

OPEN
COMPANY
IMPERSA
APERTA
VALUE REPORT 10



Zambon
1906

WHAT DOES IT MEAN
TO BE A HEALTH COMPANY
IN THE XXI CENTURY?
LET'S CONSIDER THIS TOGETHER
AND BROADEN OUR PERSPECTIVES.



Dear all,

We are here at a new beginning that projects us into the future of an extraordinary, lively, and unpredictable century which, on the strength of our internalised values, will give us new burst to build “something good”.

From an INTEGRATED COMPANY, which unites ethics and business, to an OPEN COMPANY.

This is the path we have set for ourselves.

I leave you with the letter we wrote to our collaborators, which expresses the company ideal to which we aspire and to which we will continue to commit, so that you, too, can participate in our journey.

Till the next step



Elena Zambon



WHAT DOES IT MEAN TO BE A HEALTH COMPANY IN THE XXI CENTURY? LET'S CONSIDER THIS TOGETHER AND BROADEN OUR PERSPECTIVES.

Here we are once again, five years after our first Values Meeting, to debate with you what is involved in nurturing an Integrated Company, with the intention as the third generation in an entrepreneurial family, to share our thoughts and to continue with you along this road of responsibility, quality (history plus ethics) and innovation characterising this company, as well as to define future goals.

Over these years, together we have created a model of **Integrated Company** that seeks to establish a balance between ethics and business. A company that is strongly oriented towards growth and development, based on individual skills, on the collective responsibility and the sharing of our know-how, directed both towards the company as group of individuals believing in the same values, and towards the local community.

We believe that it is necessary today to affirm a new awareness and face another step in our development: to evolve **Zambon into an Open Company**.

FROM INTEGRATED COMPANY TO OPEN COMPANY

As one of you has written: “An Integrated Company is a company with a strong sense of social responsibility, which concentrates not only on the economy but also carefully evaluates solid contributions to environmental sustainability, the economic development of the territories in which it operates, the quality of life and cultural development of its workers and clients. At times, in order to achieve this goal, it is necessary to abandon old habits and accelerate the acquisition of new ones”.

A company is open when it succeeds in being transparent, when it breaks through its own boundaries to promote and receive ideas and projects from different areas of specialisation, when it is able to accept challenges in new business areas and accelerate innovation in all its processes.

The Open Company becomes stronger thanks to the contribution of the others.

Only a solid company that is sure of its own identity can become an Open Company. And in Zambon, this solidity is based on a daily reference to simple yet concrete values that we have inherited from our history and which represent our DNA.

The values of **responsibility**, **quality** and **humility** “with which each of us has grown up, which have led our life and which we try to convey to our children”, as one of you stated, reflecting on these themes in our Values Meeting 2014.

There’s no need to go over the meaning of responsibility and quality again as, thanks to the commitment of all of us, these have become a founding and concrete component of our collective identity. An equally fundamental element in an Open Company is, and always it will be, humility: the awareness of never knowing enough, recognizing one’s limitations, the encouragement of **questions** rather than habits, the **curiosity** to move forward into new and unknown territories without prejudice or expectations. In order to be open to all that is new, even when it is other from us we need to listen and we need to know how to listen we need to be “**other-centric**” and give up personal power, keeping one’s ego under control in favour of collaboration between different people.

It has been this value of humility, this openness to all that is new, a willingness to open up to other people without reciprocal resistance or diffidence that has enabled us to deal with the challenges of severe pathologies like **Parkinson's Disease** and **Cystic Fibrosis**; and which has given us the ability to **develop partnerships** of excellence with partners from various sectors, invited to add skills and value in different phases of our corporate life.

OPEN COMPANY



INTEGRATED COMPANY



LIVING THE PRESENT, ACCELERATING THE FUTURE

Zambon has always been future-oriented, it's a future interpreted in the light of the present and with the **awareness of our current present**. In accordance with our determination to be transparent, we have shared the most difficult business situations, making everyone aware of the state of things, even during the most crucial phases. But we need to pay attention to ensure the present **does not become a comfort area** in which to take refuge and close ourselves, defending the results achieved and using any critical aspects as the excuse to avoid new challenges. On the contrary, the capacity to turn our identity to advantage, together with the awareness of the challenges of the present time, must give us the impetus to ensure continuous transformation, in order to have a possible, although different, new future.

THE OPEN COMPANY: EVOLUTION TO INNOVATE

Today we are ready to accelerate the construction of an Open Company. Not only because we have prepared ourselves over recent years, strengthening our identity and **reconfirming our values**, but also because we have built upon many projects which all – **coherently** – lead to this direction.

H&QF, Health & Quality Factory: the Vicenza plant that opens its doors to students, doctors and pharmacists, giving them the possibility of knowing us better.

Zcube: opens its doors to others.

Open Zone: the scientific campus dedicated to health research, with which we want to open up our way of conducting research, directing it towards an open source organisational model.

ItaliAssistenza, to open up to people requiring care.

Zoé, Zambon Open Education: our foundation which, thanks to the voluntary involvement of our former employees, aims to spread an awareness of health as a goal for development and culture. More recently it is, **Oxy.gen**, an experimental lab for the (not only) young, where we make available to the wider community our medical and scientific competence with regard to breathing.



Towards the future internally, we feel the need to enhance encounter and integration among different skills which cannot remain at risk of being isolated due to the use of technologies that increasingly separate us. We believe that only a community of individuals who work with open minds and open hearts, is able to generate business strategies directed towards creating new ways of taking care the health of the human beings, considered as a whole, as persons and not merely in reference to a pathology.

The actual application of this principle will be, for instance, the development of treatments for rare diseases, which may be identified and achieved via projects involving communities of limited size, to offer them an improved quality of life and a more personalised treatment.

