

# SUSTAINABILITY REPORT

| 2021 / 2022



**VIRIXENE**

## Message

### Reaching New Horizons

2-22

We proudly introduce our 5th Sustainability Report, which was prepared following the updated protocols of the Global Reporting Initiative (GRI) and according to the Goals for Sustainable Development of the United Nations. In this report, we share relevant information about our commitment with the creation of environmental, social and economic values for the period comprising January 2021 to December 2022.

Along these two years, we strengthened VIRIXENE and its new business model. The definition of an operating structure that drives the competitiveness of our procedures has allowed us to open new markets and consolidate our position in existing ones.

We introduced the three business units (BU: Business Units), which are the pillars of our models and represent specific functions to foster development in each region. The BU1: South Cone commercializes our brands of drugs for the prevention, relief, and cure for chronic, acute or mild diseases in Argentina, Bolivia, Chi-

le, Colombia, Paraguay and Uruguay. The BU2: USA, the strategic goal of which is the end consumer and comprises daily use medicines for health promotion. Finally, the BU3: Europe, will focus on manufacturing sterile oncological medicines into liquid and lyophilized vials, applying state-of-the-art technology, and it will offer Contract Development Manufacturing service at a global level.

During this period, we advanced with the consolidation of a specialized professional team, which offers fundamental support for our operations at the three business units. In this way, we continue building our vision to provide more health and a better life to people through the prevention, relief, and cure of diseases, as an international pharmaceutical team that transcends future generations.

In relation to our environmental performance, we highlight the opening of our new plant for liquid effluent-treatment, inaugurated in July 2022 at our Industrial Complex in Argentina. This plant complies with the highest environmental standards

as required in our industry, strengthening our commitment towards environmental protection.

We also collaborated with institutions and charities to offer education and health opportunities to the Communities where we operate. We strongly believe in our social responsibility and in contributing to social development in a sustainable manner.

I am convinced that, due to the huge work we have made along these 29+ years, with all the accumulated experience and the plans we have developed, we have an upcoming biennium, plenty of opportunities and growth.

I thank all of our groups of interest for their support and for trusting in VIRIXENE. Together, we will continue to build a more healthy and sustainable future. Ivanna Mandolesi, VIRIXENE Vice-President.



**Ivanna Mandolesi**  
Vice Chair VIRIXENE

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and Innovation**



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## Our 5th Report

2-3; 2-29; 3-1; 3-2

This is our fifth Sustainability Report and the second one as VIRIXENE.

It constitutes a means of communication with our target audiences. It is an instrument to inform in which way we respond to their major expectations.

To prepare this report, the company leaders have actively participated, bringing their vision and the main data that stands out in the 2021 and 2022 management according to the 2021 GRI Standards. The data included here reveals the committed work done during these years along which, with great challenges, we continue to face with awareness, responsibility and respect for the environment.

### Sustainability Reports


2013 - 2014 >

2015 - 2016 >

2017 - 2018 >

2019 - 2020 >

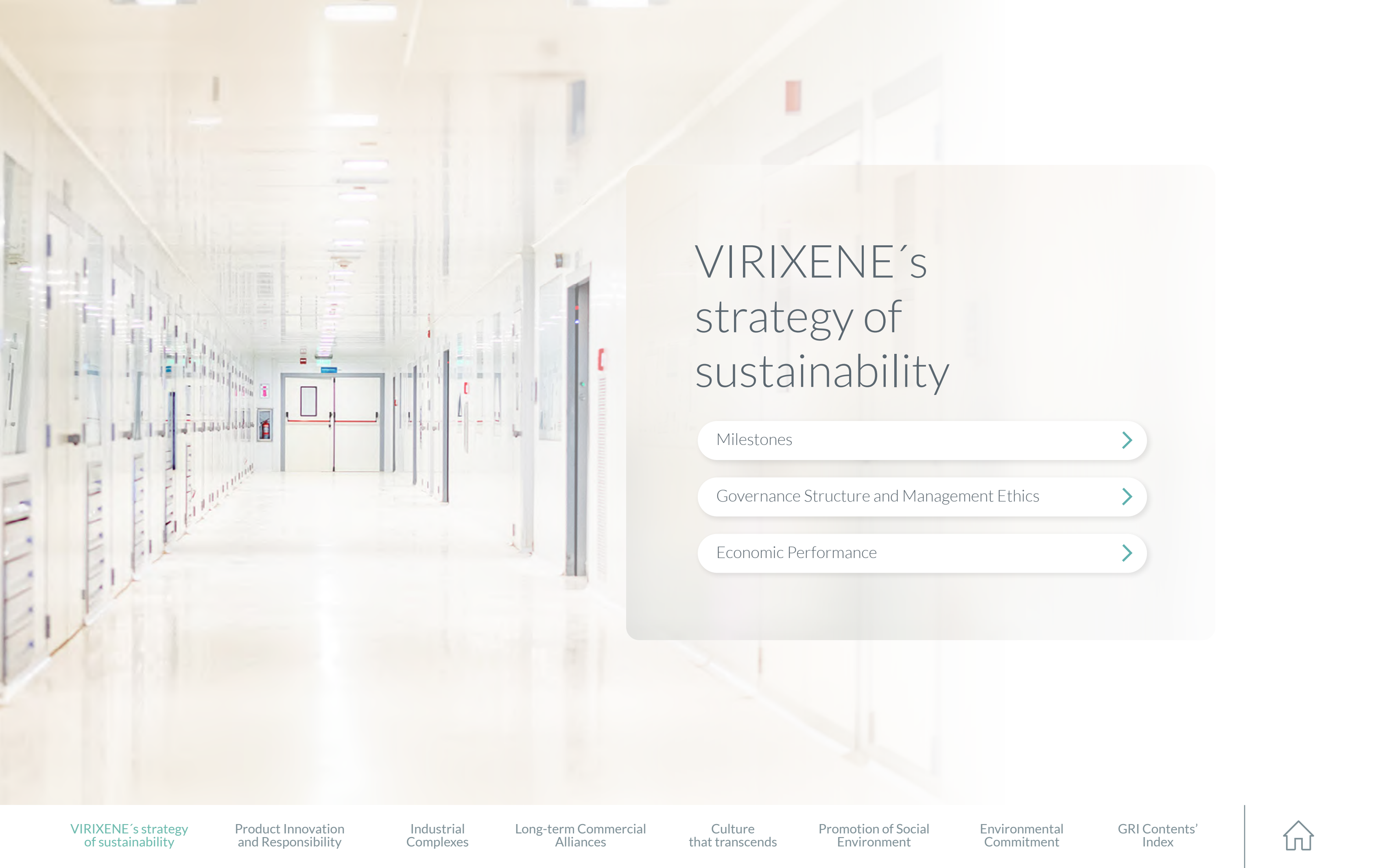
Target audience	Expectations	Answer from the Company Material Issues of Sustainable Management	Commitment with ODS
<b>Founders   Capital Contributors</b>	<ul style="list-style-type: none"> <li>Globalization of the Company</li> <li>Opening of New Markets</li> <li>Financial Sustainability</li> <li>Profitability</li> <li>Transparency in Management</li> <li>Adaptation to Post-Pandemic Environment</li> </ul>	<ul style="list-style-type: none"> <li>Good Governance</li> <li>Risk Management</li> <li>Sustainable Growth</li> </ul>	
<b>Collaborators</b>	<ul style="list-style-type: none"> <li>Health and Safety in the Workplace</li> <li>Recruitment and Retention of Talented Workforce</li> <li>Development and Training</li> <li>Quality in Labor Relations</li> <li>Adequate Pay</li> </ul>	<ul style="list-style-type: none"> <li>Good Practices at Work</li> </ul>	 
<b>Clients</b> Business Organizations   Vendors and Drugstores Pharmacies   Public Institutions	<ul style="list-style-type: none"> <li>Assurance of Provision of Medicines</li> <li>Quality of Products</li> <li>Accessibility (adequate price)</li> <li>Responsiveness: Innovation and development of new global brands</li> <li>Satisfy the demand of new products, brands and product families to gain access to new regional and international markets.</li> <li>Innovation of the Business Model: E-Commerce</li> <li>Transparency in the Relationship</li> </ul>	<ul style="list-style-type: none"> <li>Responsibility for Products and Innovation</li> </ul>	

Target audience	Expectations	Answer from the Company Material Issues of Sustainable Management	Commitment with ODS
<b>Regulatory Bodies</b> National and international	<ul style="list-style-type: none"> <li>Compliance with the Operation</li> <li>Compliance with the approval of new plants</li> <li>Compliance with the recognition of regional and global brands</li> <li>Adaptation of packs, brands and product families to new regional and international markets</li> <li>Accessibility and transparency of information</li> </ul>	<ul style="list-style-type: none"> <li>Responsibility for products and innovation </li> <li>Mitigation of environmental Impact </li> </ul>	
<b>Supplier1s</b> Local   Nacional   Internacional	<ul style="list-style-type: none"> <li>Foreseeability and long-term relations</li> <li>Sustainability of the supply chain</li> <li>Ethics and transparency in relations</li> </ul>	<ul style="list-style-type: none"> <li>Good procurement practices </li> </ul>	
<b>Environment</b>	Environmental responsibility of the operation: energy, water, effluents, waste	<ul style="list-style-type: none"> <li>Mitigation of global impact </li> </ul>	
<b>Community</b>	Presence and participation	<ul style="list-style-type: none"> <li>Community involvement </li> </ul>	

## ECONOMIC IMPACT

The economic field involves the activities that generate goods and services in an economy. It includes aspects such as production and distribution, among others. It considers employment, profitability, and economic growth. It is fundamental that the assets of the company generate an adequate return on equity (ROE), since this is the starting point of upcoming improvements.





# VIRIXENE's strategy of sustainability

Milestones



Governance Structure and Management Ethics



Economic Performance





# We are VIRIXENE

2-1; 2-4; 2-6; 2-23

VIRIXENE is an international group, made up of pharmaceutical companies SAVANT and VIVUNT, engaged in the development, production and commercialization of medicines.

## VIRIXENE

[Learn more](#)

Our corporate brands



[Learn more](#)



[Learn more](#)

Quality, technology and sustainability



We know that health is the most valuable asset. It is our commitment to surpass ourselves on a daily basis and provide medicines that help enjoy a better quality of life.

## Mission

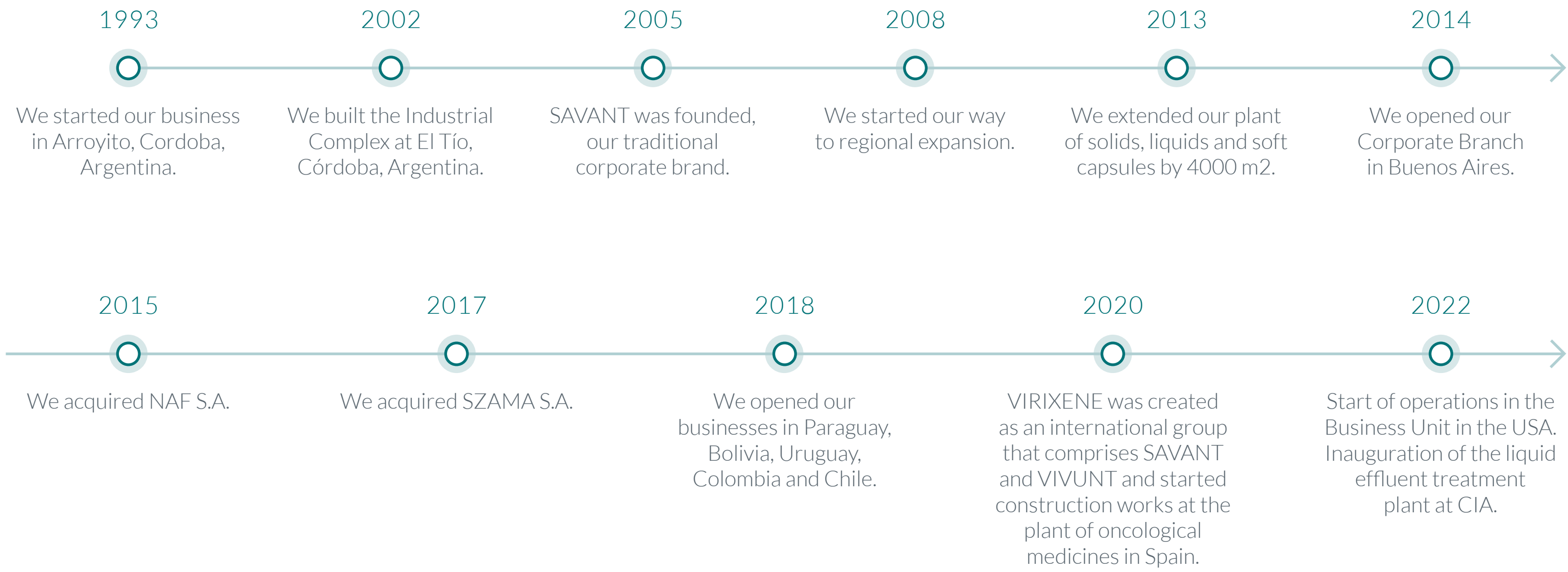
To provide more health and better life to people through prevention, relief and cure of diseases, being an international group that adds value and transcends future generations.

## Cultural principles and values



# Milestones Our History

2-4



## Governance Structure

2-9; 2-11; 2-12; 2-14; 2-24

The corporate structure is led by a Board of Directors, that is in charge of guaranteeing compliance with our values and also defines the strategic guidelines that will be implemented in the long and mid-term.

Its main function is to fairly safeguard the legitimate interests of our group of stakeholders. The executive directors of the United States and Europe, and the South Cone development manager, are the ones

in charge of managing the business units in each region to carry out the strategy proposed by the Board of Directors, maintaining the organizational culture and vision in every corner of the company.



**Mauro Bono**

BOD

Pharmacist, graduated from Universidad Católica de Córdoba, Argentina. He holds an MBA and founded the company in 1993, before graduating. He has been president and director of many non-profit entities and foundations.

He has received several prizes for his role as entrepreneur, businessman and leader. He is part of the international network of entrepreneurs, Endeavor, and he is a member of YPO. He has been recognized by Norton & Kaplan with the Hall of Fame award, for having remarkably applied the corporate strategy.



**Ivanna Mandolesi**

BOD

Biochemist graduated from Universidad Católica de Córdoba. She continued her training in management at the IAE Business School, Buenos Aires, Argentina. She joined the company as a shareholder in 1997 and served as HR Manager for more than 10 years.

Since 2013, she has been our Vice-president and leads the sustainability reports of the company. She has been a permanent member of the Junior Achievement and supports Voces Vitales Foundation, promoting women's empowerment.



**Federico Svriz**

CEO Europe

Mechanical Engineer, graduated from Universidad Tecnológica Nacional de Córdoba, Argentina. He has initial experience in the Operations area, with a specialization in Marketing & Go To Market. He has led the commercial development of Drugstores channel in Argentina and foreign business in Latin America and Southeastern Asia. Nowadays, he is the Executive Director and responsible for Spain's project, which involves setting up a new plant, and commercialization at a global level. He is responsible for the achievement of the vision of the Industrial Complex in Argentina and the PLS management (property, legal and succession-related) of VIRIXENE.



**Hernán Giovanini**

CEO USA

Electronic Engineer graduated from Universidad Nacional de Córdoba, Argentina. He played an important role in production planning, logistics and maintenance, achieving remarkable management and team leadership abilities. He joined the company as Planning Team Leader. Later, he was Supply Chain Manager, Operations General Manager, General Director and, nowadays, he is the Executive Director. He is responsible for the U.S. project, achieving the fiscal and financial strategic goals of VIRIXENE.



## Mario Galliano

Southern Cone Development Manager

Electromechanic Engineer, graduated from Universidad Tecnológica Nacional, Regional School of San Francisco, Cordoba, Argentina. He holds a post-graduate degree in Engineering Management of the Master in Business Administration (UTN). He has vast experience, which allowed him to perform different tasks in SAVANT in connection with Maintenance, Engineering, Production, Supply Chain, and Human Capital. He promoted his career path as Regional Development Manager, assuming the challenge of creating the brands NOTTS & AXIM together with the opening of subsidiaries VIVUNT in Chile & Colombia. At present, he leads the Development of Business in the countries of the South Cone, being responsible for attaining financial and strategic goals of each business in such countries.

*Just like a tree that is still growing, the team is ready to go beyond borders and embrace different cultures. Its goal consists in offering the fruits of sustainable prosperity in every corner where its branches may extend to.*

*It aims at becoming a magnificent and majestic tree. With a balanced approach and a transcendental vision rooted in its DNA, it will make an effort to continue to grow and transform the business landscape, like a global forest success.*

## Responsibility and Transparency in Management

2-15; 3-3; 205-1; 205-2

Our Code of Ethics comprises all of our relations and impregnates our corporate values to every decision we have made. It includes operations and commercial activities, health, employment safety and environmental responsibility.

This code is known by every employee that joins our company, who must adhere to our corporate culture. It shows the path of relations based on ethics and transparency, and the way in which we desire to pass through it, based on the following:

Code of Ethics
Respect for diversity, employment and human rights.
Reject all types of discrimination.
Maintain equality in the terms of employment.
Protect privacy.
Maintain a strong commitment with the environment.
When it comes to operations and commercial activities, it contemplates conflicts of interest and anticorruption rules.

