

SOCIAL RESPONSIBILITY REPORT 2022

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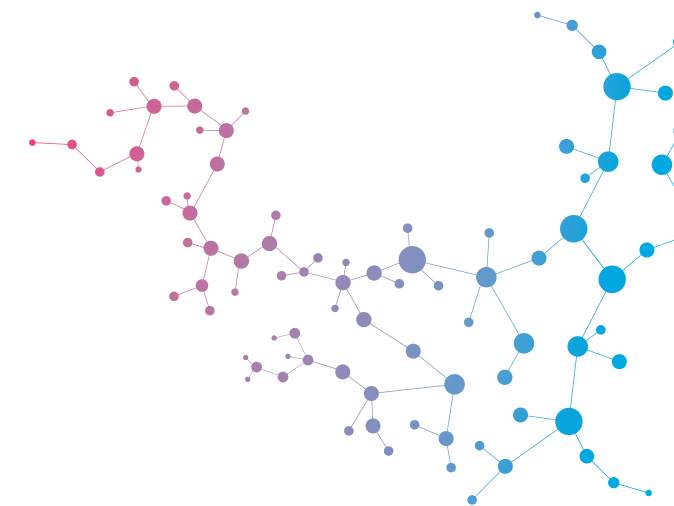
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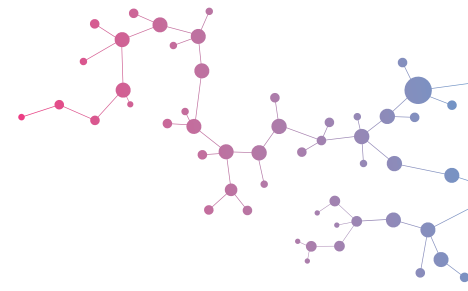
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Bial
Keeping life
in mind.



Message from the CEO



ANTÓNIO PORTELA | CEO

BIAL is an innovation-driven pharmaceutical company aiming to improve people's lives worldwide.

Our main goal is to push-forward science and health, delivering innovative medicines while fully integrating environmental, social, and governance (ESG) commitments into our daily business and activities.

We are pledged to undertake the biggest challenges we face, from climate change to access to healthcare, equality, and fostering a more inclusive world for all. As we seek to positively impact society and the planet we live on, we are renewing our commitment to the Global Compact and its ten principles in the areas of human rights, labour, environment, and anti-corruption. This should be a mission for all of us, and we take our responsibility seriously.

We value health, people, and life and will play our role in ensuring we leave a better world for future generations.



I BIAL

MISSION & VALUES

Founded in 1924, BIAL's mission is to find, develop and provide therapeutic solutions in the health's area. "Keeping Life in Mind" is our motto.

Somos motivados pela Visão que nos inspira: Ser uma empresa de dimensão internacional baseada em medicamentos inovadores próprios.

We are motivated by the Vision that inspires us: to be a company with an international dimension based on our own innovative medicines.

We want to respond to people's health needs, playing an active role in the global economy. We also want to contribute to building a competitive and dynamic knowledge society, based on scientific development and innovation. The Values that guide us reflect our identity:

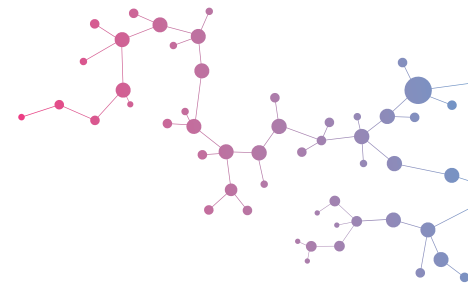
- At the Service of Health
- Commitment to Quality and Innovation
- Excellence in scientific research
- Integrity and high ethical standards
- Rigour, responsibility, and teamwork
- Respect for universal values

COMMITMENT TO HEALTH

We believe that, to serve the interests and needs of all people, we cannot limit ourselves to the production and supply of medicines: we must go further. That is why we have defined research into new therapeutic solutions as a strategic focus for BIAL.

To contribute to the development of humankind, we feel the need to discover, innovate, and actively contribute to the treatment of the various pathologies that affect human beings and their quality of life. This means living day-to-day life in a spirit of creativity and evolution, within a highly professionalised business model, involving our employees, our shareholders, our clients, and our suppliers in the BIAL project.





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BIAL invests more than 20% of its turnover in Research and Development (R&D). According to the data published in The 2021 EU Industrial RD Investment Scoreboard, BIAL occupied 362nd position among the 1,000 companies in the European Union that invest the most in R&D and was the company with the highest expenditure on Research and Development (R&D) in Portugal in 2021, totalling more than EUR 81.6 million, according to the definitive results of the Survey on National Scientific and Technological Potential (IPCTN21), published by the Directorate General of Education and Science Statistics (DGEEC).

The group's R&D projects are developed at its R&D Centre in Trofa, Portugal. Neuroscience is BIAL's main field of research, which aims to contribute to therapeutic evolution, making available on the market products that provide a better quality of life.

In the pharmaceutical industry, ten to fourteen years is the average time spent on researching a new drug, involving investments of up to one billion euros. Thousands of molecules are left behind along this long path because they are not effective, are not safe or have undesirable effects for the human organism.

In 2009, BIAL put Portugal on the world therapeutic innovation map by launching the first Portuguese research and patent medicine, an anti-epileptic, which is now available in several European countries and in the USA. The second BIAL medicine, a drug for Parkinson's Disease, is also already marketed in several European countries, the USA, Japan, and South Korea, among others.

In recognition of our commitment to Research and Development, BIAL has, since 2005, been a member of the European Federation of Pharmaceutical Industries and Associations (EFPIA), a renowned federation that brings together the leading research companies in the European pharmaceutical sector.

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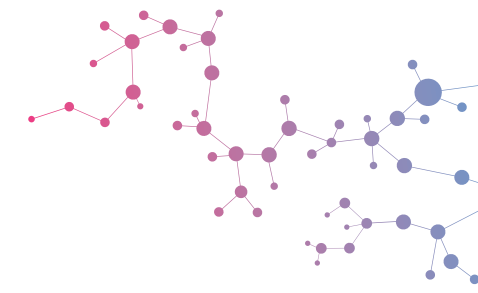
As a national industry, we also feel the need to actively contribute to the economic and social development of the country, fostering the construction of a society based on the pillars of knowledge, competitiveness, cooperation, science, and innovation.