More generally, as an Open Company, we cannot be afraid and none of us must be fearful of expressing his or her own thoughts.

We must explore new roads as though we were healthcare pioneers, seeking out our distinctive way, one different to that of the major multinational corporations.

IT'S UP TO US: ALL OF US, TOGETHER, NOW.

While our strategy and usual tools help us to trace out the direction to follow, it will be the individual daily commitment, the capacity to create professional networks and fruitful collaboration, that will make it possible to transform theoretical indications into goals achieved and tangible success.

Today and in future years, we are required to seek out projects that make us distinguished, by coordinating among colleagues and with respect for the reciprocal roles, but with the ability and agility to understand the value of the contribution of others, inside and outside our company. The future can be met only through openness and participation in the scientific and social growth.

We need people who contribute to leading the change that awaits us, not with a view to an immediate and personal advantage, but to encourage the progress of the whole company and of the community to which it belongs.

For this reason, we wish to thank all those who, today and in the future, will join us in this new challenge, encouraging openness and the implementation of major projects. An Open Company is also a meeting place for the exchange of ideas and suggestions for improvement: so any suggestion you wish to share with us today concerning the principles expressed in this letter it will be most welcome. Above all, we will be pleased to understand how much you feel involved in this process. The question can be this: "What do I undertake to do, to contribute to the creation of the Open Company?"

WE WISH TO CLOSE WITH THE EXPRESSION ONE OF YOU WROTE, WHICH OFFERS AN EXCELLENT SYNTHESIS OF THE CONCEPT OF OPEN COMPANY:

**“SHARING? PARTICIPATION?
WOULD SIMPLY SAY OPENNESS
IS THE BEST RESPONSE
FOR THE CHALLENGES OF THE FUTURE”**

PAGE. 18 Group Results

PAGE. 21 Pharmaceutical business

PAGE. 38 Chemical business

PAGE. 41 Zcube

PAGE. 42 Oxy.gen & Open Zone

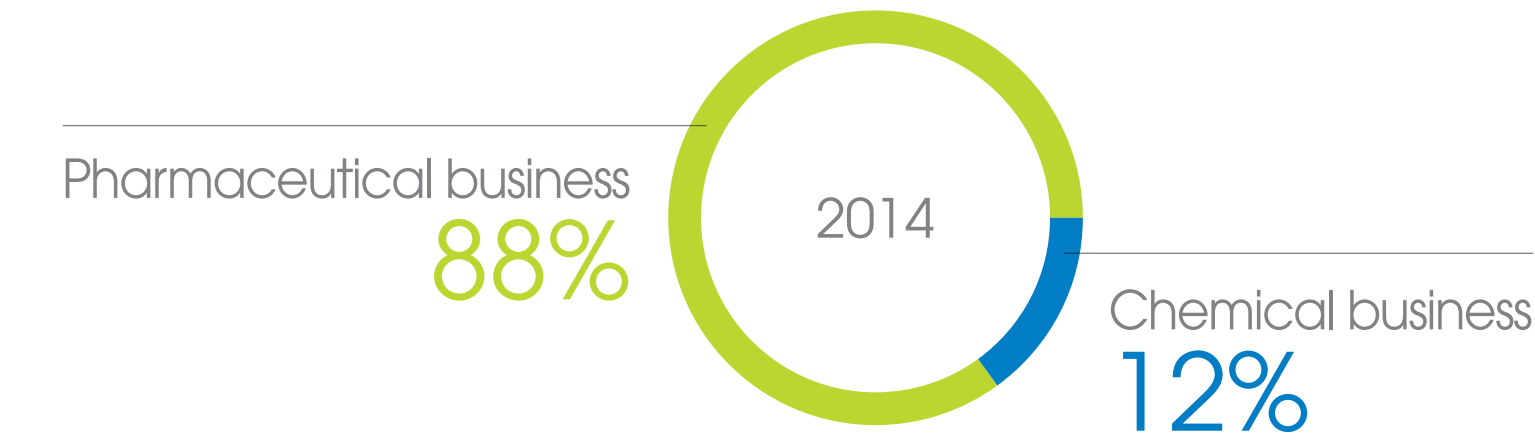
PAGE. 47 Foundation Zoé

PAGE. 50 Benvivere



"We take care of people's health through a scientific and technological approach supported by a flexible organisation".

COMPARING BUSINESS



CHARACTERISTIC CONSOLIDATED GROUP TURNOVER

Revenues from sales and services / Total net revenues (in millions of €)

