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1. UNIFARCO

we care for care



About us

Unifarco is a unique and inimitable Italian entrepreneurial story.

It is the story of a friendship, of an intuition born from a group of pharmacists who decide to dedicate their lives to transforming their noble profession into a true community.

Founded in 1982 at the foot of the Belluno Dolomites National Park, recognised as a UNESCO World Heritage site, Unifarco is a **joint-stock company founded and formed by pharmacists** who actively participate in the company's strategy.

The company is **a leader in the development, production and distribution to pharmacies of cosmetics, nutraceuticals, dermatological products, make-up, functional foods and medical devices.**

With offices in Italy, Germany, Spain and France and developed sales networks in Austria, Belgium and Switzerland, it supports the largest scientific community of Independent Pharmacies in Europe.

we care for care

"**We Care for Care**", we believe that every pharmacy should not only sell quality products, but accompany people in choosing the **best solution for their care and beauty**. Because everyone has the right to be well and well-being cannot be considered a privilege.



142.9 mln EUR **we care for science**

Turnover 2024
Unifarco S.p.A.
(+7.5% vs 2023)

Never stopping innovating is in our DNA.

In our 6 in-house laboratories, more than 50 researchers **design and formulate all our products, in a constant dialogue** with doctors and **experts**, the best universities and the most prestigious **research centres**. We produce **thousands of prototypes, constantly file new patents** and participate in the most important international congresses.



25,500

sqm production plant
production and offices
in Santa Giustina (BL)

we care for knowledge

We constantly invest in training because we believe it is **the basis of the qualified relationship** between pharmacist and those who turn to them on a daily basis.

Our commitment to spreading the culture of well-being also translates into the publishing of **periodicals, publications and online content** for customers.

5,600

sqm logistics hub
in Alpagò (BL)

576

employees
(548 in 2023, +5.1%)

we care for the planet

We are aware of how important it is to **take care of the environment around us** and we make daily efforts to monitor, manage and reduce our energy consumption and environmental impact.

In **2021** we become a **Benefit Corporation** and since then we have been publishing this **Annual Impact Report of Benefit Societies** which constantly spurs us on to improve so as to leave behind a more sustainable world as our legacy.

62%

female staff

15 mln

of in-house packaged
products in 2024

we care for health & beauty

Through an ethical, conscious and sustainable approach, we have developed over the years **a differentiated offer to meet the needs of those who come into the pharmacy every day.**



Ceramol

BIOMALIFE

DOLOMIA

MyCli

KEYLIFE

GENAGE

BODY PLAN | **BIOMA PLAN**

FOOD PLAN | **SKIN PLAN**

GENETIC PLAN

Our product lines:

FARMACISTI PREPARATORI: Cosmetics, medical devices and supplements formulated in a perfect balance between nature and science and guaranteed by the pharmacy brand

CERAMOL: Medical devices, dermo-cosmetics and supplements for repairing and protecting the skin barrier

BIOMALIFE: Supplements for balancing the microbiome and repairing the intestinal barrier

DOLOMIA: Phytocosmetics and make-up to combat stress, pollution and skin ageing

MYCLI: Cosmeceuticals and nutritional supplements to prevent skin ageing

KEYLIFE: Functional, keto and low-carb foods and supplements for an anti-inflammatory and pro-longevity dietary strategy

GENAGE: Supplements for a comprehensive support to longevity: global cellular longevity and functional longevity specific to your needs

Our service lines:

BODYPLAN: Body composition analysis

BIOMAPLAN: Gut microbiota genetic analysis

FOODPLAN: Food-related inflammation analysis

SKINPLAN: Skin health and beauty analysis

GENETICPLAN: Ageing predisposition analysis

Pharmacies at the centre of our world

“ We are a company founded
and formed by pharmacists. ”

We believe in the same values and share their same ideas: we constantly talk about product development in training events and in the numerous annual meetings. That is why, today **our pharmacists are not just customers, but also partners and members of our Advisory Board.**



We are leaders in the development, production and distribution to pharmacies of cosmetics, nutraceuticals, dermatological products, medical devices, make-up and effective functional foods.

This is thanks to a unique business model, based on a supply chain integration project that guarantees maximum quality and flexibility at all stages: from product design to delivery to pharmacies.



Research

Unifarco employs in-house professionals and researchers, aided and supported by external collaborations to identify new formulations, always innovative, and guarantee a state-of-the-art solution offering.



Production

We produce dermo-cosmetics and part of the food supplements entirely in-house. We rely on selected partners to create make-up, nutraceuticals and functional foods, starting from our formulas.



Sales network

We employ a team of medical representatives, trainers, beauty consultants and agents in Italy and abroad who promote the Unifarco philosophy and products to pharmacies and doctors.



Labelling

The products in the Farmacisti Preparatori line, both dermocosmetics and supplements, are customised with the customer pharmacy's own label. A double guarantee for the people who buy them.



Customers

Our customers are a select network of pharmacies, located in Italy and Europe, to which distinctive products, services and supports are offered on an exclusive basis.



Logistics

Our logistics optimise shipments, guaranteeing fast delivery times even for single-article orders.



Training

In addition to diagnostic products and services, we also provide ad-hoc pharmaceutical and management training for customer pharmacies, both in-person and online.

The Unifarco Group

Unifarco S.p.A. is also the "parent company" of a **Group** of companies structured along three lines: the core **Health & Personal Care**, the **Support** structure for the development needs of the subsidiaries and **Retail of pharmacies**.



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care - **we care**
e - we care fo
are for health &
h & beauty - w
nowledge - we

2. BENEFIT CORPORATION framework and purposes



The relationship between "ethics" and "business" has always been at the centre of philosophical, sociological, and political discussions. In recent decades, this debate has returned to the fore, especially with the emergence of new, more sustainable and inclusive economic development models.

Until just over 50 years ago, the dominant economic thought envisaged the enterprise as an organisation of production factors with the primary goal of generating maximum profit. As Milton

Friedman¹ said: "In a free society, the only responsibility for enterprises is to maximise the profits of the owner-shareholders".