BIAL joined the group of founders and is a member of the Health Cluster Portugal, a Health competitiveness cluster whose mission is to make Portugal a competitive player in research, design, development, manufacturing and marketing of products and services associated with Health. BIAL is also a founding member of Business Roundtable Portugal, an association whose goal is economic growth in Portugal, with the aim of integrating it into the group of the most developed and wealthiest countries in Europe.

BIAL is also a member of the Portuguese Pharmaceutical Industry Association (APIFARMA), whose main mission is to foster innovation and the development of therapies that meet the needs of treating and preventing new pathologies, as well as providing medicines that constitute an improvement in the health and quality of life of the population.

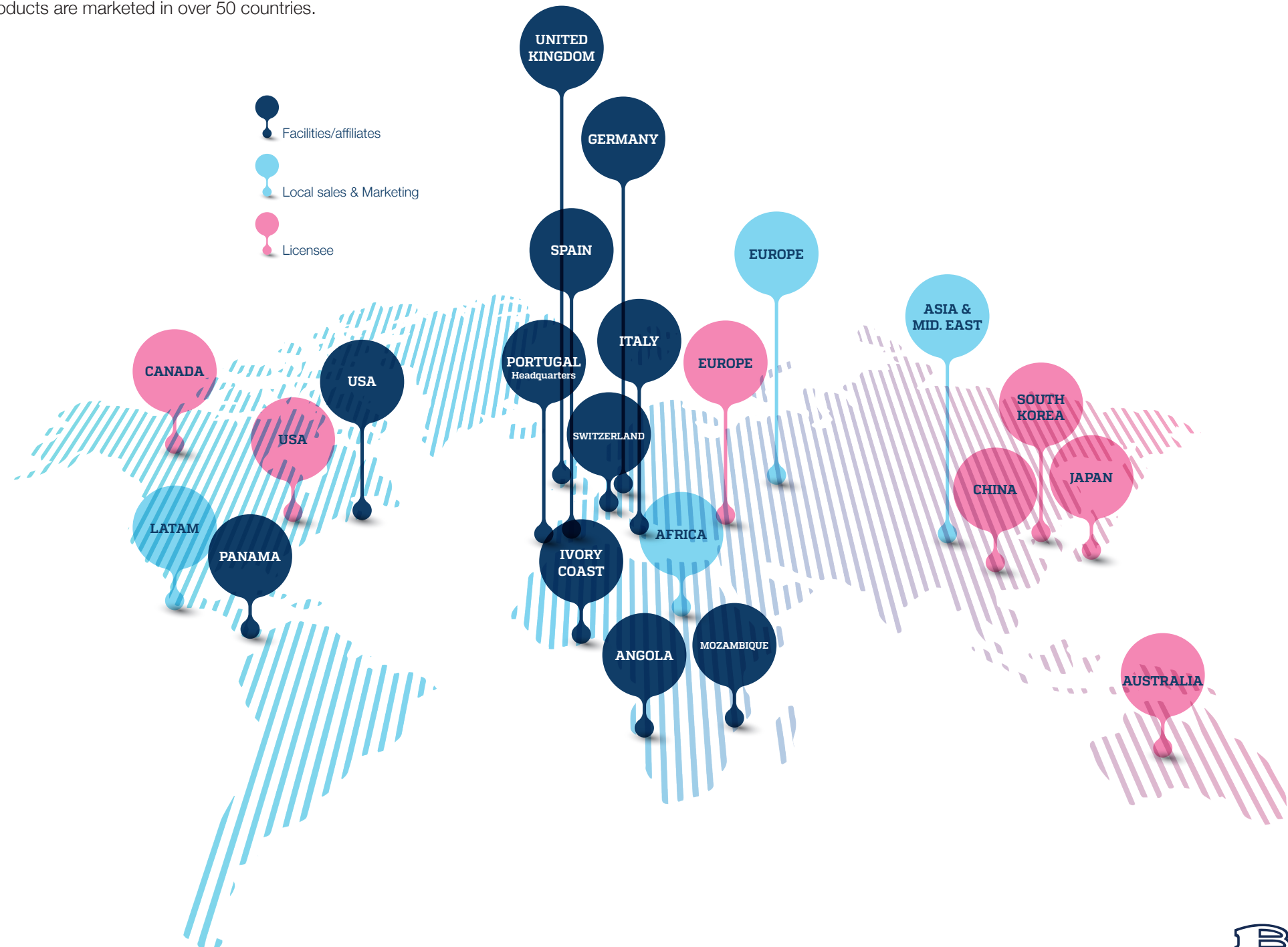
In carrying out its mission, the Pharmaceutical Industry upholds high ethical and quality standards, together with social responsibility and the duty of solidarity.





BIAL IN THE WORLD

Our commitment to internationalisation is one of the BIAL group's main vectors of action. In recent years, we have expanded our presence a little all over the world. Today, our products are marketed in over 50 countries.





II BIAL and the 10 Principles of the United Nations Global Compact

HUMAN RIGHTS

People

13

- Principle 1: **BIAL supports and respects the protection of internationally proclaimed human rights;**
- Principle 2: **BIAL guarantees no corporate complicity in the human rights violations.**

The human factor is a priority in BIAL's management policy. We believe that our people are the basis for the success of the group, which is now recognised as a benchmark in the labour market - by both public and private institutions.

The BIAL group has consistently and sustainably been an important generator of employment opportunities. In 1995, the company had 250 employees; today we have approximately 900 employees.

Our commitment is reflected in the quality and qualification of our people. BIAL is proud to have a highly demanding recruitment and selection process, seeking to attract, select and retain competent employees with the best qualifications. This requirement can be proven by the high percentage of employees who have a higher academic degree (83%) and who also have a PhD (1%).

In 2022, 110 recruitment processes were carried out and 20 new jobs were created.

Recruitment
Processes



New
Jobs

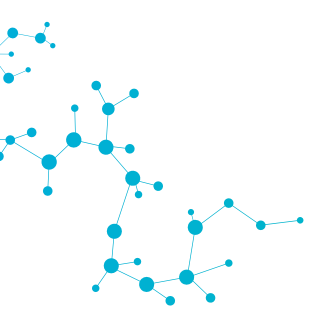


Human Rights

Our activities and relations established with stakeholders follow a daily concern for compliance with Human Rights. BIAL has never been involved in any process related to the violation of Human Rights and rejects any type of discriminatory activity, always calling for equal opportunities in our processes.

