

GMP ESG Program



Generic Medical Partners
Partenaires Médicaux Génériques

GENERIC MEDICAL PARTNERS INC.
GMP ESG PROGRAM

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Purpose: *The purpose this ESG manual is to define Generic Medical Partners' commitment to ethical, sustainable, and responsible practices across Environmental, Social, and Governance dimensions.*

Generic Medical Partners is committed to:

- Promoting social well-being
- Minimizing environmental impact
- Upholding high standards of governance and ethics

Importance of ESG

At Generic Medical Partners Inc., ESG is not an afterthought – It is a cornerstone of how we do business, driving every decision from R&D to distribution. As a pharmaceutical leader, we recognize our responsibility to protect the planet, promote healthier communities, and uphold the highest ethical standards. Our commitment to ESG insures not only compliance, but resilience in a rapidly changing world, where sustainability is critical to long-term success. We approach ESG with the same discipline and rigor we apply to science, ensuring that our operations are future-fit and trusted by patients, regulators, and partners alike.

By integrating ESG into our DNA, we strengthen our market position as a bull shark company – agile, powerful, and **unapologetically focused on doing what's right**. We understand that buyers and healthcare stakeholders expect their partners to safeguard the environment, deliver social value, and operate with integrity. Our ESG strategy is designed to precisely deliver that: trusted, sustainable, innovative solutions that create meaningful impact for patients and communities worldwide.

Scope: *This applies to all employees, partners, consultants, and affiliates of GMP.*

Environmental

Environmental Commitment:

- Dedicated to reducing our environmental footprint across all areas of operation.
- Promote virtual collaboration and minimize unnecessary in-person meetings.
- Wednesdays designated as the primary in-office day to reduce transportation emissions.

Environmental Goals:

- **Reduce greenhouse gas (GHG) emissions by 45% by 2030**, the calendar year 2025 as the baseline—reflecting industry trends where mid-sized pharma aims for 40-55% reductions by 2030.
- **GMP manufacturing sites will reduce GHG emissions from 100% baseline (2020) to 60% by 2050**, following a structured reduction roadmap across global operations.
- **All GMP manufacturing lines will achieve carbon neutrality between 2032 and 2050**, depending on infrastructure and local energy policies.
- Minimize water consumption and hazardous waste **by 30% across all departments by 2030**, across all departments.

Sustainable Operations:

- Energy-efficient production processes integrated into daily operations.
- Emphasis on sustainable packaging to reduce material waste.
- Implementation of green transportation policies and consolidated shipping.
- GMP applies Good Manufacturing Practices to consolidate forwarding and optimize order volumes – reducing delivery frequency and emissions.

Environmental Compliance:

- Full adherence to all applicable environmental laws and regulations (local, national, international).
- Regular internal and external audits to ensure compliance and identify improvement areas.

- Products nearing expiry or designated for donation are offered to reputable international charities through GMP-approved channels.

Industry Collaboration:

- Member of the **Health Stewardship Association (HPSA)**.
- GMP actively supports green pharmaceutical initiatives and takes part in stewardship programs to manage product end-of-life responsibility.

At Generic Medical Partners Inc., we are committed to reducing our environmental footprint across every part of our operations. Our **climate impact reduction goals** include minimizing unnecessary in-person meetings, promoting virtual collaboration wherever possible, and designating Wednesdays as our primary in-office meeting day. This targeted approach reduces travel-related emissions while maintaining effective teamwork.

We have set **greenhouse gas emissions targets** that include rationalizing company meetings to fixed days, significantly cutting down staff travel across Toronto and reducing our transportation-related carbon footprint. Furthermore, we emphasize a **responsible supply chain** by applying Good Manufacturing Practices (GMP) principles to rationalize forwarding and consolidation of orders. By moving more goods in fewer shipments, we minimize inefficient deliveries and shrink our overall emissions impact.

Finally, we take product stewardship seriously, including **product end-of-life management**. Whenever possible, products nearing expiry or designated for donation are offered to reputable international charities through GMP-approved channels, ensuring these resources serve communities in need rather than ending up in waste streams. These actions collectively support our mission to build a greener, more sustainable pharmaceutical operation.