In recent years, however, a different approach has become widespread. Economist and philosopher R. Edward Freeman² developed the "Stakeholder Theory", according to which enterprises can only create long-term value maintaining positive relationships not only with shareholders, but also with customers, employees, suppliers and local communities³. This theory focuses on



1. Nobel Prize in Economics 1976; "The Social Responsibility of Business Is to Increase Its Profits", NYT Magazine, 1970.

2. Lecturer in business administration at the Darden School, University of Virginia (USA).

3. "Strategic management: a stakeholder approach" aut. cit., Ed. Boston Pitman, 1984.

business ethics, emphasising the essential importance of considering moral duties towards all stakeholders.

This modern view of enterprise, which does not focus exclusively on profit but also on "common benefit", has recently started to receive legal recognition. The first State to move in this direction was Maryland in the USA in 2010⁴. In Europe, Italy led the way with Italian Law No. 208/2015 on "Società Benefit" (Benefit Corporations). Subsequently, France also adopted the model with the "Entreprise à mission" in 2019, followed by Spain with the "Sociedades de Beneficio e Interés Común - SBIC" in 2022.

For the **Italian legislator**, the legal status of a **Benefit Corporation** can be acquired, **voluntarily**, by a company that:

1. incorporates in its **Articles of Association**, in addition to the purpose of profit, one or more **purposes of common benefit**, thereby undertaking to pursue them in the exercise of its activity;
2. directs its management towards **balancing** the interests of its shareholders with those of all other stakeholders and **achieving** the above-mentioned purposes of common benefit;
3. transparently communicates the pursuit of the common benefit through the publication of an **annual report** containing:
 - a) the description of the **specific**

targets with the methods and actions implemented to achieve the common benefit, as well as the description of the new objectives it intends to pursue in the next financial year;

- b) the **measurement of the impact** generated, using an external standard that considers its governance, workers, external stakeholders, and the environment;

4. identifies within its organisation a **person entrusted with the responsibility** of pursuing the common benefit.

With around 4,600 Benefit Corporations registered in our country at the end of 2024 (+27% compared to the previous year), this phenomenon shows a strong acceleration. Published in early 2025, the *Ricerca Nazionale sulle Società Benefit*⁵ (National Research on Benefit Corporations) shows how dynamic these companies are, with faster-growing turnovers and higher overall economic performance than traditional companies. The increased investment in long-term strategies confirms the nature of Benefit Corporations, oriented not only towards immediate profit but also towards future sustainability. These results underline their important role and represent a concrete expression of innovation. The integration of profit targets with the commitment to promote general public benefits for society and the environment creates added value that could have a positive impact on various economic sectors and the entire country system.

4. After Maryland, a further 34 US federal States have regulated the matter. Outside the US and after Italy, other parliaments have legislated on the subject in Canada and Latin America.

5. Ricerca Nazionale sulle Società Benefit 2025, curated in partnership by: NATIVA, Intesa Sanpaolo, InfoCamere, Department of Economic and Business Sciences of University of Padua, Brindisi-Taranto Chamber of Commerce, Assobenefit.



3. THE ARTICLES OF ASSOCIATION OF UNIFARCO

the three purposes of common benefit



In 2021, at the proposal of the Board of Directors and in keeping with what has always been its vision, the Extraordinary Shareholders' Meeting of Unifarco unanimously resolved to amend its Articles of Association, supplementing its corporate purpose with **three purposes of common benefit**:

Article 3.02 of the Articles of Association

As a **Benefit Corporation**, the company also has the following purposes of common benefit:

1

spreading the culture of health and wellbeing of people by promoting initiatives that stimulate the adoption of correct behaviour and lifestyles, emphasising the significance of prevention.

2

orienting research and development activities towards product and process solutions that minimise environmental impacts by considering the entire product life cycle and with a view to maximum circularity in the use of resources in order to reduce waste.

3

promoting sustainable development as a whole, in its environmental, social and economic expressions, within the business activity and in direct or indirect relations with consumers, customers, suppliers of goods and services, local and non-local communities, institutions at all levels, as well as with their various forms of representation.

In addition to this, the Board of Directors appointed its Chairperson, Mr Ernesto Riva, as the **responsible party**, entrusting him with the functions and tasks related to the achievement of the aforementioned purposes.

Awards

Awarded the **"2024 Sustainability Leader"** award, Unifarco joins the Italy's top 200 most virtuous companies compiled by Statista and Il Sole 24 Ore.



4. THE FIRST PURPOSE of common benefit



Spreading the culture of health and well-being of people by promoting initiatives that stimulate the adoption of correct behaviour and lifestyles, emphasising the significance of prevention.



Our Commitment

We want to accompany people in their choice of the best solution for their care and beauty, and we are committed in this above all by **enhancing the role of the pharmacist** as an advisor on **good health**, by providing them with a **comprehensive range of training** aimed at facilitating continuous, high-level professional development. Our commitment to spreading the culture of well-being is also reflected in the **sharing of our knowledge and expertise with the scientific community**, through participation in the most important international congresses, and in the **dissemination of dedicated periodicals, publications and websites**.

We believe that **continuous training is the**

basis of a qualified relationship between pharmacists and those who come to them every day, which is why we invest considerable energy and resources every year to provide **a comprehensive educational offer**.

The training initiatives offered by Unifarco are in the following formats:

- **In-store training** - carried out by our representatives directly in the pharmacy;
- **In-person events** - in-person courses with broad participation;
- **Webinars** - courses delivered live online;
- **Online courses** - available in streaming online.

In the course of 2024, the educational offerings provided directly by Unifarco⁶ recorded the following results:

UNIFARCO Training	TOTAL	IN-STORE	IN-PERSON EVENTS	WEBINAR	ONLINE
no. of proposed activities	3,168	2,582	135	71	380
no. of pharmacies participating to at least 1 activity	2,154 ⁷	1,372	1,278	939	1,221
no. of individual pharmacists participating (unique users) in at least 1 activity	5,742 ⁷⁻⁸	n.a.	3,250	2,655	2,829
Total number of participations in the all activities delivered	88,036⁸	n.a.	4,822	18,285	64,929
no. of training hours delivered or available online	263			69	194

In addition to the educational activities provided directly, Unifarco has established the **Pharma Health Institute (PHI)** professional training school, with the aim of assisting the pharmacist along a complete post-graduate training course in Functional Medicine, in order to create and develop a highly qualified professional figure, confident that their role is fundamental in supporting the individual in the quest for an optimal and lasting state of health. We call this figure the "**Functional Pharmacist**".