It is important to mention the Group's Code of Ethics and Conduct; a documentation of mandatory reading and acceptance by all employees, which addresses non-violation of Human Rights. All possible non-conformities with the Universal Declaration of Human Rights may be reported confidentially and anonymously in our Internal Satisfaction Questionnaire, which is carried out every two years.

The BIAL group has employees of 27 different nationalities. At the head office in Portugal, our team is made up of 10 different nationalities. In our Research and Development Area, which represents 15% of our work posts, we have 124 employees, 54 of whom have PhDs and are of 12 nationalities.





LABOUR PRACTICES

- Principle 3: **BIAL supports freedom of association and the effective recognition of the right to collective negotiation;**
- Principle 4: **BIAL condemns all forms of forced and compulsory labour;**
- Principle 5: **BIAL condemns all forms of child labour.**

Our strategy is oriented towards the future, safeguarding the basic principles of development of our activity aimed at sustained growth, combined with respect for society and human beings.

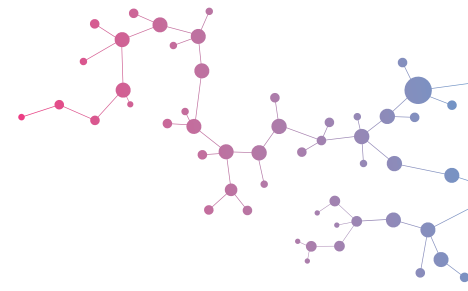
BIAL has a proactive policy for developing our people through talent management programmes, training and development actions and the existence of various opportunities for internal and international mobility.

Health and safety are a constant priority, so we seek to comply with all legal and regulatory requirements associated with health and prevention of harm to our employees, a fact recognised and validated by the certification of the Occupational Health and Safety Management System, in accordance with the requirements of the OHSAS 18001 standard.

In 2022 there were 25 work accidents (21 occupational), of which two with an absence of more than 30 days. The total number of days of absence due to occupational accidents was 223 days, with the longest absence being 103 days and that 28.6% of the accidents occurred within the premises, mainly in the production area. The absenteeism rate stood at 5.5%.

BIAL has instituted “Zero Accidents”, an internal project that is defining corrective actions to reduce the number of work accidents by 2023.



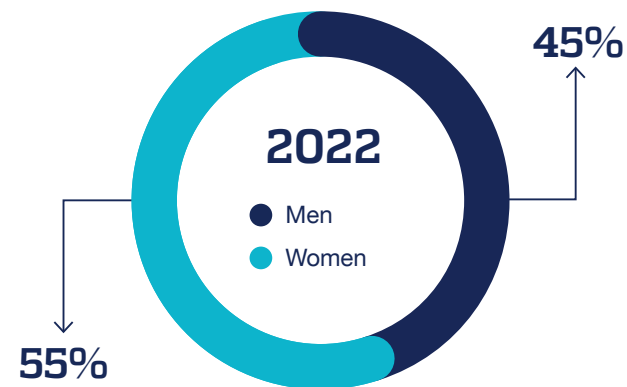


- Principle 6: **BIAL guarantees the elimination of employment discrimination.**

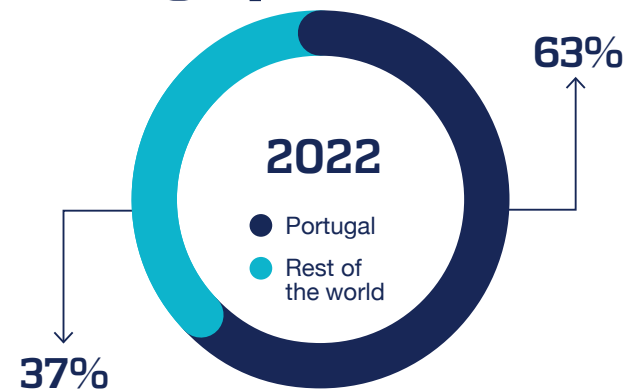
The BIAL Group does not use any discriminatory practice in its recruitment process, namely about disability, gender, religious, political and sexual orientation, marital status, nationality, ethnic origin and trade union membership. As an example, the percentage of female employees in the company is 55%.

About management positions, 29% of top management positions and 42% of middle management positions are occupied by women. In total, 39% of management positions are occupied by women.