2010	2011	2012	2013	2014
545	562	550	563	601

2014	
EBITDA: € 77 m	Equity: € 367 m

COLLABORATORS AROUND THE WORLD

2,697*

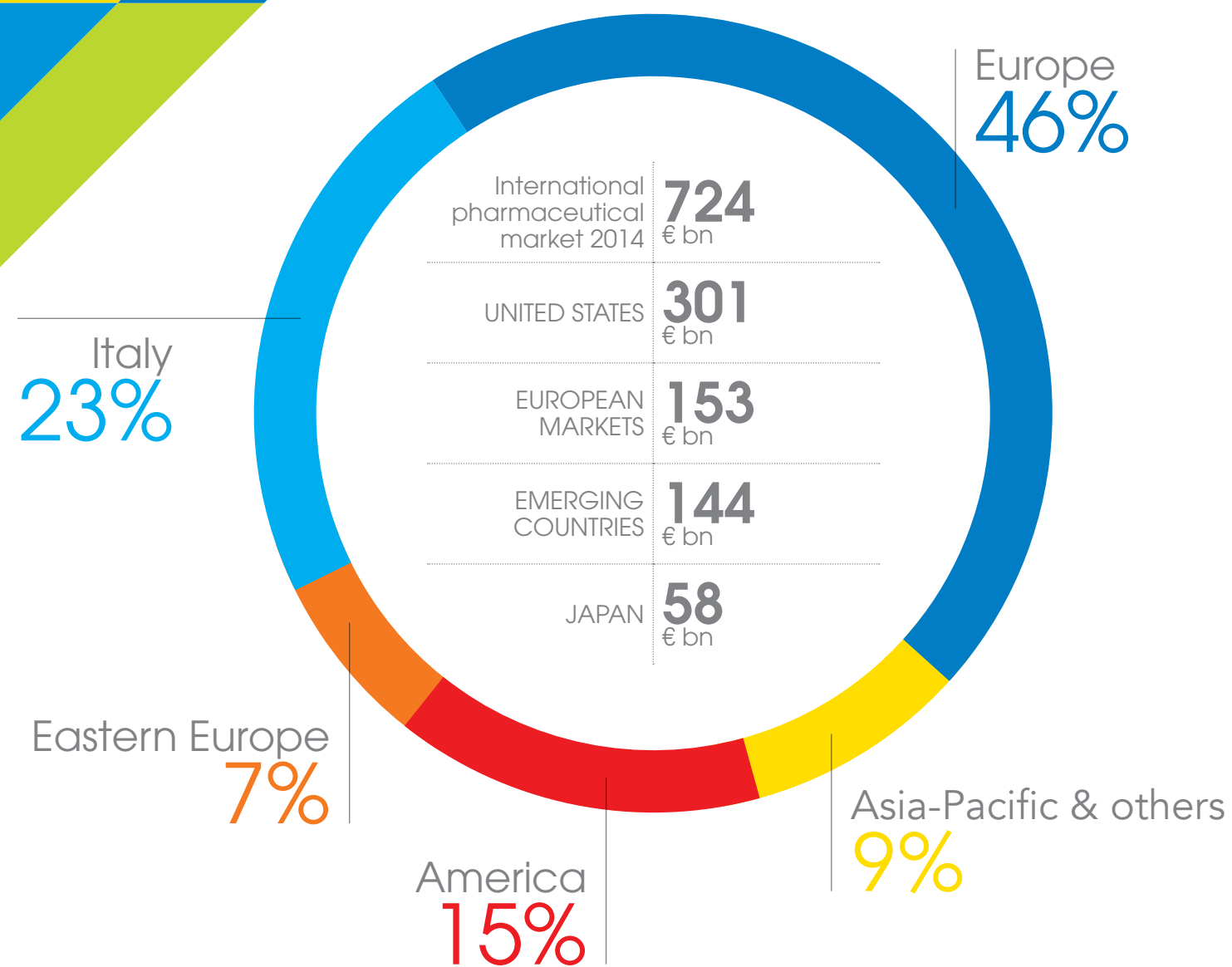
1006 of whom in Italy	181 Innovation + Medical Science	314 General & Administration
851 Technological Manufacturing	1351 Effective Marketing & Sales	

Looking after people means caring about quality.

Women: 46%	Collaborators with degrees: 53%	Collaborators with high-school diplomas: 33%
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*Total number of employees for the companies in the Group.

REVENUES BY GEOGRAPHICAL AREA



"Zambon's values for offering products, services and solutions dedicated to breathing well and living well."

PHARMACEUTICAL BUSINESS



Zambon relaunches in Germany with the opening of a new office in Berlin.

The expansion into one of the most important markets for the pharma industry is critical not only for the launch of Xadago®, since Germany was the first country in which the new product was introduced (May 2015), but also for the marketing of other important products of Zambon's research.

In fact, Zambon GmbH began distributing Monuril® and Fluimucil® in the second half of 2014 and Promixin® starting in April 2015. These brands were previously marketed in Germany by other pharmaceutical companies.

Zambon's German subsidiary currently employs 40 highly specialised professionals in both the main office and the sales force.

FLUIMUCIL

N-acetylcysteine (Fluimucil®) is listed in the GOLD international guidelines of reference for the treatment of COPD (chronic obstructive pulmonary disease) and in the first guidelines created for the Prevention of Acute Exacerbations of COPD. This is based on new evidence showing that NAC at high doses significantly reduces the rate of exacerbations. This is an important recognition at the worldwide level for the molecule of Fluimucil®, which is confirmed as a valuable tool in the hands of physicians for improving the quality of life of their patients.

COPD is a progressive disease that reduces respiratory function, characterised by an obstruction of the airways.

XADAGO

(safinamide)

In 2014 Zambon took a significant step forward in the field of specialties and particularly in the area of the Central Nervous System thanks to Xadago®, which received CHMP recommendation for the approval of this new molecule for the treatment of Parkinson’s disease.