During 2024 Pharma Health Institute through its web platform, made available to its trainees **151 training courses** for a total of **280 hours of online learning content**. 4 gastroenterology conferences were also organised during the year, entitled "**Diverticular disease and alternating bowel movements: the functional approach**", addressed to pharmacists, doctors and nutritionists. Organised in the cities of Rome, Milan, Bologna and Treviso, these events were attended by over 500 professionals.

PHI training	TOTAL	ONLINE	EVENTS
no. of proposed activities	155	151	4
no. of pharmacies participating to at least 1 activity ⁷	1,988	1,988	500
no. of individual pharmacists participating ⁷ (unique users) to at least 1 activity	5,856	5,856	560
Total number of participations to all the activities provided	53,044	52,484	560
no. of training hours provided or available online	280	280	

6. Net of the training run by Pharma Health Institute

7. The individual pharmacy and the individual pharmacist participating in the various activities is counted only once in the total

8. Net of no. of participants/participations in IN-STORE training courses: not collected

Another important activity carried out by PHI is the organisation of **FAD** (Formazione A Distanza or Distance Learning), whose use allows the recognition of **CME credits** (Continuing Medical Education) governed by the relevant legal provisions. In 2024, **3,000 coupons** were distributed to pharmacists, gastroenterologists, doctors, nutritionists, for free access to a **FAD course** for **50 CME credits** focused on gastrointestinal issues.

Overall, training opportunities promoted by **Unifarco** and **Pharma Health Institute** for the benefit of the client pharmacist community registered over **140,000 participations (105,000 in 2023, +33%) during the year.**

For Unifarco, "spreading the culture of well-being" also means sharing its experience and expertise first and foremost with the national and international **scientific community**, with a view to full cooperation in sharing and collaborating synergistically in the search for increasingly effective solutions to people's problems.

Opportunities to disseminate good practice, advice and basic knowledge to a less specialised **wider audience** are not overlooked.

In this respect, also **during 2024** the contributions of Unifarco's experts⁹ involved the presentation of analyses, studies and reports at conventions, conferences, academic courses and other initiatives, or through their publication in scientific and other journals. Here are some examples:



Congresso Nazionale Congiunto SIDERP - SIAIP

Padua, February 2024

Unifarco contribution:

"Skin disinfection at different ages (infant, child, adolescent)"



45th SIME Congress

Rome, May 2024

Unifarco contribution:

"From serums to solariums: Essential products for anti-ageing cosmetics for men"



Scuola del microbioma VII Ed

Turin, May 2024

Unifarco contribution:

"Butyric acid and PEA for the control of inflammation and intestinal permeability"

9. In some cases and initiatives they were managed in cooperation with Unired Srl, a subsidiary of Unifarco Spa born of the collaboration with the University of Padua, a spin-off specialising in research and development.



7th IPCEI

Venice, June 2024

Unifarco contribution:

"Skin disorders: new effective treatments from sustainable resources"



SiNut National Congress XIV Ed

Bologna, September 2024

Unifarco contribution:

"Supplement based on *Boswellia serrata* e.s., PEA and Vitamin B6, for the improvement of perceived pain symptoms"



11th FTC Food chemistry & technology

Valencia, October 2024

Unifarco contributions:

"Innovative technologies for the development of nutraceutical products"



ISAD - 14th George Rajka Int. Symposium on Atopic Dermatitis

Doha, October 2024

Unifarco contribution:

"Atopic Dermatitis: Emolient Formulation Design"



Applied Science publication

November 2024

Unifarco contribution:

"An integrated approach to develop innovative, sustainable and effective cosmetic ingredients: the case report of wild strawberry waste extract"



Beyond the Skin

Milan, November 2024

Unifarco contribution:

"Soap and skin: enemy or friend?"

The editorial activity of popularising topics of more general interest also extended to articles published

in our **magazine:**

Farmacisti Preparatori:

four-monthly periodical offering beauty and wellness advices, distributed free of charge in a large number of our customer pharmacies.

During 2024, 925,000 copies were sent to over 1,000 pharmacies.



on our

online magazines:

I Consigli di Farmacisti Preparatori

www.farmacistipreparatori.it

Dolomia Magazine

www.dolomia.it

SkinMag by Ceramol

www.ceramol.it

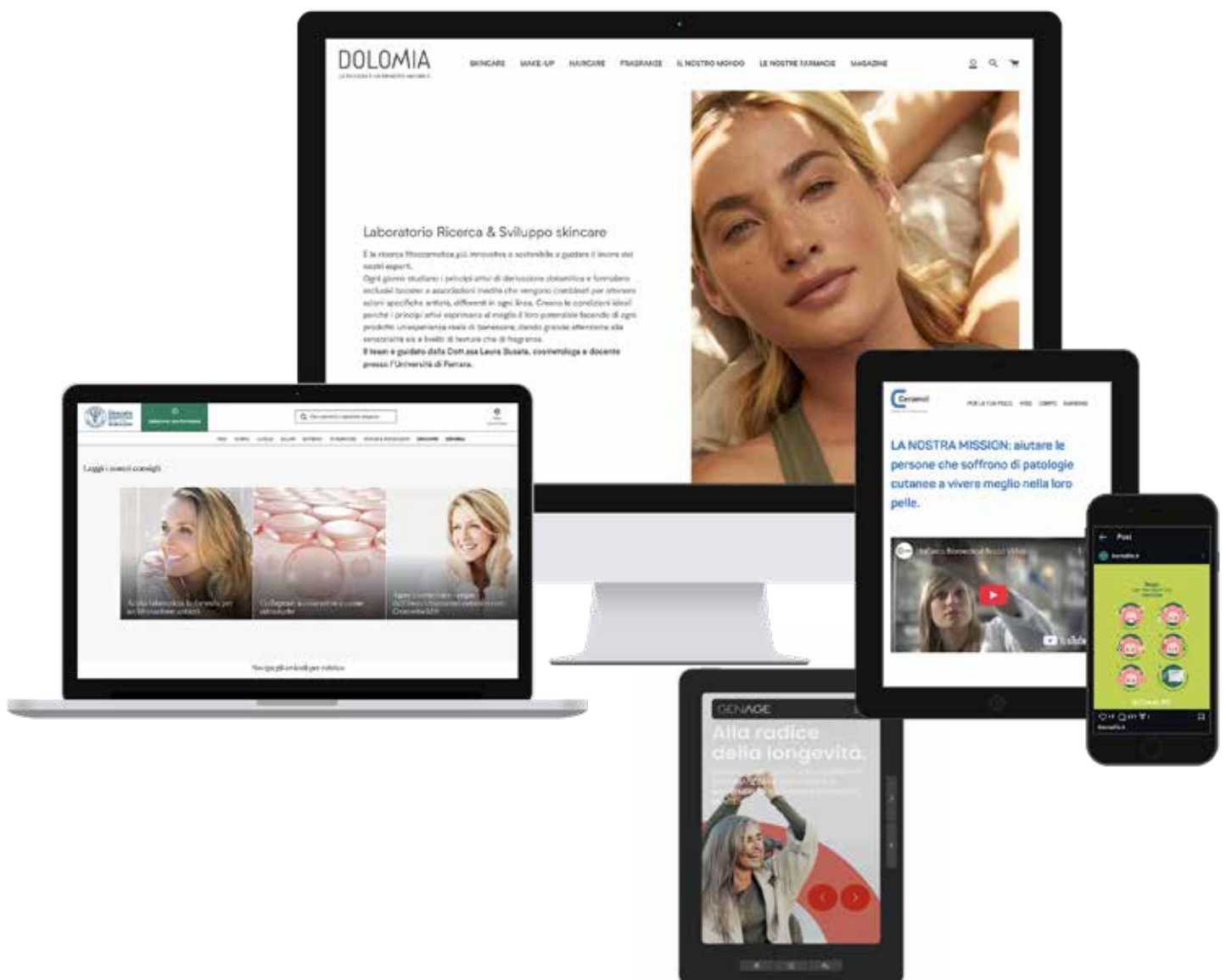
Biomalife Magazine

www.biomalife.it

and on our

e-book free of charge: **Attività Fisica Pro-Longevity**

www.genage.it



In 2024, we confirmed our collaboration with the **Accademia Italiana di Storia della Farmacia**, taking over all editing and publishing activities of its four-monthly scientific periodical (ISSN reg.) **"ATTI E MEMORIE - Rivista Italiana della Storia della Farmacia"**.

We send the journal, in a printed edition, free of charge to Academy members, client pharmacies, major libraries, pharmacy faculties and anyone else who specifically requests it.



2024 TARGET

Coordinate the editorial direction, content production, and release of the periodical **"ATTI E MEMORIE - Rivista Italiana della Storia della Farmacia"** (ISSN registered), available free of charge in both print and online editions.



RESULT

Unifarco ensured all activities related to the publication of the magazine promoted by the Accademia Italiana di Storia della Farmacia, bearing the related printing and distribution costs, as well as those relating to the staff and facilities dedicated to editing activities.

It is also possible to consult the issues of the magazine on the **Unifarco Museum** portal (www.museo.unifarco.it) where anyone can access a **digital collection** of all **historical documents on pharmaceutical culture and tradition** in our possession.

The portal also provides a **virtual tour** of the **Antica Farmacia**, a reconstructed environment in our premises in Santa Giustina, with original furnishings and equipment from the 19th century, with the intention of preserving and representing the ancient art of the pharmacist.

During 2024 we were also involved in organising the **"Herbaria, self-treatment and nutrition with herbs over the centuries"** exhibition sponsored by the Accademia Italiana di Storia della Farmacia at **Tipoteca Antiga di Cornuda** (Treviso). The exhibition allowed participants to retrace the history of herb-related knowledge, revealing the secrets of the plant world.



5. THE SECOND PURPOSE of common benefit



Orienting research and development activities towards product and process solutions that minimise environmental impacts by considering the entire product life cycle and with a view to maximum circularity in the use of resources in order to reduce waste.

Our Commitment

We intervene constantly and in various forms on this front, devoting great attention to identifying and developing the most effective and environmentally friendly solutions, both in terms of the contents of our **products** and the **packaging** through which we make them available to end-users.

All our cosmetics are conceived in their formulation through an exclusive elaboration process, developed by our R&D area, which we have named "**Formulation Eco-design**".

In short, its full expression consists of the prior mapping of a various impact indicators that characterise, by unit of measurement, the production and availability of each raw material that we might consider in

the formulation of each product (e.g., greenhouse gas or harmful emissions, water acidification and eutrophication, air quality, overall resource consumption, etc.).

All the information collected is then managed by a software, specially developed by our experts, whose algorithm is able to release in real time **two synthetic performance indicators** that Unifarco researchers use to define, when formulating each product, the blend of ingredients that **guarantees the lowest overall environmental impact with the same cosmetic efficacy**.

In the course of 2024 we have updated the mapping according to these criteria for about **600 raw materials**.

We also continue to make progress in terms of **reducing the packaging environmental impact** of our products through the use of recycled materials and the introduction of refill packaging.

With regard the use of **recycled packaging** for our cosmetics, the priority above all remains **to ensure the absolute compatibility of the product** with its pack. For this reason,

each type of product/pack combination undergoes rigorous tests (including long-term tests) **prior to being placed on the market**, to ensure the absence of any form of molecular exchange or reaction between the two and thus **ensure the integrity** of both the product and its packaging over time and under varied storage conditions (temperature, humidity, etc.).

2024 TARGET

Increase the use of **recycled materials in the primary packaging** of our products by starting to use them for the products:

Farmacisti Preparatori

- Hand Cream
- Baby Cream and Cream Paste
- Purifying mask
- Cleansing Mousse Face

Dolomia

- Night Concentrate
- Serum/oil with petals



RESULT



Our commitment to reducing the environmental impact of our product's primary packaging was confirmed through the use of recycled materials, even going beyond the targets we set ourselves.

