sales, confirming the sustained increase on the demand of Biosimilar products in the emerging markets, where the Biosidus products are leaders of their segments.

In the macro aspect and the dynamics of the health market on its own, a more complex business environment is being outlined; a tightening of the price/ volume negotiations in the state agencies resulting in a highly competitive environment. In this context, biosimilars follow their course of possitive acceptance in the market, but at the same time facing the challenge of greater price controls. To face this complex scenarion, Biosidus counts on the experience for over 30 years in the market and the acknowledgement of quality and efficiency of its products.

## Economic value<sup>1</sup>

	2020	2021
<b>GENERATED ECONOMIC VALUE (INCOMES)</b>	<b>66,488</b>	<b>68,938</b>
Incomes from ordinary activities	65,238	68,241
Real state, facilites, and equipment for sale	799	-
Result from shares in controlled companies	450	697
<b>DISTRIBUTED ECONOMIC VALUE</b>	<b>-69,456</b>	<b>-60,014</b>
Operational costs	-43,235	-45,301
Payroll and benefits	-15,298	-18,682
Paid taxes and fees	-3,879	-12,247
Finacial results and other expenditures	-7,044	16,216
<b>RETAINED ECONOMIC VALUE</b>	<b>-2,968</b>	<b>-8,924</b>

## Participation in the industry

Entities in which we share or have been a member during 2021:

- Industrial Chamber of Pharmaceutical Industry Laboratories (CILFA)
- Argentine Biotechnology Chamber (CAB)
- Argentine Chamber of Pharmacochemicals Manufacturers (CAPDROFAR)
- Asia and Pacific Argentine Cgamber of Commerce
- Argentine Republic Chamber of Exporters (CERA)

## External Initiatives

Statute/Principle	Date	Country/ Operation	Interest group	Join
WEP (Women Empowerment Principles)	2020	Argentina, Colombia	Collaborators	Willingly Mandatory
GMP (Good Manufacturing Practices)		Argentina	Reglaroty Authorities	Willingly
ISO 14001	2021	Argentina		Willingly
ISO 45001	2021	Argentina		
Union Traede Agreement SANITY N° 42/89		Argentina	Union Trade	Mandatory
Global ODS Global Agreement		Argentina, Colombia		Willingly

1 Expressed in US dollars. Information arising from Biosidus Group Annual Report and Financial Statements, according to IFRS regulations, corresponding to the finacial statements ended as of December 31, 2021, compared to the foremer period. For each indicator, we should outstand, that the concept profit/ loss for the year built on the concept of accrued has been followed, so that it is comparable to the reported financial statements.

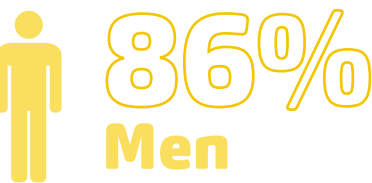




# Corporate Government

## Board of Directors

The controlling company of Biosidus group has a Board of Directors with 7 members, including



## Audit and Risks Committee

This committee is made up of three members of the Board of Directors. The mission is the assessment and monitoring of the effectiveness of the control system in order to assure the fulfilment of objectives and strategies the Board of Directors set, the effectiveness and efficacy of the operations, the reliability of the accounting information, and the compliance with laws and regulations.

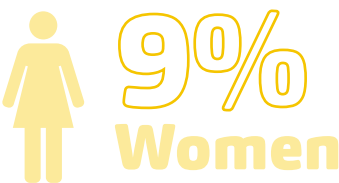
## Compensations Committee

This committee is made up of three members of the Board of Directors. Among their responsibilities are: analyze, assess, and propose regulations and strategic projects related to the human capital of Biosidus Group.

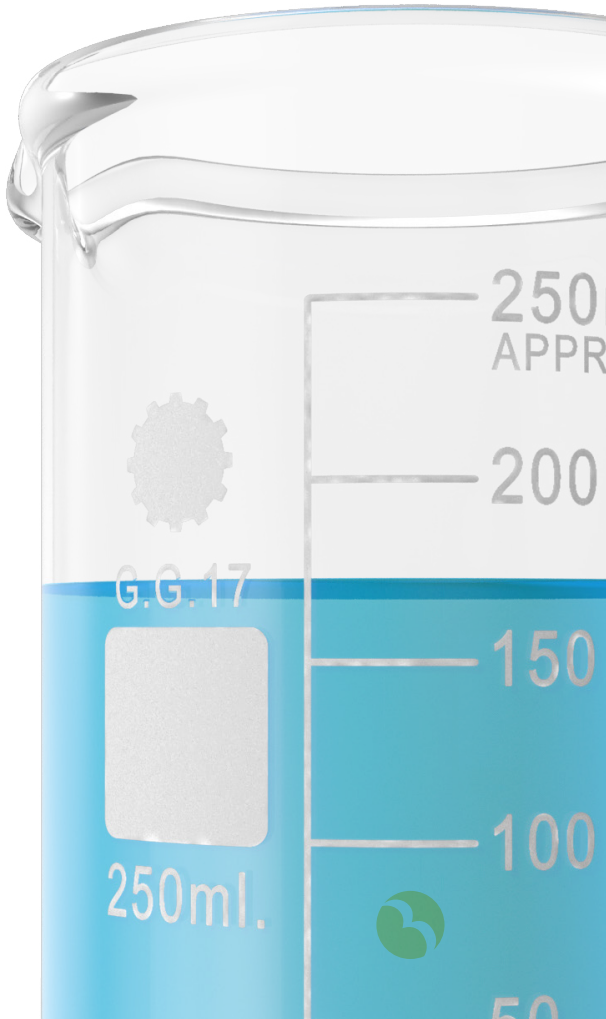
## Executive Board

Made up of 11 members: the CEO and the direct reporters that lead the following areas:

- Quality Assurance and Validations Direction
- Human Resources and Corporate Affairs Direction
- Direction of Operations
- Legal Affairs & Compliance Direction
- Administration and Finance Direction
- Business Development and Project Management Direction
- Commercial Operation Northern Latam Direction
- Commercial Operations Southern Latam Direction
- Regulatory Affairs and Pharmacovigilance Direction
- Medical Direction



100%  
Executive people  
in the local  
community  
Argentina



# Business Ethics

Our comittment is providing pharmaceutical products of the highest quality, in compliance with the highest ethical standards, at the same time.

We believe ethics and transparency are the milestones to develop an open, honest and fair working environment. Therefore, we have developed an Integrity Program, including a Code of Conduct and several specific policies stating common values that should be applied in our daily work and commercial actions. Biosidus compete in the market with loyalty and integrity. Therefore, we encourage the good trading practices and the respect for the competition defense law.

From the Legal Affairs & Compliance Direction, Biosidus defines an annual plan that allows the checking and progress of the Company’s Integrity Program to update it and carry out the necessary adjustments. Moreover, we design and implement several mechanisms and procedures to make operative the currently valid policies.

In our annual plan, besides the necessary adjustments and update, we include training in the different areas of the Company, internal statements, and activities to reenforce the content of the different issues of our Integrity Program.

Likewise, we have an outsourced channel for complaints which gives the posiiibility of make complaints anonymously. Dates to access to this channel are included in our code of conduct, as well as reminded to our collaborators preiodically through internal statements, and are also published in the Company’s web page so that collaborators and third-parties related to the Company can have access too.

The Audit Committee assesses the compliance with the annual plan the Legal Affairs & Compliance Direction presented regarding the Company’s Integrity Program. In the assessment the efficacy of the actions and taken measures are analyzed.

During 2021, we have not received complaints due to acts of corruption or unfair competition. The Company has received complaints that a collaborator of the Company has made regarding discriminatroy actions. In the frame of said complaints the corresponding investigational deeds were carried out according to the directions stated on the application of internal policies.

## Code of conduct

In Biosidus we have a Code of Conduct expressing the common values that help as guidelines to the decision-making process and commercial actions. Our Code provides guidelines to all our collaborators, managers and directors of the Company, and to all the commercial partners that make business on our behalf, including distributors, sales reresentatives, consultants and contractors.

Denouncing possible violations to the Code is a keystone in order to protect our business, patients, and third parties. These complaints can be made through the Ethics Line of Biosidus at any moment.

### Our commitments

#### Commitment to integrity

- Integrity
- Pose questions and ask for help
- Notify the concerns

#### Commitment to compliance with regulations

- Compliance with laws and regulations
- Zero tolerance to bribery and corrpution
- Fair competition
- International commerce
- Data privacy
- Our commitment to quality
- Interaction with health professionals

#### Commitment to the respect to other people

- Diversity and inclusion
- Prevention of harassment
- Work and environmental safety and hygiene

#### Commitment to the protection of our Company

- Confidentiality
- Accurate accounting books and records
- Prevention of conflicts of interests





02

# Quality for millions



# Better products and services

In Biosidus, we consider the innovation in the tehcnological field as a milestone that makes a difference in our products and processes. In a comprehensive way, we also define innovation as the combination of technical advances and the market needs, that allow us to offer a products portfolio in continuous evolution.

