



Mission committee report

April 2022

Editorial

Patrice Carayon,
President of Chiesi SAS



Two years after the adoption of the PACTE law, in April 2021 Chiesi was the first pharmaceutical company to become a société à mission (mission-driven company). Since then, the mission committee and Chiesi have jointly set out an initial roadmap based on the commitments on which our corporate mission is built: innovate with our stakeholders, act for diversity and inclusion and contribute to environmental protection. Each element of this roadmap goes hand in hand with precise indicators, which will enable us to closely monitor the progress of the actions undertaken. We are pleased to share it with you, our first report, and I am honoured to be writing the editorial.

First of all, I would like to emphasize that becoming a société à mission is a journey. It has allowed us to engage in a new reflection on the overall performance of our company and to make our commitments and our actions consistent. In the medium term, this will mean discarding certain projects, or on the contrary, committing to new ones under the watchful eye of third parties. This is an ambitious and exciting path. We are committed to it and it must enable us to make constant progress in our mission.

As a healthcare company, we are at the service of patients and healthcare professionals in whose lives we make a difference every day. This mission goes beyond developing and providing treatments. It is a commitment to life, looking to the future of our planet and next generations. That is why Chiesi SAS wanted to be part of the pioneering companies taking this path, placing economic, environmental and societal challenges on the same level.

The framework offered by the PACTE law is the first step. We must now promote the usefulness of this model, our mission and the associated objectives in order to demonstrate its sustainability. This must happen in cooperation with public authorities through the establishment of a favourable framework that is commensurate with our mutual challenges.

I would also like to take this opportunity to pay tribute to the involvement of the members of the mission committee. I know that they are particularly attentive to the implementation of the actions identified and that the chosen performance indicators are ambitious, understandable and robust.

Finally, I would like to emphasize that we still have a lot to define, this document is not the definitive framework to assess whether Chiesi is fulfilling its mission. Nevertheless, you will find valuable information about our progress in it, as well as an overview of the actions that remain to be undertaken.

For the time being, I am pleased to introduce this first mission report and I hope you enjoy reading it.

A handwritten signature in blue ink, likely belonging to Patrice Carayon, the President of Chiesi SAS. The signature is stylized and fluid, located in the bottom right corner of the page.

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1/ WHAT IS SOCIÉTÉ À MISSION?

Inspired by Benefit Corporation in the United States, followed by Società Benefit in Italy, the *société à mission* is the most ambitious and innovative concept of the PACTE law enacted in 2019. It is defined in the Commercial Code by Article L210-10.

Obtaining *société à mission* status is a voluntary approach in which a company makes the choice to integrate its purpose and its commitments to its by-laws, with a performance obligation.

In order to qualify as *société à mission*, the business must meet the following 4 conditions:

- 1/ Establish a purpose and integrate it in its by-laws**
- 2/ Specify certain social and environmental objectives in line with this purpose in its by-laws**
- 3/ Create a mission committee to oversee progress toward achieving the mission objectives**
- 4/ Designate an independent third party body to check that the mission is being properly executed**

Performing the mission is by nature a pathway, measured by achieving the statutory objectives. *Société à mission* quality is notable for its strong operational anchor: the company mission is deployed by all the teams in a transverse manner and over the long term.

Under the impetus of the *Notat-Sénard report*, the PACTE law on business growth and transformation was enacted in May 2019. In particular, it includes a third pillar *Fairer companies*, with the objective of rethinking the place of businesses in Society by introducing three levels of contributions:

- The wider social interest, through a modification of the legal definition of the company to integrate consideration of the social and environmental issues of its activity.
- The definition of a purpose, in order to specify its long-term collective project. The company may, if it wishes, include this purpose in its by-laws.
- The quality of *société à mission*, which consists of defining a mission for the common good, as well as the social and environmental objectives in order to pursue this mission.

2/ THE PATHWAY OF CHIESI SAS TOWARDS SOCIETE A MISSION QUALITY



A. Company presentation

Created in 1935, Chiesi is an Italian family laboratory on an international scale, not listed on the stock exchange. The group has 3 production sites (France, Italy, Brazil) and 7 R&D centres (more than half in Europe, including 1 in France). It directly employs more than 6,000 employees worldwide.

Present in France for more than 20 years, Chiesi operates along the entire value chain: research and development (Bois-Colombes), production and distribution (La Chaussée-Saint-Victor) and availability to healthcare professionals and patients. NHCO Nutrition is a subsidiary of the Chiesi group based in Nice that specialises in food supplements. Chiesi directly employs more than 400 people and generates sales revenue of almost 150 million euros.

Chiesi's mission is to:

Care for patients and the planet, today for tomorrow.

The group mobilises its expertise in 3 major therapeutic fields:



AIR – Respiratory diseases and neonatology

Chiesi is a visionary laboratory that accompanies patients with respiratory diseases from their first breath and throughout their life. Respiratory health is a major public health issue, constantly on the increase due to new lifestyles and multiple environmental pathogens. **Nearly 8 million people in France suffer from respiratory diseases, including asthma** (more than 4 million patients) and COPD (nearly 4 million patients). These are debilitating, serious, and even fatal diseases. Nearly 900 asthmatics and 17,500 people with COPD die every year in France. According to WHO, COPD will be the 3rd leading cause of death worldwide by 2030*.