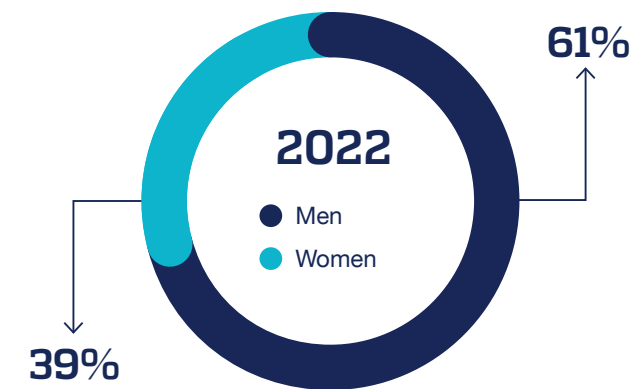
Distribution by gender



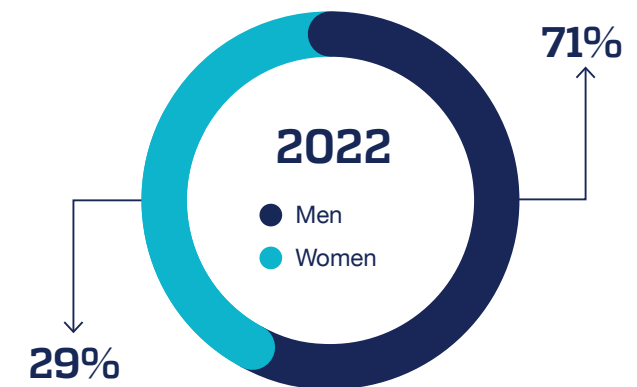
Geographic location



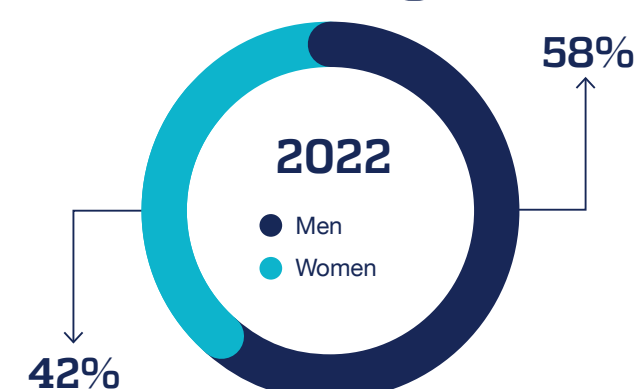
Management positions

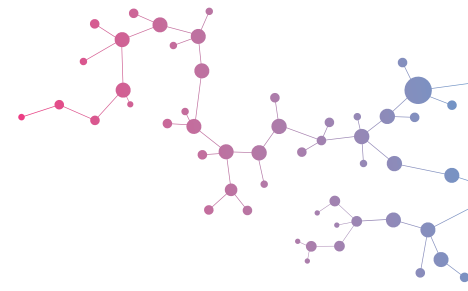


Top management

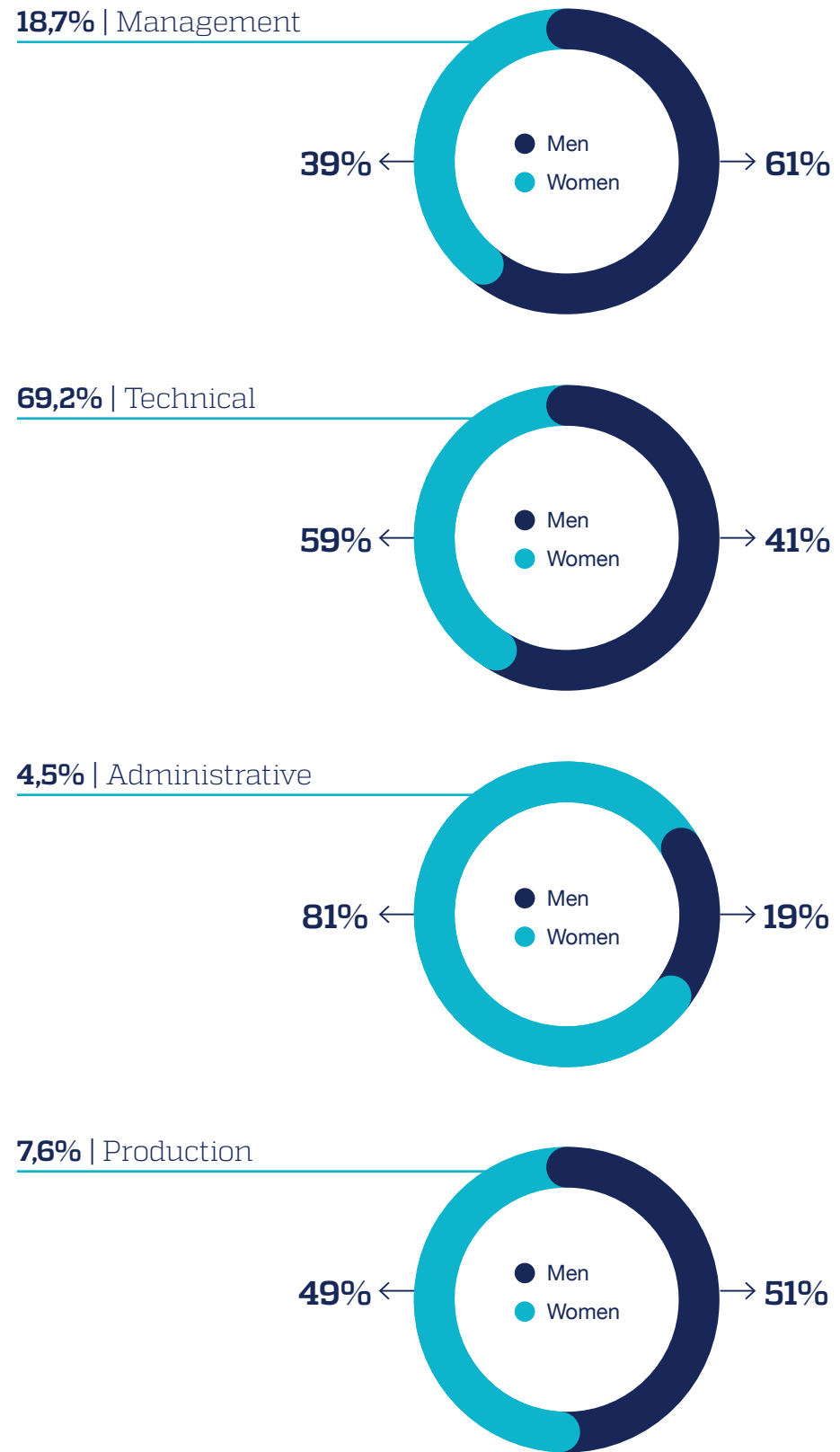


Middle management



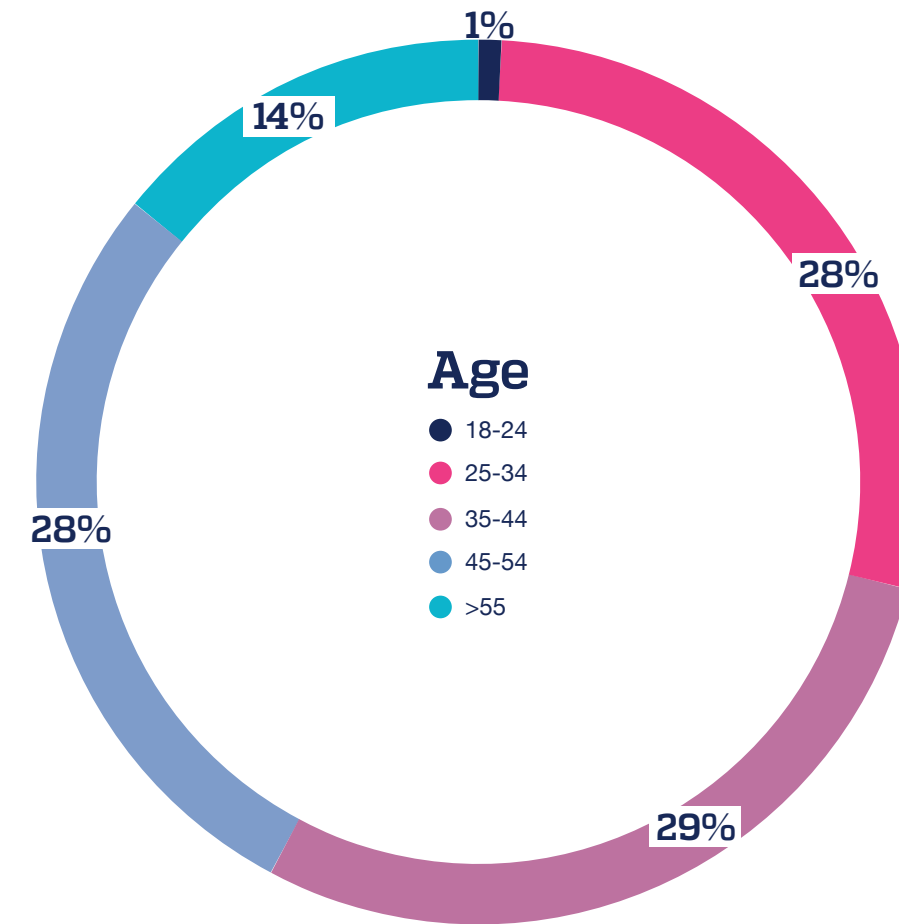


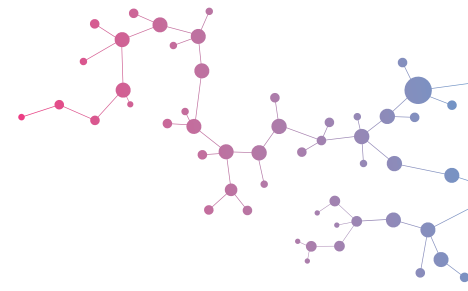
Employees by function and sex



Average length of service

BIAL has an average length of service of nine years. Regarding average age, the employees are on average 42 years old, distributed as follows:





Labour relations

BIAL aims to develop best practices in people management and relationships, and labour relations are no exception.

As part of APIFARMA, one of BIAL's main responsibilities is to follow the guidelines and standards of the Collective Labour Agreement for the Pharmaceutical Industry, an agreement between the industries belonging to the Association, which regulates the sector's activities in the context of Labour Law, the Constitution of the Labour Relationship, Professional Training, Safety, Hygiene, Prevention and Health, among others.

BIAL is also a member of the "ISO Group", a project developed in partnership with Infarmed (National Authority for Medicines and Health Products I.P.), made up of representatives from each Industry and which promotes the harmonisation of procedures and potential synergies between member entities.

It should also be noted that, at BIAL, we give priority to job security and stability, and we are proud that around 93% of our employment contracts are permanent.

Human Resources Policies

Rotation, Relocation and Mobility

We favour the internal rotation of our employees, and almost all opportunities within the Group are disclosed internally, enabling our people to be integrated in new functions, in different departments and countries. As an example, in 2022, the rate of recruitment processes concluded with internal employees was 16%.

The integration of non-Portuguese employees in the company involves support in finding accommodation, processing the necessary documentation for their stay and integration in Portugal and choosing a school for their children and support. All these employees have access, in their first year of employment, to Portuguese classes that help their integration in the country, in the company and in their respective function.

Whenever BIAL enters a new market and/or creates teams internationally, the integration of corporate processes, values, ethical principles, and the BIAL culture are a priority, but always based on respect for the identity, specificities and differences of the communities where we are present.

Performance Management

Performance Management is an essential management tool for ensuring employee-organisation alignment. At BIAL, performance evaluation is carried out annually, encompassing analysis of objectives (Company, Departmental and Individual), as well as analysis of strong points and areas for improvement, which will result in a development plan with concrete actions and measures.

This management gives all employees the opportunity to reinforce their career expectations, enabling them to generate a “mapping” of needs and ambitions, as well as develop specific training plans, while understanding their interests and motivations and aligning them with the BIAL Group’s strategic needs.