They are **8 products in the FARMACISTI PREPARATORI LINE** which during 2024 underwent a restyling with the introduction of **recycled plastic in the pack**:

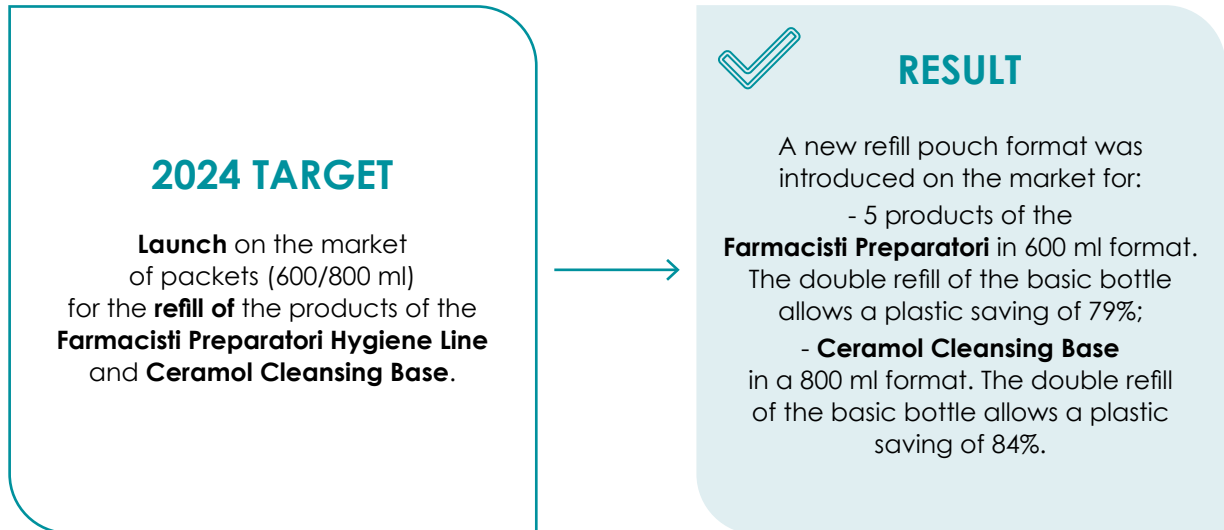
1. **Baby cream** 100 ml from virgin plastic to 36% recycled;
2. **Baby paste** 100 ml from virgin plastic to 36% recycled;
3. **Honey hand cream** 75 ml from virgin plastic to 35% recycled;
4. **Hyaluronic acid hand cream** 75 ml from virgin plastic to 35% recycled;
5. **Body scrub** 200 ml from virgin plastic to 37% recycled;
6. **Purifying face mask** 75 ml from virgin plastic to 36% recycled;
7. **Deo antiperspirant cream** 50 ml from airless virgin plastic tube to 36% recycled tube;
8. **Baby bath** 400 ml virgin plastic bottle to 300 ml 75% recycled bottle;

The new **Facial Cleansing Mousse** from the **FARMACISTI PREPARATORI** was introduced to the market with a 150 ml 100% recycled plastic bottle.

Respect for the environment is a founding value of the DOLOMIA brand, which places great emphasis on reducing the environmental impact of its products. In 2024 **3 new products** were marketed with percentages of recycled material in their pack:

1. **Dolomia Flower** 30 ml: 6% recycled glass bottle
2. **Dolomia Night Concentrate** 25 ml: 20% recycled glass bottle
3. **Dolomia Haircare mask** 150 ml: 37% recycled plastic tube

With regard to the **sustainable reuse of packaging**, every year we study new solutions to widen our proposal of refill systems on the market, also in consideration of the most recent guidelines expressed on the issue by the EU¹⁰.



During 2024 we have also increased the number of products undergoing an **environmental impact assessment** in relation to their entire **Life Cycle**, verified by a third party, applying the measurement criteria recognised by the international **EPD (Environmental Product Declaration)** standard.



In 2024, we certified 3 new Dolomia-branded products according to the EPD standard:

- **Night Concentrate** 25 ml pack;
- **Absolute Anti-Ageing Night Mask** 75 ml pack;
- **Aromatic Nectar** 100 ml pack;



10. Regulation of the European Parliament and of the Council on packaging and packaging waste, amending Regulation (EU) 2019/1020 and Directive (EU) 2019/904 and which repeals Directive 94/62/EC



In total, from 2015 to date, Unifarco, the first and only company in the world in the cosmetics industry, has achieved EPD® for **52** of its products: **4 best sellers from the Farmacisti Preparatori line, 47 from the Dolomia skincare line and one from the Ceramol line.**

43 of these products are still on the market with valid EPD certification¹¹.

The certification of CO₂ emissions achieved for the purpose of EPD recognition, together with the measures put in place

to reduce their relative quantity through appropriate packaging restyling, allowed us to put in place, in collaboration with the partner



a **carbon offsetting** operation on some **Dolomia** products through the purchase of 1,000 VCS (Verified Carbon Standard) certified carbon credits.

11. The list of Unifarco products with valid EPD certifications can be found at www.envirodac.com.

6. THE THIRD PURPOSE of common benefit



Promoting sustainable development as a whole, in its environmental, social and economic declinations, within the business activity and in direct or indirect relations with consumers and customers, suppliers of goods and services, local and non-local communities, institutions at all levels, as well as with their various forms of representation.

Our Commitment

Unifarco's focus on environmental sustainability

Consideration of all aspects affecting the environmental impact of our processes is constant and is oriented towards pursuing performance improvements in the short, medium and long term through **the common and responsible commitment of all company functions.**



During 2024, consistent with the continued expansion of our business volume and organisation (+7.5% turnover, +5.1% workforce compared to 2023), we **slightly increased**, in absolute terms, the company's requirements for the main **energy sources** we use [compared to the previous year:

Natural Gas/Diesel (heating): +6.7%; Electricity: +2.0%].

The consumption of automotive fuel also decreased¹²: -8.7% compared to the previous year. This reduction is also due to the inclusion in the company fleet of vehicles **equipped with full-electric or hybrid engines** instead of purely thermal ones.

It follows that **the intensity¹³ of our energy consumption is, year on year, slightly decreasing**:

Natural Gas/Diesel (GJ/€ 000): -0.7%

Electricity (GJ/€ 000): -5.1%

Total energy consumption¹⁴ (GJ/€ 000): -6.0%

Reducing the consumption of production sites is a priority for us and is carried out through continued investments as part of our energy saving policies:

2024 TARGET

Carry out insulation work on the roofs of the buildings housing the production and packaging facilities at the headquarters in Santa Giustina (BL) in order to **improve the efficiency of thermal management** in the working environments.