At Chiesi, respiratory diseases are at the heart of our business and our expertise. We develop and make available to healthcare professionals therapeutic solutions

prescribed in the treatment of chronic respiratory diseases in order to meet the needs and expectations of patients (inhaled solutions in the form of dry powder and metered-dose inhalers).

- Neonatology: in 30 years, six million premature babies have been saved from respiratory distress syndrome through Chiesi's commitment to neonatology alongside healthcare professionals.
- Asthma and COPD: committed to the ecological transition in health, we are also **the first laboratory to invest in the research, design and delivery of the first minimum carbon footprint metered-dose inhaler.**

* Santé Pub lic France (2019)



RARE – rare diseases

Rare diseases are considered rare when they affect less than one in every 2,000 people. Around 3 million French people and 30 million Europeans are directly affected by one of the 8,000 rare diseases that have been identified to date.

80% of rare diseases are of genetic origin. 1 out of 2 cases involve children under 5 years of age. There is a delay in diagnosis of 5 to 10 years on average. Less than 5% of rare diseases have a therapeutic solution, a specific approved treatment. France is the No. 1 European country engaged in the field of rare diseases with 3 dedicated national plans since 2005.

Chiesi places its expertise in rare diseases available by drawing on its expertise in chronic diseases, speciality care and neonatology.

Rare diseases are our **second priority area of research with several innovative medicines, notably in lysosomal diseases – alpha-mannosidosis, nephropathic cystinosis and Fabry disease – and beta-thalassemia.**

Strong engagement along 2 lines:

- Acquisition and partnerships with innovative biotechnology at worldwide level
- Internal R&D development



CARE – special care and prevention

Today, in France, 1 person in 10 suffers from chronic kidney disease. Access to organ transplant is complex. **With its expertise in hospital settings and special care, Chiesi is fully engaged in kidney and liver transplants, with presence that has been growing for several years. We are pursuing 3 objectives:**

- **Improve patient care by developing solutions and partnerships in collaboration with transplant centres and patient associations**
- **Support access to kidney and liver transplants**
- **Improve quality of life and offer organ recipients long-term outcomes**

Chiesi offers support programs and solutions, above and beyond drug treatments, that contribute to **caring for kidney and liver**

transplant patients.

We never stop innovating to improve the quality of life and well-being of consumers in their daily lives: **NHCO, a subsidiary of the Chiesi group, is one of the leading leaders in amino acid-based micronutrition.**



B. Historical commitment in social responsibility

As a healthcare contributor committed to all the environmental and societal challenges, Chiesi is the largest global pharmaceutical group to be awarded B Corp Certification.

This international label is considered to be one of the most rigorous in terms of social, environmental and societal impact.

We have a double objective with this certification: create shared value and act in favour of general interest.

Since 2018, all Chiesi subsidiaries have been involved in this process of assessment, continuous improvement and sharing of best practices throughout the world.

What is B Corp?

B Corp certification is made up of companies that meet the highest standards in social and environmental performance, public transparency and legal accountability.

The B Corp movement includes more than 4,000 companies in 67 countries, all sharing the same objective: to use business as a force for good.

Getting B Corp certification requires a minimum score on the B Impact Assessment, a rigorous assessment of the company's impact on its employees, customers, community and environment.

At Society level

When it comes to society, the Group established a foundation in 2005 to promote health and support patients affected by respiratory and neonatal diseases. The programs of the Chiesi Foundation focus on research, knowledge sharing and education for healthcare professionals, patients and the general public.

As an example, in 2014 the Foundation established the NEST project - Neonatal Essential Survival Technology - , which aims to reduce neonatal mortality rates in developing countries, mainly in Africa (Burkina Faso, Burundi and Togo), where hospital resources are particularly limited.

Through its work, the Foundation offers professional expertise and technical means to improve the quality of neonatal care , through training programs on essential care for newborns, support for the establishment and organisation of neonatal units and the adoption of directives and protocols in accordance with existing national and international standards.

Our environmental protection commitments.

From an environmental point of view, Chiesi is committed as well. Convinced that patient health and environmental protection go hand in hand, the group joined the *Sciences Based Initiative (SBTI)* with **the goal of achieving carbon neutrality for its business (scopes 1 and 2) by 2030, and by 2035 for its indirect impacts (scope 3).**

Eco-responsible innovation: minimum carbon footprint

At worldwide level, an environmental management program enables us to oversee **the reduction of energy consumption as well as greenhouse gas emissions across all our activities.**

Chiesi is also **the first pharmaceutical company** to engage in the research, design, manufacture and delivery of **a new minimum carbon footprint metered-dose inhaler for the benefit of patients with respiratory diseases** who want to choose more environmentally friendly solutions without compromising on their health.

350 million euros are currently invested in this project, including over 60 million euros at the La Chaussée-Saint-Victor site near Blois, where these new medicinal solutions will be manufactured. The propellant gases currently in use will be replaced by gases **that reduce carbon emissions by 90% per inhaler.**

Industrial site

Chiesi leads multiple environmental actions in France. The plant at La Chaussée-Saint-Victor has an ambitious environmental management program. And as its part, the plant was re-certified to ISO 14001⁽²⁾ in October 2021. It also received its first ISO 50001⁽³⁾ certification in December 2021.