Training and Development

To update and improve the skills of our human resources, we promote teamwork and a continuous training system at all functional levels.

With the aim of generating high levels of motivation and performance, BIAL develops programmes that focus on individual development. In 2022, around 108 hours of training were provided per employee, which proves our commitment to the professional qualification and enhancement of our people. Here are some examples of the training projects implemented at BIAL:

- **Integration Training** – Defined and aimed at all employees starting functions in our company.
- **Executive Coaching** – Held annually for a group of employees, with the main objective of providing them with key competencies for the performance of their functions.
- **Leadership Training** – Through partnerships established with renowned institutions, leadership training is provided every year to BIAL’s leaders. “myTEAM” and “BIAL Tools” are examples of programmes developed.



- **Good Management and Leadership Practices Programme.**
- **Curricular enrichment** – BIAL annually contributes to or finances degrees, master’s degrees, doctorates and/or MBAs that may contribute value to the business and that its employees may wish to attend.





- **Language Training** – Held annually so that gradually all employees can improve this competence, with a view to speeding up, optimising, and accelerating the internationalisation process that we have defined for the Group.
- **Internal Training** – Annually, several actions are given on process, procedure, or equipment updates to all employees, who are also trained in key areas such as: Good Practices in the Pharmaceutical Industry, Hygiene and Safety at Work, Pharmacovigilance, among others. It is important to mention that every time an employee is admitted, they have access to training in our Code of Ethics and Conduct. Proving once again its commitment to training, BIAL also has an internal e-learning platform.

Internal satisfaction

Our employees' opinion is a key tool for BIAL's global growth. As previously mentioned, an Internal Satisfaction Questionnaire is carried out every two years, which is an opportunity for all employees to express their opinion regarding a wide variety of issues related to their work.

In the last edition, in 2021, the global satisfaction level of the employees reached 84.8%. This instrument made it possible to collect a set of information that led to a major investment in well-being issues and the implementation of new measures aimed at further improving the level of satisfaction of our people in 2022. The next internal satisfaction questionnaire will be carried out at the end of 2023.

Internal communication

As a result of our internationalisation, internal communication is key to a good organisational climate. The point of contact with all BIAL employees is made through:

- **BIAL Intranet** – available to all employees, it shares all relevant information that can be consulted at any time.
- **Mailing** – sharing news on various subjects, areas, events, initiatives/campaigns (institutional, Human Resources, etc.).
- **Newsletters** – sharing specific themes to areas, subjects, commemorative weeks, tips, etc.

