

# FARMACOSMO+

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July 20th, 2022 | *ESG Investor day*

# At a Glance

**Farmacosmo** is a health, pharma & beauty **ecosystem**. Its model is fueled by mutual combination of three strategic streams, which make a **1(ea)n strategy**: **Logistics, Intelligence, Node**. The company pursues **ESG guidelines** and is approaching the market with a **sustainability report**

Thanks to its **logistic** power, **Farmacosmo** is able to deliver up to c. **12k orders per day**, with **just-in-time** procurement ("**zero warehouse**" policy, **logistics** takes **just 1.500sqm**) and **delivery** times up to **20 hours**, generating a **Sales for € 59m**, with a **CAGR 16-21 of 54%**. **Farmacosmo** is **digital-native** and **zero legacy e-commerce**

The **Italian online market of H,P&B products** is estimated to be worth **~€1.5bn in 2021**, growing at a YoY rate of **+43.3%**.

The **penetration rate** of the Italian OTC & SOP market is **mid-single digit**, while more mature markets show a much higher rate (e.g., **Germany, 18%**)



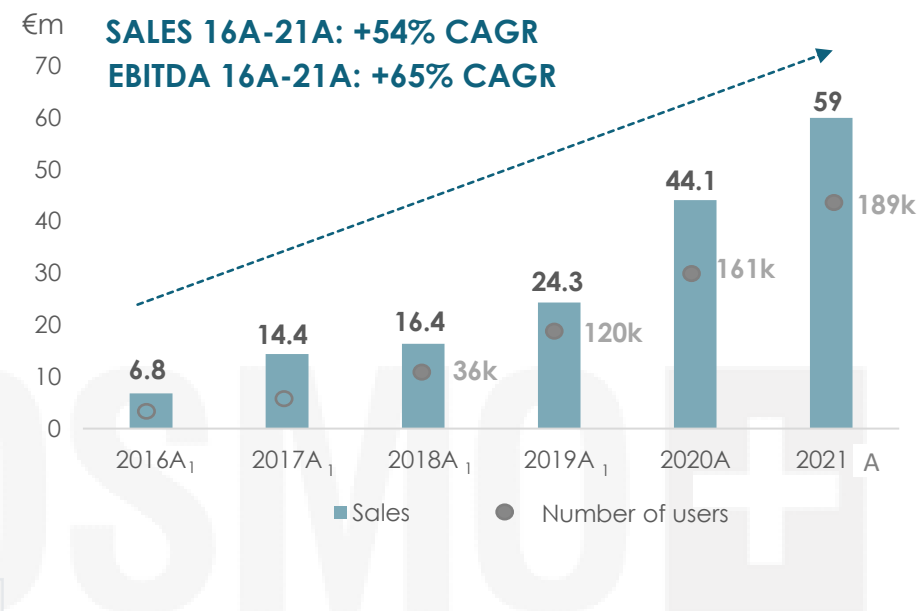
**Agreement signed for telemedicine services**