Below you will find some concrete examples of these commitments:

- Installation of an industrial waste water processing plant
- Zero emissions and discharge into air through the installation of filters
- 100% of waste is reprocessed, 99.7% is repurposed and 77% is recycled
- Installation of photovoltaic panels
- Electricity purchased using sustainable models accredited by reference organisations and exclusively from renewable energy sources
- Biomethane gas purchased from French producers
- Increase in the life span of the telephone pool from 2 to 3 years

Headquarters

At the Bois-Colombes headquarters, *the Ecogreen*⁽⁴⁾ and *Breeam-in-use*⁽⁵⁾ certifications received were decisive in the choice of premises. In addition to this, the company is working to significantly reduce overall energy consumption and waste. LEED⁽⁶⁾ certification is currently in progress. Chiesi works with the supplier *Greenwishes* to collect, sort and recycle our waste.

Chiesi offers its employees a catalogue of 100% electric, hybrid and plug-in hybrid vehicles. At the same time, "green" mobility is being promoted through a grant to encourage employees to use public transport and cycling.

(2) ISO 14001 is based on the principle of continuous improvement of environmental performance by controlling the impacts of the company's activity.

(3) ISO 50001 proposes practical modalities that aim to reduce energy consumption through the implementation of an energy management system.

(4) The Green Committee is composed of a team of owners of premises in Bois Colombes (headquarters of Chiesi SAS), accompanied by representatives of the tenants who meet once a year to carry out an energy balance sheet of the premises.

(5) BREEAM In-Use is an international method for assessing the environmental performance of a building in operation.

(6) LEED certification, Leadership in Energy and Environmental Design, is an eco-certification for buildings initiated in the United States in 2000 by the US Green Building Council.

Our commitments to our employees

At social level, Chiesi is committed to **making effective progress on questions of solidarity and social cohesion. The company has chosen to invest in human capital, developing the potential of each individual.**

- *Chiesi Academy* is a program dedicated to the development of managerial skills and talents.
- Professional training programs are proposed, with an average of 6 training courses per employee per year.

The group also guarantees a pleasant, safe and stimulating working environment by ensuring **respect for the work-life balance**, and offering solutions to **facilitate the daily life of employees** (telework, nursery places for parents with young children, etc.). Chiesi promotes transparent exchanges and a culture of open dialogue within the company. For example, dialogue sessions are regularly organised between employees and members of the executive committee.

Finally, the company offers employees who wish to invest in a charitable cause the opportunity to carry out volunteer missions for the association of their choice through skills-based sponsorship. Receiving **Top Employer certification for 9 years** underscores Chiesi's ongoing commitment to supporting and developing its teams.

These strong commitments naturally prompted the French subsidiary to sign up for the PACTE law. Even before the bill was enacted, Chiesi France engaged in **a collaborative thought process on the company's overall performance, with the desire to make economic, environmental and societal issues an integral part of its strategy.** At the end of 2019, a working group representing all company departments was launched, which helped to define the following purpose:

Chiesi is a family-owned pharmaceutical company that improves the quality of life of patients, convinced that economic, social and environmental issues are on an equal basis. Following its values, Chiesi mobilises its resources with all the stakeholders and partners working to serve health. From common to rare diseases, present in France at every stage in the value chain, the company works constantly to offer new healthcare solutions.

In connection with this purpose, Chiesi has defined its environmental and societal objectives and set itself the mission to pursue them within the framework of its business:

- 1/ Innovate with our stakeholders to provide healthcare solutions, taking the needs of patients, caregivers and health professionals into account**
- 2/ Act together for the development and well-being of all employees, as well as for diversity and inclusion**
- 3/ Contribute to the protection of the environment and Society through our responsible actions across all our activities**

The adoption of *société à mission* quality, with the inclusion of the company purpose and these three objectives to the company by-laws in March 2021, is the founding act of the committed approach that enabled **Chiesi to become the first pharmaceutical company to become a *société à mission*.**



3/ CHIESI SAS

MISSION COMMITTEE

In September 2021, the Chiesi strategic committee appointed the members of the mission committee. It is composed of eleven personalities with various profiles, all complementary and representative of all the stakeholders in the company: healthcare professionals, patient associations, environmental associations, recognised experts and representatives of the Chiesi group and its French subsidiary.

A. Duties of the mission committee

The mission committee is responsible for monitoring the execution of Chiesi's mission. It has undertaken the relevance assessment of the action plan, the indicators and the progress targets set by Chiesi.

To do this, the members of the mission committee exchange their points of view, share their experience, and make proposals for additional actions.

The mission committee publishes a mission report that lays out the concrete progress made by the company on its various commitments. **The Mission Committee can also give its opinion in an advisory capacity on strategic decisions related to the life of the company and its development, insofar as they involve the mission of Chiesi.**

B. Independent third-party body

In accordance with Article L210-10 of the Commercial Code, a company that adopts *société à mission* quality must have an independent third party organisation verify that the mission is being executed correctly.

The provisions of the PACTE law involve verification of the progress of the mission 18 months after the acquisition of *société à mission* quality, in other words from November 2022 for Chiesi SAS.

The firm of *Dauge Fideliante* was chosen to verify Chiesi's progress in fulfilling its mission. *Dauge Fideliante* specialises in the control and verification of extra-financial data for many major French and international groups.

The firm will familiarise itself with the company's activities and the actions put in place in order to precisely analyse the compatibility between Chiesi's mission and the operational roadmap during the second half of 2022. To this end, exchanges are planned between the independent third party organisation and the mission committee in order to best assess the company's progress.