RESULT

Successful completion of insulation work on the roofs and buildings housing the production and packaging facilities at headquarters. The improvement of the **roof insulation** will ensure lower heat loss with **an overall improvement of the energy class** of the building (from B to A1).

Here too, we went above and beyond our set target: an intervention was also carried out for the **roof of the logistics hub in Alpago**, which resulted in a significant improvement of the building's energy class (from F to D).

12. The company vehicle fleet numbers 131 vehicles.

13. Calculated with the consumption (GJ) to turnover (€) x 1,000 ratio.

14. They include natural gas and heating oil, electricity, vehicle fleet consumption.



In addition to renovations on the buildings currently in use, all new company buildings are designed using state-of-the-art technology to minimise their environmental impact. In particular, the exclusive use of renewable energy, heating by heat pumps, and the use of LED lighting are highlighted. In addition, the installation of a photovoltaic system is planned in the new building under construction in Gravazze, with the aim of further optimising energy efficiency.

2024 TARGET

Complete and approve the executive design of the **new building** to be constructed **in Gravazze**, Santa Giustina - BL (intended to house the company's second automated warehouse), including technological solutions aimed at energy saving (photovoltaic system for self-generation of electricity, heating/cooling of workplaces by means of heat pumps, exclusively LED lighting, etc.)



RESULT



Approval of the project of the **new factory in Gravazze** (Santa Giustina - BL), which will see the installation of a **429 kWp photovoltaic power plant**. This will allow the self-generation of around 500,000 kWh/year of **renewable energy**, reducing dependence on the electricity grid. At the same time, the use of heat pumps will ensure maximum environmental comfort while minimising consumption. In addition, the highly energy-efficient envelope, combined with state-of-the-art LED lighting systems, will contribute to the **optimisation of consumption** significantly reducing the building's environmental impact.

Reducing greenhouse gas emissions is our priority: thanks to the actions taken, it has been possible to contain the increase in total direct emissions (Scope 1) and indirect (Scope 2) emissions from electricity purchases.

During 2024 the direct (Scope 1) and indirect (Scope 2) emissions from purchase of electricity of Unifarco S.p.A., compared to the values recorded the previous year (% change kg CO₂eq), are:

direct emissions (Scope 1):	-1.5%
indirect emissions (Scope 2 - Location Based) ¹⁵ :	+3.6%
indirect emissions (Scope 2 - Market Based) ¹⁵ :	0%*

*We have achieved zero Scope 2 - Market Based emissions from 2023 by exclusively purchasing electricity from certified renewable sources.

15. For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both of the following calculation methodologies were used: the **Location Based** method is based on average emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national boundaries (methodology used with the Italy emission factor from the source "Atmospheric emission factors of greenhouse gases from power sector in Italy and in the main European countries"); the **Market-based** method is based on CO₂ emissions by the energy suppliers the organisation purchases electricity from, through a contract, and can be calculated considering: energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, emission factors related to the "residual mix", i.e., energy and emissions not monitored or unclaimed (methodology used with emission factor from source "AIB - European Residual Mixes").

total emissions (Scope 1 + Scope 2 - Location Based): **+0.2%**

total emissions (Scope 1 + Scope 2 - Market Based): **-1.5%**

In view of the company's economic growth, as measured by the increase in turnover, and a simultaneous reduction in Scope 1 and Scope 2 total emissions **we have reduced the greenhouse gas emission intensity of Unifarco S.p.A. compared to the year 2023.**

total intensity of Scope 1 and Scope 2 emissions (Location Based) **-6.8%**

total intensity of Scope 1 and Scope 2 emissions (Market Based) **-8.3%**



Maximum attention in limiting the environmental impact of our activities has also been paid to the **more rational use of natural resources** indispensable in our industrial processes. First and foremost, **water**, which, besides being used in general civil services, is an essential component of every cosmetic product.

During 2024, organisational measures implemented to contain **withdrawals from the public water network**¹⁶ led, once again, to **limit the increase in total withdrawals** (+3.9% compared to the previous year¹⁷) against an increase of 7.0% in the processed products¹⁸.

Thanks to an improved rationalisation of the washing cycles of the machines and equipment, it was possible to maintain almost unchanged (+0.9%¹⁹) **the overall water consumption** i.e. water withdrawn and not directly returned to the environment²⁰.

We also carefully monitor **waste management**.

During 2024 we decreased total waste production by 4.8%²⁰, mainly due to a 4% reduction in non-hazardous waste (of which 82% is sent for recovery) and a 5% reduction in hazardous waste, mainly consisting of machine wash water.

For their disposal, all waste is **entrusted exclusively to specialised operators** in possession of the legal authorisations, the control of which is entrusted to a third party as required by ISO 14001 procedures.

16. The only source of supply used for the company's needs.

17. From 13,779 cubic metres in 2023 to 14,317 cubic metres in 2024.

18. From 1,528 tonnes in 2023 to 1,634 tonnes in 2024.

19. From 2,354 cubic metres in 2023 to 2,376 cubic metres in 2024.

20. Water consumption is calculated as the difference between the amount withdrawn from the aqueduct and the amount of water discharged (i.e. return to the nature) after use. Unifarco's water consumption is the sum of the water used for production and the water used for washing the machinery (disposed of at special treatment plants as special waste).

Our Commitment

Unifarco's focus on social sustainability

The protection and enhancement of independent contractors

Taking care of the well-being of the people who work for us is vital.

In 2024, there were **576 workers employed** by Unifarco, **of whom 62% were women** and **19% were aged 30 or under**. **The company's workforce is growing steadily, +5.1%**, compared to 2023.

For the benefit of our staff, in addition to the institutes governed by the Supplementary Company Agreement (renewed in 2022), the overall framework of company bargaining, among other aspects, defines and regulates:

- the company's labour relations "participatory model";
- remote working as a lever to improve the quality of work;
- the competence development-oriented evaluation system;
- the solidarity hour bank and other solidarity instruments;
- the economic welfare package, which includes among other things:
 - reimbursements for the purchase of school textbooks, nursery and kindergarten fees, and summer centres for employees' children;
 - agreements with suppliers of goods and services;
 - Christmas shopping vouchers;
 - discounts for the purchase of products and services of Unifarco Group companies;
 - support for workers suffering from serious illnesses;
 - scholarships for children and/or cohabitants of employees.