**Research and development are the engines that drive the technological innovations that we implement at Biosidus.**

We invest in technical and scientific knowledge, beginning with the resources we obtain from our products, achieving an improved financial capacity to develop a better offer, enhancing a virtuous circle of innovation. Creativity and originality are the featuring values in our research and development processes, focussed on the searching of better results for the organization and on a higher competitiveness in the market.

Our onnovation strategy is a leadership strategy, mainly, and it is a feature that supports the culture of our Company. The technological innovation management starts in the Direction of the organization, acting as an innovation drive, facilitating the process development and encouraging the team work and the integration of innovative products among the different areas in the Company, at the same time.





## Management based on knowledge

To boost the technological innovation processes we have the Research & Development Department, in charge of integrating the efficient management of the resources, supervising the scope of the objectives.

**Our knowledge management is our base, and we consider it as the driver to our development.**

The Research & Development Department has a fundamental role in the selection and training of a professional qualified teamwork that works in the area. Most of them, the professionals that enter into the Company have a strong academic education in the technological area related to biotechnology, but barely trained in industrial biotechnology. In Biosidus, we accompany them, so that they can make a slow and diverse learning process, in a continuous training process, about how we can strengthen the technological process in the biopharmaceutical area.

Those who enter into Biosidus with no previous experience in the pharmaceutical and biotechnological industry, acquire knowledge and develop their activities taking the teamworks as referents, at the same time. They acquire both technical and regulatory abilities, learning how they should record documents and guidelines for working management. If necessary, the training is complemented with courses, seminars, and other instances of formal education, both domestic and international.

All the development of the new products is carried out with transparency, responsibility, and in compliance with laws, directives, and regulations that are applied in our industry. Among them, we consider the Quality by Design directives, according to the ICH guidelines (International Conference on Harmonization about the technical requirements to file a pharmaceutical product for human use). The progress of the projects are communicated at internal meetings among the CEO and the areas on monthly basis. Formally, the progress is recorded in the annual performance management process.

Moreover, the Company has a Patent and Trademark Office (Industrial Property) depending on the Regulatory Affairs Direction that jointly work along with the Research & Development Department, and Business Development Department, that give support to the processes of improvement, and of new developments, and portfolio products. Some of our innovation process were patented in

different countries since they are highly original and innovative processes. Throughout our trajectory, over 40 applications for patents related to our product manufacturing method, and purification and tretament processes have been submitted in more than 20 countries. At the end of this report, 9 patents in 5 countries were in force. Regarding the trademarks, the Company has presence in over 65 countries and a protfolio counting more than 380 brands.



We encourage our binding to external support to universities and research centers, both local and international to boost innovation. We appreciate the capacity and experience in specific fields, that otherwise cannot be easily achieved. In 2021, we signed agreements and carried out innovations with differents organizations, both local and international, that are confidential so that we cannot disclosure them.

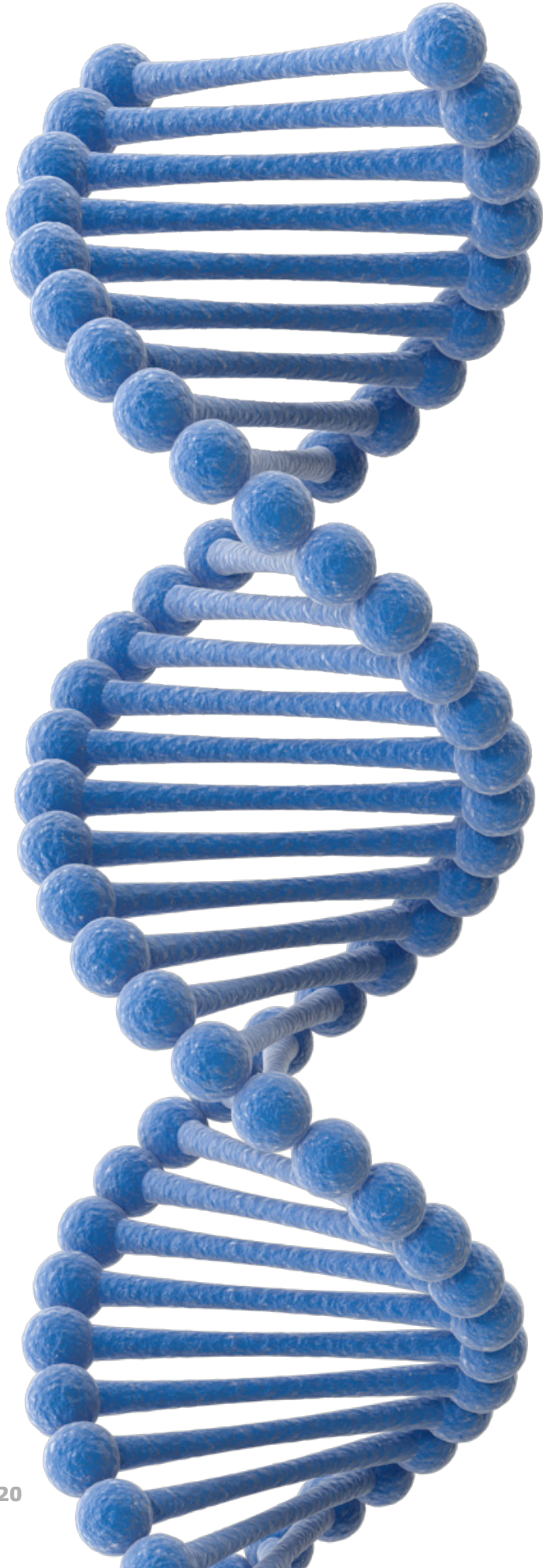
## Our innovations

We assess the efficacy of our projects, comparing the reached objectives to proposed objectives for technological innovation. Biosidus Board of Directors states said objectives, generally being long-term projects. The objectives are defined, according to each process, to be fulfilled on an yearly basis. The fulfilment of the terms and the budget management is a fundamental part of this assessment.

During 2021 our projects have been focussed on:

- Development of biosimilar biothechnological products to treat lysosomal diseases (Enzymatic Replacement Therapy).
- Development of new dosage forms (changes in the devices): application, formulation, and/ or products’ primary packaging Biosidus has been already marketing.
- Improvement in manufacturing processes.





# Access and safety of our medicines

Pharmacosurveillance is the activity that identifies, quantifies, assess and prevent risks associated to medicines.

The pharmacosurveillance system is a requirement from the National Drug, Food, and Medical Technology Administration (ANMAT), the regulatory authority in Argentina. Besides, we complement our management in line with international standards, such as:

- ICH Guidelines: E2A; E2B; E2C; E2D; E2E; E2F.
- EMEA, 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 Pharmacosurveillance Practices for the Ameicas, from the PARF Net.
- Technical document N° 5 from the Panamerican Net on Harmonization from the Pharmaceutical Regulations.

**We work with truly and reliable information regarding the development and comercialization of our products, aimed at mitigating the negative impact on the health professionals and patients.**





The Pharmacosurveillance department depends on the Regulatory Affairs Department in the organization; in said department health professionals and analysts work and are dedicated to the making up of reports and informs, reception of adverse events, among other tasks, in order to survey and report the performance of our products in the market. Besides, the Pharmacosurveillance department receives support from other areas of the Company, such as, the Supporting Program to Patients (PSP, the acronym in Spanish), and Clinical Research.

The purpose of this area is to guarantee the safety use of our products and their proper commercialization, in compliance with our regulations.

The management is based on the communication we receive, among others, from the Supporting Program to Patients, our sales net, physicians, scientists, and our partners in the world. Throughout these related parties, we gather information about the eventual inconvenients that may arise due to the use of our products. Analyzing this information, we issue an Adverse Events report.

Said report, includes local and foreign information that should comply with the applicable and current regulations regarding data confidentiality. The commitments agree with the local authority regulations and the licensees. In order to that, the Pharmacosurveillance department counts on collecting schemes of organized data, including, among others, the following sources: post-commercialization observational clinical trials; supporting programs to the patients; marketing surveillance activities; disease management programs; patients’ records; collection of clinical data coming from the licensee. The received information is filed in a database and an Adverse Events Report form from ANMAT should be filled in. This report is valid for a year/ two years, depending on the case.

To assure the process quality, each development stage is audited. ANMAT, licensees or internal initiatives can carry out these audits. In case of external audits, the opening to corrective actions or preventive actions (CAPA) is available. representing the actions caried out to prevent or eliminate the cause for a non-compliance or another non-desired situation. In 2021, a third-party carried out an audit as an internal audit to improve processes.

The modifications to the Pharmacosurveillance system is subject to corporate decisions as well as to the local regulatory authorities, and to the Global Pharmacosurveillance requirements. The area gives support to cases described in the package inserts and/ or the literature, and to non-described cases, performing a close follow-up of the adverse events that the treatment with our products may cause.

In case it is necessary, an intensive Pharmacosurveillance procedure consisting of a list and the patients’ follow-up consuming products with specific ingredients is carried out. Besides, in these cases, in the package insert, brochures, and information addressed to professionals should be stated that the medicine is subject to intensive Pharmacosurveillance and the contact numbers, in case non-described undesirable adverse event with the product occurs.