“ We consider the mission committee to be our ally in supporting us to achieve our objectives over the long term.

These reflections and points of view are opportunities to guide the company activities and to optimise our strategic decision-making. ”

PATRICE CARAYON,
President of Chiesi SAS

C. Composition of the mission committee

The Chiesi mission committee is composed of 12 members with diverse profiles that are representative of the company ecosystem.

In accordance with the PACTE law, the mission committee must include at least one employee, regardless of his or her position.

In our desire to go further in terms of employee representation, Chiesi has chosen to include five employees, representing all of the company sites.

 **7** **EXTERNAL** stakeholders

 **5** **INTERNAL** stakeholders

External MEMBERS



STÉPHANE BAUDU

Departmental Councillor and Mayor of La Chaussée-Saint-Victor

Stéphane BAUDU began his professional career by assisting local and regional authorities in the development of new technologies.

From 1995 to 2014, he was an elected councillor and then deputy mayor of the town of La Chaussée-Saint-Victor. In parallel, between 2006 and 2008, he was chair of the planning company *Grand Blois Development* and founded the *Maison de l'Emploi du Blaisois*.

From 2008 to 2018, he was vice-president of Blois Agglomeration in charge of urban, habitat and digital planning and a departmental councillor for Blois. In 2014, he was elected mayor of La Chaussée-Saint-Victor, and in 2018 he was elected Member of Parliament for the Loir-et-Cher.

Stéphane BAUDU also regularly visits schools, where he teaches, among other things, territorial planning policies.

PASCALE BAUSSANT

Founder and CEO of Baussant Conseil and administrator of 1% pour la Planète

Pascale BAUSSANT is a long-time corporate leader committed to responsible finance. For more than 20 years, she has managed *Baussant Conseil*, a company of 6 employees specialising in wealth management consulting with long-standing commitment to responsible investment.

She is a director of the association *1% pour la Planète* and author of two books: *Petit manuel pour l'entreprise : comment agir pour le climat ?* published by EMS in March 2020 and *Agir pour le climat en famille* published by La Plage-Hachette in October 2021.



POL-ANTOINE HAMON

Co-founder and CEO of Abeillus

Pol-Antoine HAMON has worked for more than 15 years in major international pharmaceutical companies specialising in market access and marketing. He is particularly interested in the many virtues of the plant world and founded *Abeillus* in 2018, a plant creation studio, whose main purpose is to encourage the use of plants in outdoor spaces and in well-being products.

In the same year, he created *Alphaconcillio*, a strategic consulting firm whose purpose is to promote better access to healthcare products and services.

Both structures are *sociétés à mission*.

External MEMBERS



DOMINIQUE HERON

President of the association Jeunesse et Entreprise

Dominique HERON began a career in administration, as general inspector of administration in the Interior ministry. He then joined the Public Hospital body of Paris as Director of Human Resources, before moving to the private sector.

He went on to hold several positions as secretary general in large private groups, before becoming director of partnerships at Veolia.

He is currently vice-president of *Jeunesse et Entreprises*, a recognised public utility association presided by Yvon GATTAZ, which acts through 30 regional clubs and partnerships with educational institutions to help young people become part of the professional landscape.

BRUNO HOUSSET

Pulmonologist & President of the Fondation du Souffle

A doctor in pulmonology since 1985, Bruno HOUSSET began his career at the Faculty of Medicine Saint-Antoine, where he was appointed university professor in 1986.

He joined the Faculty of Medicine of Créteil in 1994 and was head of the respirology department of the intercommunal Hospital of Créteil until 2019.

Bruno HOUSSET was president of the *Société de Pneumologie de Langue Française* in 2004, then founding president of *Fédération Française de Pneumologie* and since 2016 he has been president of the *Fondation du Souffle*. He has contributed to many educational works. Professor Emeritus at the Créteil Faculty of Medicine, he is a member of team 4 of the Mondor Institute for Biomedical Research.

He is interested in air and domestic pollution, risk factors for chronic respiratory diseases such as chronic obstructive pulmonary disease (COPD).



TONY MORAIS

General Manager of Idec

Tony MORAIS began his career in 1990 with a major name in construction. In 2000, he joined Patrice LAFARGUE, founding president of the *Idec Group*, in order to develop the group. Tony Morais is now Associate Director of *Idec Group* and General Manager of *Idec Santé*.

IDEC is a “turnkey” designer and builder for everything pertaining to creating logistic buildings (warehouses and couriers). The company also builds all types of buildings in corporate real estate (industrial, business, offices). The *Idec Group* is also committed to a sustainability approach by including an important share of innovation in its projects, both in the design and in the use of specific materials or in applying innovative energy solutions.

CHRISTINE ROLLAND

Head of the association Asthme & Allergies

Christine ROLLAND, head of Asthme & Allergies, is responsible for the management and implementation of the organisation's overall strategy. She is also a former president of the *European Federation of Allergy and Airways Diseases* (EFA) and founding member of the *Fédération Française d'Allergologie*.

Before joining *Asthme & Allergies* 25 years ago, Christine began her career at a French pharmaceutical company where she was in charge of marketing and advertising. She studied at the Catholic University of Paris and holds a master's degree in intercultural management.

As the daughter of a severely asthmatic mother and mother to a son with allergies and asthma, she is especially interested in prevention and patient education.