Annually, a commemorative event is held to celebrate the company's anniversary in which information about the present and future of the company is shared by the Chairman, CEO and Directors of the different areas. In addition, international meetings are held every year with all the Directors and Managers to share information and define and adjust the company's strategy.

Defining as a priority internal motivation and the maintenance of an environment of cooperation and collaboration, BIAL has been building a circle of permanent and open dialogue, and the high satisfaction of the Group's employees, which is recognised internally and externally, and a source of pride.

ENVIRONMENTAL PROTECTION

Quality and the Environment as Principles

- Principle 7: **BIAL supports a precautionary approach to environmental challenges;**
- Principle 8: **BIAL promotes environmental responsibility;**
- Principle 9: **BIAL promotes the use of environmentally-friendly technology.**



At BIAL, environmental protection is everyone's responsibility. Its improvement must be constantly sought and worked on, as it is a determining factor in meeting our objectives.

Our strategies and efforts to develop and optimise our processes, products, and services consider respect for the surrounding environment and all those who live there. The fulfilment of these commitments is ensured, in all areas of the company, based on the following principles:

- To guarantee the quality and safety of the medicines manufactured, in harmony with the environment.
- To observe strict compliance with the regulatory, technical, and normative requirements applicable to our activity or others to which the company subscribes.
- Demand from suppliers' strict compliance with the specifications and requirements of the different materials, products, and services, as well as responsible action with respect to health and the environment, stimulating their participation in the improvement of processes, products, and services.





- To continuously improve the performance of the environmental management system to deserve the acceptance of the health community, regulatory bodies, and society in general.

BIAL's responsible use of resources is based on the identification and management of the main environmental aspects that directly and indirectly depend on our activity.

We recognise that working in partnership is fundamental to achieving our goals, which is why in 2022 BIAL joined the Porto Climate Pact, a collective action with collective benefits and a common goal of achieving carbon neutrality in the region.

Waste Production and circular economy

BIAL's environmental responsibility includes the need to manage its activities in such a way as to minimise material consumption and the volume of waste generated.

Waste management is carried out in strict compliance with applicable environmental laws and regulations, as well as defined internal targets and standards, and reducing the volume of waste is the focal point.

In 2022, we reduced the volume of hazardous waste by 59% compared to 2021, as a result of the implementation of continuous improvement actions in our processes. We promoted circular economy actions focused on the digitalisation of processes and maintained partnerships with our suppliers in return for packaging. In addition, we sent around five tonnes of waste organic solvents for recovery/ regeneration.

In 2022, the global production of waste was 175 tonnes, all of which were sent to licensed operators. The recyclable waste rate was 80%.

Focused on the principles of the circular economy, our packaging (cartons, leaflets, and cardboard boxes) is FSC (Forest Steward Council) certified, i.e., the raw material for our packaging comes from sustainably managed forests. In addition, all the cardboard boxes that pack our products incorporate over 50% recycled materials.

To improve its waste management, BIAL also adopts the following actions:

- Publication of informative articles in internal newsletter, with a view to sharing information with all employees and boosting their participation in the initiatives created.
- Promotion of the internal campaign If not now, when? aimed at alerting employees to the correct separation of waste.
- Internal campaign for the collection of medicine waste in partnership with Farmácia Aliança and Valormed.



Water consumption and wastewater generated

Recognising that water is one of the essential resources for life on Earth, BIAL uses this resource very consciously. Therefore, measures have been implemented with the aim of achieving an increasingly efficient consumption of this resource. In 2022, 16,103 m³ of water were consumed from the public supply system, used for the production process and human consumption by our employees. In 2022, we identified an opportunity to reuse water from the purified water production process that is reused to supply the fire network, the irrigation system, and the effluent treatment plant.

Minimising impacts throughout the water cycle is an important part of our system. The effluents generated in our production and laboratory processes are treated to preserve as much as possible of the water resource. In 2022, 9,336 m³ of effluent were treated - corresponding to 58% of total potable water consumption. It should be noted that the treated effluent achieved an efficiency reduction of 70% in BOD₅ (biochemical oxygen demand), 90% in TSS (total suspended solids) and 61% in COD (chemical oxygen demand).

Energy consumption

BIAL's energy needs are the environmental aspect that contributes most to its carbon footprint. Aware of this, BIAL is dedicated to improving its energy performance and efficiency.

Energy consumption is fundamentally associated with electricity, natural gas, and vehicle fleet fuels. In 2022, BIAL facilities consumed a total of 1,725 TEP. However, since 2021 we have established criteria for the acquisition of electrical energy, this being 100% renewable and with certificates of guarantee of origin. Associated with its primary energy consumption, 57% of it is of renewable origin.

In 2022, we expanded our production and self-consumption unit (UPAC), totalling an occupied area of 3,500 m² and an installed capacity of 741 kWp. To improve energy efficiency in the compressed air network, we invested in new compressors. We replaced nine fossil fuel vehicles with electric/hybrid plug-in vehicles and extended the electric charging stations in our fleet by 20.



Carbon neutrality

Climate change is the most structural challenge we face. It has generated actions at the level of countries and companies to stabilise the increase in global temperature. In 2022, the emissions of Greenhouse Gases (GHG), scope 1 - direct emissions and scope 2 - indirect emissions were 2,194 tons of CO₂, corresponding to a 48% reduction compared to the reference year of 2020. The most relevant actions for this result were the supply of electricity from photovoltaic panels and obtaining electricity with guaranteed origin from renewable sources.

Promotion of legal compliance for “people working on behalf of or for the organisation”

Throughout 2022, BIAL continued to promote training and awareness-raising actions in the Environmental area for its employees and subcontractors. We promoted an awareness action for the preservation of biodiversity, with the offer of a seed capsule on World Earth Day. We triggered dialogue on sustainability with the promotion of the 1st B'Talks with the participation of Anabela Ribeiro, Executive Director of the UN Global Compact Portugal.

In 2023, BIAL remains committed to monitoring the effectiveness of the Environmental Management System and its evolution over time, paying particular attention to compliance with applicable legislation and continuous improvement.

Occupational health and safety (OHS)

BIAL promotes a healthy and safe working environment, adopting the necessary measures to prevent accidents that may occur during work performance and minimising or eliminating, whenever possible, the risks.

In the context of training/awareness raising and communication, several actions were carried out in 2022 with all employees, both in the classroom and in the workplace:

Awareness actions

- Participation and consultation with service providers, stressing the importance of their contribution to improving the health and safety conditions existing in BIAL's facilities.
- Reinforcement of the use of the digital platform for service provider management.
- Availability of a psychotherapy programme and emotional support sessions to improve employees' quality of life and well-being.