Revenues 2014 (sales and services): **€ 523 m**

2,157 collaborators

131	488
Innovation + Medical Science	Technological Manufacturing
1332	206
Effective Marketing & Sales	General & Administration

REVENUES BY GEOGRAPHICAL AREA

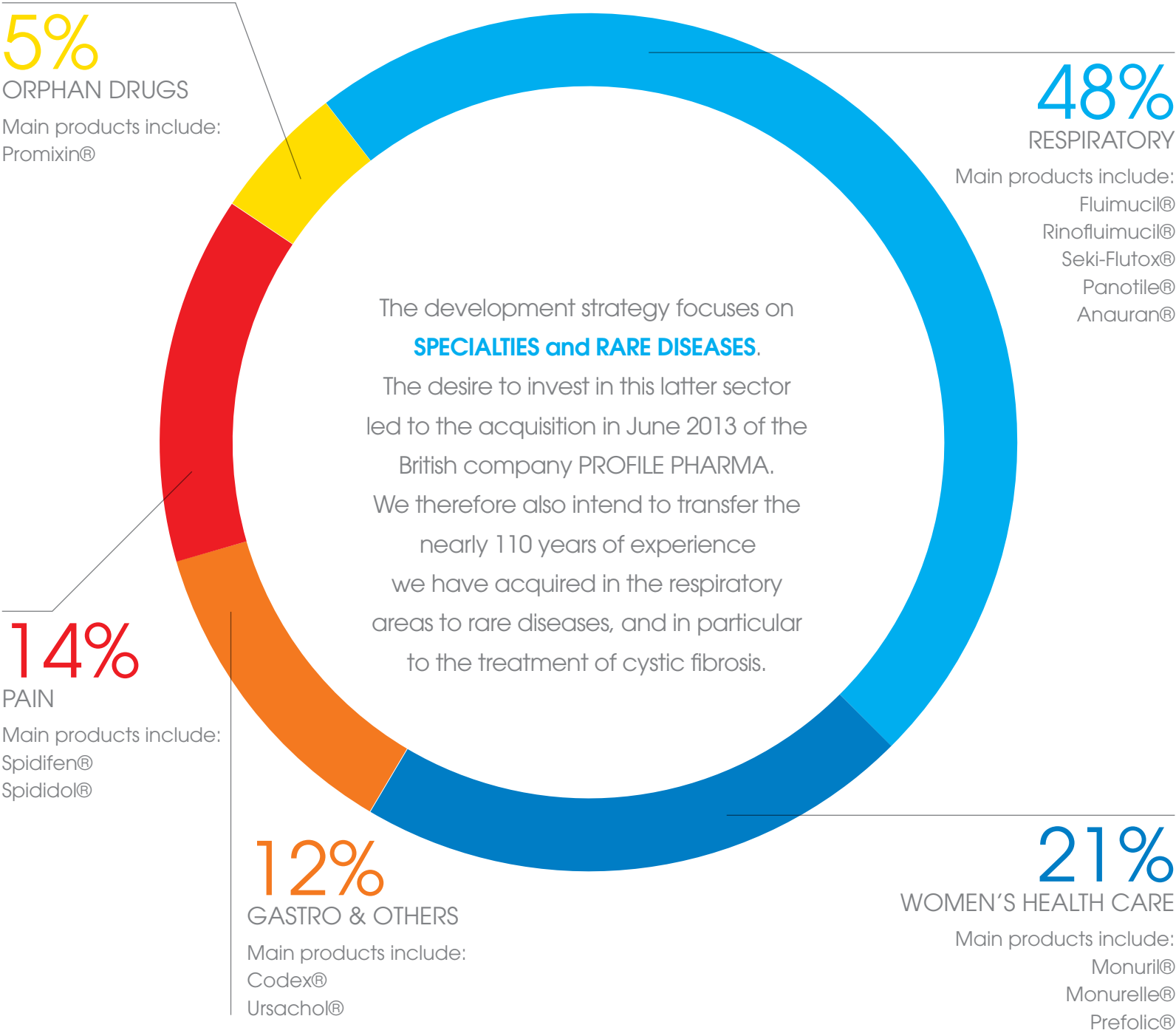
24%	19%	11%	8%	8%	4%	4%
Italy	Spain	France	Brazil	Russia	Belgium	China
3%	2%	2%	2%	1%	3%	1%
Switzerland	Netherlands	Colombia	Portugal	Indonesia	UK	Germany

OTHER COUNTRIES (licensees, distributors, and production for third parties contribute 8%)			
Europe 72%	America 11%	East Europe 8%	Asia 9%

Extending stability in Parkinson's Disease

IMPROVING THE PICTURE, LONG TERM

REVENUES BY THERAPEUTIC AREA



CENTRAL NERVOUS SYSTEM

2014 was an important year for Zambon, which received the **POSITIVE OPINION** of the CHMP (Committee for Medicinal Products for Human Use) for the approval of Xadago® (Safinamide) as an add-on therapy to a stable dose of Levodopa alone or in combination with other drugs for the treatment of Parkinson's disease.

XADAGO® IS A NEXT GENERATION pharmaceutical that provides balanced control of both motor function and motor complications, not only in the short term but also in the long term. This is all thanks to its **INNOVATIVE DUAL MECHANISM OF ACTION**, dopaminergic and non-dopaminergic, **THE FIRST AND ONLY MULTI-ACTION DRUG**.

With its entry into this new therapeutic area, Zambon not only commits to helping Parkinson's disease patients to **IMPROVE THEIR QUALITY OF LIFE**, but also collaborates with the EPDA (European Parkinson's Disease Association) in developing educational projects in support of caregivers and medical specialists.

"1HOURMORE" one of the activities carried out by Zambon aimed at raising public awareness about the **VALUE OF TIME** in Parkinson's disease: a book featuring 24 real-life stories of patients, caregivers and physicians who relate their experience and above all explain **THE IMPORTANCE OF HAVING MORE "USEFUL" TIME DURING THEIR DAY**. "1Hourmore" also provides practical support: 24 tips for both patients and their caregivers and physicians, offering **HELP IN HOW TO BEST LIVE WITH THE DISEASE**.

It is another way to stand by all those who are affected by Parkinson's disease.

1hour more

Tales and tips on PD

An immersive journey in 24 real life stories



RARE DISEASE

THE RESEARCH AND DEVELOPMENT PROGRAMMES ARE ALSO FOCUSED ON RESPIRATORY DISEASES, IN PARTICULAR THOSE CHARACTERISED BY FIBROSIS.