**Omnichannel strategy: take over pharmacies located in major Italian cities in the coming months....**



**Accelerating growth through M&A transaction...**

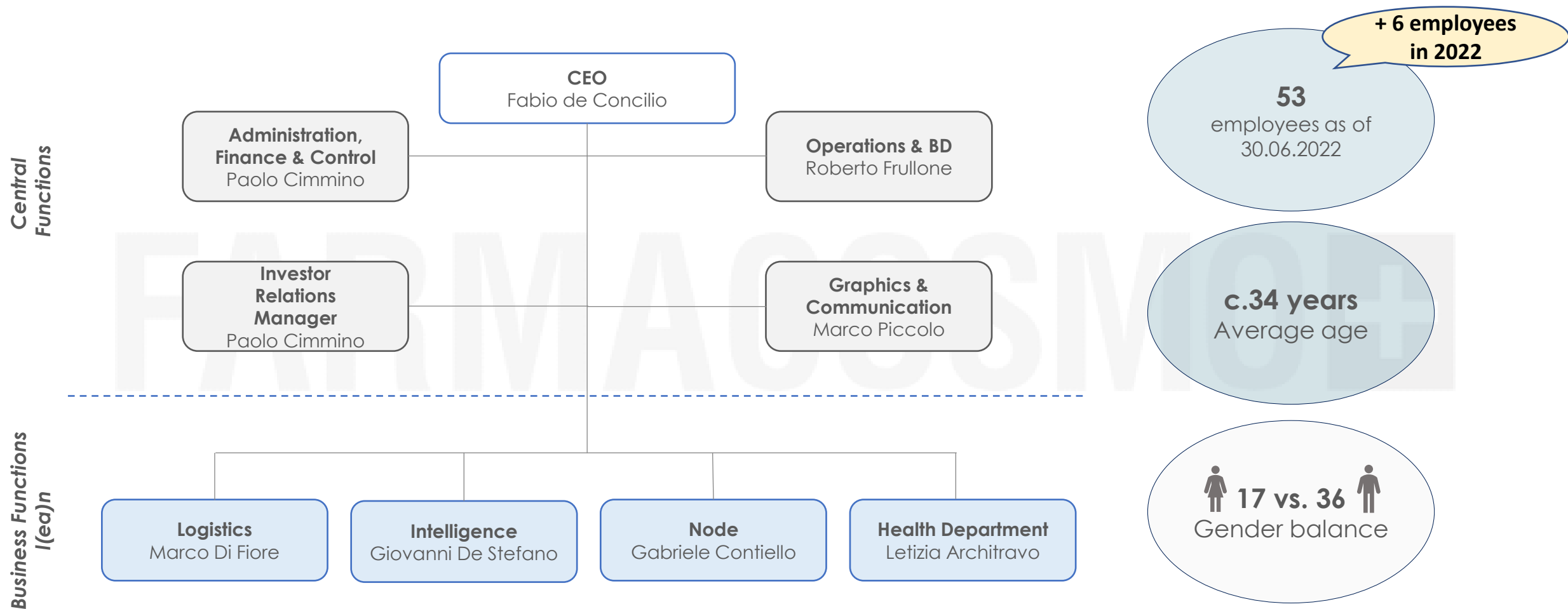


c. 74% rev. from recurring orders (c. 4x frequency) 2021 FY\*

"zero warehouse" policy

c. €1.2m rev. per employee in 2021

# Human Resources & Flowchart



# ESG Commitment

## E<sub>nvironmental</sub>

### Sustainable logistics and delivery

- Logistics optimization
- Bike delivery service in areas with high population density
- Paperless purchasing process

### Sustainable Packaging

- Use of recycled paper boxes to limit the creation of plastic waste

### Carbon compensation initiatives

- Creation of «Farmacosmo's forest»<sup>1</sup> in collaboration with **Treedom**



Introduction of bioplastics packaging components



CO<sub>2</sub> emissions monitoring program from 2022

## S<sub>ocial</sub>

### Gender pay gap

- Equality of salaries among employees, regardless of gender, race and religion

### Work, Health and Balance

- Strong focus on the promotion of a safe work environment and on the achievement of a right work-life balance
- Work-from-home policies and team building activities

### Maternity and Paternity support

- €500 bonus for baby product purchases



Achievement of a gender balance among the whole workforce



Implementation of a wider welfare program

## G<sub>overnance</sub>

### ESG Reporting

- Yearly report giving an indication of the key milestones that Farmacosmo aims to achieve in the following years

### GDPR

- Fair and lawful treatment of clients' personal data
- No storage of payment information on the company's servers

### Compensation by objectives

- Performance-related variable compensation



Incentive to the management based on ESG targets



Introduction of stock-grant plans

# 2021 Sustainability Report and 2022 initiatives

## 2022 initiatives



Introduction of **stock-grant plans** for employees



Support of the **Capri-Naples** valid as a **World Challenge 2022** stage of the World Marathon Swimming Association



Support for a **local amateur sports associations** aimed to supporting the **youth sector** [agreement in progress]



Creation of **scholarships to support the instruction of worthy student** [agreement in progress]

**FARMACOSMO+**  
L'e-commerce del benessere a portata di click

Bilancio di  
Sostenibilità  
2021