- Following the “Zero Accidents” policy, an awareness session on road safety was promoted, with the participation of the Guarda Nacional Republicana (National Republican Guard);
- Publication of the Health, Safety, and Well-being Newsletter.
- Evacuation Exercise (fire simulation exercise in the forest area and car park evacuation) with the purpose of testing the operability of evacuation procedures, testing the capacity of the safety team to act, and the communication between stakeholders.

Training

- Fork-lift truck driving safety course.
- Use of anchor points and lifelines for training at height.
- Awareness of Personal Protective Equipment.
- Road safety awareness session.
- Emergency organisation - expansion of manufacturing.
- Training resulting from corrective actions: use of the Lumbar Belt.

In health matters, besides the usual auxiliary diagnosis tests, which serve as support to the medical aptitude evaluation consultations, two additional periodic campaigns are also developed: audiometric and optometric tests.

Regarding the choice of Individual Protection Equipment (IPE), it is made considering the risks to be protected and the characteristics of the employees who will use it. Besides supplying all the PPE (Personal Protective Equipment) necessary for the tasks to be carried out, BIAL replaces it whenever it is found that it is damaged, or its validity has expired.

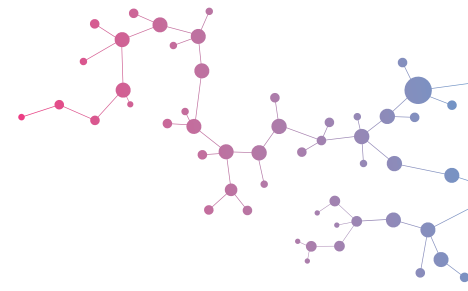
Regarding PPEs:

- Ongoing awareness-raising of employees for the use of PPE
- Creation of an internal PPE management procedure
- Research and acquisition of the best solutions on the market
- Project for automatic IPE acquisition and internal distribution management (via the logistics area)

Technical audits are also carried out to the facilities, with the objective of verifying the safety conditions of the workplaces (work equipment, environment, PPE, firefighting equipment, exposure to chemical, biological, and physical agents) and verifying legal compliance. In these audits the machines are also checked, as well as the use of protection and other situations related to OSH. The audits result in reports with the findings and proposed corrective measures.



B
talks...



ANTI-CORRUPTION

- Principle 10: **BIAL works against all forms of corruption, including extortion and bribery.**

BIAL has been in business for 98 years and over nine decades has worked in accordance with the highest ethical standards, something that has always been part of its DNA.

We have a Code of Ethics and Conduct that sets out the principles governing the company's activity and relations with all its partners. Because BIAL's image and success depend on each of its employees and because its solidity, integrity, and ethics live in and from its daily activities, BIAL will continue to work responsibly and seek to make a difference, providing all people with more and better quality of life.

BIAL conducts its activity with integrity and in accordance with the highest ethical standards reflected in its Code of Ethics and Conduct.

To this end, we are committed to complying with all laws, directives, regulations, standards, or rules, whether national, international, or regional, association codes, policies, procedures, and ethical, deontological, and moral standards applicable to our activity in all the countries in which we operate.

On a regular and continuous basis, BIAL promotes global or local training and awareness-raising activities. All actions reinforce the duties of transparency, ethics, and integrity that are expected of its employees when carrying out their activity, as well as the fundamental role of hierarchies in promoting a culture of ethics at BIAL. All new employees joining the company, regardless of their position, are trained in the Code of Ethics and Conduct.

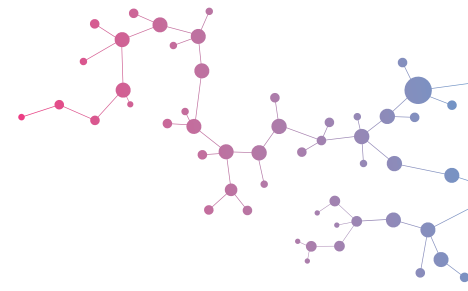
Bribery and corruption are contrary to BIAL's fundamental values, are not ethically admissible, and contribute to the existence of inequalities. The company defends and promotes the fight against bribery and corruption in all its forms. BIAL has a zero-tolerance policy regarding bribery and corruption practices.

As part of our commitment to integrity and high ethical standards, every employee or any person acting on behalf of BIAL is strictly prohibited from offering, giving, requesting, accepting, or receiving any goods, services, or amounts, even if in a tentative form, with a view to obtaining illegitimate economic and commercial benefits or advantages.

Non-compliance with BIAL's values or failure to comply with laws, regulations, associative codes, policies, procedures, and ethical standards may determine the application of sanctions (administrative, civil, and criminal) to its employees or also give rise to the initiation of disciplinary proceedings, with a view to the application of a legally admissible sanction.

BIAL has internal and external communication mechanisms for reporting any irregularities or behaviour that is not in line with the values established in the Code of Ethics and Conduct, with the aim of ensuring that the Group's employees have the right to be heard.





III Social Responsibility and Patronage Support

BIAL

BIAL's Social Responsibility policy forms an integral part of the company's management practices and is present in its relations with its different publics, encompassing areas such as personnel management, quality, and environmental protection policies, various initiatives to promote/support scientific research and association with humanitarian causes and social entities worldwide..

We are not alone in this mission. Over recent years, BIAL has joined forces with various institutions and organisations that share our vision of collaborating in the construction of a more responsible and sustainable planet.

Environment

With a view to contributing to the promotion of sustainable progress in the economy, we act in accordance with the ten principles of the Global Compact in our management practices.

Climate change is a real problem that compromises current and future generations. We are signatories to Caring for Climate, a declaration by the business associates of the UN Global Compact which aims to promote solutions for the climate problems affecting our planet.

With a more sustainable future in mind, in 2018, BIAL joined The Porto Protocol initiative as a founding member. This forum brings together entities and companies from different activity quadrants and aims to promote the discussion of ideas, the sharing of experiences, and the presentation of solutions for reducing the ecological footprint.

Health

In the Health area, we have also established partnerships with medical societies and patients' associations that aim at training, education, and awareness-raising for several problems that affect the population's health.