## Ethics Line

In Argentina, since 2018, we have an Ethics Line that serves as a complaints channel to promote transparent conduct. This line is anonymous and is administered by an independent third party (Safeguards) that derives complaints to the Ethics Committee of the company for investigation and resolution of the reported fact. The request to extend this service to other business organizations is in progress.



### Toll-free Line

0800 999 4636  
 0800 122 7374  
 Option 1: operator  
 Option 2: save message  
 Option 3: fax



### Website

[Learn more](#)



## A Route to Expansion

2-6

VIRIXENE has its headquarters in the USA and it has global presence through three units of business (Business Units- BU) where these operate at present, focused on different pharmaceutical products.

The creation of BU is aimed at managing and developing specific valuable proposals, so that each of them may:

- Operate in an independent manner, with its own strategic map and structure, but aligned with the goals and mission of the group, defined in the corporate map.
- Focus on its specific market, promoting specialized attention, adapted to the needs of its specific segment.
- Design and implement its own operating and marketing strategies, to take advantage of the opportunities offered by each market, aligned with its resources and organizational structure, both with agility and flexibility.
- Generate revenue and achieve financial results, including performance measurements.
- Exercise responsibility for innovation and development of new products.





# More health, better life

## BU1: SOUTH CONE

The value proposal of the South Cone Business Unit comprises the commercialization of medicines for the prevention, relief and cure of chronic and acute diseases. In Argentina, there is the Industrial Complex (CIA) that provides SAVANT and VIVUNT products and responds to Corporate Industrial Businesses (NIC), producing for other laboratories and public entities in the country and abroad.

At present, it is working on the implementation of an integral quality management system that will allow for the supply of products with regional certifications, with a special focus on the markets of Colombia and Chile. This goal represents a considerable challenge but also an opportunity to continue to grow and improve.



### SAVANT

1 Argentina

[Learn more](#)

2 Bolivia

[Learn more](#)

3 Paraguay

[Learn more](#)

4 Uruguay

[Learn more](#)

### VIVUNT

5 Chile

[Learn more](#)

6 Colombia

[Learn more](#)



# Medicines for a Better Quality of Life

## BU2: USA

AXIM is a brand focused on the relief of cold, flu, cough and allergy. NOTTS covers treatment and integral pain.



[Learn more about BU2](#)

The strategic goal of this business unit is the consumer. It contemplates daily-use medicines for health care by way of channels that reach end consumers directly.

Our arrival in the United States started with VIVUNT. We created an operational structure for the approval of our product portfolio for the brands NOTTS and AXIM by the Food and Drug Administration (FDA).

Given the characteristics of the American market, we chose a Business to Customer Model (B2C) through digital sale (e-commerce). A Business Model was planned where the following had been taken into account: value proposal, stakeholders, activities and key resources, market segment, channels and relationship with clients, the costs and sources of income, and how all of these elements are interrelated, supporting one another, to create a profitable and solid business model.

In this off-line channel, a decision was made for retail points, where these do not have their own brands, thus involving an opportunity to introduce our products.

In the digital sale or on-line channel, its own e-commerce was chosen, as well as Amazon was chosen as the most appropriate platform. With suppliers approved by the FDA, we succeeded in providing as requested to meet commercial goals. With these launches in 2023, we aim at developing a new portfolio of products.

# Quality, technology and sustainability in oncology

## BU3: EUROPE

Vivunt Pharma Europe is located in the industrial polygon of Villadangos del Paramo, province of Leon, Spain. In this industrial complex we will manufacture sterile oncological medicines in lyophilized and liquid vials. We will offer the Contract Development Manufacturing service at the global level.

Our pharmaceutical plant complies with GMP international rules and procedures, and EMA and EDA Quality Standards. Installed technology comprises all of the production procedures and automated procedure controls (IPC). We guarantee

that our plants, equipment and procedures comply with the new Annex 1 EU GMP's (2022). Our works are expected to be done by the second semester of 2023, a time when we will make arrangements to obtain a classification and start producing at its top capacity.

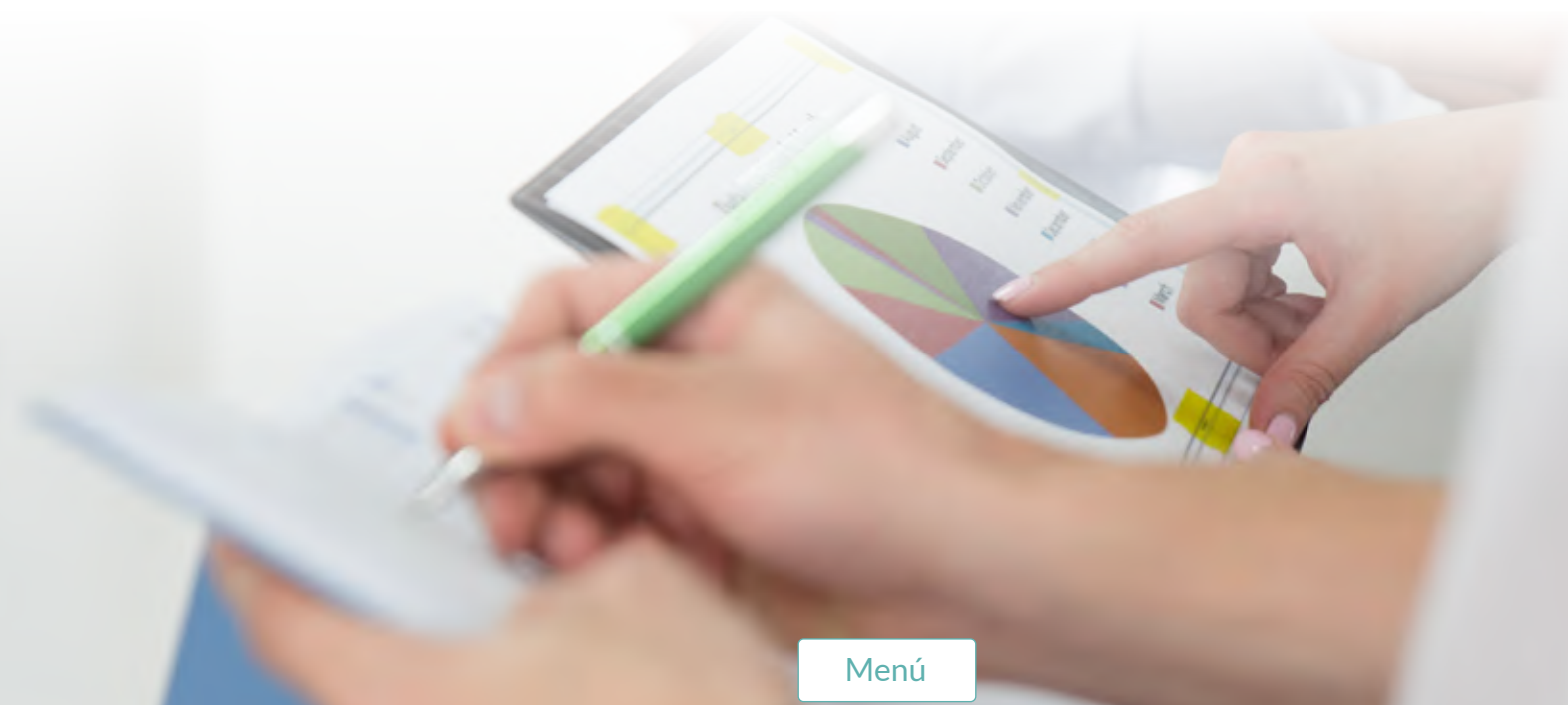


[Learn more about BU3](#)

# Economic Development

3-3

This period is characterized by sustained growth, which led to the evolution of the company, its milestones being as follows:



## Generated and Distributed Economic Value

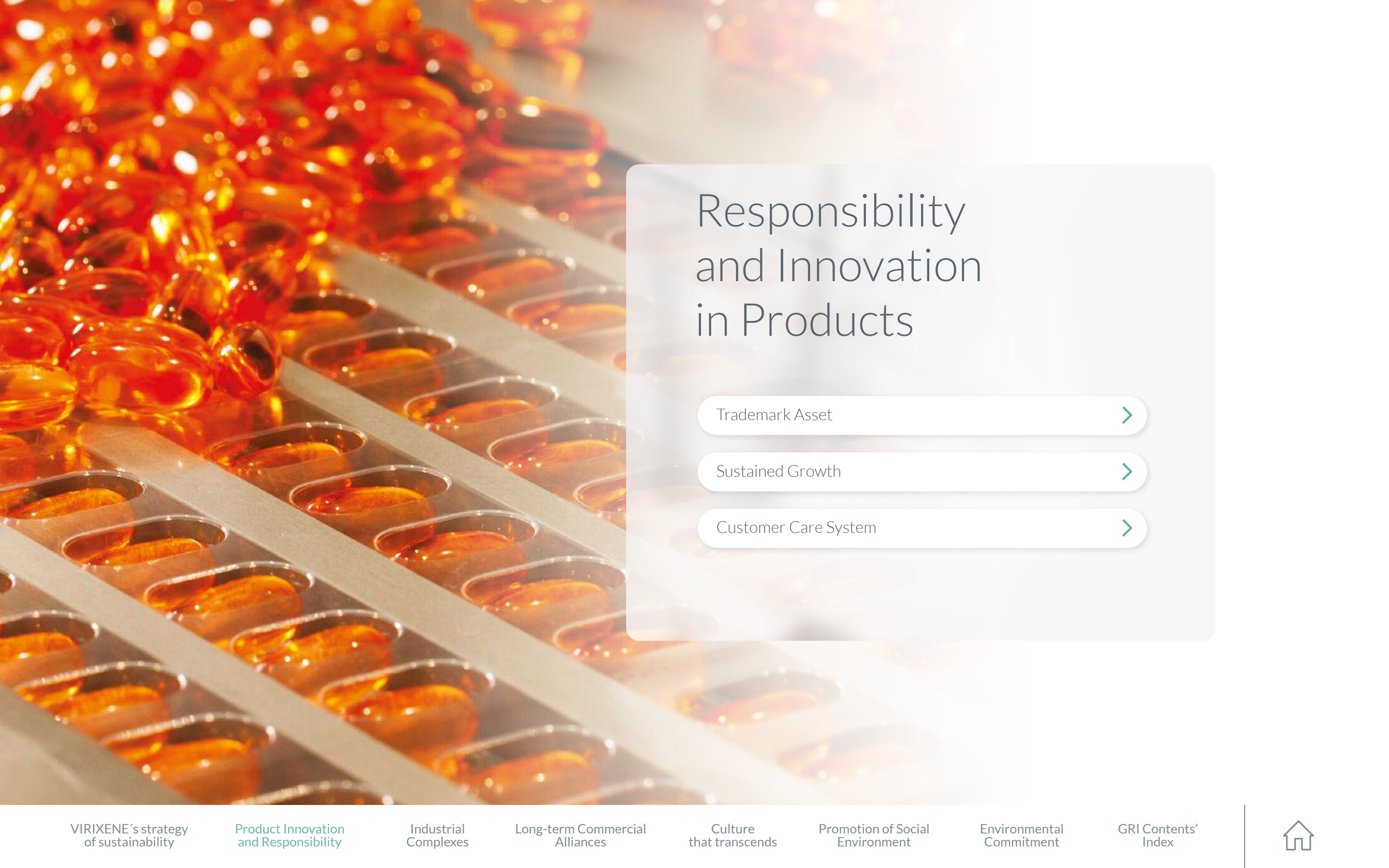
201-1

The information on creation and distribution of economic value basically shows how an organization has developed wealth for its stakeholders.

Below, there is a chart including such information:

Concept		U\$S 2021	U\$S 2022	Variations
<b>Direct economic value added</b>				
Income	From sales	34.049.779	49.800.718	46%
<b>Economic value distributed</b>				
Operating costs	Sales' cost	15.366.882	24.538.445	
	Operating costs	4.011.786	4.139.651	47%
	Exports' cost	44.019	232.361	
	MKT costs	1.011.564	1.164.537	
Wages and social benefits for collaborators	Wages, health insurance, insurance, retirement and benefits	4.798.983	5.288.083	10%
Stock payments to suppliers	Interests	2.687.132	4.732.244	76%
State-related Tax payments	Local, Provincial and National	655.063	876.095	34%
Total economic value distributed		<b>28.575.429</b>	<b>40.971.416</b>	<b>43%</b>
<b>Economic value retained</b>				
Direct Economic Value generated, less the distributed economic value		5.474.350	8.829.302	61%

Data suggested by the Authenticated Comprehensive Annual Financial Statements.



# Responsibility and Innovation in Products

Trademark Asset



Sustained Growth



Customer Care System





## Trademark asset

2-6; 3-3

Our corporate brands position us in the global market, through strategies developed for the purposes of providing more health and better life for people.





In mid 2022, we decided to implement a new classification in our brand portfolio, taking into account how these would be in contact with patients and consumers, which was called GTM Centric.

This newly adopted approach aims at building a brand for consumers, defining and managing clients in an effective way, and at building engagement all across the company, so that patients may live a breakthrough experience with our medicines.

### Consumer Centric

It is focused on building a brand in the minds of consumers. This strategy comprises the brands of SAVANT, such as FABOGESIC, FLUOROGEL, GRIPABEN and TOSTOP, and those of VIVUNT: NOTTS and AXIM.

### Channel Centric

Comprises brands demanded at the points of sale, through this channel, and those suggested by pharmacists.

### Price Centric

Oriented to medicines commercialized through drugstores or by way of institutions, where the brand's guarantee is that offered by the laboratory.



# Consumer Centric

It is focused on mid-term brand building, aiming at attaining a solid position in consumers' mind. This involves keeping consistency and continuous communication, using clear messages to convey a unique value proposal in relation to the brand.



### In Argentina, Bolivia, Paraguay and Uruguay

This strategy includes brands of SAVANT, such as FABOGESIC, FLUOROGEL, GRIPABEN and TOSTOP.



### In Chile and Colombia

We work with VIVUNT's brands NOTTS and AXIM.



# Fabogesic

¡El alivio va con vos!



Positioned as a reference for pain treatment. With its ibuprofen soft capsules, it has marked a difference and offers effective relief to consumers. Its image and communication have evolved, highlighting its quick action and constant presence in drugstores.

VISIT OUR WEBSITE

FOLLOW US

FOLLOW US



Menu

# Gripaben

UNA SOLUCIÓN  
PARA CADA SÍNTOMA GRIPAL



It has gained recognition in the segment of products for the relief of flu-related symptoms, standing out and strengthening its presence at the points of sale.

VISIT OUR WEBSITE 

Menu



# Tostop

Un expectorante para cada necesidad.



Consolidated as a reliable option for cough treatment.

VISIT OUR WEBSITE 

Menu



# FLUOROGEL

DIENTES SANOS PARA TODA LA VIDA



It has a history of more than forty years, which positions it as the most valued of our portfolio by consumers and dental professionals.

VISIT OUR WEBSITE 

FOLLOW US 

FOLLOW US 

Menu



Protects your family



A brand focused on the symptomatic relief from cold, flu and allergy.

Chile  
[Visit website](#)

Colombia  
[Visit website](#)

USA  
[Visit website](#)

[Menu](#)



# Relief above all



A brand focused on the integral treatment of pain.

Chile

[Visit website](#)

Colombia

[Visit website](#)

USA

[Visit website](#)

[Menu](#)

## Channel Centric

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It stands out for including brands demanded at the points of sale, through pieces of communication, or at the suggestion of pharmacists.

It includes the line of DERMATOLOGIA SZAMA and other brands of SAVANT, as ALMAXIMO, NUEVAPINA or MOTIONAL. The brands of Consumer and Channel Centric are more associated with a differentiation strategy.



# ALMÁXIMO

PLACER *INTENSO*

Large family for treatment of erectile dysfunction.



[Learn more](#)

# Nuevapina

Protege tu corazón

Contributes to the prevention of cardiovascular diseases.



[Learn more](#)

# Motional Lax

Equilibrio interior

Indicated for the treatment of occasional constipation with soft microcapsules of laxative action.



[Learn more](#)



## Trayectoria y futuro en Dermatología



The Dermatologic line SZAMA, with over 75 years of history, guaranteed by dermatologists, is oriented to the effective protection and a systemic approach to skin care.



[Menu](#)

## Price Centric

Oriented to medicines that are commercialized both through the pharmaceutical or institutional channels, which allows for a Business to Business relationship, where the guarantee of the brand is that of the laboratory. Applicable for Argentina, Bolivia, Paraguay and Uruguay, with medicines from the portfolio of SAVANT and, in Chile and Colombia, with those of the portfolio of VIVUNT.





## We continue growing in terms of products and presentations

Complying with the highest international quality standards, we apply innovation and technology in the production of medicines for the prevention, relief and cure of diseases.

All of our products are tested according to United States Pharmacopeia (USP) or Pharmacopeia of USA's international rules, which standardize the specifications for each medicine, guaranteeing that these are equal across the globe.

During this period, we got 35 certificates approved.