In pulmonology Zambon is particularly concentrated on the development of innovative therapeutic options in asthma and COPD thanks to cutting edge scientific research capitalising on the best knowledge in the clinical, technological, and industrial spheres.

Zambon is also known for its commitment in pulmonary disease research and now, with **PROFILE PHARMA** the company is also focusing on **RARE DISEASES** such as **CYSTIC FIBROSIS**, which is chronic, progressive, and lethal.

The main product is **PROMIXIN®/TADIM®** an inhaled antibiotic for the treatment of infections caused by *Pseudomonas Aereuginosa*.

The research on this drug continues in order to add new indications, and Zambon is also working on developing new nebulisers in collaboration with Philips.

In the future, only companies that develop and sell breakthrough drugs and devices on a global scale will be able to create value in the long term. For this reason, Zambon provides cystic fibrosis patients free of charge with an **INNOVATIVE ELECTRONIC DEVICE:**

I-NEB, which is designed to adapt to each patient's respiratory profile. The provision of I-Neb is associated with a technical support service at the patient's home.

The I-Neb device also includes an **"I-NEB INSIGHT"** system that makes it possible to monitor patients' treatment adherence. The Cystic Fibrosis Centres receive free software with which they can measure actual adherence to the treatment.



Promixin®
(colistimethate sodium)



R&D OPEN INNOVATION

Development of specialist innovative respiratory and neurological products for severe chronic and rare diseases.

6	Projects currently under way
5	New projects in the pipeline
49	Projects evaluated

Partnerships throughout Europe with numerous Research Centres

Our entry into the new therapeutic sector of the **central nervous system (CNS)** following the acquisition of **Safinamide®**, a molecule for the treatment of Parkinson's disease, along with entry into **RARE DISEASES**, involves investments of over **138 million Euro** over a five-year period.

DISTRIBUTORS

The **DEVELOPMENT OF THE MAIN BRANDS**

WORLDWIDE continues. Zambon is currently present in **84 COUNTRIES** on the **5 CONTINENTS** with an increase of **7,2%** over 2013.

Agreements were recently signed in South Korea for Fluimucil®, in Vietnam for Fluimucil® and Monuril®, and in Australia for Monuril®. New projects in Northern Europe, Latin America, and the Middle East are currently being evaluated.





Health & Quality Factory

Qualità per la salute

"WE MUST RETHINK OUR FACTORIES
AS A PLACE OF QUALITY AND KNOWLEDGE,
ENHANCING THE HUMAN SIDE OF THE COMPANY".

Elena Zambon

H&Q FACTORY

L'Health & Quality Factory **HOSTS AND PROMOTES ACTIVITIES RELATED TO HEALTH, SCIENCE, and INNOVATION**, with a values-based approach linked to the history of Zambon and a view towards the future. The spacious building designed by architect Michele De Lucchi reconfigures corporate life and style in the relationships with employees, visitors and guests.

It is a pole of scientific reference, created to **IMPROVE THE WORKPLACES**, dedicated to in-house training activities and at the same time open to the academic world in order to reduce the distance between universities and industry.

The factory, a cutting edge facility of hospitality and communication, is no longer just a place of production but also a place **OF RELATIONSHIPS, TRAINING, EXCHANGE, AND CULTURAL, SOCIAL, AND SCIENTIFIC GROWTH; MORE THAN 6000 GUESTS** in less than 2 years – Schools, Universities, Physicians, Specialists and Experts in health, quality, science and entrepreneurship – have experienced and participated in the events hosted at the Health & Quality Factory.

Numerous organisations have also chosen the Health & Quality Factory as a place of quality and innovation for hosting their own initiatives.

It is the site for the **FUTURE BY QUALITY** forum, organised by the Zambon Open Education Foundation, aimed at reflecting with high profile experts on the major themes of health: from research to production, to the strategic role of the pharmaceutical industry.



INDUSTRIAL BUSINESS OPERATION

VICENZA (ITALY)

50,4 million units produced

200 SKUS demonstrate the site's extraordinary complexity

98,5% supply performance

189 production collaborators

The WCM (World Class Manufacturing) project, which upon completion gave the expected results in terms of both productivity and cultural change. The project will continue in 2015.

356 million tablets and capsules are produced in Italy.
83% of total production is exported.

CADEMPINO (SWITZERLAND)

62,6 million units produced

15,7 million units produced for third parties and generic manufacturers of carbapenems

99% supply performance

194 production collaborators

From monoclient to multiclient

The WCM (World Class Manufacturing) project, which upon completion gave the expected results in terms of both productivity and cultural change, will continue in 2015.

Highly specialised production - carbapenems - continues, with high levels of productivity and quality.

BRAZIL

7,4 million pieces produced

22 production collaborators

"Sassicaia" project launched for the establishment of an independent industrial site

HAIKOU (CHINA)

12,2 million pieces produced

75 production collaborators

The average unit price for the company is €3,54 per package

"We are a privileged partner for the pharmaceutical industry, offering APIs and services with elevated added value due to our excellence in innovation and ability to guarantee perfect execution."