We would also highlight BIAL's participation in the "Medicine Bank" initiative, a protocol between the Ministry of Solidarity and Social Security, Infarmed, Apifarma, and the Union of Misericórdias that constitutes a platform for access to free medication, through donations made directly by pharmaceutical companies, by social institutions with medical and pharmaceutical services.

Also in 2022, BIAL joined Apifarma, which, in articulation with the national health authorities and various health institutions, carried out a solidarity initiative to respond to the needs of the Ukrainian people, including support with medication, medical devices, and health products. After analysing the list of medicines needed, BIAL participated in this initiative with the donation of a broad-spectrum antibiotic to address the medical needs existing in that territory.

Education

In recent years, as part of its commitment to quality training, BIAL has developed agreements and partnerships with various institutions that recognise the fundamental role of Education.

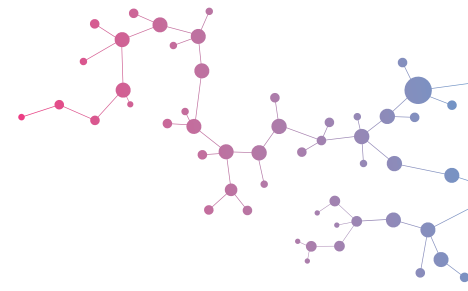
BIAL is also a member of the EPIS - Empresários Pela Inclusão Social (Entrepreneurs for Social Inclusion) association - created in 2006 and whose action is focused on Education, namely in the fight against failure and dropping out of school.

Stand4Good, a BIAL partner, is an association with the purpose of supporting university students who, despite living in a situation of proven economic need and having applied for Social Action Grants, did not obtain them by the minimum differential. We have collaborated with this initiative since its inception through the award of ten University Grants.

Since 2021, BIAL has been associated with the Ser Pro Programme, an agreement promoted by Teresa and Alexandre Soares dos Santos - Education. This project aims to improve the quality of education and training in Portugal, starting with the promotion and integration of young people at School and reducing the deficit of specialised technicians in Companies. The Gondomar Secondary School, one of the beneficiaries of this agreement, has its Pharmacy Technician Course supported by BIAL, as a specialist in the Pharmaceutical Industry.

Recognising the fundamental role of Education in the sustained development of a more competitive and dynamic society, BIAL joined Junior Achievement Portugal (JAP). This is a pioneering and unprecedented educational programme





in Portugal, which arose in response to the need for greater participation by civil society in the life of schools.

In this programme, BIAL supports a Grouping of Schools in Greater Porto in various areas. As part of the Porto de Futuro programme, every year BIAL employees provide training for students on themes such as the family and the community, citizenship, and the economy, among others. The second dimension is Braço Direito (Right Arm), a project in which students are welcomed into our facilities with the main objective of spending a working day as the right arm of a BIAL employee and accompanying him/her in all his/her tasks and activities.

We pay extra attention to the community where we are based, supporting schools in the municipalities of Porto, Trofa, and Maia. As an example, the Viso School benefits from donations of furniture and other materials in disuse from the BIAL facilities. In addition to this, we annually reward the merit of the students at this school, starting with a ceremony to award prize cheques to the best students.

Social causes

BIAL maintained its participation in numerous solidarity institutions that aim to build a more responsible, fairer society focused on people's quality of life, culture, environment, and sustained development.

With regard to fundraising for solidarity, in collaboration with Ajudaris, a solidarity book sale was promoted that annually aims to collect funds for children in fragile social situations. We also promoted, in partnership with the Portuguese Aphasia Institute (IPA), a sale of solidarity jams to support people diagnosed with aphasia and their respective caregivers.

Regarding animal welfare, the Animal Friends Club, created in 2021, brings together employees who share a passion for animals. The Club aims to be a facilitator of communication and information sharing on initiatives and actions that each of the members already carry out or are aware of.

In collaboration with the Portuguese Blood and Transplantation Institute - IPST in Porto, a blood and bone marrow donation campaign were also organised at the BIAL facilities.



BIAL FOUNDATION

With the aim of disseminating and promoting science and research around health, BIAL created the BIAL Foundation with the Council of Rectors of Portuguese Universities in 1994. A non-profit institution of public utility, the Foundation's mission is to promote and encourage scientific study of the human being, from both a physical and spiritual point of view.

Over the years, the BIAL Foundation has recognised and stimulated scientific research through the award of Prizes and Support for Scientific Research, collaborating with the scientific community worldwide.

Bial
FOUNDATION

With the aim of encouraging medical research and publicising works of great repercussion in medical research, the BIAL Foundation promotes the BIAL Award for Clinical Medicine. This award aims to reward an intellectual, original work of a medical nature, with a free theme and directed at clinical practice, which represents a work with results of great quality and relevance.

PRÊMIO **Bial**
DE MEDICINA CLÍNICA

Bial AWARD
IN BIOMEDICINE

In addition to the monetary value of 100 thousand Euros, the BIAL Prize for Clinical Medicine also includes the publication of the winning work, in an exclusive first edition for free distribution to healthcare professionals. Honourable Mentions may also be awarded (a maximum of two) in the amount of €10,000 each.

In 2018, with the aim of broadening the scope of the BIAL Foundation and recognising the most remarkable and relevant discoveries made in the biomedical field, the BIAL Award in Biomedicine was created. This Award, worth 300 thousand euros, is intended to reward a work of biomedical nature published in the last ten years, which reflects work with results of exceptional quality and scientific relevance.

Bial
Keeping life
in mind.



In honour of the physician and great immunologist Maria de Sousa, the Portuguese Medical Association and the BIAL Foundation decided to promote, in exclusive partnership and as of 2021, the Maria de Sousa Award. With a value of up to 30 thousand euros/each, this Award aims to support up to five young Portuguese researchers, aged 35 or under, in scientific projects in Health Sciences, compulsorily including an internship in an international centre of excellence.

PRÉMIO Maria de Sousa

The Support for Scientific Research aims to encourage research in the areas of Psychophysiology and Parapsychology and may be up to 60 thousand euros/project. The contests already carried out have benefited 848 projects from around 1700 researchers from 29 countries.

Also, with the aim of encouraging the neurophysiological and mental study of the human being, the BIAL Foundation has been organising the Behind and Beyond the Brain Symposium every two years since 1996, which is now an international forum for debate and the deepening of research in the field of Neurosciences and Parapsychology.

The BIAL Foundation has the High Patronage of the President of the Republic and the patronage of the Council of Rectors of Portuguese Universities and the Order of Physicians.