## Our Customer Care System (SAC)

2-25; 2-26; 2-29; 3-3

We have different communication channels used by customers to submit their inquiries. The Marketing Area collects all of the pieces of information and, having continuous improvement as a goal, it prepares the relevant reports and promotes actions for prevention and adjustment purposes.

### Communication Channels for Customers

SAC	2020	2021	2022
Registered Cases	721	975	1017
Customer Calls	97%	85%	81%
Consumer Calls	3%	15%	19%



#### Call center

0810-444-32267  
Orders, suggestions  
and complaints  
enter the SAC



#### E-mails



- USA
- Chile
- España
- Colombia

Personal Contact: entry of claims and requirements by sales executives.



# Industrial Complexes

[Industrial Complex in Argentina \(CIA\)](#)



[Industrial Complex in Europe \(CIE\)](#)



## Our industrial complexes

2-1; 2-6

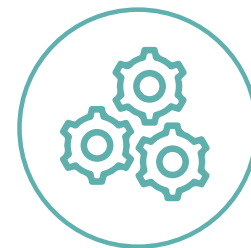
Our industrial complexes are located in Argentina and Spain. There, we maintain an approach oriented to quality, technology and sustainability. Our values guide our actions and push us to continue to be leaders in the pharmaceutical industry, contributing to the wellbeing of the society and to environmental protection.

Our commitment along 29 years has been to surpass ourselves, day after day, to provide medicines that allow enjoying an improved quality of life, based on our three fundamental pillars:



### Quality

Based on the strictest international rules, we guarantee excellence in our medicines.



### Technology

Our infrastructure includes the highest pharmaceutical industry technology.



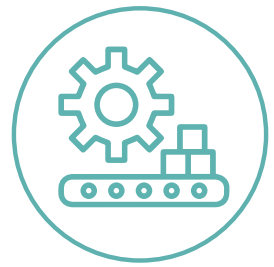
### Sustainability

We work in the sustainable development of our team, the community and the environment.



# Industrial Complex in Argentina (CIA)

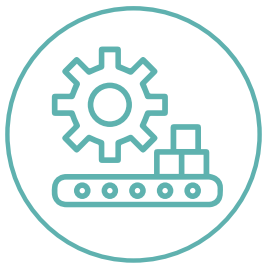
Its production supplies the markets of Argentina, Bolivia, Chile, Paraguay, Uruguay and Industrial Export Business (NEI). The Industrial Complex in Argentina (CIA), established in the municipality of El Tío, Cordoba - Argentina, in a site of 105,895 sqm. and comprises the following:



**Plant I**

It produces general solid and liquid medicines and more than 150 thousand units of soft capsules per hour, and has an annual capacity of 60 million units.

**Surface:** 5,975 sqm.



**Plant II  
Beta-lactam antibiotics**

It specializes in solid pharmaceutical forms, like coated tablets and extemporaneous suspensions, with beta-lactam active substances and associations including clavulanic acid.

**Surface:** 2.020 sqm.



**Development and Quality  
Control Laboratory**

It has Argentina's ANMAT (National Administration of Medicines, Food and Medical Devices) authorization and is used to perform quality controls on oncologic medicines, conducting specific analysis of quality control and microbiology.

**Surface:** 563 sqm.



**Liquid Effluents  
Treatment Plant**

It consists of a 40-feet-container, a receiving element and a tank that homogenizes the effluent. It complies with the effluents decree, within the standards established by Section 847 of the Provincial Administration of Water Resources of the Province of Cordoba -Argentina.

**Surface:** 250 sqm.





## State of the art investments

3-3

We continue making investments to improve our offer with cutting-edge technology. We have a new line for liquids, where the complete production process takes place, from drug-filling to labelling. Its startup allows us to offer a higher output and efficiency in terms of production, duplicating the number of manufactured products. Its premises required construction extensions at the plant, which expanded the covered area of the CIA premises.



New Line of Liquids  
**Investment**

**UD\$ 1,5 millions**

## Outstanding number

During the year 2022, we continued with the changes in the business strategy, focused on the optimization of its portfolio of products.



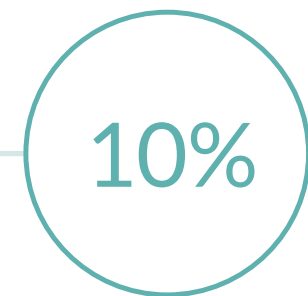
General growth of units produced (finished goods), in relation to 2021.



Increase in items produced.



Use of installed capacity.



Interannual increase of productivity.





## Industrial Complex in Europe (CIE)

The completion of the construction of the plant located in the industrial polygon of Villadangos del Paramo, Province of Leon, Spain, is planned for August 2023.

Its premises and equipment guarantee compliance with the new Annex 1 EU GMP (2022). Additionally, it will comply with the quality standards of EMA and FDA, as well as with the GMP international procedures and standards.

Data sheet	
Name	VIVUNT PHARMA SLU
Incorporation date	October 8, 2020
Total surface	11,250 sqm. surface (6 plots)
Commencement of works	May 2021
Approximate Investment	USD 20.000.000
Development of medicines according to European regulations	Available by end of 2023, early 2024, and FDA
Location	Manufacturing Center   Poligono Industrial V8 24392   León, España

# Project Evolution

2019

- Decision to invest in a pharmaceutical company with capacity to manufacture sterile oncologic medicines in a country with high health surveillance.
- Location selection for implementation purposes: Leon, Spain

2020

- Incorporation of the Spanish company VIVUNT PHARMA S.L.U.
- Purchase of the Industrial Plant at Poligono Industrial de Villadangos del Paramo, Leon.
- Development of project engineering.

2021

- The Environmental Impact License was obtained and the works for the Urbanistic.
- License commenced in September.

2022

- Approval of the ICE 21 Strategic Plans file -Board of Castilla and Leon for the development of 4 oncologic medicines.
- Approval of FEDER Funds-Regional Economic Incentives.
- Confirmation of compliance with regulations prior to the approval and entry into force of Annex 1EU GMP, which rules the manufacture of sterile medicines.
- Started developing 4 oncologic medicines. 80% work progress by the end of the year.

Perspective

2023

- Incorporation of professional teams for operational qualification purposes.
- End of work in May.
- Sterile operation certification in December.

2024

- EU GMP Certification.
- Technology transfer of development of our own medicines.
- Technology transfer of third-line drugs (CMO).

2025

- US FDA Certification.



## Automation Technology

In 2021, the technological equipment arrived from Argentina and China, which will allow for automation of all manufacturing and control processes (IPC) for high-potency and vigilance injectable medications. With this technology, the composition of vials is made under a containment isolator connected directly to

dissolution recipients (capacity: from 3 to 2000 litres), equipped with load cells.

The filling machine can complete up to 100 vials/min. Dimensions and capacities of tubular vials are in line with ISO No.: 8362, including 4R to 1000R. The lyophilizer of 10 sqm is equipped with

automated loading/unloading systems, CIP, SIP and DIP. Vials are pressed and washed externally before the tests of optical inspection and automated leakages are conducted.

## Positive Feedback

The news about the construction of VIVUNT's plant in Spain was very well received by the local media. Several communication means valued both the creation of high-qualified jobs, and the strong bet on the I+D region.

### The Board takes part in Vivunt's Pharma project in Villadangos

The project, in which we have invested 19 millions and which has created 60 job positions, has attained 70% progress.



Esther Muñoz visited the works at Vivunt Pharma in Villadangos del Paramo.

[Learn more](#)

### The manufacture of oncologic medicines in Villadangos will create 60 high-qualified jobs

At the Board, it has been stated that there are six I+D strategic business plans of special interest with a 31,4 million investment.



Works at the Polygon of Villadangos del Paramano. MIGUEL F.B.

[Learn more](#)

### Vivunt Pharma invests in Villadangos del Paramo

The company plans the creation of 60 jobs with this project, manufacturing oncologic medications in Leon.



Works at the factory in Villadangos del Paramo (Leon).

[Learn more](#)

### Our mission is to provide health through the prevention, relief and cure of diseases

Vivunt/Virixene has spent three decades devoted to health-related services, opening borders to improve the quality of life of people.



Works at the factory in Villadangos del Paramo (Leon).

[Learn more](#)



# International Quality Guaranteed

3-3; 416-1

We comply with the highest international quality standards all along the life cycle of our products, thus guaranteeing better health for people.

## Quality Indicators

The Management of the Plant in CIA is in charge of managing Quality Controls, Quality Assurance and Compliance with international rules of Good Manufacturing Practices (GMP), as well as of the Quality Assurance Program. The Management is also responsible for Production,

Maintenance and Industrial Logistics. Additionally, the area of GMP Compliance is in charge of controlling compliance with rules all across CIA and implementing standard operating procedures (SOP) to detect deviations or possible incidents that may be prevented or fixed.

## GMP Rules in practice

Through our auto-inspection program, we monitor compliance with GMP regulations for the purposes of defining

and deleting interferences in the process. External and Internal audits of critical points are key to make this program effective, on a regular basis.

## Measurement and follow up

To check the consistency of the process, an Annual Product Review (APR) will be conducted, based on the compilation and exhaustive analysis of trends in results, and information obtained from products and its manufacture, such as production

documents, release details, stability data, complaints, etc. All that data is extremely helpful to assess certain risks and define changes, be these related to specifications or production, or to controls made to efficiently guarantee Quality Systems, aligned with industry requirements. This assessment is conducted in supplemental form to auto-inspection.

# Long-Term Commercial Alliances

[Integrated Value Chain Management](#)



[Composition of Vendors](#)



[Transparency in the relation](#)



[Approval and Qualification](#)





## Integrated Value Chain Management

3-3; 2-6; 2-29; 205-2

Creating a supply chain to accompany each VIRIXENE process is a practice that we have successfully implemented along these years. This was achieved thanks to a change in the management of vendors, which allowed us to have an integrated vision of supply at all of our subsidiaries, from placement of orders for materials to delivery of finished products.

With this change, we can conduct a detailed follow up of all needs at every business partnership, acting with anticipation and, above all, strengthen a lasting relationship with our vendors by way of commercial agreements that may prioritize quality, price and term of payment.

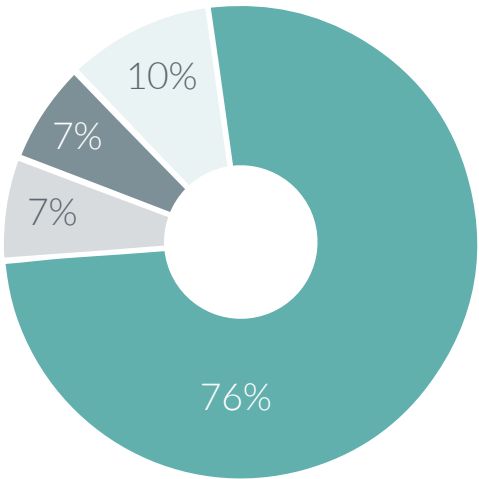


# Composition of our Vendors

2-6

We had 113 suppliers in 2022, an additional 2%, compared to the previous year.

Percentage of Suppliers country-wise by 2022.



- 76% Argentina
- 10% Other countries
- 7% China
- 7% India

It is important to point out that the Industrial Complex in Argentina absorbs the highest number of annual purchases, since the construction of the complex in Spain is still in progress.

Suppliers Origin-wise



**76% are from Argentina**

As far as possible, we seek to include local service and influence area suppliers for our Industrial Complex.

**24% are worldwide**

Mostly imported from Europe, China and India, our APIs, Excipients and finished products (contract manufacturing).

Category-wise	
Products	Services
Cases	Telephone
Aluminiums	Bioequivalence Development
Labels	Energy
Containers	Outsourcing
Active Ingredients and Excipients	Logistics
PVC - OPA	Customs Agent
Leaflets	Legal advice and others
Finished Product (contract manufacturing)	

# Quality assurance audits

3-3; 308-1; 308-2

The Annual Supplier Audit Plan allows for assessing certain features of products or services. The Plan has been set forth together with the Purchase and Quality Assurance. To prepare it, we have focused on both supplies' criticality and rating frequency.

Audits are led by the Quality Assurance area, and are conducted both in person and virtually, with the prior request of documents from suppliers that, among others, include the ISO or GMP Certificate -as applicable-, and the Certificate of Environmental Sustainability, especially if those are international.

We consider that a supplier is eligible to work with us when the outcome of the audit is positive in the three dimensions comprised in our rating matrix:



## Suppliers' approval and rating

3-3; 2-26; 2-29; 414-1; 414-2

Our suppliers are controlled through several programmed activities which guarantee that quality is maintained by way of a Pre-Audit Questionnaire for Suppliers' Approval and Rating that is applicable to newly selected suppliers and also to existing ones, that may have an impact on the quality of finished goods. These may be active ingredients (API), excipients and packing materials, as well as service suppliers.

Among the tools we use to control our chain of supply, there are the following:



### Direct communication

Our communication channels are always available for direct contact. In this manner, our management is more efficient and our relationship is solid.



## SOCIAL IMPACT

*The social environment goes beyond the limits of organization and involves the community where it is launched. It involves collaborators, customers, members of the society and other stakeholders. It covers health, education and quality of life. It refers to wellbeing, equality in relation to the access to resources and opportunities, as well as the inclusion of members of the society, customers and other stakeholders, in a fair and equitable manner.*





# Culture that transcends

- [Our humanresources >](#)
- [Occupational health and safety >](#)
- [Training to create healthy environments >](#)
- [Assessments to improve and take action >](#)
- [Commitment recognition >](#)



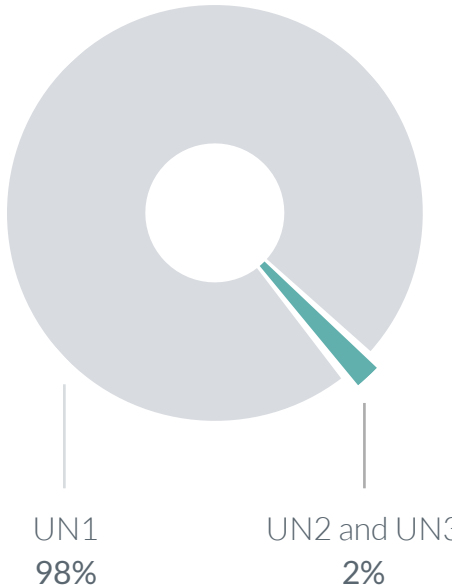
# Our Human Resources

3-3; 2-7; 405-1; 405-2

Year after year, we continue to grow at our different business partnerships, expanding the culture of Virixene around the rest of the world.

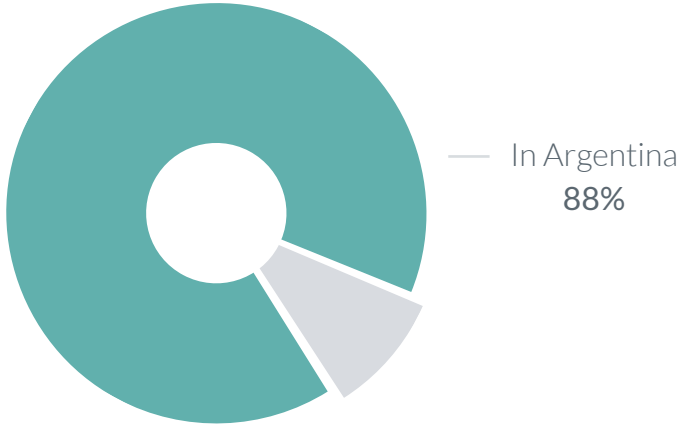
251 Collaborators make VIRIXENE, every day

98% at BU1, and 2% at BU2 and BU3.



88% of our team works in Argentina

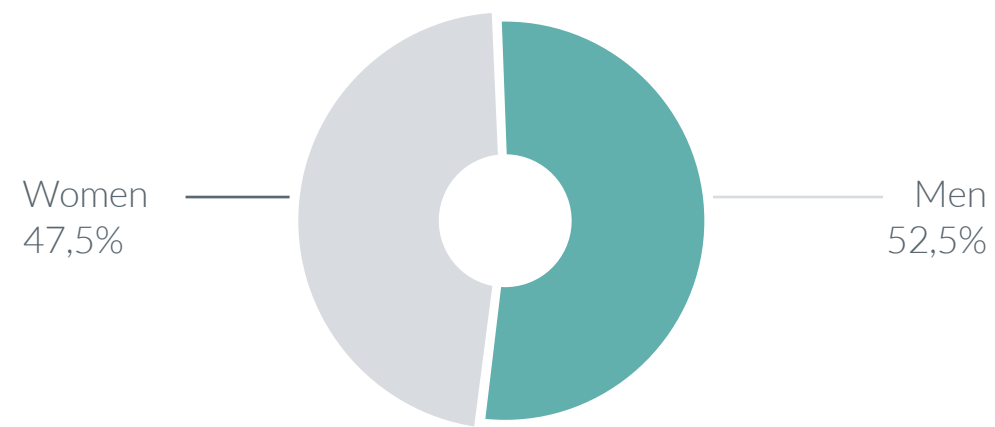
Especially at El Tío, Cba.