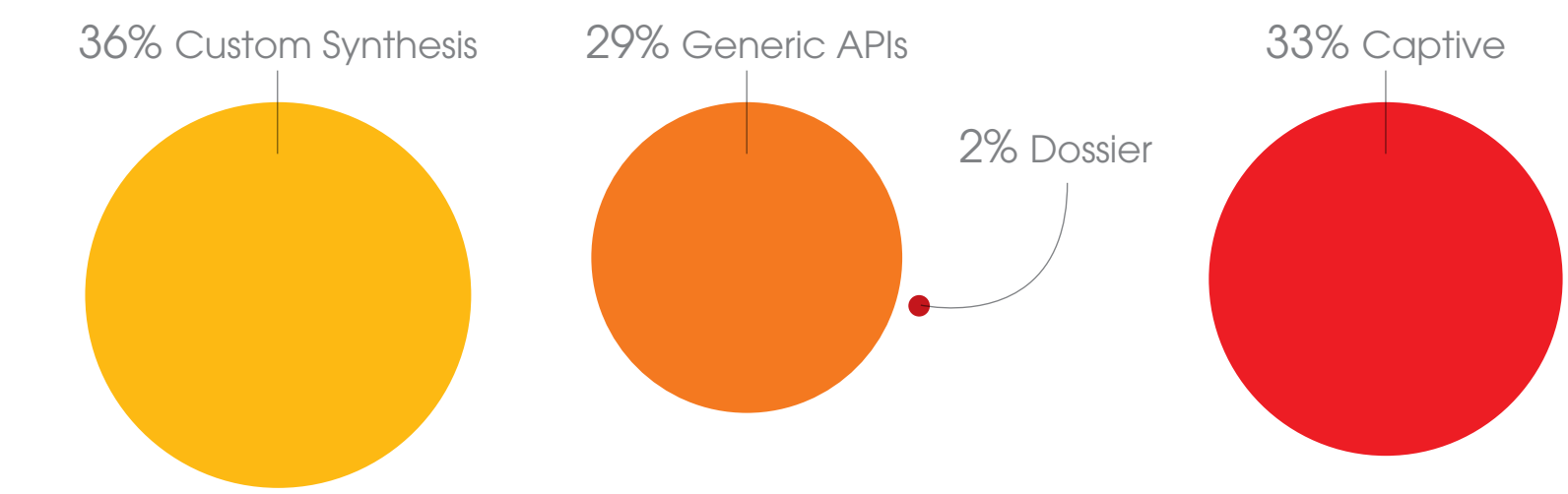
Revenues 2014 (sales and services): **€ 108,5 m**

450 collaborators by area of competence

47 Research & Development	363 Technological Manufacturing
12 Effective Marketing & Sales	28 General & Administration

Of the total 450 collaborators: 139 graduates, including 5 PHDs

NET PRODUCT SALES BY BUSINESS



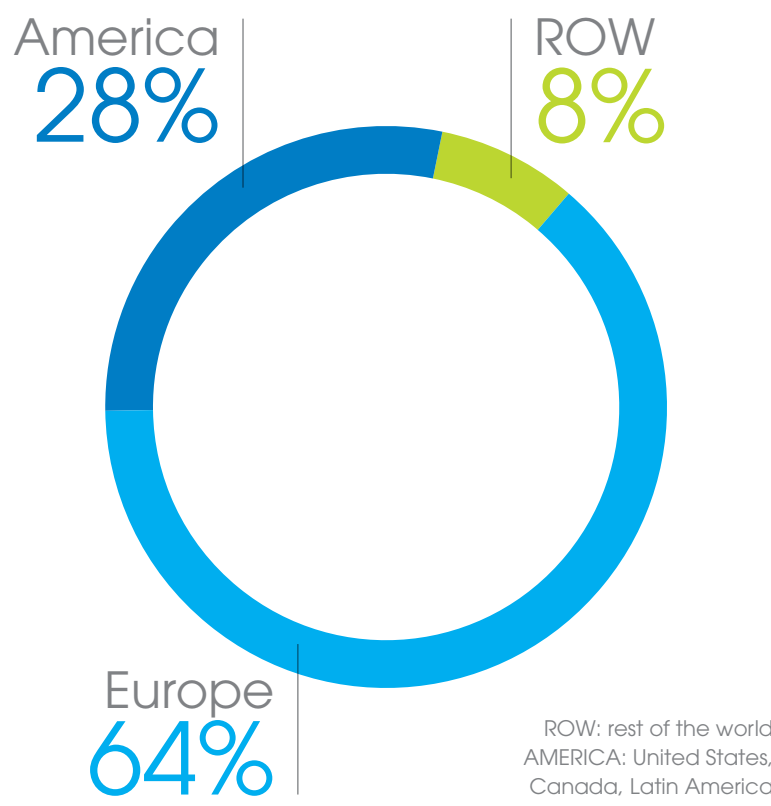
REGULATORY AND COMPLIANCE

DMFs Worldwide*	320
USA	23
Europe	220
Japan	8
ROW	69
CEPs**	8

MT*** of APIs/products sold	1,064 mt
Purchase of raw materials	€ 43,2 m
Number of clients worldwide	152
Number of suppliers	364

*DMFs: Drug Master File
**CEPs: Certificate of suitability to the monographs of the european pharmacopoeia
***1 METRIC TON = 1000 kg

REVENUES BY GEOGRAPHICAL AREA



Zcube

Zambon Research Venture



ARIZONA STATE UNIVERSITY PHOENIX (USA)

Technology: **FeNO measuring device**

Therapeutic Area: **Asthma diagnosis and monitoring**

Administration: **Device**

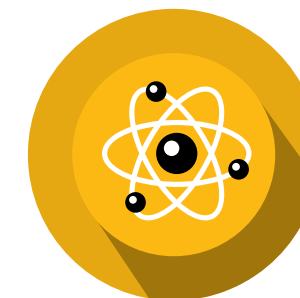


UCSF SAN FRANCISCO (USA)

Technology: **Microtrasportatori**

Therapeutic Area: **Bioavailability increase
for various pathologies**

Administration: **Oral**



CALTECH PASADENA (USA)

Technology: **Patch with nanoneedles**

Therapeutic Area: **Local/systemic treatment
for various pathologies**

Administration: **Transdermal**

Zcube is the **RESEARCH VENTURE OF THE GROUP THAT EXPLORES CONVERGING AND INNOVATIVE TECHNOLOGIES IN DRUG DELIVERY AND MEDICAL DEVICES**, with a particular focus on the therapeutic areas covered by Zambon. Zcube is searching for partners for its projects for developing the most advanced technologies in the portfolio, proceeding to transform them into independent startups. Concurrently, Zcube has strengthened its participation in **MISSION BAY CAPITAL** - the venture capital fund of the QB3 incubator that involves the three universities in the San Francisco Bay area - in a fruitful collaboration with one of the most advanced international investment funds in scientific and technological research, which works with a well-known international network in academia and key players in the sectors of medical devices and drug delivery.