CHIESI representatives



MAURO AMBANELLI

Compliance, Data Protection & Legal Manager of the Chiesi Group

After studying law, Mauro AMBANELLI specialised in european law at the european college of Parma. He joined the "Legal & Corporate Affairs" department of Chiesi in 1999, where he worked on the questions of group business compliance.

Mauro is also a member of the "Comitato di impatto" of Chiesi Farmaceutici S.p.A.

PATRICE CARAYON,
President of Chiesi SAS

Patrice CARAYON has more than 30 years of experience in the health sector.

He joined Chiesi as head of the respiratory division in 2014, before becoming general manager of Chiesi SAS in 2015, and then president in 2016.

He took over the presidency of the international solidarity association of health enterprises *TULIPE* in 2020.



CAMILLE LEMAÎTRE

Sustainability & Business Development Director of Chiesi SAS

Camille LEMAITRE began her international career in marketing and communication. She then moved toward business development functions in the pharmaceutical industry.

In 2017, she joined Chiesi to work on the external growth of the French subsidiary's portfolio. In 2021, she was appointed sustainability manager and president of the mission committee.



GUILLAUME STRAEHLI
Specialist Medical Representative Chiesi SAS

Guillaume STRAEHLI began his career in 2004 as a medical delegate at *Pierre Fabre* laboratories. He went on to work at *Solvay Pharma* and then *MSD France*.

In 2019, he held the position of care pathway project manager in the Grand-Est region, before joining Chiesi as a specialist medical representative.



FRANCK VILIJN

Director of the Chiesi production site at La Chaussée-Saint-Victor

A trained pharmacist, Franck VILIJN began his career in fundamental research in a molecular biology laboratory in the USA for 3 years.

He then worked for *Sanofi* for 14 years, where he held the position of Production Manager. In 2002, he joined Chiesi as industrial manager of the site at La Chaussée-Saint-Victor, a position he is holding since.



The Chiesi sustainability committee

The sustainability committee oversees the operational implementation of the CSR roadmap for each business line, support function and Chiesi site. The committee is composed of diverse company representatives: general management, medical reps, customer experience, marketing, procurement, digital, communication, public affairs, human resources and HSEE. It prepares the evidence submitted to the mission committee and works on the implementation of the action plans. It is the operational mirror of the mission committee.*

* HSEE: Health Safety Environment Energy

4/ FIRST WORK UNDERTAKEN

Since September 2021, the work of the mission committee, supported by the internal sustainability committee of Chiesi SAS, has helped to structure the roadmap for the operational implementation of our commitments. The following meetings were held between September 2021 and January 2022.



Meeting 1 - September 2021

Objectives: allow members to get to know each other, to better understand the company issues, to discuss their role and to begin an initial thought process about the operational objectives on which Chiesi should mobilise or continue to mobilise.

Deliverables:

- An overview of the Chiesi group and the sustainability strategy allowed members to better understand the company and the robustness of the actions undertaken.
- The exchanges between the members of the mission committee about the 3 statutory objectives made it possible to formulate the first spontaneous expectations for each of them.

First expectations expressed regarding commitment 1

Innovate with our stakeholders to provide solutions that address the needs of patients, caregivers and healthcare professionals.

“Needs should be identified by stakeholder category and communication between different stakeholders, health professionals and patients improved. Innovation may well mean responding to different expectations.”

— CHRISTINE ROLLAND

“Treatment observance needs to be improved. Laboratories may have a logistical role to ensure that patient associations spread the word on this subject and that the issue is well understood by patients. Protocols should be used to ensure that patients understand their care path better. It is important to work on simplifying information related to illnesses and treatments, particularly for people in locked-out or fragile situations. The language is not always easy for patients to understand.”

— CHRISTINE ROLLAND

”





First expectations expressed regarding commitment 2

Act together for the development and well-being of all employees, as well as for diversity and inclusion.

“It is important to set priorities, because we cannot do everything at the same level in social terms.” _ **DOMINIQUE HERON**

“When choosing the objectives, it seems important to me to first define the metrics to measure them. When it comes to the social dimension, beyond inclusion, gender equality is easy to measure and is, for example, a good indicator of the social equality of a company.”

_ **POL-ANTOINE HAMON**

“Chiesi should position itself as associations relay on the subject of inclusion.”

_ **DOMINIQUE HERON**

First expectations expressed regarding commitment 3

Contribute to the protection of the environment and Society through our responsible actions across all our activities.

“Climate, climate change.” _ **DOMINIQUE HERON**

“Pollution and its impact on health.” _ **BRUNO HOUSSET**

“Changing employee practices outside the company.” _ **STÉPHANE BAUDU**

“Clarity of information. We need to allow everyone to become aware of their carbon footprint.” _ **PASCALE BAUSSANT**

“What about recycled paper for medical documents aimed to patients?” _ **GUILLAUME STRAEHLI**

Further to this initial session, the Chiesi SAS sustainability committee met to understand the expectations of the mission committee and identify the tracks towards a response. 20 operational objectives have thus been identified.



Meeting 2 - November 2021

Objectives: To present the current state of actions implemented and define the priority projects to be carried out.

Deliverables:

The situational analysis of the actions carried out by Chiesi has made it possible to demonstrate the diversity and richness of the projects already being led with consistent commitment. The members paid tribute to the serious nature of the company's actions.



