



Chiesi Group

Disclosure Report

Date Submitted: November 28th, 2025

Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2020 - 2025
Topic	Litigations related to labor and tax disputes.
Summary of Issue	<p>Chiesi Group is a research and development-focused biopharmaceuticals group that develops and markets therapeutic solutions in three focus areas: AIR (products and services that promote respiratory health), RARE (treatment for patients with rare and ultra-rare diseases), and CARE (products and services that support speciality care, including neonatology, and consumer-facing self-care).</p> <p>The company's recertification assessment includes nineteen(19) assessments. It spans operations in Italy, Austria, Bulgaria, the Czech Republic, Hungary, Romania, Slovakia, Slovenia, Switzerland, Poland, France, Sweden, Russia, Belgium, The Netherlands, Brazil, Mexico, Spain, Greece, US, Canada, Colombia, China, UK, Australia, New Zealand, Japan, Germany, Turkey, Pakistan and Ireland.</p> <p>Regarding the company's operations in Brazil, there are several labor litigations related to wage and hour Disputes. The identified claims include compensation for work beyond regular hours (overtime, night shifts, work on holidays or Sundays, and extended hours between shifts), as well as various salary and bonus adjustments (e.g., performance bonuses, regulatory adjustments, profit sharing, and pay for additional functions). Additional items involve health-related and service-based benefits, reimbursements for work-related expenses, and penalties under collective agreements.</p> <p>Out of the total wage and hour dispute cases, 21 cases are settled with payment (either by Chiesi or by another party of the labor claim), 28 cases are pending, and 14 cases were settled without payment</p> <p>Yet regarding the Brazilian operations, the company has a total of three (3) litigations related to tax audit disputes with federal government tax authorities. The cases refer to compensation declarations not approved and disputes over the expansion of</p>

	the PIS and COFINS tax base. One (1) tax litigation was settled with payment, and the other two (2) are in the appeal process.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	All cases together represent a financial liability of less than 1% of the Brazilian operations' revenues.
Impact on Stakeholders	The main stakeholders affected depend on the case topic. Cases related to the labor topic affect the company's workforce, who allegedly suffered financial, emotional, and legal/reputational harm. Cases related to tax disputes affect the government and society, which depend on tax money for funding public services.
Resolution	<ul style="list-style-type: none"> Out of all wage and hour dispute cases, 21 cases are settled with payment (either by Chiesi or by another party of the labor claim), 28 cases are pending, and 14 cases were settled without payment. Out of all tax dispute cases, one (1) case is settled with payment, and another two (2) cases are in the appeal process.
Implemented Management Practices	<p>Labor cases</p> <ol style="list-style-type: none"> The company reviewed its internal policies to make the rules clearer and held alignment sessions with employees to explain how the bonus policy is structured. These guidelines were reinforced in all meetings with the sales force. The company implemented a biometric time clock to ensure proper tracking of working hours. For employees who are not subject to formal time control, the company introduced a system block that prevents access to company systems outside of business hours. During these sessions, the company also informed employees that Chiesi has a dedicated team available to support any questions related to bonus payments. <p>Tax audit cases</p> <ol style="list-style-type: none"> The company paid all its pendencies and it is now in compliance with local legislation.
Related Incidents	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Animal Testing