We set contact lines for those people that may have any complaint or claim about the effects of our products. These lines are open to people related to our products, such as, health professionals, patients, relatives to the patients, and pharmacists. During the report period, the reasons why the patients contacted us were analyzed, and non-compliances with the impacts of our products on health and the safety were not identified.

Line Bio Es Vida (Bio is life)

- 0800-666-2527
- bioesvida.com.ar
- bioesvida@biosidus.com.ar.



# Responsible Communication

We make sure the medical community and patients treated with Biosidus products, as well as the patients’ relatives and carers, receive the proper, complete and accurate information. The issuing and communication of truly and reliable information is fundamental to guarantee the proper use of our pharmaceutical products, and also avoid generating false expectations in patients affected by chronic or severe diseases.

**The communications about our products and services are prepared internally and subject to quality controls Medical Direction, Legal Affairs and Compliance Departement, and also Marketing and Finance carry out to guarantee the integrity and clearness.**

The communications destined to health professionals are issued by Marketing area, and shared through an internal platform, so that the leaders of each department can revise them and, if they agree, approve them or send suggestions for modification. Once all the areas approve the communication, it is shared with addressees.

The addressees of the communication material the laboratory issues are health professionals, mainly. Also there are communications addressed to patients treated with Company’s medicines, that can be customized through the PSP Program (Supporting Program to Patients), or Marketing for a better understanding. Occasionally, since the laboratory is communicated with the health professionals and they with their patients, there is a possibility of misinformation to the patients. This is one of the main limiting management regarding a responsible communication, since, among other issues, the health professional does not know how to communicate the information properly, or that the patients eager to find a solution to the malady, unintentionally adapt the health professional’s response.

Moreover, we have a telephone number and an e-mail in which we recieve claims or complaints from health professionals or patients, as describe above. During 2021, we have not received any complaints regarding non-compliance on the part of Biosidus.

## Labeling

Our primary packaging conditioning (packing - labeling), and secondary packaging (coded packaging) of the products follow the local guidelines for the Good Manufacturing Practices (Disp. 3827/ 18 and 3602/ 18), as well as the guidelines of the countries where Biosidus products are marketed.

Regulatory agencies set the contents to which labels, packaging, and package insert should be adjusted to guarantee the safety and efficacy of our products. The data and minimum information required for a package insert are:

- Description
- Composition
- Therapeutical Action
- Indications
- Therapeutical use and dosage
- Pharmacological Action
- Dose and route of administration
- Contraindications
- Adverse reactions
- Warnings/ Precautions
- Overdose
- How is supplied/ Storage conditions
- Custumized attention telephone number
- Package insert last authorized revision date
- Legal information conatining Laboratory data, Certificate N°, Authorization N°, and responsible Technical Director.





The information specifically addressed to patients contains a customized package insert content in a more understandable language whose purpose is contributing to the interpretation. The local Health Authorities approves this information, and so do the countries in which the product is registered. Each modification and approval the corresponding Health Authorities issue are recorded in the dossier or issue of dispositions related to the change.

We update the package insert or the information for the patient in the following cases:

- Application to authorize a pharmaceutical product, including vaccines, whether or not it is a new molecule.
- New known risk for the original molecule.
- Modifications in the COFS: if it is about a new dose, dosage form, route of administration, or manufacturing process.
- New therapeutic indications or suppression of other ones, as well as the drug-drug interactions that are in the literature revisions.
- Detection of new safety problems, at the regulatory Authority's demand.
- Inclusion of relevant information for the patients.
- A three-year-expiry date since the last update.

One hundred percent of Biosidus' products are assessed regarding the compliance with these procedures. During the period the current report involves no fails to comply with the currently valid regulations about packaging, labeling and printing were reported.

### Information safety

The Supporting Program to Patients, under the management of Medical Direction, manages the information and data of the patients treated with Biosidus' products.

All the patients entering the Supporting Program to Patients subscribe the corresponding informed consent form according to the currently valid and applicable regulations on this issue.

We ask from the patients personal data, medical background and data referred to the sponsor. The information is required, so that we can offer counseling about the treatment and offer the program services, such as, the delivery of materials to the patient's address to start the treatment, the training of the nursing team, assessment to get the medication in due time, as well as a continuous follow-up of the treatment by telephone.

Managing said information, the before mentioned activities are carried out to give the necessary support to the patients, as well as the patient's relatives or carers.

All the consults, complaints and/ or claims are received through the contact points of our line Bio Es Vida (Bio is Life). During the period reported, we have not received any grounded claim regarding violations to the patient's privacy.





03

Our  
people





# We promote the talent

We set up diverse and pro-active teams, in which all the people can promote their talent. In order to that, we have adopted the new paradigms for drawing and developing talents, that with an innovative view, can promote transcendental changes.

We promote the individual professional growth and the team work as fundamental milestones to reach the business objectives. We make our teams grow, and we celebrate the diversity, main promoter of an organizational culture.

**We persuade and enhance all the people willing to face challenges to develop and to be an agent of change for a company in continuous movement.**

To encourage and accompany people in their growth, we give training and workshops on relevant issues for the business, boosting our purpose at any moment.





# The Growing BIO Community

548

people  
work in Biosidus



### Our people according to age



62 people  
joined the BIO team in 2021

### Demography

#### Type of contract and gender



#### Type of contract and geographic distribution



## Selecting and promoting talent

We promote equity and equal opportunities recruiting and selecting personnel. We perform open selection processes through digital platforms, referral programs and intern programs.

Our purpose is to reduce the bias that may arise to build up a more diverse and inclusive working environment.

**Our purpose is to guarantee that the procedure and criteria applied during the selection process, at any stage, should not disadvantage one group over the other.**

Our personnel searching and recruiting procedures consist of recruiting and incorporate the right person for the job according to his/ her skills.

Thus,

- Along with the requiring area, we draw a professional profile containing a description of the basic education, knowledge, expertise and skill requirements necessary for a determined job, objectively.
- We avoid the association of some kind of jobs to a gender or to an institute; i.e. a gender is not assigned to a specific position; considering the education and academic achievements more important for the position than the University or the Institute of Studies the person has attended.
- In the job notices and/ or in the job application forms we only ask for relevant information in order to identify if the person is suitable for the job position.
- We assess the applicants through a selection process based on the requirements for the job position, objectively, with transparency and equal opportunities.
- From Human Resources we encourage the applicants to write a feedback inform of the interview.
- Whenever feasible, we always propose a list of three candidates where an under-represented gender and/ or a non-binary identity might be a candidate.
- We elaborate Human Capital indicators according to a Gender Perspective, monthly, to monitor the procedures carried out and present them.



In 2020 we started a digitalization process to add people, and we consolidated this transformation during 2021. Our talent induction process starts with the online uploading of all the records generated at the beginning of the working relationship. A digital file is created in the Cloud where each person should upload the corresponding documents.

**We want all the people to feel welcome. Therefore, we develop a talent induction process starting the same they the person enters into the Company. Through a platform that can be accessed asynchronously we share the history of Biosidus, the products, the manufacturing processes and the organizational structure.**

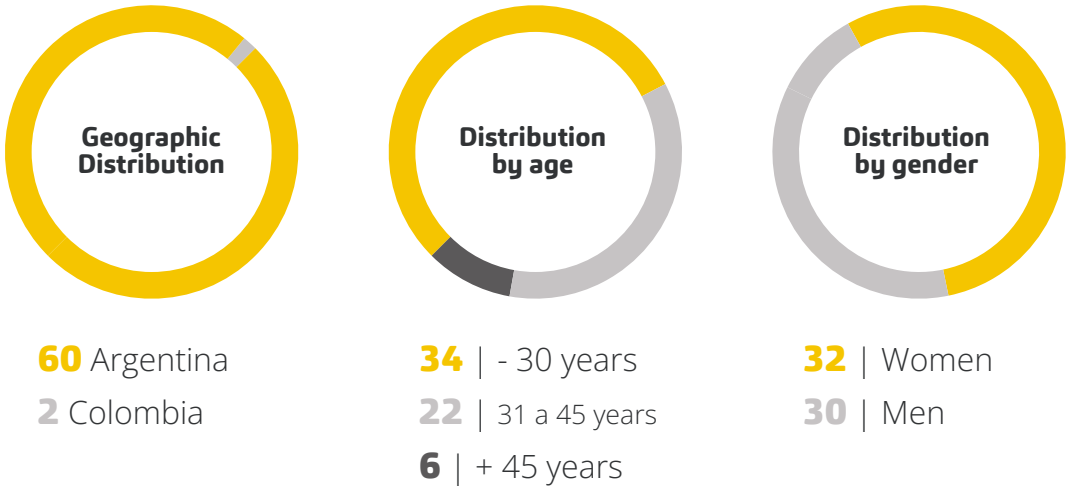
We give to the entrants all the information about benefits, human resources processes, and relevant brochures to use our management systems. Moreover, we share our internal and external communication channels.

To guarantee our commitment to quality, each people should perform, according to the position, different mandatory modules. Introduction the the Good Manufacturing Practices, Introduction to Safety and Hygiene, Our Compliance Policies, Introduction to Biotechnology and Biosimilar, and Introduction to our products.