2024 TARGET

Adopt appropriate organisational measures designed to keep the proportion of staff using **smart working at a level above 70%** of the total, considering those employed at headquarters and classified as clerical staff/white collar workers.



RESULT

We reaffirmed our commitment to smart working, achieving a 75% participation rate among employees and middle managers at the headquarters. This was made possible thanks to the solid foundation laid with the "smart working contract" of 2021, a trade union agreement that defined clear rules and provided the necessary tools for flexible working.

Prominent among the year's initiatives was the implementation of the staff appraisal system using a **bottom-up** approach. To this end, each manager receives a report that collects feedback from their independent contractors, guaranteeing the anonymity of each evaluation. This process allows a more focused management and, at the same time, gives the independent contractors the opportunity to actively contribute to the improvement of the Unifarco team.

Unifarco is constantly striving to promote a working environment that fosters a **work-life balance for its employees**. In this vein, in 2024 we successfully started the trial of the differentiated timetable, meeting the target we had set for the year.



2024 TARGET

Start the trial of a **differentiated entry/exit time regime**, at the choice of the individual worker, for staff employed at headquarters.



RESULT

Successful trial with differentiated timetables in some company departments. The results were more than positive, with **80% of the employees** involved in the first application of the agreement. Thanks to this initiative, our independent contractors can now choose freely between **3 different work start times**, thus improving the balance **between work and private life**.

During 2024, the company continued to invest in the professional development of its staff, promoting initiatives that reflect its commitment to an inclusive and sustainability-oriented corporate culture. During the year we recorded a total of **over 4,200 lesson hours used for non-compulsory training**. Some of the main training activities include:

- **Gender Inclusion Project:** a 128-hour training initiative aimed at developing gender inclusion within the company. The employees involved were divided into focus groups to explore key issues relating to the interaction between women and the organisation.
- **Training project for the marketing department:** over 600 hours of training aimed at improving collaboration and teamwork effectiveness.
- **Development path for newly appointed leaders:** a 112-hour training programme dedicated to new leaders to support them in developing the managerial skills needed for effective team management.



In the **course of 2024**, through the "**Wellness 365**" project, intended to involve Unifarco's independent contractors in initiatives focused on nutrition, physical exercise, self-care and inner well-being, aimed at **promoting a correct and balanced lifestyle**.

Nutrition: we are committed on a daily basis in the scrupulous selection of menus offered by the company canteen, inspired by the "Harvard Plate"²¹. In 2024, we also entered into a partnership with a local cooperative to make organic food products more accessible to employees.

2024 TARGET

Inaugurating the "**company market**" to propose/ facilitate the purchase of organic agri-food products, grown and/or processed by local companies, by staff employed at headquarters.



RESULT

The company market, an initiative to **support local farms and offer employees high-quality organic products** was inaugurated. Thanks to the collaboration with the **Dumia cooperative**, we offer a service that promotes circular economy and social reintegration. In just a few months, more than 150 employees have joined the initiative, showing great appreciation for this project.

21. "Healthy Eating Plate", created by nutrition experts from the Harvard TH Chan School of Public Health, USA.

Physical exercise: as part of the "Sport Lovers" programme, "functional training" courses are made directly available to all company employees. In summer, corporate green-volleyball and "football-tennis" team tournaments are organised. In addition to the activities organised directly by the company, the welfare plan includes numerous conventions with gyms and sports centres.

2024 TARGET

Extending the availability of conventions with **gyms and other sports centres** throughout the country to encourage the practice of sports for staff working permanently off-site.



RESULT

With the aim of offering our independent contractors increasing opportunities to take care of their health and well-being, the network of partnerships with **gyms and sports centres** was expanded. The new platform for corporate welfare, with over **250 affiliated facilities** throughout the country, allows each employee to choose the physical activity best suited to their needs and preferences.



Health: 55% discount guaranteed for the purchase of analysis services (body mass and food intolerances) through affiliated pharmacies.

Psychological support: the corporate welfare plan also includes agreements to access dedicated psychological support tools and "Life Coaching" courses for employees.

2024 TARGET

Expand the ways and means dedicated to foster the use of **psychological support** by company staff.



RESULT

Thanks to the new **partnership with Serenis**, one of the leading players in the field of psychological well-being, we offer our employees the possibility of access to **5 sessions** of online psychotherapy or coaching per year entirely **paid for by the company**. This already highly appreciated initiative recorded 26 activations in the first two months, demonstrating the importance of accessible and confidential psychological support.

Relations with local communities and institutions



For more than 40 years, Unifarco has been strongly rooted in the Belluno territory that gave it birth and has been able to accompany it, with the availability of human capital, resources and means, in the progressive development of its activities.

On this basis, we maintain close and continuous relations with communities, local institutions and organisations that promote initiatives to support people in need or with health problems. We also collaborate on cultural initiatives and local development projects, while supporting sports activities, particularly those aimed at young and older individuals, with a

focus on amateur participation.

Over time, we have broadened our horizon of intervention, paying ever greater attention to the requests coming from other territories (sometimes even outside our national borders), also on the basis of the numerous reports regularly submitted to us by our customer pharmacists in Italy and abroad.

During 2024 we provided a total of more than EUR 600,000 for support to the above-mentioned activities, which generated an increased **indirect benefit to recipients of approximately EUR 1,255,000²²**.

2024 TARGET

Confirming direct or indirect support to Bodies, Organisations, Associations and other entities engaged in the realisation of **initiatives for culture, social utility, valorisation of the territory or sports activities**, with non-profit purposes.



RESULT

The total value of donations and gifts of company products amounted to over EUR 600,000, made to 300 different beneficiaries engaged in initiatives for culture, social utility, valorisation of the territory or sports activities, with non-profit purposes.

22. The amount of EUR 600,000 is the sum of the cash and the counter-value (at ex-factory cost) of the donated products. The amount of the indirect benefit (EUR 1,255,000) is calculated by considering the countervalue of the donated products at retail price.