70% comprises the range of ages between 31-50 years old

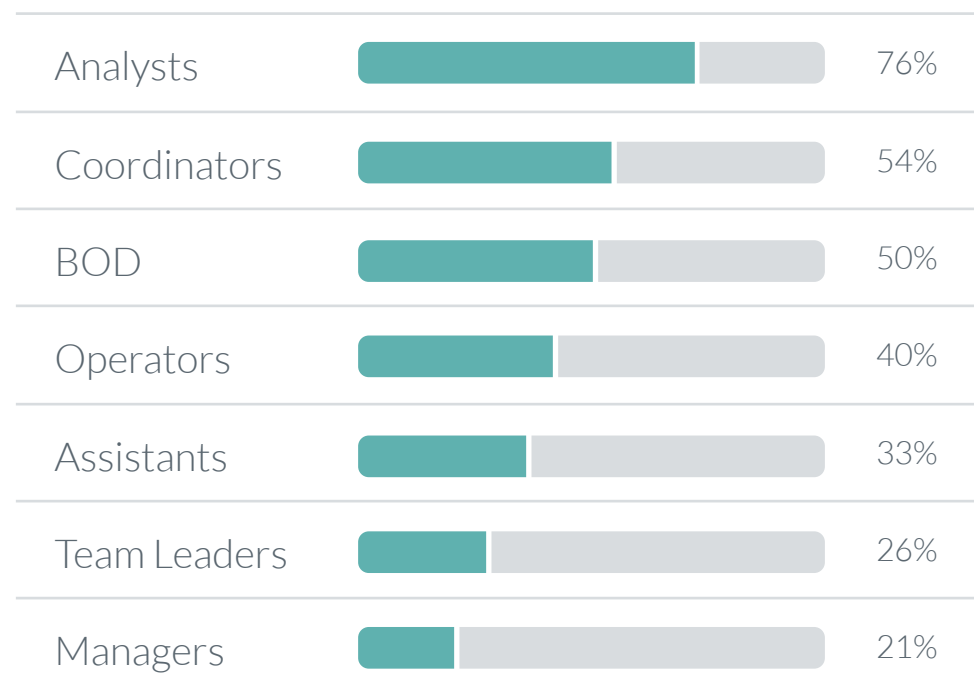


### 47.5% of our collaborators are women



### Participation of women in occupational categories

Most significant participations are those of Analysts, Coordinators and BOD



The data shown, relating to corporate staff members, are divided into women and men, given that no person has stated to be of a gender other than those, or chose not to disclose it.







# Management of our talents

2-26; 2-29; 3-3

The composition of our international corporate team posed the challenge of assuring the effective transfer of the organizational culture along our search and selection of collaborators in the countries where we are establishing new teams.

We continue to challenge ourselves to grow in a sustainable manner, reaffirming the strategy of change management that positions us as an innovative company, both in relation to our operations and also in relation to the management of our human resources.

And we do so by taking specific actions, but also under regulatory policies requiring respect for diversity and equality of opportunities.



### Recruitment, Selection, Induction and companionship Policy

For new hires



### Pay Policy

It guarantees internal equality and market competitiveness, improving our agreements on the basis of performance.



### Appreciating moments together

After the Pandemic, when we could leverage the digital transformation of the company, we started organizing new meeting spaces for our teams, with a hybrid modality for those positions allowing for that, for the purposes of strengthening relationships and promoting our culture. We organized physical meetings with those who work near the CIA, where we welcomed our new hires both from Argentina and the Region. In the case of those teams located in other provinces and/or countries, our meetings took place at coworking spaces.

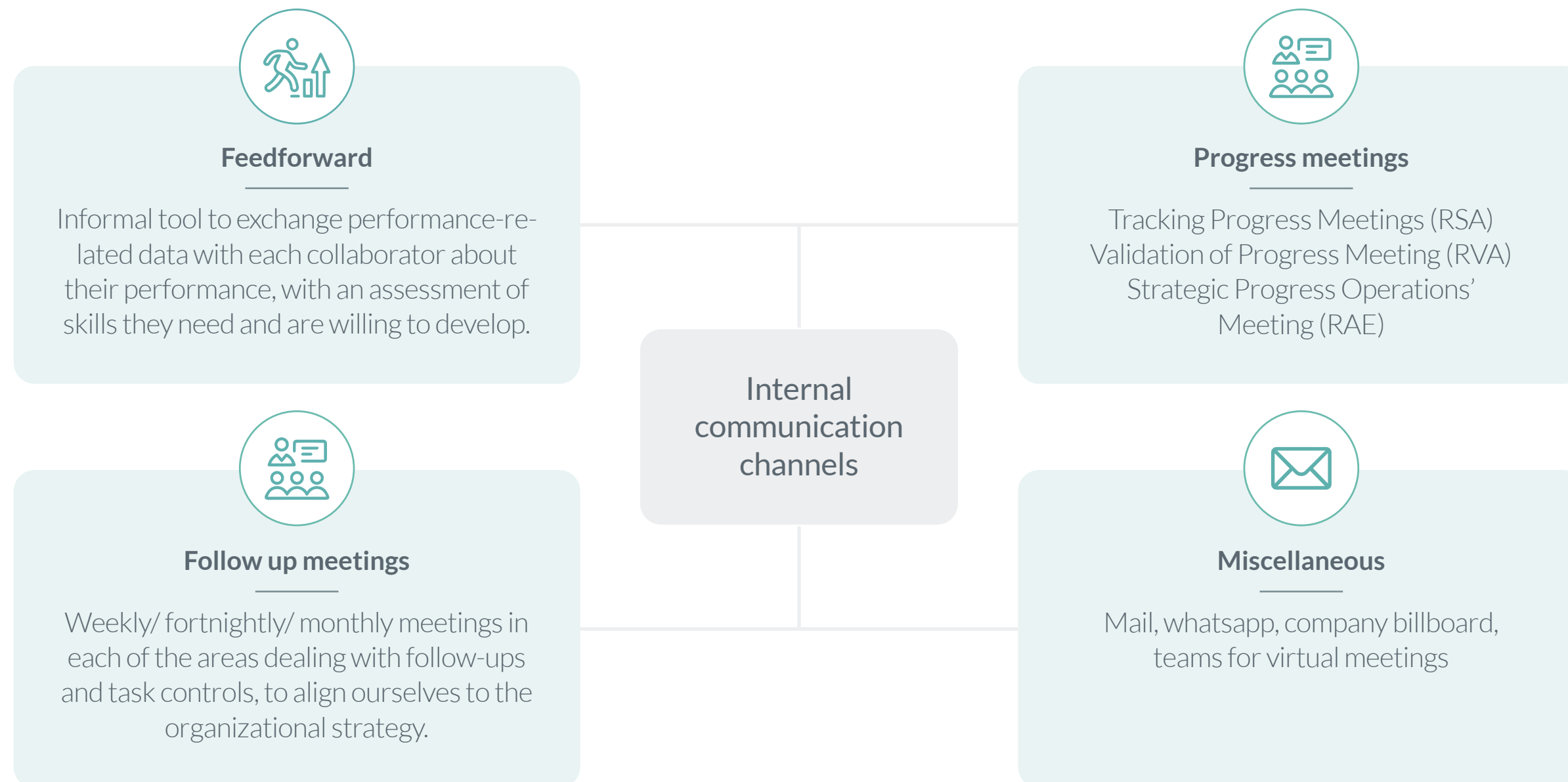
### We lead by active listening

We work hard to maintain and continue to expand the culture of VIRIXENE in each region by way of leaders who strongly support and share our values with their teams. Thus, active listening and conversion building occupy a leading role in the relationships we engage in, which allows the area of Human Resources to pay special attention to the individual status of each person, their needs, feelings, and desires. By the time this report was prepared, we implemented the Performance Management Cycle, a tool that allows us to assess

values and strategic skills as well as roles involved in a position. Thus, we have been able to visualize trends related to the performance of collaborators and to design an action plan to overcome this. Additionally, it is very useful to offer feed-forward as an input for the development of collaborators so that they may visualize the future and focus on improving on a daily basis, through an epitome of positivity and self-improvement.

## We Express Ourselves through Our Communication Channels

We give relevance to our internal communications by way of open communication channels, to offer freedom of action and expression to our collaborators, aware of the fact that each one is responsible for attaining their goals, in line with the corporate strategy.



## We Take Care of Health and Safety

3-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-8

We have an Occupational Safety and Health Area (OH&S) focused on taking care of our work teams, and the specialized advice of an external consultancy firm. This area is in charge of the following tasks:

- Safety management.
- Analysis of work-related risks.
- Drafting reports and reports of compliance with legal undertakings.
- Training and educating collaborators.
- Conduction of preventive examinations.
- Investigation of incidents.
- Monitoring processes by way of inspections and testing.



## Care Planning

Our Annual Health Plan is our guideline to integral health protection and also to the wellbeing of our people, and includes statutory regulations. The Plan is implemented following a schedule and also with the participation of our team of health professionals. We have a physician at CIA every day, and we organize monthly meetings with an occupational physician to discuss certain issues where the following areas take part: Human Resources, Plant Management, OH&S, and Health Department.



**Internal ActivaRSE:  
Free-of-charge  
Medication Delivery**



**Control and load of  
daily absenteeism  
and home control**



**Occupational Risk  
Insurers' (ART)  
Management**

## Prevention as the first step

The Medical Department is in charge of preventive medicine by conducting annual assessments, Occupational Risk Insurers' management; medical consultations with the occupational physician, anytime, be it in person or virtually; and together with OH&S it conducts absenteeism/study controls at work-related positions.

Risk management is organized per area, together with their teams. The idea is to educate and maintain a culture in terms of safety.

## Risk Identification at CIA

For the identification and assessment of occupational risks, we use a systematic procedure at each of our employment positions, giving permanent feedback, thus allowing us to identify the most significant risks, analyzing preventive and corrective actions together with our collaborators.

Although we lack high-accident rate areas, we have a procedure to respond in the event of accidents.

## Training to create healthy environments

3-3; 404-1; 404-2

We want our people to grow and develop both at the personal and professional levels, to share and experience the cultural principles and values we believe in.

Running a business with a health-related commitment requires us to be fully qualified, both for the purposes of manufacturing quality drugs and attaining strategic goals.

Therefore, the manufacturing area constantly updates its knowledge in connection with the Good Manufacturing Practices (GMP), and develops an annual training plan together with Human Resources.

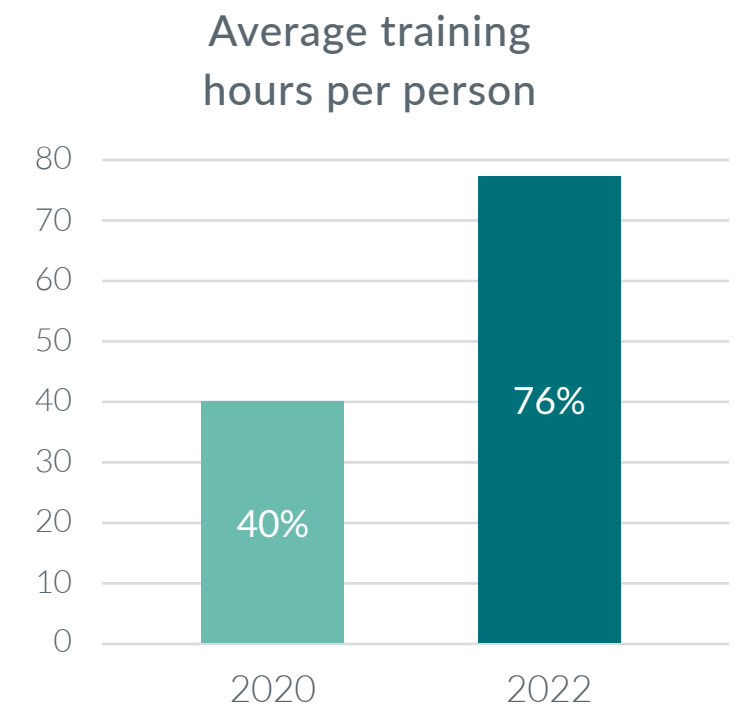
The rest of our team members are trained and guided by their own leaders in the performance of their tasks. They have external consultancy professionals to work with, aligned with the goals of each area, as required, and are subject to continuous training for problem resolution purposes.

In 2022, each person received, in average **76 hours of training**

118 collaborators were trained

47% of the workforce

59% were women



The Annual Training Plan includes trainings in different areas, among which the following are included:

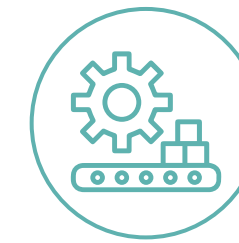
- General Rules of Hygiene and Safety
- Emergency Procedure - role
- Use and Maintenance of Personal Protection Equipment
- First Aids
- Ergonomics
- Leakage Control
- Collection, Treatment and Final Disposal of Waste
- Operation of Emergency Eyewash and Safety Showers

In relation to the technical aspects, some of the issues approached during the training programs included:



**Laboratory**

- Quality Control
- Microbiology



**At the manufacturing area**

- Laundry
- Packing
- Blistering
- Compression
- Dosing
- Encapsulation



## Assessments for improvement and action-taking purposes

2-26; 3-3; 404-3

We use tools to assess ourselves as a company and to recognize performance of people representing us, aiming at the prevention and detection of problems, defining actions to improve our organizational climate, quality of life and professional development. These are as follows:

- Performance Management Cycle
- Staff Involuntary Turnover Index
- Work Environment: ISE-ISD

We offer a friendly work environment because we know about its importance for individual and collective performances, and we value the commitment of those comprising VIRIXENE. The Work Environment Survey<sup>1</sup> we conduct every year allows us to learn about the perception of our staff members according to the **Favorable Satisfaction Index (ISE)** that achieved 83.5% and the **Direct Satisfaction Index (ISD)** with 80%, surpassing the results obtained in 2019-2020.

2019-2020 Report

## Performance Management Cycle

Since 2020, we work in a new Performance Management Cycle applicable to new occupational terms and conditions to achieve the following:



Development of skills, abilities and cultural aspects to optimize the performance of collaborators.



The creation of a model to carry out in a continuous and systematic manner the goal to contribute and deal with specific issues with those in leading positions.



<sup>1</sup>In 2023, we are working with another segmentation for Cluster: BU1, BU2, BU3.



# Recognizing commitment

401-2

It is part of our philosophy to appreciate and compensate for the commitment and efforts of our teams. We recognize that the needs and regulations may vary depending on the geographic location; that is why we make an effort to offer specific benefits that are adequate for each country where we operate.

These are some examples

### Flexible hours

Procedure in line with entry and exit time frames.

### Vacations

21 days after a 6-month-period working for the company.

### Net pay guaranteed

For staff outside of collective agreements in Argentina.

### Private medicine

Private agreements to access private coverage for those who are outside of collective agreements in Argentina.

### Dining service

Lunch and snacks for team members of CIA and Logistics Operator.

### Lactation room

For CIA collaborators





# Promoting social development

[ActivaRSE](#)



[Educational and healthy actions](#)



[Supporting childhood and female leadership](#)



[Donations](#)



[Alliances for the community](#)



## Promoting social development

3-3; 203-1; 203-2; 413-1; 413-2

### Managing our investment in the community: ActivaRSE

Our Social Responsibility actions fall within the scope of the ActivaRSE Program, which we have used to carry out activities to promote health and education in our closest communities.

### Taking Action Together with Junior Achievement

Our commitment towards sustainability involves fostering child and adolescent's development and education in the locations where we operate. Therefore, we accompany Fundación Junior Achievement Argentina, Bolivia and Uruguay, in different programs focused in the future formation with a proactive and entrepreneurial spirit.

Results obtained from the two programs carried out in 2021	
106 students	3 schools
3 argentine locations	4 volunteers





## For the future

In 2021, we accompanied young people to build their future by way of the Program called “Plan your Future”. Through this program, we provide self-knowledge tools for the development of socio-emotional abilities that may train the young for the working world. In this manner, adolescent protagonists may project themselves, set goals and visualize their life project.

Some of the topics covered were: soft skills, interests and qualifications, personal introduction, attitude for work, etc.

## 4.0 Skills in the Spotlight

We accompany high school students in soft-skill-teaching, aiming at making their first steps in programming with interactive activities and, additionally, for the purposes of making them aware of the importance of careers in Science,

Technology, Engineering, Arts and Maths, in English STEAM (Science, Technology, Engineering, Arts and Maths).

## With our heroes and heroines

Like every year, we accompany this Foundation in its wonderful Heroes’ Night.



## - Mes de la niñez -

Te invitamos a participar del concurso por el Mes de la Niñez.

Para participar tenes tiempo hasta el 19 de Agosto para enviar a [capitalhumano@savant.com.ar](mailto:capitalhumano@savant.com.ar) una foto tuya de tu infancia junto a una foto de tu hijo con la misma edad.

Allí detallá nombre, apellido y edad por favor.



¿Hay similitudes? ¿jugaron a lo mismo? Te proponemos divertirte buscando junto a él similitudes y diferencias.

También te pedimos que nos cuentes: ¿Qué harías si pudieras viajar en el tiempo y fueras niño otra vez?



Premios concurso "Mes de la niñez 2021"

- 1° Catalina (1 año). **Papás:** Daniel Bonaldi y Eliana Sosa (Complejo Industrial).
- 2° Sofia y Ana Paula (3 y 5 años). **Papás:** Martín Cabral y Jaqueline Brochero (Complejo Industrial).
- 3° Ignacio y Bautista (6 años). **Papá:** Héctor Tolosa (Complejo Industrial).