"There are many things in this appraisal. It demonstrates the importance for Chiesi to respond to patient needs." _ **STÉPHANE BAUDU**

"Chiesi has a very diverse range of activities and there is coherence among the actions because they take customers and healthcare professionals into account, including their relationship with public authorities." _ **DOMINIQUE HERON**



The 7 operational objectives prioritised for 2022 from the list proposed by the sustainability committee:

Statutory Objective 1

Innovate with our stakeholders to provide solutions that address the needs of patients, caregivers and healthcare professionals

- #1** *Develop initiatives to facilitate collecting patient expectations and taking them into consideration*
- #2** *Strengthen accessibility to care for the most disadvantaged populations internationally*

Statutory Objective n°2

Act together for the development and well-being of all employees, as well as for diversity and inclusion

- #3** *Increase diversity and inclusion*
- #4** *Foster the commitment and mobilisation of employees in Society issues*

Statutory Objective n°3

Contribute to the protection of the environment and Society through our responsible actions across all our activities

- #5** *Reduce energy consumption*
- #6** *Reduce pressure on natural resources*

#7 *Raise employee awareness about sustainability topics*

NB: Non-priority operational objectives will be addressed later in 2022 or in 2023.

Following the second meeting of the mission committee, the sustainability committee met to review the priority operational objectives and to designate the persons responsible for formalising the 7 roadmaps⁽⁷⁾ to be presented at the next meeting of the mission committee.

(7) The roadmaps include a up-to-date review of the actions carried out, proposals for concrete actions to be deployed, the means of achieving them, monitoring indicators and targets.



Meeting 3 - January 2022

Objectives: Assess the relevance of the action plans for the mission and the operational roadmap in relation to Chiesi's statutory objectives.

Deliverables:

- Particularly positive feedback for the proposed action plans, measurement indicators and targets, resulting in validation of the action plans by committee members
- Comments and points for improvement put forward on the spot by the mission committee with the reference persons
- A positive review of the mission committee's first months with 3 main points:
 - Real commitment to the deployment of its responsible roadmap
 - Need for time during meetings to continue to get to know each other and brainstorm even more
 - Interaction with company management expected including, with exchanges on strategic issues such as governance, value sharing and socially responsible investment (SRI)

89%

Average assessment of the relevance of action plans

93%

Average assessment of the robustness & sincerity of indicators

93%

Average assessment of the relevance of targets



"We are all very impressed by Chiesi's framing work for the action plans, which will add to actions that are already ambitious."

— **STÉPHANE BAUDU**

"We could picture holding a systematic round table at each session for each person's news and experience, to get to know each other better and also because we have shared subjects, and we have to learn from each other." — **PASCALE BAUSSANT**

"It would be interesting to explore a more strategic level next year by developing the advisory role of the mission committee at this level and, in this perspective, to have visibility on the strategic plan of Chiesi France in order to offer our interpretation and to be able to interact with the members of the steering committee." — **POL-ANTOINE HAMON**



Action Plan 2022 and associated objectives

The development of the action plan is based on a balance that combines reflections and inputs from the mission committee, the work of the sustainability committee and the directions given by the company's strategic committee, according to the following model:



In this first year of 2022, seven out of seventeen operational objectives have been prioritised by the mission committee and implemented by the sustainability committee through the following:

- a dedicated action plan,
- identification of a reference person/driver and contributors for each identified action,
- a calendar for implementation,
- a financial estimate of the human and technical resources to allocate,
- quantitative or qualitative targets to be achieved in the medium term,
- monitoring indicator(s).

The roadmaps communicated to the President of Chiesi SAS are validated by the mission committee, which will ensure their proper execution throughout the year.

By building on the elements that already exist, the exercise of defining 2022 targets and indicators below allows us to confirm the course that has been set, with an obligation of means and expected results. These targets will necessarily evolve by the end of the year, in order to integrate the new medium-term outlook.

“ By choosing to meet performance obligations with specific indicators, we tacitly agreed to put new practices in place. ”

PATRICE CARAYON,
President of Chiesi SAS



Summary of 2022 targets and indicators

STATUTORY OBJECTIVE #1 | INNOVATE WITH OUR STAKEHOLDERS TO DELIVER HEALTHCARE SOLUTIONS THAT TAKE INTO ACCOUNT THE NEEDS OF PATIENTS, CAREGIVERS AND HEALTHCARE PROFESSIONALS

Operational Objectives	2022 Targets	Indicators
#1 Develop initiatives to facilitate collecting patient expectations and taking them into consideration in all areas of company activities	<ul style="list-style-type: none"> Structure a "Patient Advocacy" strategy and action plan for all therapeutic fields 	<ul style="list-style-type: none"> Formalised and validated "Patient Advocacy" strategy including four priority lines and associated actions by therapeutic field Actions to raise employee awareness about the patient experience
#2 Strengthen accessibility to care for the most disadvantaged populations internationally	<ul style="list-style-type: none"> Continue to donate medicines and offer financial support to associations on questions of accessibility to care at international level Ensure strong growth in the number of employees engaged in international acts of solidarity 	<ul style="list-style-type: none"> Annual budget dedicated to accessibility to care at international level Increase in program investments, as a % (compared to 2021) Number of hours per year spent by Chiesi SAS employees contributing to the accessibility to care at international level Increase in human time invested in programs, as a % (compared to 2021)