Issue Date	Ongoing
Topic	The company is required to undergo mandatory animal testing by law
Summary of Issue	<p>Chiesi Group is a research and development-focused biopharmaceuticals group that develops and markets therapeutic solutions in three focus areas: AIR (products and services that promote respiratory health), RARE (treatment for patients with rare and ultra-rare diseases), and CARE (products and services that support speciality care, including neonatology, and consumer-facing self-care).</p> <p>The company's recertification assessment includes nineteen(19) assessments. It spans operations in Italy, Austria, Bulgaria, the Czech Republic, Hungary, Romania, Slovakia, Slovenia, Switzerland, Poland, France, Sweden, Russia, Belgium, The Netherlands, Brazil, Mexico, Spain, Greece, US, Canada, Colombia, China, UK, Australia, New Zealand, Japan, Germany, Turkey, Pakistan and Ireland.</p> <p>Chiesi is required by law to conduct testing of all new drug candidates on live animals per the requirements of international regulatory authorities such as the FDA (The US Food and Drug Administration) and EMA (European Medicines Agency). To guarantee the highest level of safety and protection for patients and consumers, the national and international regulations governing the discovery, development, and manufacture of medicinal products mandate pharmaceutical companies to submit data on safety in animals before they will approve the use of a compound for human clinical trials, throughout clinical development, or license a new medicine for use in patients.</p> <p>Chiesi Group has its own R&D departments and entities, including its own laboratories. Chiesi Animal Care and In Vivo Testing Areas are located in Italy. Chiesi is strongly committed to ensuring the highest standards of animal welfare, as demonstrated by its AAALAC certification, renewed in 2024.</p>

	<p>External partners and third parties like Contract Research Organizations (CROs), when appropriate and applicable, may perform animal testing according to Chiesi standards. For local products specific to a particular Chiesi subsidiary, if animal testing is required by law, it will usually be conducted by such a CRO. CROs perform preclinical studies as service providers. These organizations are Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC) accredited and are audited regularly to ensure they adhere to Chiesi's policy about humane and ethical treatment of animals. The principal goal of the procedures where animals are involved is regulatory drug development, toxicological or quality control studies.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>The majority of Chiesi's revenues come from products that have undergone some form of animal testing as mandated by legislation and regulatory authority requirements for approval and commercialization. Given the long timeline to develop (average now 15 years) and the very extended lifespan of the medicines in Chiesi's portfolio, animal testing on its current products may have occurred at some point during the last 50 years.</p> <p>Because of the typical timeline for medicine development, animal testing does not usually occur within the same year that a product is ultimately brought to the market.</p> <p>In vivo quality control checks of new Curosurf batches previously required by regulatory authorities (i.e., FDA) have been suspended in June 2024 because, after years of discussion and efforts by Chiesi FDA has approved the deletion of the in vivo animal testing for Curosurf product release.</p>
Impact on Stakeholders	<p>Animal testing and experimentation are widely used to develop and test the safety of other products. Many of these experiments can cause pain to the animals involved or reduce their quality of life in other ways.</p>
Implemented Management Practices	<p>Although alternative research models to replace the use of live animals have been recently introduced into the process of drug development (i.e., computational technologies, <i>in silico</i> drug screening, and <i>in vitro</i> cellular and tissue assays), these methods cannot replicate the complicated interaction between a pharmaceutical product and a living organism. Therefore, to</p>