¡Gracias a todos por participar!

**VIVUNT**

Premios concurso "Mes de la niñez 2021"

- 1° Catalina (1 año). **Papás:** Daniel Bonaldi y Eliana Sosa (Complejo Industrial).
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- 3° Ignacio y Bautista (6 años). **Papá:** Héctor Tolosa (Complejo Industrial).

¡Gracias a todos por participar!

**SAVANT** +25 AÑOS  
Más salud, mejor vida.

## Childhoods at the heart

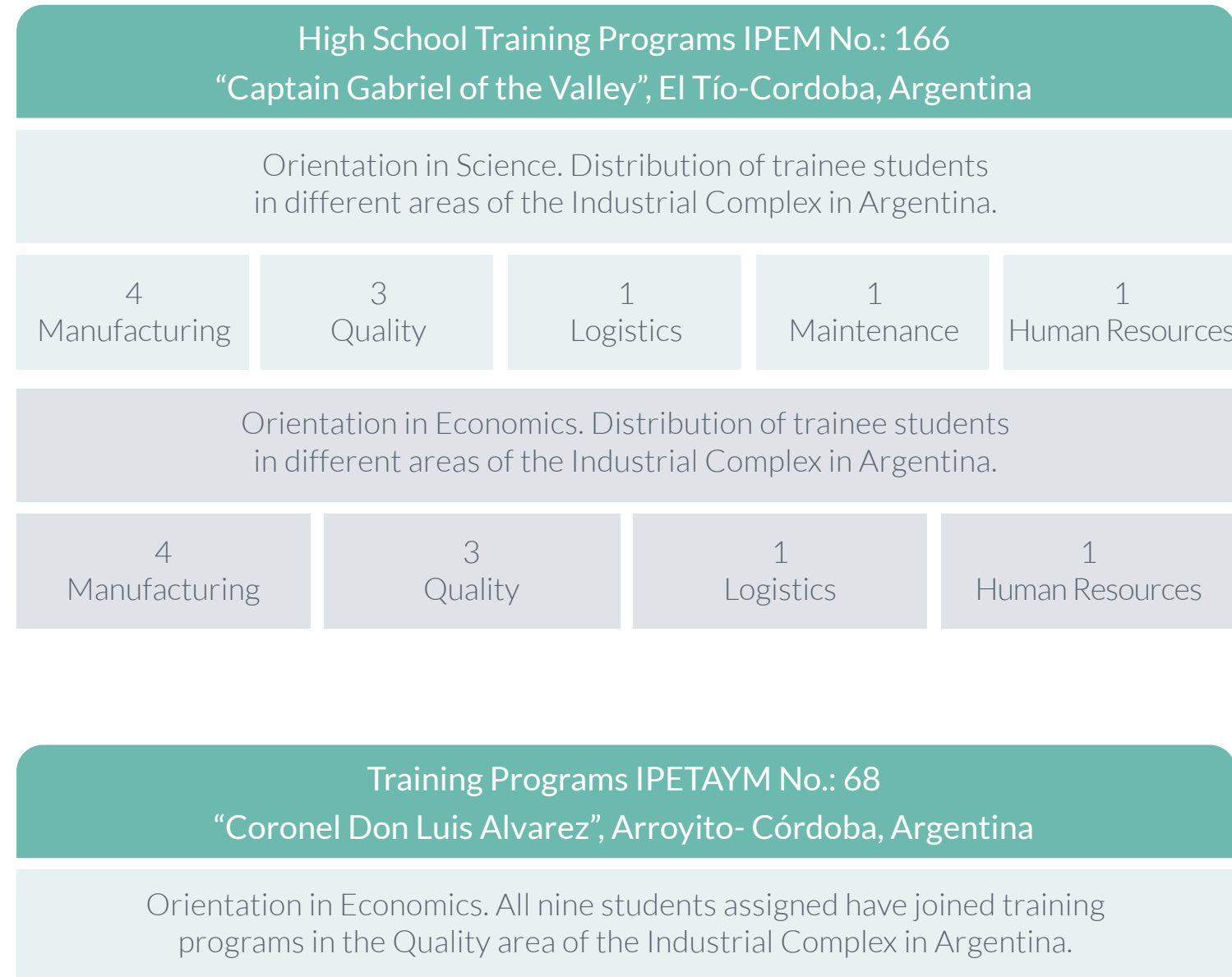
Childhood Month has always been a reason for celebration for corporate teams and, this time, it has been a key factor, since we have left the Pandemic behind. Thus, along the entire month of August 2022 we launched a contest inviting collaborators from SAVANT and VIVUNT to share pictures and experiences to recall our childhood. On the celebration Day, winners have been identified, as per the greater number of Likes received.

Additionally to these internal activities, all these years we have participated together with the Municipality of El Tío-Cordoba, Argentina in different activities devoted to educational institutions. Our team of volunteers offers all their commitment to entertain and make children smile.

## Learn by Working

Convinced that the best way to learn is through practice, in 2022 we opened all the doors of our firm to offer more and better opportunities to students.

Together with schools at El Tio and Arroyito, the Training Program worked successfully for over 25 young students who learned about Science, Economy and Chemistry from work, and also from the professionalism and experience of our talents.



## More visits to the Industrial Complex in Argentina

In 2022, we received Chemical Technicians from Universidad Nacional del Litoral at our CIA, who visited us to learn about the operation of our plant and the work of our talents at SAVANT. Additionally, they learned about activities and challenges related to areas such as Manufacturing, Maintenance and Human Resources.



**We received  
15 professionals**

## Empowering Women in the Southern Cone

Fundación Voces Vitales (Vital Voices Foundation) also engaged, in this period, in our sustainable commitment to empower women to occupy leading positions and, above all, our leading women who are the main character in this challenge aiming at gender equality. With programmed activities for two years, women from different countries from the South Cone, with different roles and functions, shared experiences, knowledge and contacts to improve their skills and ventures.

Among the most relevant actions, there is the traditional Voice Mentoring Voice conducted in Argentina, Bolivia, Chile, Paraguay and Uruguay, Leading Women from the South Cone- Sub 39 and +40 Edition, Workshops' Cycle, and conferences together with Ser and other firms like Disco, "She Makes History" Program with Facebook, etc.



Additionally, in 2022, we supported the 14th Annual South Cone Vital Voices Conference as sponsors, which included the participation of world leaders who offered their testimonies:



Fabiana Herrera, CH Manager; Yamila Rojas, CH Team Leader, and Veronica Gregorio, Plant Manager in Argentina.



## Donations for those who need it most

We maintained our donations to different organizations that require our support by delivery of medicines and learning material.

- Computing Equipment for Hermanas Mercedarias de Arroyito School.
- San Ignacio Campaign, so that more than 2,500 talented young students who are willing to study may receive Quality- Ignatian Education.
- Mobile Phones that, given that education is ruled by technology at present, are of great value for adolescents to continue their studies.
- Medicines for San Pantaleon Foundation, in Buenos Aires, and for the health center at El Tío, Cordoba.



## Alliances with the community

2-28

We work together with different organizations in our capacity as members. We support their goals, share them and help them to have visibility in the community.



[Learn more](#)

### YPO (Young President Organization)

Global network for young entrepreneurial leaders, with approximately 24,000 members in more than 130 countries, who participate, learn and grow through this networking platform.



[Learn more](#)

### Endeavor

NGO that aims at contributing to the development of the country through the promotion of entrepreneurial culture, identifying high-impact business and offering strategic counselling, so that their firms may have a greater presence in the market.



[Learn more](#)

### Junior Achievement

International NGO that trains young people for future jobs, by way of practical training programs and making their entrepreneurial ideas grow in a manner as to guarantee a better quality of life for them, their families and communities.

[Menu](#)



### Municipality of El Tío

We work together with the Municipality in different projects for the local community, with an impact in two pillars: health and education.



### Scholarship Funds from UCC

Charity contribution to the Scholarship Funds from Universidad Católica de Córdoba, which allows talented young people with no economic opportunities to access a professional, integral training program.



[Learn more](#)

### Voces Vitales Argentina

Participation in different actions, together with the foundation, aiming at promoting women's leadership as an engine for economic, political and social progress for the entire community.



[Learn more](#)

### Community and Family Medicine Center San Pantaleon

The Community and Family Medicine Center San Pantaleon is a program of the Foundation MF (Family Medicine) that conceives patients from a family, community and social-related perspective. It aims at improving the health situation of the population beneficiary of Bajo Boulogne (City of Buenos Aires, Argentina) through Primary Assistance, thus focusing on the prevention of diseases, health education and promotion. Donations of medicines are made upon request by the institution.



[Learn more](#)

### Industrial Union of Cordoba

Business Union Entity of second grade that gathers all industry sectors in Cordoba, thus involving all area-related inquiries, and allowing for debates related to municipal, provincial, national and official rules, including those of de-centralized bodies at the three levels, which have an impact in the manufacturing activity in general. Active members.



[Learn more](#)

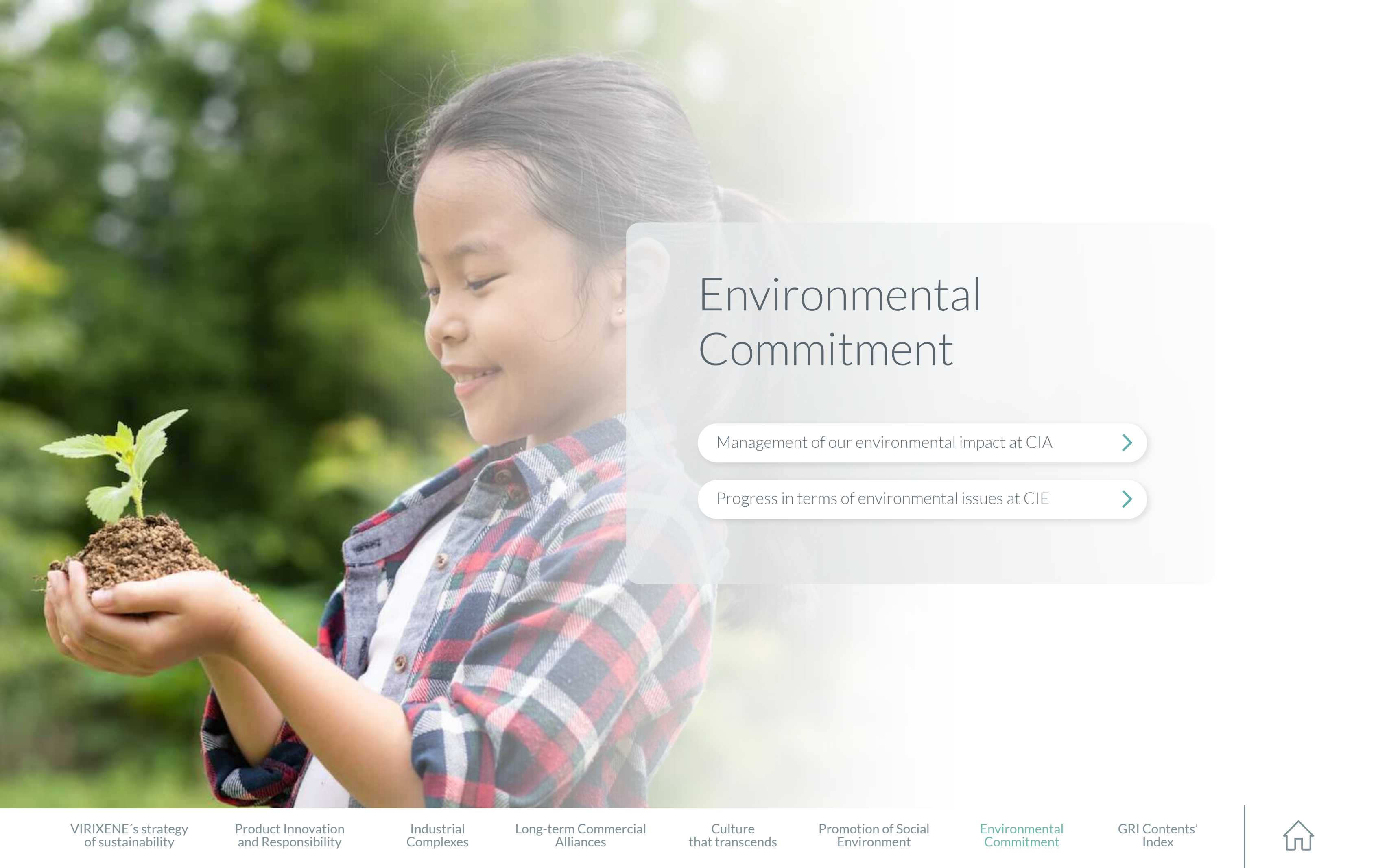
### Comunidad Empresaria

Private, non-for-profit organization composed of a group of businessmen focused on making a space for meeting up and discussing reality.

## ENVIRONMENTAL IMPACT

*The environmental field makes reference to the relationship between people and their natural environment. It involves aspects such as the protection of human resources, among others. It aims at guaranteeing that human activities preserve the habitat capacity to support life in the future. The firm must make sure not to allow for negative externalities that may affect the environment.*





# Environmental Commitment

Management of our environmental impact at CIA



Progress in terms of environmental issues at CIE



# Management of our Environmental Impact at CIA

3-3

Each project we start contemplates an environmental assessment that allows us to diagnose and minimize the impact it will make.

Our Environmental Policy is continuously revised, to adequate it for the expansion of new businesses, complying with environmental regulations and the commitments we undertake in relation to each stakeholder.

Commitments undertaken
To teach, train and engage our collaborators.
Considering the ecoefficiency of transactions and products.
Providing a safe and healthy workplace.
Fostering the enforcement of good environmental practices among our suppliers.



Communication



Relationship with the Community



Learning and Training



Responsibility and Leadership



Risk Management and Assessment



Compliance with the Law



Continuous Improvement



Contingency Management



The Environmental Management Plan allows us to work with indicators to assess our performance and make decisions to minimize our impact.

Environmental investment and expenses	2017	2018	2019	2020	2021	2022
Investment in environmental consulting, improvement of projects and reports of environmental compliance.	22%	4%	13,5%	19%	37%	22%
Safe removal and disposal of generated waste.	78%	96%	86,5%	81%	63%	78%
Investment in machinery and equipment that involves environmental improvements.					USD 372,000 (Liquid effluent treatment plant)	

## Water and effluents

3-3; 303-1; 303-3; 303-5

The water we use both for industrial processes and domestic purposes is derived from a perforation in the premises (underwater) and the local home network. The intensity of water consumption as per Produced Equivalent Unit has remained stable along the last years.

Years	m3 (consumed)	Produced Equivalent Units	Intensity of consumption in m3/PEU
2019	1.503	2.175.148	0,00069
2020	1.135	1.642.890	0,00069
2021	1.885	2.728.279	0,00069
2022	4.821	6.978.049	0,00069





## Treatment of Effluent Liquids

303-1; 303-2; 303-4

The start-up of our new liquid effluents treatment plant implied attaining the highest environmental standards, required for our industry, for CIA, and complies with the framework set forth under 847/16 of the Provincial Administration of Water Resources in the Province of Cordoba, Argentina.

In our constant search for growth in a sustainable manner, we have always kept in mind the adequate management of waste. Our effluents treatment system, that differentiates effluents according to their origin, be these industrial or sewage effluents (associated to the production process), was at its full water and health-related capacity and would not have supported future flows of waste effluents, if the production capacity

had been increased.

This being the scenario, we decided to build a new Liquid Effluents Treatment Plant that allows us to conduct an adequate effluent purification within the leakage limits set forth under Decree No.: 847/16 of the APRHI.

Thus, we took another step ahead towards evolution in a sustainable manner, and we are ready to meet future requirements in terms of regulations.



The plant has 250 sqm



It required a total investment of USD 372,000



# Opening of the Effluent Liquids Treatment Plant





On the occasion of the inauguration of the liquid effluents treatment plant in CIA, we invited some of the families of our collaborators to take part in this event, bringing a drawing related to the environment.



Watch video



Additionally, each family planted a native tree and received a pencil that can be planted so they can do the same at home or encourage other people to do a similar action.