STATUTORY OBJECTIVE N°2 | ACT TOGETHER FOR THE DEVELOPMENT AND WELL-BEING OF ALL EMPLOYEES AND FOR DIVERSITY AND INCLUSION

Operational Objectives	2022 Targets	Indicators
#3 Increase diversity and inclusion	<ul style="list-style-type: none"> Continue to promote professions in the field of medication among young people Obtain a gender equality index score of 95/100 Increase employee awareness on disability issues 	<ul style="list-style-type: none"> Number of projects conducted and young people supported Gender equality index score > % of women on the executive committee (58 % in 2021) > % of women managers (55 % in 2021) > % of women in the total workforce (68 % in 2021) Amount and increase of the HANDIEM tax
#4 Foster the commitment and mobilisation of employees on issues in Society	<ul style="list-style-type: none"> Mobilise more than half of employees on societal actions over the year 	<ul style="list-style-type: none"> Number of employees and % of the workforce committed to societal actions

STATUTORY OBJECTIVE N°3 | CONTRIBUTE TO THE PROTECTION OF THE ENVIRONMENT AND SOCIETY THROUGH OUR RESPONSIBLE ACTIONS ACROSS ALL OUR ACTIVITIES

Operational Objectives	2022 Targets	Indicators
#5 Reduce energy consumption at our sites and our carbon footprint	<ul style="list-style-type: none"> • Strengthen the energy sobriety and efficiency of our buildings and equipment • Reduce average energy consumption (kWh/m²) by 10% over 5 years for the plant by 2024 (at equal scope) • Contribute to the GHG emission reduction plan to achieve carbon neutrality by 2035 • Reduce our BEGES⁽⁸⁾ scopes 1, 2 and 3 	<ul style="list-style-type: none"> • % change in average energy consumption (kWh/m²) • CO2 equivalent tons emitted annually
#6 Reduce pressure on natural resources	<ul style="list-style-type: none"> • Send more than 80% of recoverable waste to reprocessing routes 	<ul style="list-style-type: none"> • Waste recovery rate
#7 Raise employee awareness about questions of sustainability	<ul style="list-style-type: none"> • Train 80% of employees in CSR 	<ul style="list-style-type: none"> • % of employees aware about CSR

(8) Greenhouse gas emission balance sheets



Conclusion and next steps

2021: the first year since Chiesi became a *société à mission*, was particularly structural and rich in teachings.

The many contributions of the mission committee members and the operational work carried out by the sustainability committee allowed us to develop a structured and ambitious roadmap for 2022.

In keeping with the work already underway, the action plan and the operational targets will be assessed by the mission committee. There is no doubt that the forthcoming discussions with corporate governance will lead to complementary projects.

With this in mind, 2022 promises to be rich in new projects and challenges, and we will have the pleasure of sharing them with you when the next report is released in 2023.

5/ APPENDICES

Situational analysis of CSR practices

When the mission committee was launched, an audit by an external firm was carried out in order to have a clear view of the company's strengths and progress.

This situational analysis was presented to the mission committee at the second meeting in November 2021. It has been useful in prioritising operational objectives. Below is a summary of the current situation:

STATUTORY GOAL #1 | INNOVATE WITH OUR STAKEHOLDERS TO DELIVER HEALTHCARE SOLUTIONS THAT TAKE INTO ACCOUNT THE NEEDS OF PATIENTS, CAREGIVERS AND HEALTHCARE PROFESSIONALS

<p>“Patient” approach</p>	<p>Understanding patient's needs Collaboration with patient associations to facilitate dialogue Study of patient journeys</p> <p>Take the patient's needs into account <i>Patient Centric Meeting Model</i>, to give patients a voice</p> <p>Raising awareness among employees Patient participation at internal seminars & events (combining headquarters, field, plant)</p> <p>Supporting patients and healthcare professionals Contribution to the development of dedicated services such as Respir'Agora (a digital platform creating links between patients living with respiratory disease)</p> <p>WeStart open innovation program Collaborations with startups, patient associations and healthcare professionals to offer new services: partnerships with Calmedica to improve the patient transplant journey, and Tessan to promote early diagnosis of respiratory diseases</p>
<p>“Healthcare professionals” approach</p>	<p>INTERSTELLAR program A set of initiatives to transform the customer experience and satisfaction: ethnographic studies, changes to processes, company culture and technology platforms</p>
<p>Public health</p>	<p>Public awareness raising action Publication of 2 white papers. The first on chronic obstructive pulmonary disease (COPD) and the second on kidney and liver transplant Donations and partnerships with associations of healthcare professionals and patients (e.g. support for asthma and COPD cohorts, support asthma exchange days, etc.)</p>
<p>Business continuity, resilience and response to the Covid-19 health crisis</p>	<p>A contribution to the Chiesi Fund amounting to EUR 3 million at global level Continuity of production in France Donation to the association <i>Soins aux Professionnels de Santé</i> (SPS) Medical and legal advice offered to healthcare professionals to set up the remote consultation process Donations of medicines and equipment Communication relay for patient associations</p>
<p>Access to care</p>	<p>Access to care in disadvantaged countries Engaged with the TULIPE association dispatching medicines to countries with health emergencies: financial contribution, voluntary service and skills-based sponsorship Collaboration with <i>Doctors Without Borders</i> (MSF) to promote access to care</p>