This induction process considers different channels: synchronic mettings, that can be virtual, presence-based modality, or hybrid, and an asynchronimous access to a platform that gathers the different resources that make part of the induction to the Company.

Each leader is responsible for accompanying those entrants to the Comapny for the firsrt working months to guarantee them to meet their direct mates, internal and external clients, and get used to the tasks to be carried out. From Human Resources a follow-up is carried out at 30, 60, and 90 days after the person has been recruited by the Company to know the person insertion in the team work, and the performance of the assigned tasks in order to help the people along the whole changing process.

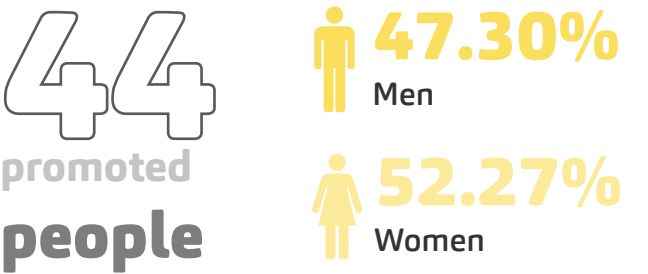
Hirings



People that gave up working at Biosidus in 2021



Promotions



Annual distribution by location <sup>1</sup>	Almagro	Bernal	Colombia	Munro	Total
Unwillingly	8	4	4	22	38
End of contract	5	1	-	1	7
Willingly	-	3	-	2	5
Total	13	8	4	25	50

People that quitted Biosidus, according to antiquity and gender	Mujeres	Varones	Total
Antiquity less than 2 years	5	9	14
Antiquity between 2 and 5 years	6	4	10
Antiquity between 5 and 10 años	6	2	8
Antiquity over 10 years	2	0	2
Total	19	15	34

1 Unwilling dropouts: quitting. Willing dropouts: jsutified or unjustified dismissal. End of contract/ Others: fixed-term end of contract, end of intern period, end of trial period, Retirments. Death.





Benefits

To draw the best talent we focus on offering a proposal with value, attractive and innovative.

Our benefits are:

- 

Health insurance
- 

Discount in drugstores
- 

School Kit
- 

Lunch and snack services
- 

Gift for child birth
- 

Discounts in the Argentine University of the Business (UADE, the acronym into Spanish).
- 

Gift for marriage
- 

Free Annual Anti-flu Vaccination Plan
- 

Holiday Seasons gift
- 

A kindergarten is paid fo women with kids aged up to 5 years old
- 

Gift for retirement
- 

Extended licence for male parents - We extended the legal and coventional leave por male parents or secondary carer to 10 working days, in case of child birth and/ or adoption
- 

Consultancy and management services for retirement
- 

Hybrid working shift: 2 presence-based modality working days, 3 remote working days
- 

Professional license paid for the professionals
- 

BIO week. A week off we offer to all the non-agreement staff for the Holiday Seasons
- 

Flexible work shift for on-agreement staff. The time to enter may range from 08 to 10 a.m., fulfilling the 9 hour-work schedule. So the time to leave may range from 5 to 7 p.m., according to the check-in time
- 

Cuponstar discount platform
- 

Discounts in fitness activity
- 

Life insurance (optional)
- 

Bank account in HSBC
- 

Discounts in home appliances/ technology. In the multibrand web site Compra Certa administered by Whirlpool Argentina S.R.L home appliances and technology can be purchased with important discounts

Being parents in Biosidus

Additionally, to the statements by Law and according to the Union Trade Agreement, since 2021, we grant leaves for birth and/ or adoption that we have extended to 10 working days. Besides, we celebrate the arrival of the newly born to the BIO families, making a present to the mothers and fathers, a welcome layette for the baby.

Through our communication channels, when the parents give their permission, we share the welcome to the newly-born to the family.

11  
People  
Had a paternity leave in 2021

6  
Personas  
Had a maternity leave in 2021

100%  
People  
Came back to work during this report period after finishing the parental leave

100%  
People  
That have taken the parental leave and came back to work remained in the Company

11 men and 6 women came back to work after finishing the parental leave, and kept on being collaborative people 12 months after coming back to work as of December 2021.

BIO Communication

An open and direct communication are features that define our organizational culture. We are convinced that a frequent interaction and a space for feedback are milestones. We perform this task through an internal net of communication channels that reaches to all the teams: bilboards, Whatsapp Business, supervisors’ meetings, leaders’ meetings, Team meetings, e-mails, shared channels in Microsoft Teams, among others.

During 2021 we consolidated the use of Microsoft Teams and Sharepoint, as communication media, enhancing the use of groups to share information and work with collaborative files. We incorporated the use of QR codes in our bilboards and notices to ease the access throughout all the mobile devices.

In 2021, we carried out the first Working Environment Survey, addressed to all the people that work in Biosidus, aimed at obtaining a quali-quantitative result on our working environment. Based o 60 assertions, the survey analyzes focussing areas, such as, equanimity, credibility, respect, pride, and fellowship, among others.

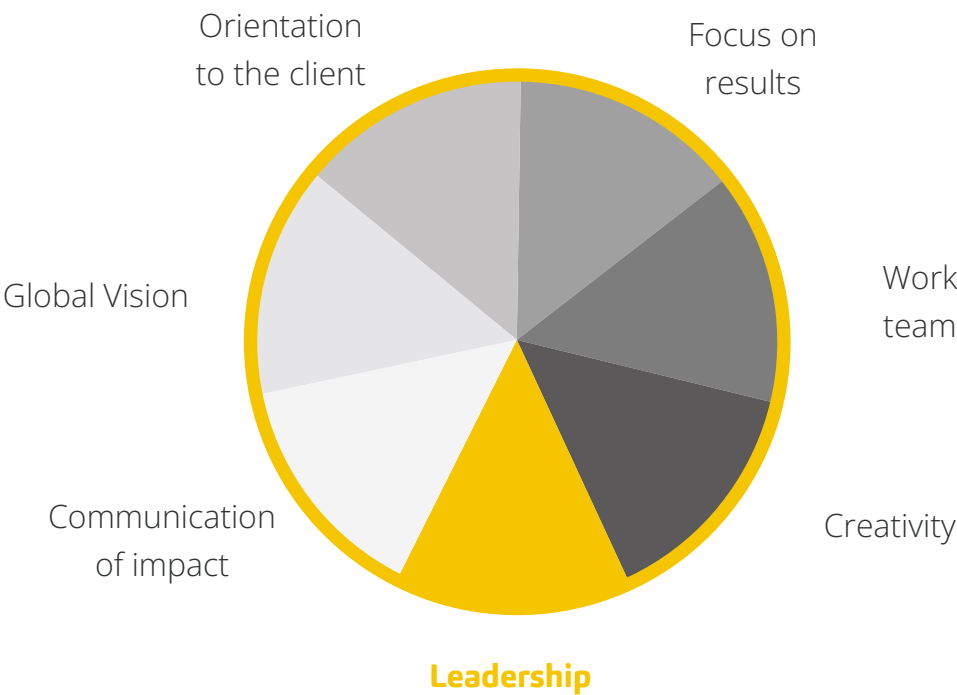




## Our model for competences

Our model for competences describes the behaviors oriented to a better performance of our functions, and to lead the strategic challenges for growth, profitability, and sustainability the organization has stated. These are the competences we are searching for in the processes to draw talent and that we develop in our team works.

We use this model to assess the performance of the people working at Biosidus, analyzing the fitting to the required competences and technical skills. Besides, this model guide us in improving our training programs and in defining new educational initiatives.





## Career learning and development

We encourage each people that work in Biosidus to have a professional development so that we can reach the business objectives, as a team. We encourage the growth and education of each of them through internal training and workshop programs, according to the self-development paradigm.

### BIO Intern Program

We support students from different universities to develop working skills, providing them a place where they can apply the acquired knowledge and discover the possibilities for a professional insertion. From Biosidus, we carry out a constant follow-up and feedback regarding the trajectory of each student in our organization to assure an enriching experience for both parties.

In 2021, eight students took part of ur intern program in Clinical Research, Regulatory Affairs, Engineering and Project, Operations, Administration and Finance, Human Resources, and Information Technology areas.

8 interns

### Writing objectives and performance feedback

We invite the teams to learn about writing SMART objectives, and to develop communication skills for effective feedback conversations.

215 attendees

### Well-Being Program

This program was created to develop social-emotional competences. Along nine-monthly meetings we reflect upon the emotional management, decision-making processes in uncertain scenarios, how to walk through change, forms of socialization, active listening skills, how to capitalize learning, devising powerful questions, and basic concepts on psychological safety.

9 monthly meeting  
30 attendees per meeting

### Program Living Together in Buenos Aires

We have carried out the two last meetings of the Program Living Together in Buenos Aires, that the Humans Rights Vice-secretariat of the Government of the Autonomous City of Buenos Aires dictates. We have taken part of two workshops to learn about inclusive communication and diversity.