	<p>date, animal studies remain necessary to explore and understand basic science and complex disease mechanisms, as well as for the development of innovative treatments for unmet medical needs in humans.</p> <p>The company utilizes a segregated and air-controlled area to guarantee animal and staff health. The animal facility is built with suitable materials used in pharmaceutical areas to permit effective cleaning and maintenance. State-of-the-art equipment fulfilling US and European guidelines and legislation is used for animal housing. Environmental enrichment is guaranteed to all the species used to boost their mental and physical health and facilitate social interactions. Separate areas are devoted, as appropriate, to diagnosis, treatment and control of laboratory animal diseases. Animal health is checked daily by the animal care staff, seven days a week, 365 days per year, and by an on-site veterinary professional regularly. A specific veterinary care program is in place under the responsibility of the attending veterinarian, who is certified in Laboratory Animal Science. The veterinarian provides guidance to investigators and all personnel involved in the care and use of animals.</p> <p>Animal handling and care activities are managed fully in line with Good Laboratory Practice (GLP)-compliant procedures and working instructions. The related activities are undertaken by personnel who have received appropriate and relevant training, which is monitored and documented systematically to measure their effectiveness. A separate Quality Assurance Unit is responsible for monitoring the facility, and all the equipment, and assessing that activities are performed according to the current standard operating procedures and working instructions. The Chiesi Animal Care and In Vivo Testing Area is a restricted and controlled-access area for authorized, qualified, and trained personnel only to assure an appropriate level of control and oversight. All the experimental activities performed within this area are authorized under national legislation.</p> <p>Chiesi is a member of EFPIA (European Federation of Pharmaceutical Industries and Associations) and adheres to EFPIA's public position on animal welfare in supporting the European Directive 2010/63/EU on the protection of animals used for scientific purposes, "Putting animal welfare principles and 3Rs into action". In line with the EU and EFPIA principles,</p>
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	<p>Chiesi is further committed to ensuring the welfare of animals used in research and considers the use of animals to be ethically appropriate only when no alternative methods are available, or when the use is mandated by legal or regulatory requirements. More specifically, Chiesi has developed a plan based on the EFPIA comprehensive framework, composed of a series of actions clustered in “Beyond Compliance” – “Leading by Example” – “Open Communication” with a set of initiatives for putting animal welfare principles and the 3Rs into action.</p> <p>The company is currently assessing the establishment of a dedicated webpage to present its official position on animal testing. A dedicated section is available on the Intranet, so that all employees can have access to the company's position and freely submit questions on the topic.</p> <p>In order to guarantee excellence in animal care and use, Chiesi achieved the AAALAC accreditation to demonstrate adherence to the highest standards of animal welfare, care, and respect.</p> <p>Animal Welfare concerns can be reported either via email or in an anonymous manner via a dedicated online platform to the Head of the Global Research and Development Department and the Company Compliance Department.</p> <p>The Chiesi whistle-blower policy provides protection from retaliation to individuals who make a good-faith disclosure. Any immediate animal welfare concerns are referred to the Animal Welfare Responsible and AWB (Animal Welfare Body) for investigation.</p> <p>The following principles guide Chiesi's daily work and the definition of an improvement path to ensure an integrated and strategic approach to animal care, welfare, and treatment:</p> <ol style="list-style-type: none">1. Chiesi Farmaceutici promotes a culture of care that includes the acceptance of an ethical approach to the use of animals as a primary value, with the commitment to go beyond the standard welfare regulations and guidelines governing animal testing toward a continuous improvement of all practices.2. Chiesi Farmaceutici accepts animal testing only if there is no other appropriate, applicable alternative method
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	<p>and if the costs and benefits of procedures involving animals have been carefully considered and there is a clear expectation that the results can contribute to the protection and/or improvement of human or animal health.</p> <ol style="list-style-type: none">3. The design of a study involving animals must ensure:<ol style="list-style-type: none">a. maximum application of the 3Rs principles – Replacement, Reduction, and Refinement,b. positive opinion expressed by an independent ethics and scientific review panel,c. adoption of all possible measures to preserve animal well-being, by using the most humane scientifically valid protocol, which must meet study and regulatory requirements and be in accordance with all applicable lawsd. use of the minimum required number of animals.4. Animal health and welfare are promoted by ensuring that all animals have access to food, water, adequate housing, and an environment with the aim of satisfying their physiological, behavioral, and social needs, in addition to the full observation of local, national, and international guidelines and codes of conduct.5. All personnel involved in the care and use of animals are appropriately and regularly trained by internal and external specialists.6. Chiesi Farmaceutici guarantees the presence of experts in veterinary medicine, animal science, and animal welfare, qualified by training and experience, to guide programs promoting the highest standards of treatment and care of the animals.7. Chiesi Farmaceutici has been recognized for the high quality of its program of care and use of animals through an independent, officially recognized organization, the AAALAC International - American Association for Accreditation of Laboratory Animal Care accreditation.8. All of Chiesi's external collaborators, including contract laboratories, research laboratories, partners, suppliers,
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	<p>and transporters, must comply with Chiesi Farmaceutici's animal protection principles.</p> <p>9. Chiesi Farmaceutici ensures that its employees have full knowledge of the law on conscientious objection, concerning the rules on conscientious objection to animal testing (Law No. 413 of 12th October 1993).</p> <p>In 2014, Chiesi established its own internal Animal Welfare Body (AWB) to strengthen the protection of animals used for scientific purposes. The AWB must review in advance all internal research projects that foresee the use of animals for scientific purposes to confirm that they are supported by a relevant scientific justification/rationale and approve their execution after releasing motivated technical, scientific, and ethical opinions to guarantee the project's compliance with National and International Legislation on the protection of animals used for scientific purposes.</p> <p>The AWB must guarantee that all the personnel involved in animal research are trained to standards that are approved by recognized professional bodies and that adhere to national guidelines, since the welfare of the animals used in procedures is highly dependent on the quality and professional competence of the personnel supervising procedures. The AWB promotes the best practices and technologies for animal housing and welfare. The AWB ensures that the experimental method chosen is able to provide the most satisfactory results, causes the minimum distress to animals, uses the minimum number of animals, and requires the use of species with the lowest capacity to experience pain, suffering, distress, or lasting harm that are optimal for extrapolation into target species (human). Finally, the AWB promotes, when possible, the use of alternative methods and strongly supports the implementation of the principles of the 3Rs rules.</p>
Related Incidents	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other Disclosure practices