STATUTORY OBJECTIVE N°2 | ACT TOGETHER FOR THE DEVELOPMENT AND WELL-BEING OF ALL EMPLOYEES AND FOR DIVERSITY AND INCLUSION

<p>Well-being in the workplace</p>	<p>Well-being in the workplace Organisation of workshops and training sessions to improve well-being and quality of life at work Wellness program: give up smoking, work-related stress control, nutritional advice Charter for good work-life balance and definition of golden rules for meetings and working from home 2 days a week</p>
<p>Diversity, fairness and inclusion</p>	<p>Diversity & Fairness Formalisation of a "Diversity & Inclusion" roadmap 2020-2023 Good results in terms of parity (gender equality index at 95 points out of 100 in 2020; 62% women on the executive committee; 64% of managers are women) Signature of the Corporate Diversity Charter Disability programme and partnerships with AMIPI & Handiem Issue a booklet to ensure greater transparency about remuneration and benefits</p> <p>Equal opportunities Engagement with young people through partnerships with associations (Sport dans la ville, l'école de la 2^{ème} chance, etc.) Signature of the <i>Manifeste des Etats de la France</i> for subsidiaries of multinational companies with foreign capital installed in France with a commitment to include young people Signature of the <i>Pacte avec les Quartiers pour Toutes les Entreprises (PAQTE)</i> to promote the professional integration of young people living in working class neighbourhoods</p>
<p>Skills development</p>	<p>87% of employees trained annually, making a total investment of nearly 820,000 euros E-learning platform accessible to all employees</p>
<p>Employee engagement</p>	<p>Organisation of the "We Act Day": every year, all Chiesi subsidiaries are mobilised as part of a dedicated CSR day. Contribution to "Duo Days": days when employees can host a person with a disability to introduce them to their profession (6 Duo Days in 2021) Volunteering and skills-based sponsorship through TULIPE association Participation in youth forums to present pharmaceutical industry professions (programme of the French subsidiary of Chiesi <i>Orientation to young people</i>)</p>



STATUTORY OBJECTIVE N°3 | CONTRIBUTE TO THE PROTECTION OF THE ENVIRONMENT AND SOCIETY THROUGH OUR RESPONSIBLE ACTIONS ACROSS ALL OUR ACTIVITIES

Climate change and GHG emissions	<p>Carbon neutrality targets approved by the <i>Science Based Target Initiative</i>:</p> <ul style="list-style-type: none"> • Carbon neutral by 2030 = scopes 1 and 2 • Carbon neutral by 2035 = scope 3 <p>Carbon neutrality plan: PAS 2060* specification process</p>
Eco-design of products	<p>Launch of the first minimum carbon footprint metered-dose inhaler for asthma and COPD (€350 million invested over 5 years)</p> <p>Investment in a new production line at La Chaussée-Saint-Victor</p>
Supplier management	<p>Existence of a code of conduct co-constructed with subsidiaries and strategic suppliers. It is based on the Sustainable Development Goals (SDGs) and the B Corp frame of reference. The document contains obligations and improvement actions. It is associated with an audit plan with the 10 main suppliers.</p>
Waste management and recycling	<p>Waste management at headquarters and at the plant in accordance with regulatory requirements.</p> <p>Awareness raising with healthcare professionals and patients through a “Collecte Gaïa” awareness campaign to explain the value of eco-responsible recycling of inhaler devices.</p>
Sustainable building management	<p>Existence of a <i>Green IT</i> approach carried out by the IT department of the French subsidiary of Chiesi.</p> <p>Existence of the “<i>Better Building Program</i>” based on 3 integrated principles: <i>People, Innovation & Sustainability</i>. This programme aims to improve the environmental performance of Chiesi sites.</p>
Industrial site	<ul style="list-style-type: none"> • ISO 14 001 certification⁽⁹⁾ • LEED EBOM V4.0 certification (2023)⁽¹⁰⁾ • ISO 50 001 certification (2021)⁽¹¹⁾ • Use of renewable energies • Rainwater recovery at some sites • ISO 45 001 certification⁽¹²⁾ • Installation of beehives
Headquarters	<ul style="list-style-type: none"> • Biodivericity life label⁽¹³⁾ • HQE certification⁽¹⁴⁾
Pharmaceutical products and environment	<p>Responsible plant</p> <ul style="list-style-type: none"> • Industrial wastewater reprocessing system • Implementation of a filtration system for discharges from air treatment plants • Capture system for effluent gases produced by line tests for cryo-condensation aerosols.
Employee travel	<p>Existence of a travel policy encouraging the use of public transport and a soft mobility package (bicycle, scooter) in order to limit travel by car.</p>

*PAS 2060 is a specification detailing how to demonstrate carbon neutrality produced and published by the British Standards Institution.

(9) ISO 14 001 is based on the principle of continuous improvement of environmental performance by controlling the impacts of the company's activity.

(10) LEED certification, Leadership in Energy and Environmental Design, is an eco-certification for buildings initiated in the United States in 2000 by the US Green Building Council.

(11) ISO 50 001 proposes practical modalities to reduce energy consumption through the implementation of an energy management system.

(12) ISO 45 001 defines occupational health and safety management systems.

(13) The BiodiverCity® Life label is dedicated to existing real estate assets favourable to urban biodiversity.

(14) HQE certification is intended for any actor that wants to promote the energy, environmental, health and comfort performance of their offices.



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