100 attendees

### Workshop about unconscious bias

Aimed at people occupying leadership positions, Human Resources team, and Inclusion and Diversity Committee. The purpose was to make visible the unconscious bias that may interfere in the decision-making processes. We worked on the definition of bias, the different types, how to identify and avoid them.

42 attendees

### Health Day

For the International Health Day, we devised two training spaces thinking of our teams and their families. The first one was about COVID-19, and the second about non-transmissible diseases.

56 attendees

### Gender-based violence Workshop

Along with the Fundación FLOR (a NGO), in the framework of the Women’s International Day, we organized a workshop aimed at all the people that make part of Biosidus. We gave basic concepts about violence, and types, and we presented the regulations in Argentina.

42 attendees

### Training program for commercial and marketing teams

We trained our teams along with the University Torcuato Di Tella (UTDT, the acronym in Spanish), aimed at enhancing the role of the marketing and comercial teams, aligned with the business competences. Along eight meetings, the attendees learnt about effective presentations. storytelling, negotiation, NLP tools, conflict management, and new sales strategies.

40 attendees



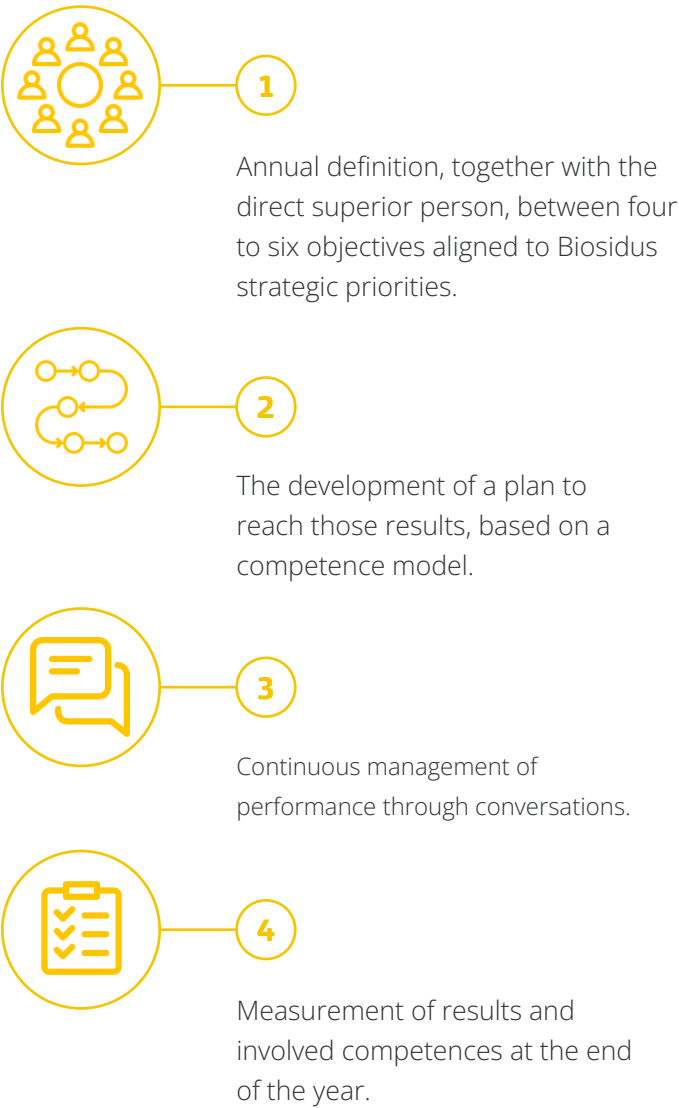


# BIO Performance Manageme (GDB)

We measure the performance of the people that are non-union agreement, every year, with the support of the Success Factors platform. The purpose of the BIO Performance Management (GDB, the acronym in Spanish) is the assessment of the performance of each person focussing on settled goals, so that they can be aligned to the business strategic priorities.

We seek to promote the development, supported on an efficient communication and feedback conversations and future feedback, and to obtain data to make career decisions and to detect training needs. Thus, we create a positive value to our organization, promoting the improvement in the working performance and encouraging the development of new skills.

## GDB Process



## People that take part of the performance management process

People Total	Totals	Directors	Managers	Chiefs	Supervisors/ Coordinators	Analysts
Reached by GBD	214	11	33	34	82	54
Attendees (Women)	102	1	17	16	38	30
Attendees % (Mujeres)	48%	1%	16%	15%	36%	33%
Attendees (Men)	112	10	16	18	44	24
Attendees % (Men)	52%	91%	48%	53%	54%	44%

## Variable remuneration policy

Since 2021, we have implemented a variable remuneration policy aimed at all those people under non-union agreement. This objective of this policy is to stimulate the searching for better results, to reach or suprpass the individual or the Company’s objectives, aligned with the business results. Besides, allowing us to communicate objectives that reflect the priorities for the year.

To implement this, we have created a training space for each Direction in Biosidus, so that people knowing and understanding this policy, can solve their doubts, and in order to obtain comments that could help us get better. In total, 12 synchronic meetings for one hour were held.



## Diversity and equal opportunities

Diversity make us unique people. It nurtures all our ties promoting empathy, support, and understanding. It teaches us to practice alterity, acknowledging different points of view from ours, and to accept that people are not equal altogether.

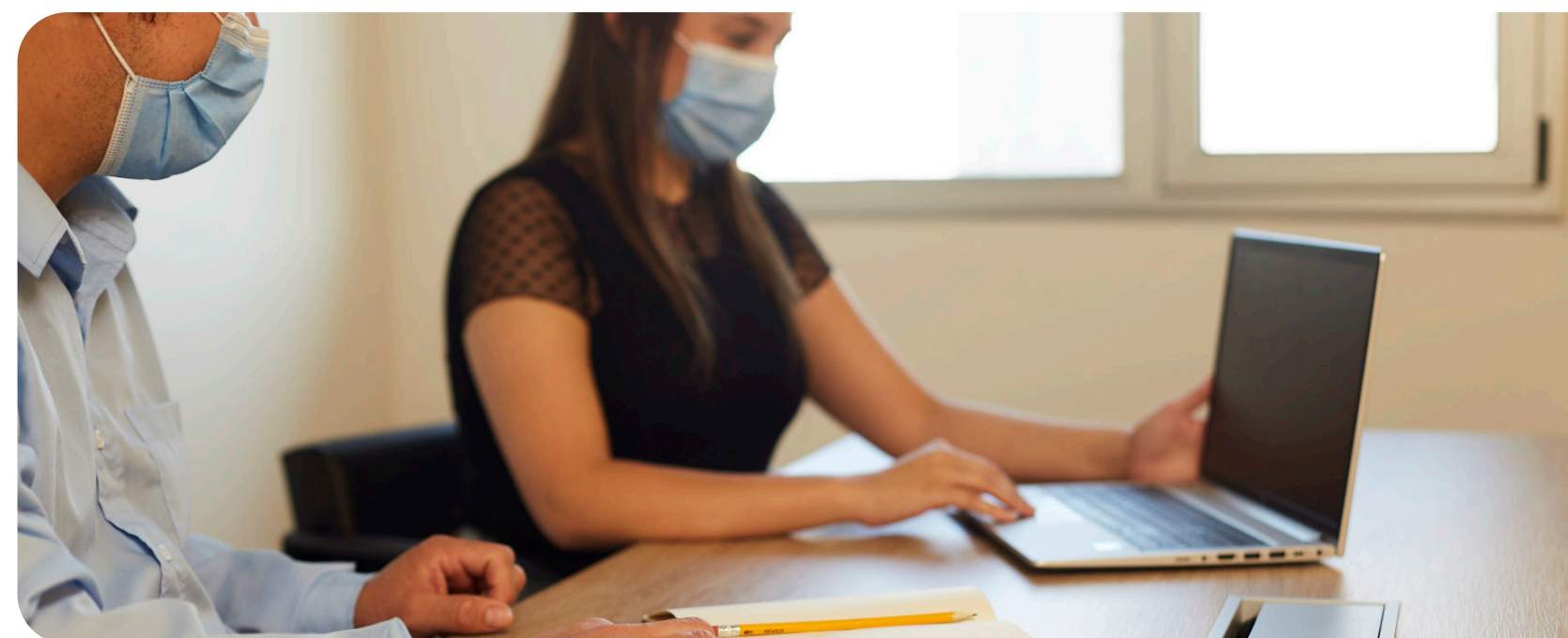
**In Biosidus we are convinced that gender, functional, generational, socio-economics, cultural, and mental pattern diversity enrich the organizational culture.**

In our community, diversity and equality are main milestones that guide our conduct. We seek, all the people working at Biosidus, to feel free of being who they are and to have full access to equal working conditions.

Our Code of Conduct upholds non-discrimination, diversity, and inclusion as main values as a conduct in our Company. We promote an open, inclusive, and diverse working environment. We do not discriminate people, accroding to personal features, age, color, disability, gender, marital status, origin, race, or sexual preferences.