Oxy.gen &



Open Zone is a scientific campus that represents the meeting between business and the community. A place where **KNOWLEDGE** is shared amongst multiple partners in the **LIFE SCIENCE** sector to foster **INNOVATION, SYNERGY AND DEVELOPMENT.**

Open Zone allows as an open dialogue between science, society and business, a place for developing relationships of exchange with the citizens and the community at large.





in M²

OPEN ZONE TODAY

Research labs **7,500**

Canteen **750**

Offices **15,500**

Shared areas **800**

OPEN ZONE COMING SOON

The Gardens of Science:
park and facilities **47,000**

OPEN ZONE TOMORROW

Accommodation **8,500**

Business Center **1,350**

Production **10,000**

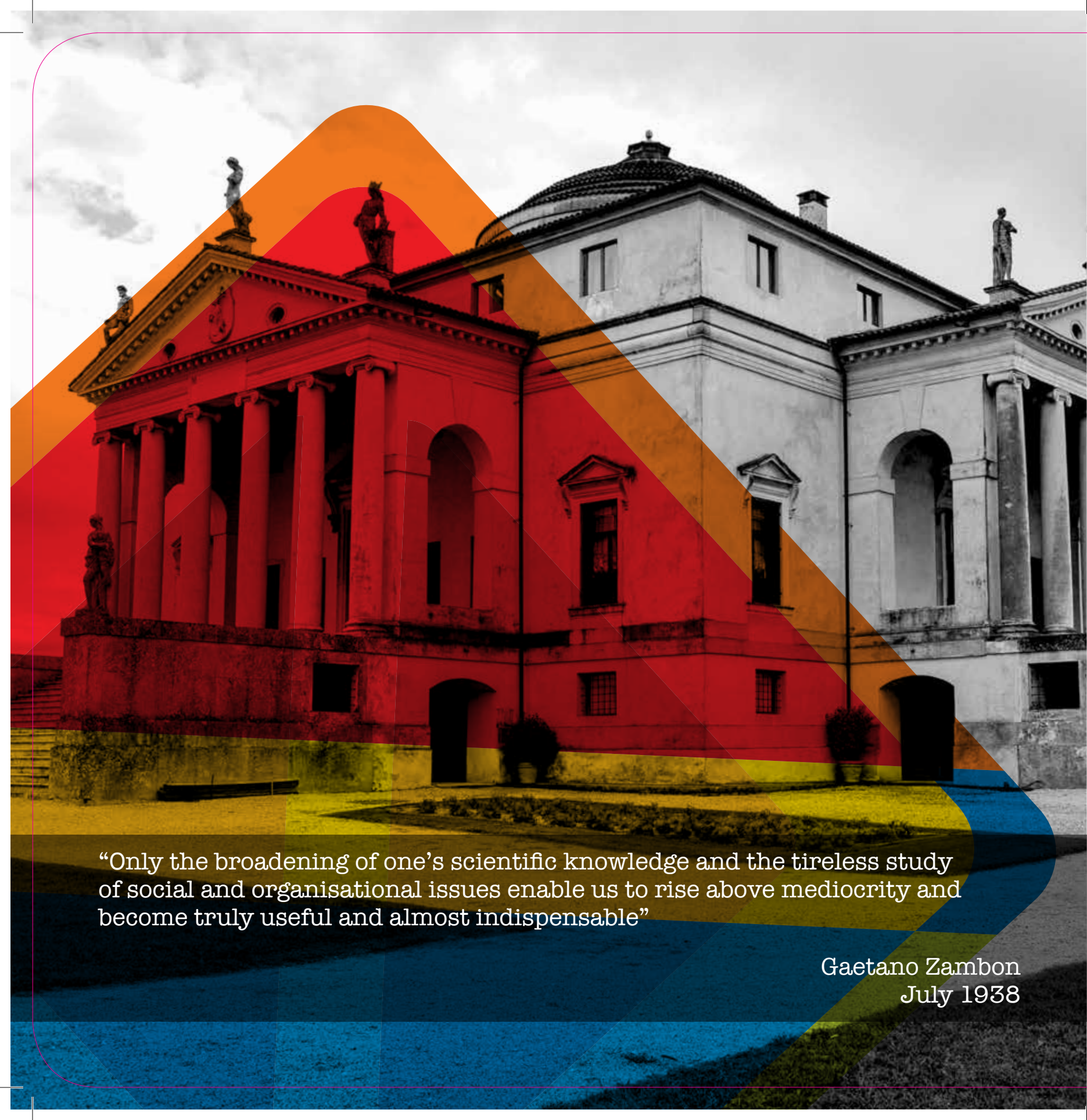
In this scenario is born **OXY.GEN**, a futuristic structure in the shape of an air bubble that seems to be floating on a pond, designed by architect Michele De Lucchi as a **PLACE OF SCIENCE FOCUSED IN PARTICULAR ON BREATHING**.