Issue Date	2020 - 2025
Topic	Environmental Damage
Summary of Issue	<p>Chiesi Group is a research and development-focused biopharmaceuticals group that develops and markets therapeutic solutions in three focus areas: AIR (products and services that promote respiratory health), RARE (treatment for patients with rare and ultra-rare diseases), and CARE (products and services that support speciality care, including neonatology, and consumer-facing self-care).</p> <p>The company's recertification assessment includes nineteen(19) assessments. It spans operations in Italy, Austria, Bulgaria, the Czech Republic, Hungary, Romania, Slovakia, Slovenia, Switzerland, Poland, France, Sweden, Russia, Belgium, The Netherlands, Brazil, Mexico, Spain, Greece, US, Canada, Colombia, China, UK, Australia, New Zealand, Japan, Germany, Turkey, Pakistan and Ireland.</p> <p>Regarding the company's operations in Brazil, Chiesi had a stream that passes through the land where the company's Plant is located. The canalization of this stream took place between the 80s and 90s, when environmental legislation was different from the current one in force and building constructions were less regulated. To offset the effects of the stream canalization, Chiesi Brazil entered into a settlement with CETESB (São Paulo Environmental Authority), accordingly with the legislation in force, to reforest a piece of land near the Cantareira dam. The reforestation will take 20 years of monitoring, and in October 2020, CETESB considered the settlement as fully fulfilled with no fines imposed.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	No fine or penalty issued. Only remediation costs.
Impact on Stakeholders	The main stakeholder affected is the local environment-specifically, the hydrographic basin, which had vegetation suppressed.

Resolution	Proposed remediation accepted and fulfilled.
Implemented Management Practices	The company contracted a specialized consultancy to manage all the processes related to the remediation.
Related Incidents	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Chemical Intensive Industry and Disclosure Illegal Products or Subject to Phase Out

Chiesi Group is involved in the production/sale of products, or is part of an industry that can potentially be classified as chemical intensive, meaning that they are more likely to have significant impacts on the environment, such as pollution of air, land, and water, as well as potential human health risks to those exposed to harmful chemicals if the use and disposal of chemicals are not properly managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Energy and Emissions Intensive Industry

Chiesi Group is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Water Intensive Industry

Chiesi Group is involved in the production/sale of products or is part of an industry that can potentially be classified as water-intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Chiesi Group reported conducting 3 voluntary recalls in the past five years, representing 0.01% of the company's products for the same period. When a product is recalled, various stakeholders such as customers, suppliers, investors, commercial partners, and local communities may face negative impacts, including health and safety risks, financial losses, loss of trust, damage to credibility, and other inconveniences. Certified B Corps must make their recalls transparent under their B Corp Profile.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant Layoffs of >20% of the Workforce

Chiesi Turkey experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.

For more information, please visit [Chiesi Group's 2024 Sustainability Report](#).