We assure the compliance with our Code of Conduct through human capital monthly follow-up reports, including reports about remuneration breaches according to gender, benefits, retention analysis in case of maternity or paternity, internal promotions, and leadership position according to gender. The reports are analyzed and shared with all the people in the organization, through monthly reports, with the purpose of assuring transparency. Besides, the reports are sent to the Compensations Committee every month.

**We are a team made up for more than 500 people, and we know that working to achieve an inclusive organization and with equity gender make us better protagonists of our present and future.**





The diversity in our team work

Total people working at Biosidus

225

Women

323

Men

11

years  
Average  
antiquity

42

years  
Mean age

Distribution by age

83

people

- 30 years



44

Men



39

Women

274

people

31 to 45 years



160

Men



114

Women

191

people

+ 45 years



119

Men



72

Women

General Total 323 Men 225 Women

Distribution by categories

	Women	Men
CEO	0%	100%
Directors	9%	91%
Managers	52%	48%
Chiefs	50%	50%
Coordinators/ Supervisors	53%	47%
Commercial	33%	67%
Analysts	59%	41%
Operators - Technicians	34%	66%
Interns	33%	67%
Total	41%	59%





## BIO Diversity and Inclusion Committee

Since 2021, we have made the BIO Diversity and Inclusion Committee, and we summon all the people in the Company to participate willingly. At the end of this report, 17 people take part of this multidisciplinary space.

The committee holds monthly meetings aimed at contributing on different perspectives and jointly working in promoting actions to strenghten our inclusive culture. For the year 2022, our challenge is to keep on consolidating that work in the different diversity intersectionality.

## Commitment to gender equality: we subscribe the Program Win-Win from the U.N.

As Company, an important step towards the equity path, was to subscribe the Program Win-Win from the U.N. Women and the International Labor Organization (ILO) . This program is supported on the Women Empowerment Principles (WEPs) that make up a platform to set measures to promote gender equality among our people, suppliers, clients, and community. Moreover, these principles allow us to analyze and adapt practices and policies in the organization in order to fulfil these objectives.

In December 2020, our CEO, Mariano De Elizalde, signed the Statement to Support the Principles; thus, Biosidus joined the program. In February 2021, we carried out a self-diagnose process based on four issues: leadership, working place, market, and community. After analyzing the results, we devised a plan to align Biosidus policies and practices to the Women Empowerment Principles. Having performed these steps, in March 2021, we received an award from U.N. Women. Every month, we make a follow-up on the status of the 16 main actions that we defined for 2021.

16

actions

12  
Complete  
actions

3  
On going  
actions

1  
Suspended  
action

### Distribution by main issues

#### Leadership and strategy

7  
Complete  
actions

1  
Suspended  
action

These actions are oriented at sensitizing on issues regarding gender, as well as the creation of the Diversity and Inclusion Committee, and monitoring and communicating the metrics of the human capital according to gender perspective.

#### Markets

2  
Complete  
actions

1  
On going  
action

These actions are oriented at the diagnosis of suppliers considering a gender perspective and to sensitization and training activities.

#### Working place

2  
Complete  
actions

2  
On going  
actions

This actions are oriented at devising policies to guarantee non-discrimination and equal opotunities, as well as the Development of internal protocols related to violence, both at home and working environment.

#### Community

1  
Complete  
action

These actions are oriented at sensitization and training about the companies’ social responsibility.





## Diversity and inclusion activities

We are learning to be a Company that carry on policies for people, guaranteeing inclusion and diversity. Therefore, we continuously work to carry on a more inclusive and fairer Company, especially focussing on gender perspective.

### Some of our initiatives

#### Personnel selection process

A woman is, at least considered in all the three-candidate lists.

#### Onboarding

We added material regarding gender equity and diversity.

#### Compensations

We guarantee a compensation management so that no remuneration breaches by gender can take place.

#### Maternity

We provide economic support to the employed mothers so that they can afford kindergartens for their kids up to 5 years old, we also have breastfeeding rooms in all our operational areas.

#### Training for Human Resources

The Human Resources Team took part of eight workshops U.N. Women proposed on issues, such as, gender equity, non-conscious bias, and purchasing to companies owned by women. In addition, communities of practices integrated by multidisciplinary groups from different companies to learn and share experiences about workplace gender violence, new masculinities, and women holding non-traditional roles, were also carried out.

### Communications

- We added the gender perspective to our communications and in the celebration that we hold along the year.
- We relaunched the Diversity and Inclusion Dictionary with concepts to make an approach to this issue.
- October, the inclusion month: During 2021, every week, people working at BIO, dealt with a proposal so that they can build a more inclusive and fairer Company: self-observation, reflection, learn, and change.
- In the Women’s Day we work on the concept of patriarchy, we make an intervention on the culture artifacts, modifying the names of all our meeting rooms to equitatively reflect outstanding women and men, and be sensitive regarding gender violence.
- In November, we joined the Campaign “Join” Let’s put an end to the violence against women NOW! promoted by U.N. Women.
- Communication regarding special Days: We included the inclusive language to the gender for the memorial days for the different professions (for example: in Spanish all the professions have a gender T.’s Note), and for the Children’s Day we give to all the parents (mothers and fathers) working at the Company a kit from UNICEF containing e-books, and audiobooks about diversity and inclusion.





# Safety and health at work

We take care of the safety and health of every employee working in Biosidus. Our guide to manage these issues is the Integrated Management System (SGI, the acronym in Spanish), based on ISO 14001 and ISO 45001 regulations.

The disign aims at:

- ✓ Assuring the capacity of rendering services to satisfy the clients’ requirements.
- 🔧 Facilitating the opprotunities to improve the clients’ satusfaction levels.
- 🔍 Facing the risks and opportunities considering the context in which the operations are implemented.
- 📋 Devising performance evidences that comply with the legal requirements, and with the invloved interest groups.

SGI reaches to the processes and equipment from areas, such as, Research, Development and Manufacture of Active Pharmaceutical Ingredient (API) from biotechnological source, specifically recombinant proteins in our Facilities in Autonomous City of Buenos Aires; it also reaches the Maufacturing Processes for Biotechnological Pharmaceutical Products containing recombinant proteins as Active Ingredient in our Facilities in Bernal, Buenos Aires Province, and also the Reception and Storage processes for Packaging Material, Products, and Drug Product Shipping in the Logistics Center located in Quilmes, Buenos Aires Province.

Biosidus devised a safety and health committee for the facilities located in Almagro, and another one for the facilities located in Bernal and Quilmes, in which representatives from the workers and from the Company are represented. The committee sesions are held each 45 days, at least, and they deal with issues related to health, safety, hygiene at work, and environmental care, exclusively.

Accidents and diseases at workplace	Almagro	Bernal	Quilmes	Munro
Accidents at work	16	12	0	0
Lost days (absence) due to accidents at work	200	86	0	0
“In initire” accidents (during travel)	6	7	1	0
Lost days (absence) due to “in initinere” accidents	55	139	14	0
Professional diseases	2	1	0	0
Lost days (absence) due to professional diseases	45 <sup>1</sup>	5	0	0

1 26 days corresponding to a professional disease occurred in 2020.

## Risk Identification and Management

In Biosidus, we identify the risks associated to health and safety at work analyzing our activities and processes, we make a risk assessment that allow us to take control measures to eliminate them, if feasible, or to reduce them to an acceptable level. As part of the SGI process, this information is recoorded and updated, and the necessary operations are implemented in order to have them under control. All the operational control actions are applied in our Facilities, and they reach to, both, our personnel at Biosidus, and third parties that should carry out tasks in our plants.

To determine the necessary actions to manage risks and opportunities, we consider the context in which we opoerate on, as well as the identification and understanding of our clients’ needs and those of the interest groups involved. These actions are put in practice and monitored holding expectations of obtaining the foreseen results, increasing the desirable effects, reducing the undesirable effects, and encouraging improvements.

Whenever feasible, the follow-up carried out on this actions, in case of deviations, allow us to take corrective actions on time.

When evidence of changes in SGI arises, the Direction assures that they are set in ordered and planned manner, considering the sequence of changes, the necessary resources, and how the SGI might be affected. In case accidents at work, we have a procedure regulation to investigate, report, and carry out the corrective actions. This procedure is devised to search for the causes of the accidents through a joint investigation between the area responsible individual and Safety and Hygiene area, so that measures can be devised and implemented to eliminate the causes and avoid the repetition of accidents or similars. This procedure reaches to all the Company’s levels.



## Health services

Our Facilities (all of them) have a medical service with proceeding regulations detailed in the occupational health plan. This plan is aligned with the labor public regulations, and considers the medical tests any candidate to Company should undergo before entering the Company, and those studies that should be carried out regularly, according to the tasks people perform in Biosidus.

Health Services became more relevant, regarding prevention and action, considering the COVID-19 Pandemic. Those people working at the Company count on medical assistance, and the Company counts on these physicians to apply the sanitary protocols issued by the national and provincial authorities, and those Biosidus stated.

## Participation in the decision-making process

We facilitate to the people working at Biosidus, at any level, to participate and consult on health and safety issues. They can be done through their representatives, such as, in the joint Safety and Hygiene Committee; at the regular meetings held between Human Resources and union trade representatives, or directly and in person in line with the open-door policies the Direction promotes.