Social

Access & Equity

- Social responsibility is a core pillar of GMP's mission to improve global health outcomes.

- Committed to **patient access** and **affordable medicines**, ensuring high-quality products reach all patients, regardless of economic circumstances.
- Prioritizes affordability and supply stability to build trust with patients, caregivers, and healthcare systems.

Diversity, Equity & Inclusion (DEI)

- DEI is embedded in GMP's culture:
 - Inclusion is a daily standard.
 - Diversity is recognized as a strategic advantage.
- Internal culture supports fairness, opportunity, and respect across all levels.

Human Rights & Labour Ethics

- Strong respect for human rights; individual strengths and contributions are valued and recognized at every level of the organization.
- GMP enforces a strict **zero-tolerance policy on child labour** across all global operations and supply chain partners.
- **Compliance with this policy is a mandatory contractual obligation** for all suppliers, manufacturers, and affiliated partners. All third-party agreements explicitly prohibit the use of child labour and require adherence to applicable national laws and international standards, including ILO Conventions. This is part of GMP's contractual requirements.
- Fully aligned with **ILO Conventions** and all applicable local labour laws.

Clinical Ethics & Patient Focus

- All clinical trials, including **bioequivalence (BE) studies**, are conducted in Canada under the highest ethical standards.
- **Patient-centric drug development** ensures that therapies are designed to meet real patient needs.
- Rigorous **product safety and quality checks** are enforced throughout the development and supply chain process.

Training & Engagement

- Active **stakeholder engagement** through yearly live supplier meetings and ongoing collaboration to align on ESG goals and measure progress.

At Generic Medical Partners Inc., social responsibility is a fundamental pillar of our mission to improve health outcomes worldwide. We are committed to advancing **patient access and affordable medicines** strategies that ensure high-quality pharmaceutical products reach to all patients, regardless of their economic circumstances. By prioritizing affordability and supply stability, we strengthen trust among patients, caregivers, and healthcare systems.

Diversity, equity, and inclusion (DEI) are embedded in our corporate DNA. GMP operates with inclusion as a daily cultural standard and diversity as a strategic advantage. This commitment allows us to confidently focus on other ESG priorities, knowing that our internal culture already fosters fairness, opportunity, and respect. Additionally, we uphold **respect for human rights** by valuing the unique contribution of every team member. At GMP, individual strengths are recognized, and all employees are expected to contribute meaningfully, reflecting our belief that performance and recognition go hand in hand.

Generic Medical Partners Inc. maintains a strict **zero-tolerance policy toward child labour** across all operations and throughout our supply chain. We are committed to upholding the rights of children and adhering to international labour standards, including those outlined by the **International Labour Organization (ILO)**, as well as all applicable national laws in the regions we operate or source materials.

We conduct **ethical clinical trials** in Canada, including bioequivalence (BE) studies and laboratory testing, ensuring the highest ethical standards and fully informed patient consent. Our approach to **patient-centric drug development** prioritizes therapies that truly meet patient needs, supporting their health and quality of life. To maintain the highest safety standards, we enforce rigorous **product safety and quality checks** at every stage of our processes.

Further, our **employee training programs** are designed to integrate ESG principles, ensuring staff understand and champion responsible, ethical practices in their daily work. Finally, we prioritize **stakeholder engagement**, maintaining active partnerships with our suppliers through yearly live meetings and ongoing dialogue. These sessions address ESG priorities, measure progress, and reinforce our shared commitment to social responsibility.

Governance

Regulatory Compliance

- Robust governance framework underpins GMP's ESG strategy.
- Full compliance with international health authorities, including:
 - **FDA** (U.S. Food & Drug Administration)
 - **EMA** (European Medicines Agency)
 - **WHO** Prequalification programs.
 - **Health Canada**
- GMP operations are aligned with global standards for quality, ethics, and safety.

Emergency Preparedness

- Comprehensive **natural disaster and pandemic response plan** in place.
- High inventory levels maintained at **Accuristix (central warehouse)** and **CPDN (distributed site)**.
- Ensures continuity of supply and rapid distribution during emergencies.