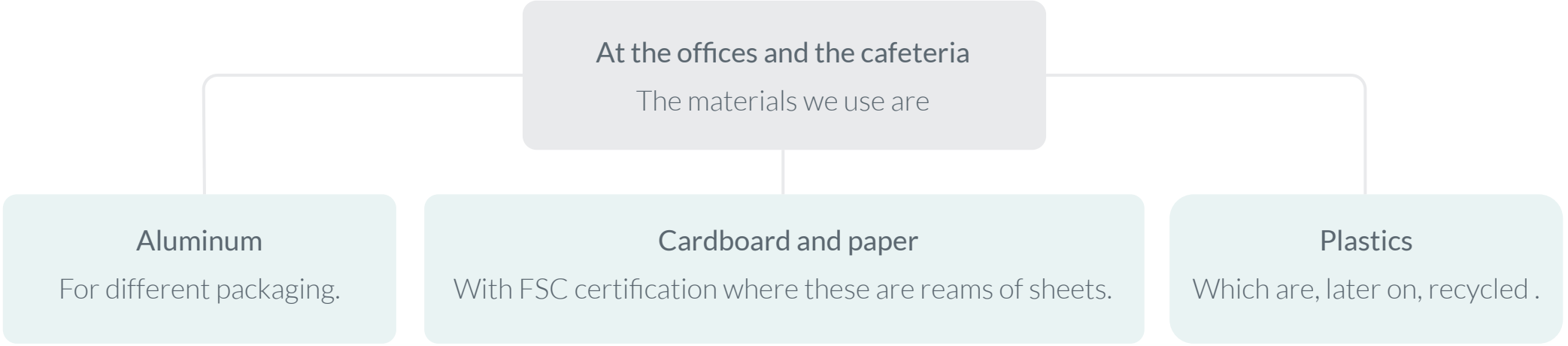
**22 new trees offer shelter to CIA**  
11 plum trees and 11 lime trees

## Packing materials and non-productive materials

3-3; 301-1

We classify our materials and supplies by work area: primarily manufacturing, and then offices and cafeteria. To manufacture our medicines at CIA, we use active ingredients and excipients such as key materials, plastic, paper, cardboard and aluminum for packaging purposes, classified as follows:

	Primary Packaging	Secondary Packaging	Outer or Tertiary packaging
Description	It refers to materials that are in contact with the product.	This is the outer packaging that protects the product in its primary packaging	These are containers designed to contain, collect and secure a large number of products already packed in their secondary packaging.
Features	These containers guarantee the protection and integrity of products, making sure that these are fit for consumption.	These containers add an additional layer of protection and facilitate product handling.	These containers are especially important along the transportation and storage processes, since these must be stable and allow for load compaction to maximize room.
Examples	Common examples include: blisters, bottles and tubes. Additionally, primary containers must also include essential information such as the expiration date.	Examples of secondary packaging include: boxes and cases, that help group and organize several individual products.	Corrugated cases are manufactured with resistant materials and are usually approved to guarantee quality and safety.



Main supplies and materials	Recyclable	Non-recyclable	Thousands of Kg. 2018	Thousands of Kg. 2019	Thousands of Kg. 2020	Thousands of Kg. 2021	Thousands of Kg. 2022
Active ingredients		○	318,82	278,5	292,2	215	258
Excipients		○	332,8	167,2	300,1	233	380
Primary Packaging	○		392,02	5.349.018 un	3.300.159 un	33.701	29.399
Secondary Packaging	○		471,13			54.594	94.465
Tertiary Packaging	○		211,95			7	43
Plastics	○		394,38	44.826.002 un	7.490.625 un	6.819	13.007
Paper and cardboard	○		521,57			2.786	4.717
Aluminum	○		415,87	110,14	146,49	69,2	34

In short, the appropriate treatment at the end of the lifecycle of supplies and materials implies recycling practices for recyclable materials and making an ade-

quate final disposal of non-recyclable materials. This contributes to the sustainable management of waste and protecting the environment.



## Waste Treatment

3-3; 306-1; 306-2; 306-3; 306-4; 306-5

### Hazardous Waste

100% hazardous waste from CIA is sent for treatment and final disposal, complying with Law No.: 24051: Hazardous Waste

One of the most critical environmental impacts in the pharmaceutical industry is the generation of hazardous waste. Hazardous waste generated at CIA is included in categories Y3 and Y2, which are regulated by the Secretary of Sustainable Development and Environment of Argentina, under Law No.: 24051 and applicable complementary regulations.

We handle waste treatment as part of our commitment to prevent damage. We work with firms approved by the National Government for treatment and final disposal purposes, certified. This task requires the largest part of our regular annual environmental investment.

HAZARDOUS WASTE/ Kgs. generated with certified final disposal	2021	2022
Y2 waste from medicines and pharmaceutical products for the health of animals and humans	0	0
Y3 waste resulting from the production and preparation of pharmaceutical products	44.360	53.260
<b>Total</b>	44.360	53.260





### Biological Waste

Crop strains for microbiology are inactive and neutralized in an autoclave before final disposal.

### Non-Hazardous Waste

Urban Solid Waste (RSU, for its acronym in Spanish), is classified into recyclables and organic. Waste generated at the offices and the cafeteria are non-organic and capable of being recycled and, in the case of plastics, these are also transformed into bags for non-hazardous waste.

We try to print only what is strictly necessary and, in the event we do so, the toner cartridges used are returned to the supplier, who reutilizes them so that 100% of such cartridges are remanufactured.



Waste according to origin, type and treatment methodology		Recycling	Reutization	Storage at the premises for final disposal	Urban solid waste	Final disposal under Law No. 24051
Offices	Reams of paper	○	○			
	Plastics (plastic cups, bottles, bags, etc)	○	○			
	Toner cartridges (remanufactured)		○			
	Toner cartridges (discarded)			○		
	RAEEs			○		
	Lamps and fluorescent tubes			○		
Cafeteria	Organic waste		○		○	○
	Plastics	○				
	Papers	○				

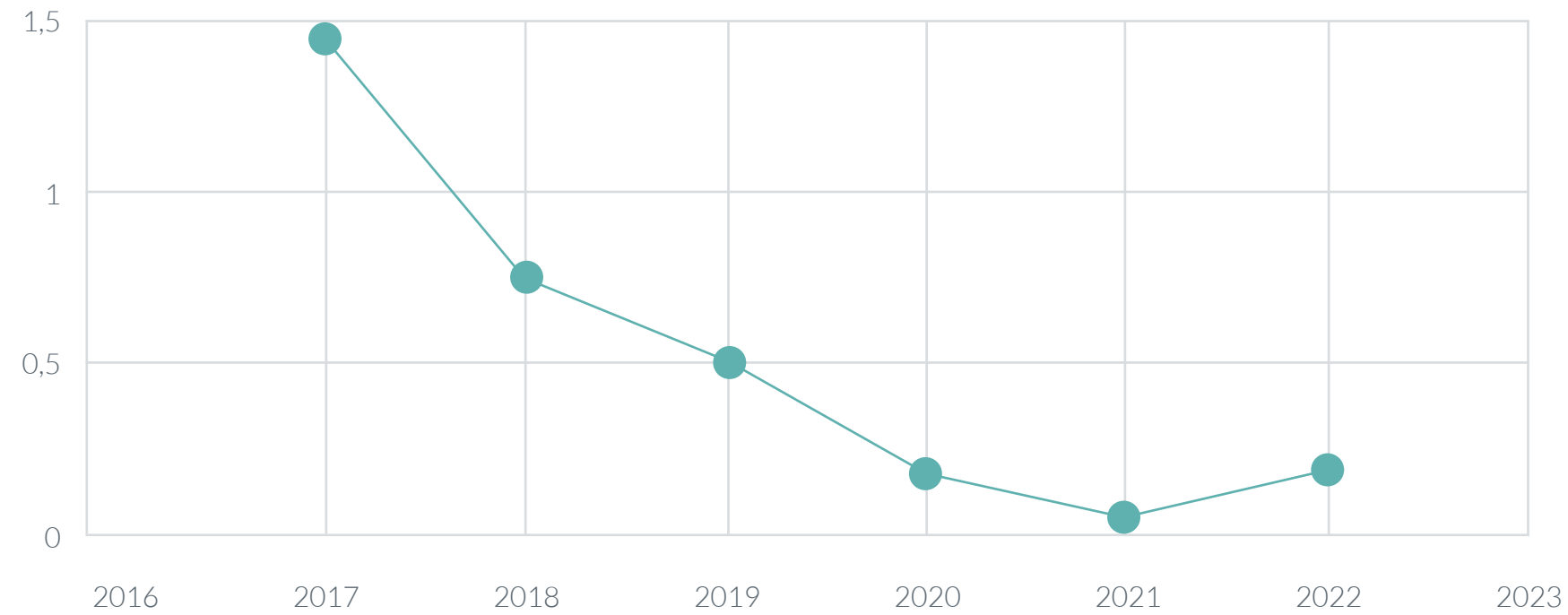
## Scrap Control

Our management of scrap continues to be very successful since it is practically zero.

Generated scrap	2017	2018	2019	2020	2021	2022
Relationship scrap/ material used	1,4%	0,7%	0,5%	0,1%*	0%	0,1%

\* In the above report, there was a mistake in the date for 2020, considering that the relationship between the material used and the scrap was 0.2, when it really amounted to 0.1.

Relationship scrap/ material used



## The energy we use

3-3

At CIA we use electric power to supply the Electric Network System in Argentina, operated by public and private firms, to provide electric power both from renewable and non-renewable sources.

### Measures that make us more efficient

We have an integrated power control system to instantly assess performance that allows us to use energy effectively, as well as to control its consumption. Additionally, we take other measures to protect this resource, such as:

- Turning equipment on and off during the manufacturing shifts.
- Using LED lights in the manufacturing areas and warehouses, thus offering ergonomics and light comfort and protecting photosensitive products with zero ultraviolet waves longitude.
- Awareness above rational use of power, both for lighting and environment- conditioning purposes.
- Reduction of manufacturing schedule where possible.
- Changing the chiller's water temperature set point.





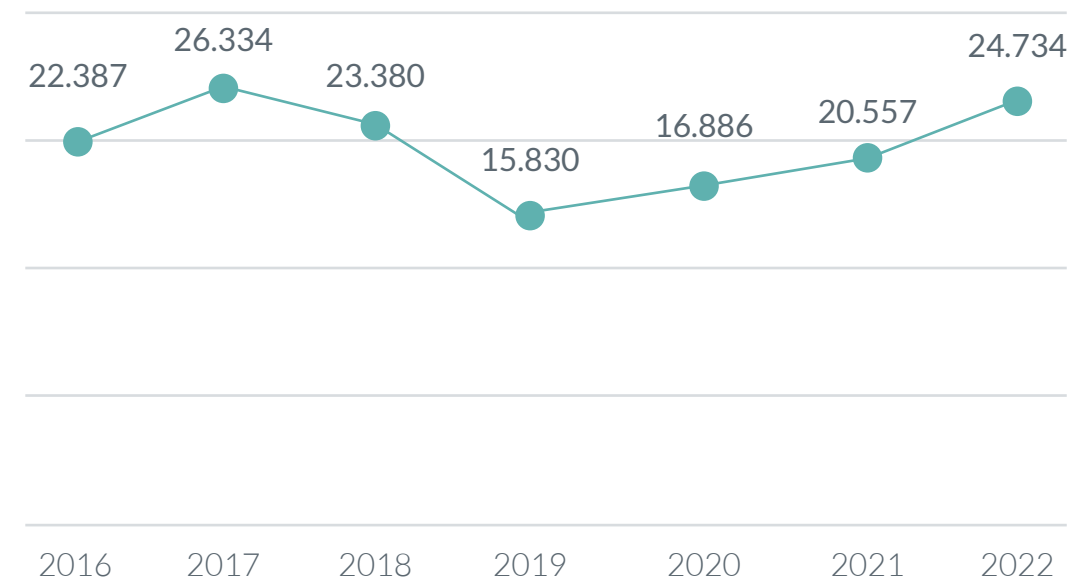
### Evolution of total consumption of electric power

302-1; 302-4

All of these definitions promote good habits for caring about power consumption we seek to maintain in each cycle. The energy we consumed during the Pandemic (2019-2020) was inferior due to the exceptional nature of the world context.

Energy Consumption at the CIA (in GJ)	
2016	22.387
2017	26.334
2018	23.380
2019	15.830
2020	16.886
2021	20.557
2022	24.734

Evolution of energy consumption at CIA (in GJ)



## Energy Intensity

302-3

We assess the value of power intensity in relation to the incidence of the electric power consumed and billed (KW-h/ USD), which showed an increase in 2021, but reversed to the usual values in 2022

KW-h/USD	
2016	0,124
2017	0,128
2018	0,157
2019	0,163
2020	0,157
2021	0,188
2022	0,157

Years	PEU Produced Equivalent Units	GJ consumed	Energetic Intensity as per PEU
2019	2.175.148	15.830	0,0073
2020	1.642.890	16.886	0,0103
2021	2.728.279	20.557	0,0075
2022	6.978.049	24.734	0,0035

## Investment to reduce the amount of energy required by products

302-5

In this period, we incorporated an automated filling line for liquids that consists of 8 machines in line that allow for the complete manufacturing process of a supplementary drug: from drug filling to a final product packed in its secondary packaging, with the leaflet placement included.

This new investment duplicated the production at CIA.

This line includes a heat-shrink furnace at the end, which operates with highly efficient heat fans that help reduce energy consumption in relation to other heat-shrink furnaces that work with electric resistors only.



Watch video

Menu



## Emissions and Air Quality

3-3; 305-2

One of the main environmental impacts of our operations is related to the consumption of electric power, and this is why we calculated the Alcance2 emissions for the purposes of controlling our carbon footprint.

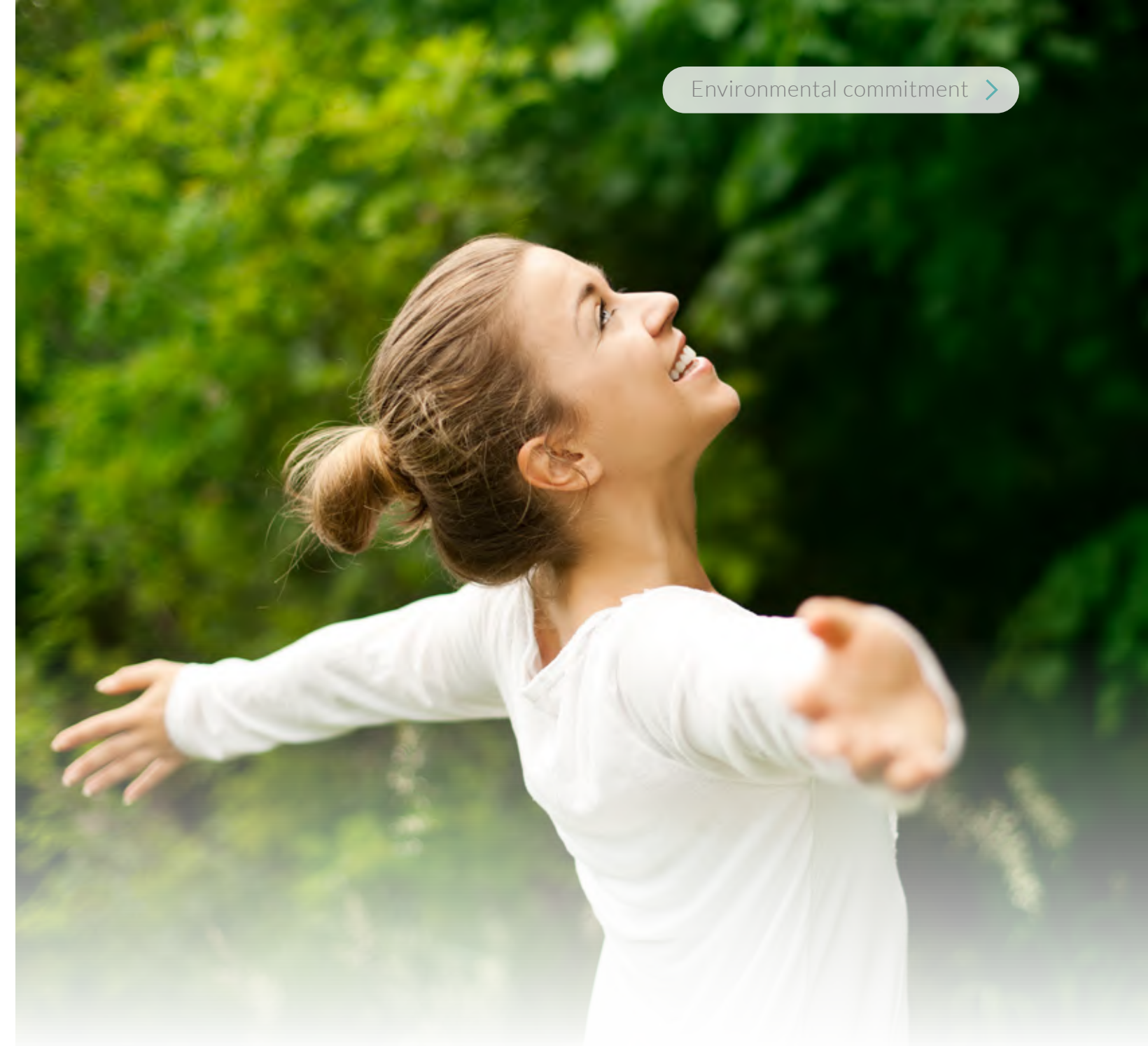
Alcance2 Emissions	CO2 Metric Tons in relation to the annual consumption of KWH		
	2020	2021	2022
Indirect emissions resulting from electric power generated by third parties.	2.029	2.470	2.972

## Intensity of Emissions of GEI

305-4

Intensity of emissions of Alcance 2 GEI in grams x USD billed		
2020	2021	2022
0.0764*	0.08147	0.0681

\*Alcance2 Emissions and intensity of emissions for the year 2020 have a correction factor in relation to the data included in the report for the above year, since the calculation basis was not the total power used along the year just as it is now shown by the indicator.



### Emissions of Active Substances' particles

We continue to use high efficiency filters [HEPA] in our dust removal systems from the output of emissions of active substances' particles, towards the atmosphere. As every year, we test the integrity of these filters to check its correct operation.