A very relevant aspect regarding the participation of the working teams is developed at the moment the opinions of every area of each Facilities are surveyed, analyzing the perspective on the context, and providing with opinions and comments. The Joint Committee, through the representatives, analyzes specific situations on safety and health issues, and the measures to be taken.

## Training for prevention

We make sure that any person working at Biosidus, beyond the responsibility level in the SGI, knows the intergrated Policy, the complimentary policies, the objectives assigned to his/ her function, the importance and impact of the daily duties in the efficacy of the Company’s performance, the environmental aspects and impacts, as well as the hazards and risks his/ her working area involves, and the compliance with the requirements of the clients and the interest groups.

In order to this, we devised a training plan to help us avoid the prevention of accidents and educate in labor health and safety good practices. We set general guidelines to coordinate and implement training activities, considering the personnel needs regarding tasks that may affect quality, environment, safety and health at work. We assess the efficacy of this training and education process and, if it is necessary, we make improvements in order to assure that they are aligned with the management objectives.

Our training courses deal with basic issues regarding the SGI Policy, its requirements and procedures, significant environmental aspects, energetic efficiency, as well as safety and health at work, functions and responsibility, and consequences that may occur in case of deviation of the set processes.

- All the personnel in the Company undergo:
- An introductory training including the content of the Integrity Program.
  - A specific training according to the function, arranged by the area responsible individual and implemented by duly trained personnel.
  - Continuous training in safety and hygiene issues and responsibly environment care.

Additional training is carried out anytime the area responsible individual determines the necessity. These trainings can be internal courses carried out by Company’s internal or external personnel, external training courses, or practical tests.

**We assess the efficacy of these actions carrying internal audits. This information is reported to the Direction, who is responsible for revising and suggesting improvements.**





04

# Social and environmental impact







## A healthier future

In Biosidus, our purpose is to build a healthier future. We make it with our highest quality products at affordable prices that allow us to improve the life of many people. That is the main contribution we make to the community we are part of.

This purpose also guides us for managing the relationships with our community, carrying programs of social investment in health and education.

We are aware of the footprint of our operations. We act responsibly to create a positive impact in the communities we develop our operations and to protect the world we share. That is the DNA of Biosidus. We are ready to achieve our purpose; build today a healthier future for the people and the planet.

We get excited  
about the challenge  
of reaching to the  
highest number of  
people with the best  
medicines in the  
emerging countries.

## Social support

In Biosidus, we believe in the value of alliances to boost a positive impact. Therefore, we collaborate with the “Cimientos” Foundation and the “Trauma” Foundation, with whom we share values, so that we can work in teams to build a better future. Before we start working with an organization, we carry out an analysis of the background according to the loyalty to the purpose, the compliance with the objectives and references. During said evaluation, the Company’s CEO is involved. Our program with the community reaches to our operations in Argentina.

### “Cimientos” Foundation

We joined the “Cimientos” Foundation providing 5 scholarships to the Future Graduates Program, in Quilmes location. The purpose of this program is to accompany the young people between 12 and 18 years old living in vulnerable situation, so that they can keep going to school and afford the school expenditures. This accompaniment promotes the development of skills and competences that contribute to improve the school performance of the student, increasing the possibilities of achieving a high school degree and projecting a labor future with better opportunities.

#### 5 scholarships Future Graduates Program

Also, several people of our Human Resources team participated as volunteers in a training process for job interviews for the young people from this Foundation. The activity consisted of simulating job interviews with the participants to then give the participants a feedback that can help them prepare for the moment they will participate in personnel selection.

### PASOS Program

In 2021, we started a program with the “Trauma” Foundation, an organization committed to the identification of the impact of the trauma disease in Argentina, and provide quality information contributing to the development of strategies oriented at the health system organization along with government organisms and the civil society.

“PASOS” program: “PASOS, Integral management of hips fractures” proposes an institutional management model based on data, structured from the Argentine Record for Hips Fractures to improve the assistance quality of people affected by this health condition. This initiative allows to facilitate the decision-making in the assistance places, to reduce the impact

derived from delaying surgeries and to promote an early rehab to prevent specific complications.

Biosidus will support this program for 3 years. At the end of the period of this report, this program was at the implementation stage in health centers, aimed at training the key member of each institution and set the working processes and the program strategy.

### Challenge 2022: We accompany you in your learning Program

As an action plan that allow us to keep on committing to our community, since 2022 we will start the program “We accompany you in your learning”. In Biosidus itself, we are committed to afford the school fees at 100% for all those people in our team that have not finished high school or are willing to do it. They will also count on tutors that will accompany them in the learning process.

**We celebrate the personal development of those who work in Biosidus, and we are persuaded that knowledge is a great engine to drive changes.**



# Our footprint on the planet

As a Company that develops and manufactures pharmaceutical products for people, we know that our activity has an impact in the environment. The first step in our management is to identify the environmental aspects of our activity and processes, in order to assess the impacts and determine the significant risks and how we can control them or have an influence on them. In this identification process, we consider the perspective of the product life cycle, and not only the regular operational situations are considered but the extraordinary situations as well, such as, emergencies that may occur.

This assessment is recorded and updated. According to the analysis of these results, the necessary operational control measures are taken to eliminate or to reduce the negative impacts to acceptable values and to increase the positive impacts, if feasible.

## An integrated management system

The identification and assessment of environmental impacts is the core of the Quality Management Integrated System (SGI), applied to our Facilities in Almagro, Bernal, and Logistics Center Quilmes. We focus our environmental management on our Facilities, since we know that as they involve industrial procedures, they are responsible for our highest environmental impact operations.

In the SGI are detailed the procedures about performing the identification, updating, and assessment of environmental impacts, how to elaborate the matrix to identify the aspects and the assessment of said aspects, and the operational controls to apply, the hazards and associated risks.

Based on the analysis of the context of our operations, the Direction sets annual performance objectives, and elaborates a program so that through the different processes the SGI includes, the actions for their fulfillment are devised.

The objectives are consistent with the Integrated Management Policy, whenever a measurement is possible, and they include the commitment of the SGI continuous improvement in performance. While defining these objectives, the following issues are considered; what should be done, who will be the responsible individual, what resources will be required, how long we should wait to obtain the result, and how the results will be assessed to set the efficacy.


The objectives are recorded, communicated, and monitored through a Management Board, and assessed in the Meetings the Management Control holds regularly. The compliance is assessed in the performance Revision of the Management System the Direction carries out.

Changes to the SGI are performed in a planned way, and they can proceed from:

- Direction’s Revision.
- SGI internal or external audits.
- Clients’ claims and complaints.
- Satisfaction surveys.
- Improvements in the manufacturing, storage, and shipping processes.
- Failure detection or improvement opportunities during the development of processes.
- Changes in the currently valid regulations.
- Information that arise from the current market analysis related to competition.
- Changes proposed by interested parties.







Regarding our manufacturing procedures, and according to the GMP requirements, we should show the process reproducibility. Therefore, making changes is a reason that potentially might affect the processes or the manufactured products. To avoid that risk, Biosidus developed a procedure to assess and authorize changes in premises, equipment, procedures and processes.

The SGI is implemented recording any necessary information to assure the pertinence, applicability, and coherence of the methodologies that assure the compliance with our expectations according to our performance. The recorded information includes that the regulatory authorities and the Company consider necessary to regulate and order the procedures, as well as to provide evidence about compliance.

The document management that supports any activity Biosidus performs to manufacture the products is one of the main aspects the SGI is based on.

This document includes:

#### **SGI Policy**

It determines first level guidelines regarding Quality, Environment, energetic efficiency, and Safety and Occupational Hygiene.

#### **SGI Manual**

It identifies the SGI elements and their interaction. It states the SGI Policy and describes the way the functioning mechanisms should be implemented.

#### **Specific Procedures, Working Instructions, Forms**

They determine responsibilities, methodologies, and records associated to a specific level.

#### **General Procedures**

They determine responsibilities, methodologies, and procedures associated to a general level, associated to a main process, stating the interaction with other SGI processes.

#### **Tutorials**

The tutorial determine the steps to follow, the criterion to perform tasks, and the way a record should be issued. In the forms the Company's operational records are kept

#### **Technical Documents**

It is the information to back processes. It completes definitions regarding technical issues.

#### **Follow-up, Measurement and Analysis**

It allows to demonstrate the conformity of our services, to assure the SGI continuity, and to improve the efficacy.

#### **Records**

They provide objective evidence about the compliance degree regarding Quality, Environment, Safety and Hygiene, and Health requirements. They collaborate analyzing data for the decision-making process, and they assure each process traceability. They are carried out according to legal dispositions or agreements, and they should be available to any audit or Regulatory Agency. To write and issue them, international directives and guidelines are used.

#### **Management of Non-Conformities**

Anytime a non-conformity appears, we set systematic mechanisms to record and treat it, in order to minimize the deviation effect, to analyze the causes, and take actions to avoid the recurrence. We have a recorded procedure describing the steps to follow, assuring that any stage of the treatment is recorded and kept.