Here are just a few examples of organisations and initiatives supported during the year:

- Donation of an echotomograph, worth EUR 42,000, to the gastroenterology department of the Hospital Feltre – ULSS 1 Dolomiti, intended for the early diagnosis of osteoporosis;
- Through Associazione Italiana per la Ricerca sul Cancro (AIRC), funding for a two-year scholarship for a researcher who intends to pursue work on the topic of women's tumours.
- Total contributions, worth more than EUR 40,000, to support cultural initiatives such as, for example, publishing projects for popularising science or the organisation of the exhibition "Erbari, curarsi e nutrirsi con le erbe nei secoli" (Herbaria, self-treatment and nutrition with hers over the centuries).
- Total contributions, worth over EUR 260,000, to support initiatives with social and solidarity purposes.
- Total contributions, worth over EUR 130,000, to support amateur teams and sports events.

2024 TARGET

To support the project to establish a decentralised branch of the University of Verona in Belluno for the launch of a degree course in Computer Science.



RESULT

The commitment to the project for the establishment of a decentralised branch of the University of Verona in Belluno for the launch of the Computer Science Degree course. Contrary to expectations, Unifarco and the other project partners have not yet been able to pay the financial contribution, as the **project is currently at the final approval stage.**

Finally, **in 2024**, we secured the necessary resources to meet the institutional commitments of the **Fondazione Unifarco**, a non-profit private law body that we set up with the aim of:

- directly or indirectly carrying out works, services and initiatives with the exclusive aim of social and humanitarian solidarity in the fields of education, social and health care, education, recreation, as well as medical and scientific research;
- identifying and implementing social welfare initiatives and projects, expressed with humanity and confidentiality.

2024 TARGET

Securing funding for the activities of the **Fondazione Unifarco** for the 2024 operations



RESULT

The funding provided by Unifarco to the Foundation to help achieve the latter's institutional purposes during the year amounted to **EUR 30,000.**

Also **during 2024** we have given attention and support to projects focused on the issues of **environmental protection** and of **protection of biodiversity**: our **Medicinal Garden** was expanded, with new local varieties of typical plants and apples, intensifying school visits to raise awareness among the younger generation. The Medicinal Garden

also hosts 500,000 bees, raised using methods that prioritise their well-being and support their reproduction, including proper winter feeding. The **Naturalistic Beekeeping** project continued, again offering beekeeping courses in 2024 for employees, who are gifted a beehive to continue the initiative also on a personal level.



Finally, the project for the conservation of the "**Narcissus Meadows**" was expanded; this is a pilot project involving an area of great ecological value located in the municipality of Borgo Valbelluna (BL) whose aim is the conservation of these unique habitats, which are threatened by the abandonment of traditional farming practices and the expansion of invasive plant species. In 2024, the initiative brought tangible results through

awareness-raising activities, such as the "**Biodiversity Days**", and actions on the field such as mowing and installation of selective fences to limit fauna access. Our commitment also extends to the promotion of strong collaboration between local farmers, voluntary associations and institutions, with the aim of countering the risks associated with changing farming practices and the abandonment of mountain lands.

7. THE IMPACT OF UNIFARCO

the assessment



As previously seen, the contents of the annual report prepared by each Benefit Corporation also includes an **assessment of the impact it generated**, using an **external standard**.

In compliance with statutory requirements, the latter shall be: comprehensive and articulate, developed by an entity not controlled by or affiliated to the Benefit Corporation, credible and transparent.

For the correct preparation of this **Annual Impact Report of Benefit Societies**, we chose to use the **B Impact Assessment**²³ international standard, developed by B Lab, a non-profit organisation based in Pennsylvania (USA).

The B Impact Assessment assigns an overall score (B Impact Score), on a scale from 0 to 200 points, with a threshold of 80 points as the minimum requirement for achieving the B Corp certification.

The platform managing the impact assessment process produces partial scores for each of the following areas of business management: **Governance, Workers, Community, Environment, Customers**. At the end of the assessment, it also provides a benchmark on the company's positioning compared to the scores of the other companies evaluated: in the same **country** (Italian only) or in the same **industry** (globally) or of the same **size** (by number of employees).

B IMPACT SCORE

Unifarco	Italy	Area	Dimensions
102.7	68.8	75.2	78.5

Fiscal year-end date 31 December 2024

B Impact Score

SCORE 2024	SCORE 2023
102.7	97.2

AREA

Governance

SCORE 2024	SCORE 2023
17.2	17.2

AREA

Workers

SCORE 2024	SCORE 2023
29.7	25.9

AREA

Community

SCORE 2024	SCORE 2023
20.7	19.9

AREA

Environment

SCORE 2024	SCORE 2023
21.5	20.5

AREA

Customers

SCORE 2024	SCORE 2023
13.5	13.5

23 <https://www.bcorporation.net/en-us/programs-and-tools/b-impact-assessment/>

8. SPECIFIC TARGETS 2025



Below are the targets of common benefit that we, as a Benefit Corporation, intend to achieve during 2025:

INTRODUCE into the market a new refill solution for the Dolomia Soft Butter 170 ml jar.

REDUCE the unit weight of the primary packaging of 4 Dolomia products.

INCREASE the use of recycled materials in the primary packaging of the Farmacisti Preparatori branded Intimate Line and Mouthwash bottles and of the Ceramol Base Cream.

ACCELERATE the energy transition process by replacing oil and natural gas boilers with high-efficiency solutions.

CONFIRM direct or indirect support to Bodies, Organisations, Associations and other entities engaged in the realisation of initiatives for culture, social utility, valorisation of the territory or sports activities, with non-profit purposes.

START measuring the environmental impact of organised events (meetings, conventions, training courses), designing concrete actions to reduce their ecological footprint and strategies to raise awareness among participating pharmacists.

SUPPORT the development of a responsible corporate culture in terms of sustainability through training that expands the three ESG pillars, raises employee awareness and translates into responsible practices in daily life.

OPTIMISE the recovery of non-compliant or obsolete cosmetics through dedicated treatment lines, further reducing the environmental impact of waste management.



UNIFARCO

— we care for care —

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 Ceramol **BIOMALIFE** DOLOMIA MyCli  KEYLIFE GENAGE

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