## Environmental Progress at the Industrial Complex in Spain

In 2020, after we started managing environmental permits required by the European Union, in 2021 we got the Environmental Impact Licence and the Urban Planning Licence, which allowed us to start building our plant.



### Waste Management at CIE

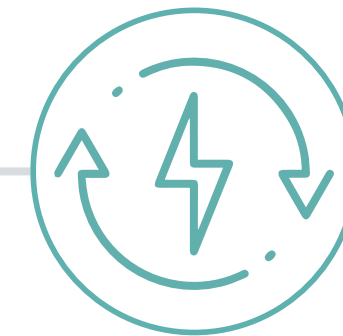
CIE is equipped to manufacture medicines for the treatment of oncologic diseases. This entails having to carefully assess the main environmental impacts related to this type of drugs, the quality of air, power consumption and industrial effluents' treatment.

The first issues have been taken into account in the first stage of the work, while we look forward to starting to operate our plant for the treatment of effluents at the second phase of construction.



### Protected Air Quality

Given that there must be no traces of oncological products in the production area, extreme care must be taken in relation to the quality of air. This involves using filters to prevent the release of particles towards the environment, for the purposes of preventing our staff from health-related risks. Additionally, sterile drugs require these purified areas, with high filtration (90%) of the air that recirculates, to prevent the introduction of any micro-component. At the same time, this is translated into power-saving, thanks to the lower outdoor airflow.



### Power Care

The building will be lightened with LED lights, while boilers will use gas to generate steam, which is provided by the industrial polygon where the plant is located.

Taking into account energy-related trends for renewable use purposes, we are considering making future investments in solar-energy panels for our offices and cafeteria, given that these are not fit for the production process of sterile drugs, due to the need for continuous power supply. Therefore, the plant depends 100% on electric power.



# GRI Contents' Index



## ANNEX: GRI CONTENTS' INDEX

### Declaration of Use

VIRIXENE LLC has prepared a report aligned with GRI Standards for the period comprising January 1st, 2021 and December 31st, 2022.

### Used GRI

GRI 1: 2021 Foundations

### Applicable GRI Sector Standards

Not applicable

### General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-1 Organizational Details	<p>Pages 9 to 10; 39 to 40; 43 to 46</p> <p>GRUPO CORPORATIVO VIRIXENE LLC                      Wilmington, DE 19801- USA  <a href="https://virixene.com/">https://virixene.com/</a></p> <p>Related firms:                      VIVUNT PHARMA SLU                      Complejo Industrial Poligono Industrial V8                      24392, Leon, España  <a href="https://vivunt.live/">https://vivunt.live/</a></p>			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-1 Organizational details	<p>SAVANT PHARM S.A.                      Administration and Industrial Complex                      Ruta 19 km 204 El Tío, Córdoba – Argentina                      (+54) 3576 491 346  <a href="https://www.savant.com.ar/">https://www.savant.com.ar/</a></p>			
	<p>VIVUNT PHARMA LLC                      3350 SW 148th Ave.,                      Suite 110 Miramar, FL 33027 -USA  <a href="mailto:comunicaciones@vivunt.live">comunicaciones@vivunt.live</a></p>			
	<p>VIVUNT PHARMA SAS                      Ruta 101 Km 23500 Parque de las Ciencias,                      Zona Franca - Canelones, Uruguay</p>			
	<p>VIRIXENE is an LLC (Limited Liability Company)                      Limited Liability Company                      Its headquarters are located at: Wilmintog, DE 19801, EEUU</p>			
	<p>It operates in Argentina   Spain   USA   Colombia                        Chile   Bolivia   Paraguay   Uruguay</p>			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-2 Entities included in the sustainability reports submitted	<p>The sustainability report includes VIRIXENE -SAVANT-VIVUNT (see Standard 2.1)</p> <p>The same approach was applied to all entities.</p> <p>The scope of information included at each of them is different in relation to their specific activities (Production/ Commercialization/ Construction of the new Plant).</p>			
2-3 Period covered in the report, frequency and point of contact	<p>Pages 4 to 6.</p> <p>Sustainability reports are biannual. These can be found in the Website of VIRIXENE Group <a href="https://virixene.com">https://virixene.com</a> and SAVANT <a href="https://savant.com.ar">https://savant.com.ar</a></p> <p>Reports are aligned to the fiscal yearend. This report comprises two fiscal yearends, comprising 2021 and 2022. VIRIXENE Group submitted its first financial statements as of December 31, 2021.</p>			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-3 Period covered in the report, frequency and point of contact.	<p>Point of contact:</p> <p>Romina Weidmann Corporate Communication - Argentina <a href="mailto:rweidmann@virixene.com">rweidmann@virixene.com</a></p>			
2-4 Data update	<p>Pages 9 to 11</p> <p>The present report has been prepared in line with the GRI Universal Standards and the updated Topic-Specific GRI Standards. The differences in these reports are related to GRI protocol updates.</p> <p>In the Environmental chapter, there are corrections made on data informed in previous reports in relation to the power consumed. These are explained in the pertinent section.</p>			
2-5 External verification	<p>The data included in the report is submitted and reviewed by the firm, and is taken from its records, systems, audits, and environmental reports.</p> <p>The report includes an extensive review conducted by the BOD. No external verification was made.</p>			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-6 Activities, chain of value and other commercial relationships	Pages 9 to 10; 16 to 19; 23 to 36; 39 to 40; 43 to 46; 49 to 50.			
2-7 Employees	Pages 55 to 56 83% is subject to an indefinite term employment contract.			
2-8 Workers who are not employees	2022- Colombia: 4 workers (RTM) 2022- Chile: 1 worker 2021/2022: Argentina: 8 workers			
2-9 Governance structure and composition	Pages 12 to 14  The governance structure of VIRIXENE is adjusted to that of its bylaws: a limited liability company (LLC in USA).  It was founded by Mauro Gastón Bono and then Ivanna Andrea Mandolesi was incorporated as shareholder, and both form the Board of Directors -BOD of the company.  They watch over and ensure compliance with the values and goals of the company. Their main role is to define strategic guidelines, do the follow up required to guarantee compliance, and protect the legitimate interests of the stakeholders in an equitable manner.			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-9 Governance structure and composition	<p>The company has three Business Units with two CEOs in USA and Europe, and a Development Manager Southern Cone appointed by the BOD, who is in charge of the executive management of the company.</p> <p>The Business Units are run by the executive directors and a team of managers, who implement a strategy aligned with the company, with a strong and unique culture.</p> <p>The BOD has no committees, but it has external specific advice to perform its roles in relation to ethics, legal and fiscal compliance.</p> <p>The BOD maintains scheduled meetings with the management of the company for the purposes of deciding and supervising the impacts of the company on the economy, the environment and people.</p>			
2-10 Appointment and selection of the main governing body	<p>The Chairman and vice-chairman of the group are the only members of BOD (main governing body) and the shareholders of the LLC.</p>			
2-11 Chairman of the main governing body	<p>Pages 12 to 14</p> <p>The Chairman and vice-chairman (members of the BOD) have no executive roles.</p>			



General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-12 Role of the main governing body for the supervision of impact management	<p>Pages 12 a 14</p> <p>Its main roles comprise the approval of the purposes, vision, values, policies, goals and aims, according to its Business Balance Scorecard (BSC) viewpoint, the integral risk management, the adoption of preventive measures aimed at the sustainable development of the company, the investment plan, the Free Cash-Flow analysis, as well as the creation of strategic maps for each Business Unit (BU). Additionally, they are in charge of defining the evolution of the organizational structure that accompanies the expansion of the company.</p> <p>The BOD reviews the goals and achievements on a quarterly and monthly basis, together with each leader.</p>			
2-13 Assignment of responsibility for impact management	<p>At the meetings, the BOD and the management of the company are defined in the Balanced Scorecard (BSC) Maps, as well as their goals and indicators, and implementations and deviations are monitored. Additionally, strategic decisions are made, for example: investment-related, decisions on the type of indebtedness, and structure or product-related decisions. The meetings held with the BOD follow a schedule on a quarterly and/ or monthly basis, as applicable, with each leader.</p> <p>At Strategic Analysis (RAES) Meetings, the Operations Strategic Manager (OSM) and the responsible teams of each Strategic Map take part, and all indicators are analyzed.</p>			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-13 Assignment of responsibility for impact management	The operating management of the company includes taking into account and reviewing impacts in the economy, the environment and people. These questions are assigned to the OSM, the Human Resources Manager and the Engineering Manager.			
2-14 Role of the main governing body in the submission of sustainability reports	The BOD reviews the information submitted, including the material issues of the company, and is the body that approves the Sustainability Report.			
2-15 Conflicts of interest	<p>Page 15</p> <p>The members of the BOD and sole shareholders of the company are exclusively dedicated to VIRIXENE. Therefore, there are no conflicts of interest or crossed-participation issues with suppliers of other stakeholders, or related parties.</p> <p>Additionally, the Code of Conduct rules the relationships of all the stakeholders of the company.</p>			
2-16 Communication of key concerns	Key concerns are communicated at the quarterly and monthly meetings of the BOD and the management and leaders of the company.			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-16 Communication of key concerns				The key concerns communicated and discussed were those related to the BSC's follow-up; the definition of the digital ecosystem; and Group's data integration. These also include the creation of the free zone in Uruguay; progress in the construction of the new plant in the EU; obtaining certificates from VIVUNT and VIRIXENE in the EU; credit management; team-building at the different BUs; and the evolution of economic, financial, social (employment) and environmental KPIs.
2-17 Performance assessment of the main governing body				The BOD is advised to meet market expectations and regulatory requirements for different countries and regions that operate in matters related to the Environmental, Social and Corporate Governance (ESG) performance. Additionally, it receives specialized external advice to carry out its duties in terms of issues related to ethics, legal and fiscal compliance.
2-18 Performance assessment of the main governing body				The BSC tests leadership skills, efficiency, and governance practices of the BOD for decision making purposes. At the moment, there is no formal system to assess the BOD.

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-19 Compensation policies	<p>The compensation policy for senior executives is established by the BOD (shareholders of the company), together with the senior executives and with the advice of independent external consulting firms. It includes retirement benefits, fixed and variable pay; reimbursement of expenses, bonuses based on performance in relation to the achievement of economic, financial, environmental and social goals.</p>			
2-20 Process to determine compensation	<p>We work with external independent consulting firms, which provide information related to the average compensation for the sector, role, markets where it operates, and size of the company. Internally, this information is processed according to a criteria oriented to the strategic goals of the company, its expansion, economic evolution and the location of the position to be performed. The BOD and Human Resources area take part in this process, setting the salaries, as well as the benefits and specific awards for goals' completion.</p>	i. b.	<p>No applicable. Not informed.</p>	Note 1
2-21 Total annual compensation ratio	Not informed.	a; b; c	Confidentiality problems.	Note 2

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-22 Statement of sustainable development strategy	Page 2			
2-23 Commitments and policies	<p>Pages 9 to 10</p> <p>GRUPO VIRIXENE has adopted the Policies of Savant's Code of Ethics Pharm, as its own.</p> <p>These have been approved and are regularly reviewed by the BOD.</p> <p>Vision, mission and values can be found at <a href="http://www.virixene.com">www.virixene.com</a></p> <p>Risks and preventive measures are taken into account, as well as the quality of the relationship with all the stakeholders of the company, respect for and enforcement of employment and human rights, and the environmental impact of the operations.</p>	c.	Not available	Note 3
2-24 Implementation of covenants and policies	Pages 12 to 14			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-25 Processes to solve negative impacts	Page 15; 37	In relation to the quality of our products and the relationship with our clients, we have established systems to address and resolve disputes. This system, apart from having a specific mechanism for claims submission and quick response purposes, has a 0800-protect- return policy, recall (Quality Assurance).		
2-26 Mechanisms to seek assessment and raise concerns	Page: 15; 37; 52; 57 to 59; 64	Meetings with leaders and Line 0800 Protect.	Contacting the regulatory bodies FDA (USA), EMA (EU) AND ANMAT (ARG), Uruguay, Chile and Colombia.	Points of Contact: Romina Weidmann Corporate Communication - Argentina <a href="mailto:rweidmann@virixene.com">rweidmann@virixene.com</a>

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
2-27 Compliance with laws and rules	No cases of failure to comply with laws and rules have been recorded during the period covered in the report.			
2-28 Memberships to associations	Pages 73 to 75			
2-29 Stakeholders' participation approach	<p>Pages: 4 to 6; 37; 49 to 50; 53; 57 to 59</p> <p>Our audience consists of all those with whom we have formal relationships and specific undertakings, such as our collaborators and bodies that control our activity. Additionally, we also consider the community where we develop our productive activity and, in particular, our customers and suppliers.</p> <p>The issues addressed in this report provide an answer for information-related expectations of the main groups with which we interact. These arise from the internal analysis of the information that comes from the company through the formal and informal communication channels established with each of them.</p>			

General Contents

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

2-30 Collective bargaining agreements

In Argentina, workers are protected under the Health Agreements No.: 42/89.

In the event of affiliates, these are ruled by wage advice

For collaborators who are outside of collective agreements, their employment terms and conditions are agreed in relation to the corporate internal benefits and compensation processes.

**Note 1**

Not applicable on the grounds of company type. VIRIXENE is an LLC and, given its nature, it does not include independent shareholders.

**Note 2**

Confidentiality issues to retain information derive from safety measures and the protection of the physical integrity of our directors.

**Note 3**

The Code of Conduct is not available at the website of VIRIXENE since, by the time the report was published, it was being revised by the BOD.



GRI 3: Material Issues 2021

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
GRI 3-1 Process of determination of material Issues	Pages 4 to 6			
GRI 3-2 List of material issues	Pages 4 to 6			

Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 201: Economic performance 2016</b>				
3-3 Management of material issues	Pages 20			
201-1 Direct economic value generated and distributed	Pages 21			
201-2 Financial implications and other risks and opportunities derived from climate change	It did not result in a material issue by the time this report was prepared.			

Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
201-3 Undertaking of the plan of defined benefits and other retirement plans	The percentage of wages contributed by employees and employers towards health insurance in Argentina is established by law. These laws are complied with. Wages and related social benefits (wages, health insurance, insurances, retirement and benefits) are expressed in U.S. Dollars. SAVANT 2021: 5,659,273; SAVANT 2022; 11,333,155. VIVUNT 2021: 384,026. VIVUNT 2022: 1,189,796	a.		
201-4: Financial assistance received from the government			Not available.	
<b>GRI 202: Presence in the market 2016</b>				
3-3 Management of material issues	Pages 55 to 56			
202-1 Ratios between initial category standard compensation according to gender and local minimum wage	We make no wage distinction based on gender. Wages set forth in the agreements are above the Adjustable Minimum Living Wage. Regarding health insurance, these represent more than 100%.			
202-2 Proportion of senior executives hired from the local community	100% of directors at CIA are local.			

Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 203: Indirect Economic Impacts 2016</b>				
3-3 Management of material issues	Pages 67 to 72			
203-1 Investments on infrastructure and supported services	Pages 67 to 72			
203-2 Significant Indirect economic impacts	Pages 67 to 72			
<b>GRI 204: Supply Chain Practices 2016</b>				
3-3 Management of material issues	Pages 49 to 50			
204-1 Proportion of expenditure in local suppliers	More than a half of our expenditure in suppliers (USD 26,341,651) continues to be aimed at promoting the local economy in Argentina, where our most active Industrial Complex is established. Purchases according to origin and proportion of expenditure in suppliers: China 44%, Argentina 37%, India 3% and other countries 13%.			

Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
GRI 205: Anti-Corruption 2016				

Page 15

We reject all forms of corruption. To give or take bribes is illegal, highly unethical and can cause serious consequences for all parties involved, including imprisonment of such parties and heavy fines for the firm. We are committed to conducting our business in a transparent and comprehensive manner, so all of our transactions must comply with anti-corruption laws, including those requirements to keep our accounting books and records accurate, true and complete.

3-3 Management of material issues

The Code of Ethics constitutes the cornerstone of the way we proceed and the culture of our company, without neglecting the identity of each of our BUs and each of the countries where we operate. This is so, not only to guarantee that the activities we carry out are strictly in line with the laws of each country where we operate, but also to guarantee that the highest standards are complied with and corporate social responsibility standards are met.

Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

GRI 205: Anti-Corruption 2016

Page 15

205-1 Operations assessed according to corruption-related risks

Regular audits are conducted at all the premises of the company. All forms of bribery are unethical and illegal. We investigate all corruption-related reports and take disciplinary measures and, if applicable, legal consequences against those involved.

Pages 15; 49 to 50

205-2 Communication and training on anti-corruption procedures and policies

The BOD drafts and approves the Code of Ethics and the anti-corruption procedures. These are informed to senior managers and all BUs.

All of our collaborators are aware of our Code of Ethics and adhere to it. From Human Resources area, we support its dissemination, knowledge and enforcement.

All of our suppliers must be aware of our Code of Ethics and adhere to it, and act in accordance with the declared principles and values.

Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 205: Anti-Corruption 2016</b>				
205-3 Confirmed cases of corruption and measures taken		No cases have been confirmed in relation with internal/ external corruption during the period covered in the report.		
<b>GRI 206: Unfair competition 2016</b>				
3-3 Management of material issues		<p>The Code of Ethics formalizes the guidelines to be followed, covering a wide variety of cases and business procedures. It embodies the key principles that serve as guidelines for the business of the Company, both internally and also in relation to its competitors.</p> <p>We seek that the promotions and sales arguments we use are free from false information in terms of availability, delivery date or quality of our products as well as the terms of sale, including payment. We offer our products in a reliable and accurate manner. Engaging in unfair or deceptive practices entails a violation to the Code of Ethics.</p>		
206-1 Legal actions related to unfair competition, monopoly practices and practices against free competition		There are no legal actions related to unfair competition, monopolistic practices or against free competition in the reporting period.		

Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

GRI 207: Taxation 2019

3-3 Management of material issues

The BOD is in charge of reviewing and approving the tax strategy. OSM is responsible for the compliance with existing regulations within the terms and in the manner set forth. Our tax advisors keep us updated about tax regulations from the different countries where we operate and also about any changes to existing laws. Thus, we prevent eventual tax-related risks. During the process of preparation of our financial statements, quarterly and annually, external auditors verify tax procedures and then include the data in the relevant balance sheets.

207-1 Tax- related approach

Our external auditors control our Financial Statements, both quarterly and annually. At present, we recorded no tax defaults and this can be verified in the balance sheets of GRUPO VIRIXENE, as submitted before the regulatory authority of (USA) and SAVANT PHARM, which can be visited at the Website of the National Securities Commission of Argentina <https://www.argentina.gob.ar/cnv>

Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

GRI 207: Taxation 2019

207-2 Tax governance, control and risk management

The BOD is in charge of reviewing and approving the tax strategy. OSM is responsible for the compliance with existing regulations within the terms and in the manner set forth.

207-3 Participation of stakeholders and management of enquiries related to tax issues

On a daily basis, our tax advisors send notices to keep us updated and also to comply with the laws applicable to the different BUs and at CIA, aiming at covering the tax expectations of each of the countries where we operate.  
 In the particular case of SAVANT PHARM, our quarter and annual Financial Statements are available at the Website of the National Securities Commission of Argentina for shareholders, subscribers of Negotiable Instruments and stakeholders interested in the economic development and the tax administration of the company.  
 See: <https://www.argentina.gob.ar/cnv>

207-4 Submission of reports country by country

Entities included in the consolidated financial statements of the company are: Savant Pharm SA, Savant Pharm Uruguay SA, Vivunt Pharma LLC, Vivunt Pharma SAS (Uruguay), Vivunt Pharma SAS (Colombia), Vivunt Pharma LTD (Chile), Vivunt Pharma SL (Spain). Its main activities consist in manufacturing and commercializing medicinal products.



Topic-Specific Standards

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 207: Taxation 2019</b>				
207-4 Submission of reports country by country		The number of employees is specified in Standard 2.7. Our revenues are detailed in 201-1, just like tax payments to governments. The term comprising the information is the 2021/2022 biennium.		

Environmental Performance

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 301: Materials 2016</b>				
3-3 Management of material issues	Pages 78 to 79; 85 to 87			
301-1 Materials used according to weight and volume	Pages 85 to 87			

Environmental Performance

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 301: Materials 2016</b>				
301-2 Recycled supplies used	In the pharmaceutical industry it is not possible to re-use materials recovered, due to the possibility of product contamination.			
301-3 Recovered packaging materials and products	In the pharmaceutical industry it is not possible to re-use materials recovered, due to the possibility of product contamination.			
<b>GRI 302: Energy 2016</b>				
3-3 Management of material issues	Pages 78 to 79; 92			
302-1 Energy consumption within the company	Page 93			
302-2 Energy consumption outside the company		a; b; c	Not available	To this date, no consumption of third parties was recorded

Environmental Performance

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 302: Energy 2016</b>				
302-3 Energy intensity	Page 94			
302-4 Reduction of energy consumption	Page 93			
302-5 Reduction of energy required for products and services	Page 95			
<b>GRI 303: Water and effluents 2018</b>				
3-3 Management of material issues	Page 78 to 80			
303-1 Interaction with water as a shared resource	Page 80 to 81			

Environmental Performance

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
GRI 303: Water and effluents 2018				

Pages 81 to 84

303-2 Management of impacts related to water discharge

The impact study by runoff submitted before the Secretariat for Water Resources of the Province of Cordoba and the hydrological and hydraulic studies of the receiving body, conducted after the start up, showed the following results: The average water discharge is 1.85 m<sup>3</sup>/h and the maximum discharge is 4.2 m<sup>3</sup>/h towards the pluvial channel, and complies with the standards defined by decree 847/16 applicable to superficial water bodies (for tributary lakes, reservoirs or lagoons, rivers or streams towards these water bodies). The discharge zone and the pluvial channel are sufficiently far away (above one thousand meters away) from key environmental points like the municipal dump and the water perforation in the municipality of El Tio, so the impact of the discharge to be filtered in the underwater environment of the zone will be minimum (taking into account that the discharge flows are low). The water perforation of the aquifer at SAVANT's premises, aimed at providing water for industrial use in emergency cases where the drinking water supply is cut, is located at considerable depth (160 meters) and would not be affected by the discharge.

Environmental Performance

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

GRI 303: Water and effluents 2018

303-2 Management of impacts related to water discharge

The discharges from CIA to the pluvial channel that surrounds the municipality of El Tio have no considerable harmful effects against it. The filtering of effluents in the channel takes place at 350 m underwater, below the discharge, in the worst scenario (if no superficial runoffs and the plant is supplying at its highest flow), given that between the discharge and Segundo river there is a length of 1500 m. In rainy seasons, the runoffs flowing towards the channel cause a dilution of effluents and the impact of discharge does not affect the quality of water. From the hydraulic point of view, the flows discharged do not compromise the hydraulic capacity of the channel, given that its magnitude is four (4.00) times smaller than the flows calculated for the different frequencies.

303-3 Water extraction

Page 80

303-4 Water discharge

Page 81 to 84

303-5 Water consumption

Page 80

Environmental Performance

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 305: Emissions 2016</b>				
303-3 Management of material issues	Pages 78 to 79; 96			
305-1 Direct Emissions of GEI (range 1)	These are not significant since there are no gas consumption elements, such as boilers.			
305-2 Indirect emissions of GEI associated with energy (range 2)	Page 96			
305-3 Other indirect emissions of GEI (range 3)			Not available	Not measured yet
305-4 Intensity of emissions of GEI	Page 96			
305-5 Reduction of emissions of GEI	<p>Range 2 emissions are measured, showing no reductions in relation to 2022.</p> <p>Where it does show a reduction is in connection with the intensity of range 2 emissions.</p>			

Environmental Performance

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 305: Emissions 2016</b>				
305-6 Emissions of substances that deplete the ozone layer (ODS)	These are not significant.			
305-7 Nitrogen oxides (NOx) or Sulfur oxides (SOx) and other significant air emissions	These are not significant.			
<b>GRI 306: Waste 2020</b>				
3-3 Management of material issues	Pages 78 to 79; 88 to 91			
306-1 Waste production and significant related impact	Pages 88 to 91			
306- 2 Management of significant impact related to waste	Pages 88 to 91			
306-3 Generated waste	Pages 88 to 91			

Environmental Performance

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 306: Waste 2020</b>				
306-4 Waste not intended for disposal	Pages 88 to 91			
306-5 Waste intended for disposal	Pages 88 to 91			
<b>GRI 308: Environmental assessment of suppliers 2016</b>				
3-3 Management of material issues	Page 51			
308-1 New suppliers have passed the selection process in line with environmental criteria	Page 51			
308-2 Negative environmental impact on supply chain and measures taken	Page 51			



Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

GRI 401: Employment 2016

3-3 Management of material issues	Pages 55 to 59
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401-1 Hiring new employees and staff turnover	<p>Recruitment 2021: Men: 19/ Women: 15                  Recruitment 2022: Men: 45/ Women: 39                  Staff turnover 2021: 15.99%                  Staff turnover 2022: 21.45%</p>
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401-2 Employee benefits for full-time employees that are not available for part-time or temporary employees	<p>Page 65</p> <p>100% of permanent collaborators are covered under health insurance laws.</p> <p>100% of outsourced collaborators are covered under health insurance laws, which includes an Occupational Risk Insurer.</p> <p>It oversees contractors' compliance.</p> <p>Those benefits are only granted to the teams of Savant Argentina, given that this is the manufacturing BU that and has the majority of collaborators throughout the Group.</p>
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Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

GRI 401: Employment 2016

401-3 Parental leaves

Maternal/ paternal leaves were only required in Argentina and Uruguay. In all cases, those taking a leave resumed at the company upon expiration of the leave.

2021

SAVANT AR: 8  
SAVANT UY: 1

2022

SAVANT AR: 3  
SAVANT Free zone: 1

GRI 402: Relationships employer-company 2016

3-3 Management of material issues

Pages 55 to 59

402-1 Minimum notice term for operational changes

We respect the provisions set forth under the Employment Contracts Act in relation to the advance notice applicable to termination in Argentina.

We respect the provisions set forth under employment laws existing in the countries where we do business.

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>Health and safety at work</b>				
3-3 Management of material issues	Pages 60 to 61			
403-1 Health and safety management system at the workplace	Pages 60 to 61			
403-2 Identification of hazards, risk assessment and incident investigation	Pages 60 to 61	At the Industrial Complex in Argentina (CIA) we have no areas with high accident rates and accidents occurred are minor. Nonetheless, the procedure upon occurrence is as follows:		
		<ol style="list-style-type: none"> <li>1. SSMA personnel will appear in person at the place, as well as staff of the involved area.</li> <li>2. Variables involved are analyzed in detail.</li> <li>3. If necessary, other interviews or studies will be conducted for the purpose of determining the underlying reasons.</li> <li>4. Preventive measures are presented and implemented.</li> <li>5. Final corrective measures are presented and implemented.</li> </ol>		
403-3 Occupational health services	Pages 60 to 61			

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>Health and safety at work</b>				
403-4 Participation of employees, consultation and communications related to health and safety at work	Pages 60 to 61			
403-5 Employees' training on health and safety at work	Pages 60 to 61			
403-6 Promotion of employees' health	Pages 60 to 61			
403-7 Prevention and mitigation of impact of health and safety at work, directly related to commercial relationships	Outsourced employees from the Industrial Complex must be covered by occupational health insurance at the premises. Contractors must submit employees' health insurance before the administration every time they enter the Industrial Complex.			
403-8 Workplace health and safety management system Insurance	Pages 60 to 61			

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>Health and safety at work</b>				
403-9 Personal injuries for accidents at work				No deaths occurred. The main types of personal injury for accidents in the workplace include cuts and particle projection. However, we have no areas with high accident rates, and accidents occurred were minor.
403-10 Occupational Illnesses and Diseases				Only 1 case of occupational illness and disease, related to low back pain, has been reported within all of our teams.
<b>GRI 404: Training and education 2016</b>				
3-3 Management of material issues				Pages 62 to 64
404-1 Average training hours per year, per employee				Pages 62 to 63
404-2 Programs for employee skills development and transition assistance programs				Pages 62 to 63

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 404: Training and education 2016</b>				
404-3 Percentage of employees who undergo regular performance and career-development assessments	Page 64			
<b>GRI 405: Diversity and equality of opportunities 2016</b>				
3-3 Management of material issues	Pages 55 to 56			
405-1 Diversity of governmental bodies and employees	Pages 55 to 56			
405-2 Ratio between the basic wage and women and men's compensation	Pages 55 to 56			

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

**GRI 406: Non-discrimination 2016**

3-3 Management of material issues

The Code of Ethics shows absolute respect for the differences and opinions of others, with the consequent prohibition of all types of harassment or discrimination cases based on gender, age or birthplace. Recruitment, selection, staff-hiring and promotions are based on capacity, professional experience and level of identification that candidates may have in relation to corporate leadership skills and values.

406-1 Cases of discrimination and corrective actions learned

No records found in the reported period.

**GRI 407: Freedom of association and collective bargaining agreements 2016**

3-3 Management of material issues

We honor the enforcement of fundamental rights. We comply with applicable occupational laws and regulations. Human Resources Management is in charge of enforcing the principles and values included in the Code of Ethics in relation with occupational and human rights. The implementation of the Ethics Line is one of the channels made available for the purpose of reporting cases of non-conformity with the Code.

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 407: Freedom of association and collective bargaining agreements 2016</b>				
407-1 Operations and suppliers where the right to freedom of association and collective bargaining agreements could be at risk.	At the company no risks are run, since we comply with employment laws.	a.	Not available	In Supply Chain, no assessments were conducted to confirm enforcement of this right.
<b>GRI 408: Child labor 2016</b>				
3-3 Management of material issues	Respect for and protection of Labor and Human Rights are set forth in our Code of Ethics. Therefore, we are against child labor in all its forms, independently of the country where this takes place. There are clear guidelines in relation to the search and selection of staff in relation to compliance with the laws and also in relation to the age of entry to the labor market.			
408-1 Operations and suppliers with a significant risk of child labor cases	At the company, we keep records of each collaborator that confirms the recruitment criteria used in terms of age.			



Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 408: Child labor 2016</b>				
408-1 Operations and suppliers with a significant risk of child labor cases				<p>Since 2018, in relation to suppliers in Argentina, we work with a Pre-Audit Questionnaire for the Approval and Qualification of Suppliers that includes, among others, selection, qualification and training of staff.</p> <p>Contractors providing services at CIA must submit relevant legal and employment-related documents.</p> <p>Suppliers from India and China have obtained the relevant permits.</p>
<b>GRI 409: Forced or compulsory labor 2016</b>				
3-3 Management of material issues				<p>Respect for and protection of Labor and Human Rights are set forth in our Code of Ethics. Therefore, we are against child labor in all its forms, independently of the country where it takes place.</p>
409-1 Operations and suppliers with a significant risk of forced or compulsory labor cases				<p>At the company, there are clear guidelines for staff recruitment and compliance with labor laws.</p>

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 409: Forced and compulsory labor 2016</b>				
409-1 Operations and suppliers with a significant risk of forced or compulsory labor cases		We promote compliance with our principles among our suppliers and also advise them to develop their activities within the scope of existing laws, to comply with and protect employment-related rights, and the prohibition of forced or compulsory labor.		
<b>GRI 413: Local communities 2016</b>				
3-3 Management of material issues	Pages 67 to 72			
413-1 Operations under programs aimed at participating in the local community, impact and development assessments.	Pages 67 to 72			
413-2 Operations with significant negative impact - real or potential- in local communities	Pages 67 to 72			

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 414: Social assessment of suppliers 2016</b>				
3-3 Management of material issues	Page 52			
414-1 Our suppliers who have passed the recruitment filters according to social criteria	Page 52			
414-2 Negative social impacts on supply chain and measures taken	Page 52			
<b>GRI 416: Customers' health and safety of 2016</b>				
3-3 Management of material issues	Pages 41 to 42; 47			
416-1 Assessment of impact in the category of products and services related to health and safety	Page 47			

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

GRI 416: Customers' health and safety 2016

416-2 Cases of non-compliance in relation to the impacts on the categories of products and services related to health and safety

We have not identified breaches.

The only recall in the reported period originated a change in regulations. According to a new provision of ANMAT, dated 12/24/2020 (Provision 9209/2020), for all laboratories manufacturing drugs with ranitidine. This occurred in 2021 and comprised 82 batches. On the other hand, the Industrial Complex in Argentina has an Area of Safety, Health and Environment, with an enforcement plan according to Law 19587/72 and its regulatory decree 351/79. Additionally, we work according to the guidelines of the corporate environmental plan.

GRI 417: Marketing and labelling 2016

3-3 Management of material issues

Our goal is to take care of products, offer visibility to the quality with which we work for customers on a daily basis, and make this as clear as possible for consumers and customers. We seek to make sure that the promotions and arguments we use are free from false information in relation to availability, delivery date and quality of products, as well as the terms of sale, including payment.

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation
<b>GRI 417: Marketing and labelling 2016</b>				
	Pages 23 to 35			
3-3 Management of material issues		We offer our products in an honest and accurate manner. Incurring in deceptive or dishonest practices entails an infringement to our Code of Ethics.		
417-1 Requirements for information and labelling of products and services		The relevant health authorities of each country establish the compulsory data under their laws, as well as the provisions regarding the location each item must have.		
417-2 Cases of breach in relation to information and labelling of products and services		The relevant health authorities are strict in their controls and we have not encountered issues of this type. In the pharmaceutical industry, the data included in boxes, leaflets and other presentations is in line with and approved according to regulations issued by the relevant health authority.		
417-3 Cases of failure to comply with marketing communications		No failure to comply with laws or voluntary codes for marketing communications have been recorded.		

Social

GRI Standard/ Contents	Location	Omission		
		Requirements for omission	Reasons	Explanation

GRI 418: Customer privacy 2016

3-3 Management of material issues

Page 37

418-1 Grounded claims related to violations to customer privacy and customers' data loss.

No claims have been reported along the reported period in connection with customer privacy violations and/ or customer data loss.

## Glossary

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**CIA**  
Industrial Complex in Argentina

**CIE**  
Industrial Complex in Spain

**NIC**  
Corporate Industrial Business

**NIA**  
Industrial Businesses in Argentina

**NEI**  
Exports Industrial Business

**UN (BU)**  
Business Unit



# Credits

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August 10th, 2023





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