Water Care

Water is one of the most precious resources we share in the planet. It is the main source for the processes we caary out at our Facilities in Bernal. There, we obtain purified water and water for injections using reverse osmosis and distillation processes, respectively. Agua y Saneamientos Argentinos S.A. (AySA, the acronym in Spanish) is the Company that provides water, renders the service, and the waste water goes to a gauging station without any previous treatment since the composition of the waste water discharge does not require it.

We are making improvements to mitigate the unnecessary waste water discharge in our manufacturing and washing procedures, and we count on environmental impact matrices to analyze and assess possible improvements. Our Facilities in Almagro includes an effluent treatment plant in which the allowed discharge values of chemical oxygen demand (dco), and the oxygen (dbo), nitrogen, and phosphorus biochemical demand are respected.

800  
liters of water  
spilled in Almagro in 2021

1.000.000  
liters of water  
consumed in Almagro in 2021

60.000.000  
liters of water  
consumed in Bernal in 2021

Energy and emissions

We measure the energy consumption in our Facilities in Almagro and Bernal, and we assess the air quality, particularly, considering the carbon monoxide and carbon dioxide emissions as a product of our environmental processes. In 2021, in our Facilites in Bernal, we set a new equipment with a more efficient technology that allowed us to reduce the energy consumption in 1200 KWh.

6.142.912 kwh  
Energy Consumption in Almagro and Bernal

Use of electric generators (EG)

500  
liters of diesel oil  
Almagro

300  
liters of diesel oil  
Bernal

400  
liters of diesel oil  
Quilmes

Air quality

Bernal  
40.70  
mg/Nm<sup>3</sup>  
Carbon Monoxide (CO)

82.80  
mg/Nm<sup>3</sup>  
Nitrogen Dioxide (NO2)

Almagro  
73.70  
mg/Nm<sup>3</sup>  
Carbon Monoxide (CO)

59.45  
mg/Nm<sup>3</sup>  
Nitrogen Dioxide (NO2)





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# GRI Contents





GRI Standards Checklist 2021

Essential option

GRI 101 Grounds 2016				
Indicator	Content	Response	ODS	Page
102 General Contents 2016				
Company Profile				
102-1	Company Name	Biosidus Group S.A.		9
102-2	Activities, brands, products and services			9, 11
102-3	Main Office Location			9
102-4	Location of the Operations			9
102-5	Property and Legal status			
				0
102-6	Assisted Markets			9
102-7	Company size			9, 10
102-8	Employees and other workers			10, 26
102-9	Company supply chain			13
102-10	Significant changes in the Company and in its supply chain			13
102-11	Precaution principle or approach	The Company has not suscribed the Principle 15 of the Rio Statament on Environment and Development form the U.N. Nonetheless, in the chapter corresponding to social and environmental impact, initiatives, that collaborate to reduce or avoid negative impacts in the environment, and also stated in the development of the Integrated Management System for our Manufacturing Facilities, are reported.		0
102-12	External initiatives			14
102-13	Main associations to which the Company belongs (such as, sectoral associations) and/ or national and international entities the Company supports.			14
Strategy				
102-14	Statement from the high executives responsible for the decision-making processes.			3
Ethics and Integrity				
102-16	Values, principles, and conduct regulations.			16
Governance				
102-18	Governance structure			15



Indicator	Content	Response	ODS	Page
102 General Contents				
Participation of interest groups				
102-40	List of interest groups			5
102-41	Union trade agreements	58.1% of people working at Biosidus are included in an union trade agreement. From the total of people included in the union trade agreement: 35.2% are women 64.8% are men		-
102-42	Identification and selection of interest groups			5
102-43	Approach to participate in interest gropus			5
102-44	Key issues and concerns mentioned			5
Practices to issue reports				
102-45	Entities included in the consilidated financial statements	Biosidus S.A. Biosidus Farma S.A.U. Biosidus Colombia.		-
102-46	Definition of the report contents and Scope of Issues			7
102-47	List of material issues			7
102-48	Information re-expression			7
102-49	Changes in the preparation of reports			4
102-50	Report target period			4
102-51	Last report date			4
102-52	Cycle for the preparation of reports			4
102-53	Contact point for questions about the report			4
102-54	Declaration of preparation of the report in accordance with the GRI standards			4
102-55	GRI content index			4
Material Issue: Innovation				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		9	18
103-2	Management approach and its components		9	19
103-3	Assessment of the management approach		9	19





Indicator	Content	Response	ODS	Page
Material Issue: Economic Performance				
103 Management Approach 2016				
103-1	Explanation of the material issue and its Scope		9	14
103-2	Management approach and its components		9	14
103-3	Assessment of the management approach		9	14
201 Economic Performance 2016				
201-1	Economic value directly generated and distributed		9	10, 14
202 Presence in the market 2016				
202-2	Ratio of high executives hired in the local community		10	15
Material Issue: Business Ethics				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		12	15 and 16
103-2	Management approach and its components		12	15 and 16
103-3	Assessment of the management approach		12	15 and 16
205 Anti-corruption 2016				
205-3	Confirmed cases of corruption and actions taken		12	16
206 Unfair Competition 2016				
206-1	Legal actions related to unfair competition, monopolic practices, and against free competition.		12	16
Material issue: Environmental footprint				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		13	42 and 43
103-2	Management approach and its components		13	42 and 43
103-3	Assessment of the management approach		13	42 and 43
302 Energy 2016				
302-1	Energy consumption in the Company		7 and 13	44
302-4	Reduction in energy consumption		7 and 13	44



Indicator	Content	Response	ODS	Page
Material Issue: Environmental footprint				
303 Water 2018				
303-1	Interaction with water as a shared resource		6 and 13	44
303-2	Management of impacts related to water discharge		6 and 13	44
303-4	Waste water discharge		6 and 13	44
303-5	Water consumption		6 and 13	44
305 Emissions 2016				
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant emissions to the air		13	44
Material issue: Management and development of the value chain				
103 Management approach 2016				
103-1	Explanation of the issue and its Scope		8	13
103-2	Management approach and its components		8	13
103-3	Assessment of the management approach		8	13
204 Acquisition practices 2016				
204-1	Expenditure ratio on local suppliers		8	13
Material issue: Draw and development of talents				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		8	25
103-2	Management approach and its components		8	25, 27, 29, 30
103-3	Assessment of the management approach		8	28, 29
401 Employment 2016				
401-1	Newly hired employees and staff rotation		8	26 - 28
401-2	Benefits for full-time employees that are not given to part-time or temporary employees		8	29
401-3	Parental leave		8 and 10	29





Indicator	Content	Response	ODS	Page
404 Training and education 2016				
404-2	Programs to improve employees’ aptitudes and programs to help to the transition		8	31
404-3	Percentage of employees receiving regular performance and professional development assessments		8	31
Material issue: Health, safety and well being at work				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		3 and 8	37 and 38
103-2	Management approach and its components		3 and 8	37 and 38
103-3	Assessment of the management approach		3 and 8	37 and 38
403 Health and safety at work 2018				
403-1	Health and safety management system at work		3 and 8	37
403-2	Hazard identification, risk assessment, and research of incidents		3 y 8	37
403-3	Health services at work		3 and 8	38
403-4	Workers participation, consults and communication about health and safety at work		3 and 8	38
403-5	Workers training on health and safety at work		3 and 8	38
403-9	Injuries due to accidents at work		3 and 8	37
403-10	Labor maladies and diseases		3 and 8	37
Material issue: Diversity and equal oppotunities				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		8 and 10	33
103-2	Management approach and its components		8 and 10	33, 35, 36
103-3	Assessment of the management approach		8 and 10	34, 36
405 Diversity and equal opportunities 2016				
405-1	Diversity in government areas and employees		5, 8 and 10	34
406 Non-discrimination 2016				
406-1	Discrimination cases and collective actions taken		8 and 10	16



Indicator	Content	Response	ODS	Page
Material issue: Relationships with the community				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		17	40 and 41
103-2	Management approach and its components		17	40 and 41
103-3	Assessment of the management approach		17	40 and 41
413 Local communities 2016				
413-1	Operations in which the local community participates, assessment of impact and development programs		17	40 and 41
Material issue: Responsible communication				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		12	22 and 23
103-2	Management approach and its components		12	22 and 23
103-3	Assessment of the management approach		12	22 and 23
417 Marketing and labeling 2016				
417-1	Requirements for information and labeling of products and services		12	22 and 23
417-2	Non-compliance cases related to information and labeling of products and services		12	22 and 23
417-3	Non-compliance cases related to marketing communications		12	22 and 23
418 Client’s privacy 2016				
418-1	Ground claims related to violations of the client’s privacy and client’s data loss.		12	23
Material issue: Access to medicines and safety				
103 Management approach 2016				
103-1	Explanation of the material issue and its Scope		3 and 9	20 and 21
103-2	Management approach and its components		3 and 9	20 and 21
103-3	Assessment of the management approach		3 and 9	20 and 21
416 Clients’ health and safety 2016				
416-1	Assessment of the impacts on health and safety regarding product or service categories		3 and 9	21







SUSTAINABILITY COORDINATION

INTEGRAL PRODUCTION