Reporting & Transparency

- Commitment to **transparent ESG** reporting and accountability.
- **ESG Key Performance Indicators (KPIs)** tracked across environmental, social, and governance areas.
 - KPI targets to be finalized by January 2026, aligning with GMP's internal calendar-year ESG cycle.
- Annual **ESG & Sustainability Report** published every January, starting in January 2026, covering performance for the preceding calendar year.

Continuous Improvement

- Ongoing **ESG training for employees** to build internal capability and awareness.
- Implementation of **ESG performance initiatives** to track progress and optimize impact.
- Commitment to evolving practices in line with stakeholder expectations and industry best practices.

At Generic Medical Partners Inc., a robust governance framework is the foundation of our ESG strategy. We uphold strict **regulatory compliance** with internationally

recognized agencies and standards, including the FDA, EMA, WHO prequalification programs, and other relevant authorities. GMP practices are fully aligned with these standards to ensure product quality, patient safety, and ethical conduct across all operations.

We also maintain a comprehensive **emergency preparedness plan** to secure continuous product supply in the event of a natural disaster or pandemic. This plan is supported by GMP's strategic inventory positioning, with stock held centrally at the **Accurstix warehouse** and additionally distributed at **CPDN**. High stock levels across these locations help ensure we can respond rapidly to distributions and maintain uninterrupted supply to patients and partners during emergencies.

We emphasize **reporting and transparency** are essential components of our governance strategy, helping to build trust and ensure accountability. GMP will track and report on clearly defined **Key Performance Indicators (KPIs)** across our environmental, social, and governance priorities. Specific targets and benchmarks will be finalized by January. To ensure consistency and clarity, GMP's ESG KPIs will follow a **calendar year reporting cycle**, with results published each **January**, and new KPIs issued for the year ahead.

Our commitment to **continuous improvement** ensures ESG practices evolve with changing expectations and best practices. This includes regular ESG training for staff to build awareness and capability, and dedicated **ESG performance initiatives** to measure, evaluate, and enhance our impact. By reinforcing these standards, Generic Medical Partners Inc. demonstrates its resilience, transparency, and dedication to ethical leadership in the pharmaceutical sector.

Key Timelines

To ensure accountability and track progress, Generic Medical Partners Inc. has established the following ESG-related milestones. These timelines will guide our teams and stakeholders in monitoring achievements and identifying opportunities for improvement:

Annual ESG & Sustainability Report Publication:

- Planned for January.

Board ESG Performance Reviews:

- Conducted annually, with the next review scheduled for January.

Third Party ESG Audit:

- External audits conducted **every two years in March**, aligned to follow two months after KPI reporting.

KPI Finalization & Publication:

- ESG Key Performance Indicators finalized and issued each January as part of GMP's calendar-year cycle.

Emergency Preparedness Plan Review:

- Next update scheduled for October.
- Ensures GMP's ability to scale operations and respond rapidly to shortages or supply distributions.

These milestones will be updated regularly to ensure alignment with evolving ESG requirements, stakeholder expectations, and regulatory obligations.

Roles & Responsibilities

Board of Directors & Executive Leadership

- Provide strategic oversight of ESG initiatives.
- Integrate ESG into corporate decision-making and risk management.
- Approve ESG targets, budgets, and annual performance reviews.
- Ensure ESG priorities align with long-term business goals.

ESG Committee / ESG Officer

- Lead ESG strategy development and execution.
 - Monitor regulatory changes and ESG trends.
 - Coordinate cross-functional ESG initiatives across departments.
 - Oversee ESG reporting, audits, and third-party evaluations.
 - Maintain stakeholder engagement on ESG topics.
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Reporting & Transparency

- Annual ESG report
- Third-party audits
- Stakeholder dialogue and engagement sessions
- Regular updates on ESG KPI's

Continuous improvement

- Reviews of ESG policies
 - Feedback for staff and stakeholders
 - Investment in ESG innovation/best practices.
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