As a result of a public-private partnership, Oxy.gen is located in the "Gardens of Science" and allows visitors to explore Breathing in terms of its health-related aspects and the implications that the quality of the environment has for us.

Students, researchers, and citizens interested in scientific research can experience an **EDUCATIONAL PATH** in twelve "steps" that provides a comprehensive view of oxygen and breathing. Here, every participant is an "actor" of his or her own experience thanks to a dynamic and spectacular setting that actively engages visitors through experiments, games, and videos.

The project is made up of big numbers: since its inauguration – with the participation of architect Michele De Lucchi, thoracic surgeon Dr. Luca Voltolini, and world champion athlete Fiona May – Oxy.gen has received **OVER SIX THOUSAND VISITORS**. It has hosted more than **50 SCIENTIFIC, EDUCATIONAL, AND CULTURAL EVENTS** including the series "Il Respiro della Mente" dedicated to Science and Pseudoscience, as well as courses in breathing exercise, and an educational initiative for schools and on the weekend for the general public.

Oxy.gen is a point of reference for **EDUCATION AND INFORMATION**, where **SCIENTIFIC CULTURE** is created and visitors can deeply experience the meaning of education applied to Breathing.



“Only the broadening of one’s scientific knowledge and the tireless study of social and organisational issues enable us to rise above mediocrity and become truly useful and almost indispensable”

Gaetano Zambon
July 1938

Disseminating knowledge in the field of health and wellbeing promoting appropriate communication.

F o n d a z i o n e



Zambon Open Education

MEETINGS

“ZOÉ REFLECTS WITH...”

A series of conferences designed for analysing the most significant changes in the realm of medicine and society in conjunction with experts in the academic, business, and scientific fields.

TRAINING

Training courses for parents and teachers in infant massage and paediatric prevention; seminars on assistance for vulnerable adults.

EVENTS

Conferences, photography exhibitions, book presentations and meetings with authors.

48 speakers

Philippe Daverio | Ilvo Diamanti | Antonio Rossi | Gioele Dix | Massimo Cirri | Carmen Lasorella | Gene Gnocchi | Fabio Picchi | Stefano Zamagni | Alessandra Casella | Cesare Picco

25 Events

13 Partners

49 Sponsors

LA SALUTE DELLE RELAZIONI

VIVERE SANI, VIVERE BENE

VICENZA | 13/22 OTTOBRE 2014

6ª EDIZIONE



WOMEN AND MOTHERHOOD

A support network for mothers

POLICY AND SOCIETY

Northeast: between participation and uncertainty

IMPULSE AND CONTROL

Managing emotions

PASSION AND WORK

The force of talent

VOICE AND CARE

Stories for body and soul

ECONOMICS AND ETHICS

From Gandhi to the Third Republic

CITIZEN AND CULTURAL HERITAGE

Lessons in the kitchen: the flavour of Vicenza

PATIENT AND PHARMACIST

The individual at the centre of care

REAL AND VIRTUAL

Navigating, between light and shadow

SCIENCE AND MYTH

Hypnosis

MUSIC AND INNOVATION

Haiku, sound poems

LABOUR SUPPLY AND DEMAND

The right attitude

US AND THE ENVIRONMENT

The trash diet

SCIENCE AND COMMUNICATION

Technologically literate or illiterate?

PERCEPTION AND REALITY

How close is the Ebola virus?

RESPECT AND ABUSE

Dolores – Theatrical performance

IMAGINATION AND GROWTH

Creative writing workshop for children aged 6 to 10

DIGNITY AND EMPLOYMENT

Life without a job

CITIZEN AND CULTURAL HERITAGE

The place of wonders

LIVING WELL AND SOCIETY

Stop the waiting!

OUR SENSES AND PERCEPTION

Budding explorers

SMILING AND LEARNING

Little Opera

DESTINY AND MEMORY

Inside the guarded stories

DISCIPLINE AND PERFORMANCE

Sport, a school for life

Give a story:
an experiment of
active citizenship to
support patients in
hospital wards.



La Piccionaia
Teatro Stabile di Innovazione



Reading and literature come into the hospital with the project "Tessitori di Voce", involving more than 80 volunteers, trained in reading aloud by a professional actor, who visit hospital wards in Vicenza, Rozzano (MI), Mira-Mestre (VE), and Santorso (VI) and read carefully selected texts to patients undergoing long-term care.

"Tessitori di Voce" is first and foremost a human experience, a form of relationship, free of charge and impartial, which is a source of enrichment for both listeners and readers.





BENVIVERE

Benvivere, a project started in 2007 that represents the **WAY OF BEING AND UNDERSTANDING WORK** at Zambon, right from the start had the aim to nurture a **COMMON SENSE OF BELONGING**, creating a real-life community of people who see it as a **PLACE OF PERSONAL GROWTH** as well as professional development. It is a culture that puts **PEOPLE AT THE CENTRE**, through learning, improvement, and personal enhancement beyond the professional roles and functions.

Based on this philosophy, Zambon has organised numerous **TRAINING INITIATIVES** such as language courses, as well as a series of useful services for reconciling professional and personal life.

The Benvivere project also encloses the inauguration of the **LIBRARY** at Bresso offices.

As a place of representation and scientific knowledge, the library holds many old and precious books on mathematics, physics, natural science, biological science, medicine, and pharmacology.

It is a place designed with the objective to **ENHANCE AND DISSEMINATE SCIENTIFIC CULTURE WITHIN THE OPEN ZONE**, which is also open to the public and made available to universities, students, researchers, and physicians. The facility comprises **LINEAR METERS FOR A TOTAL OF 35,000 VOLUMES**.

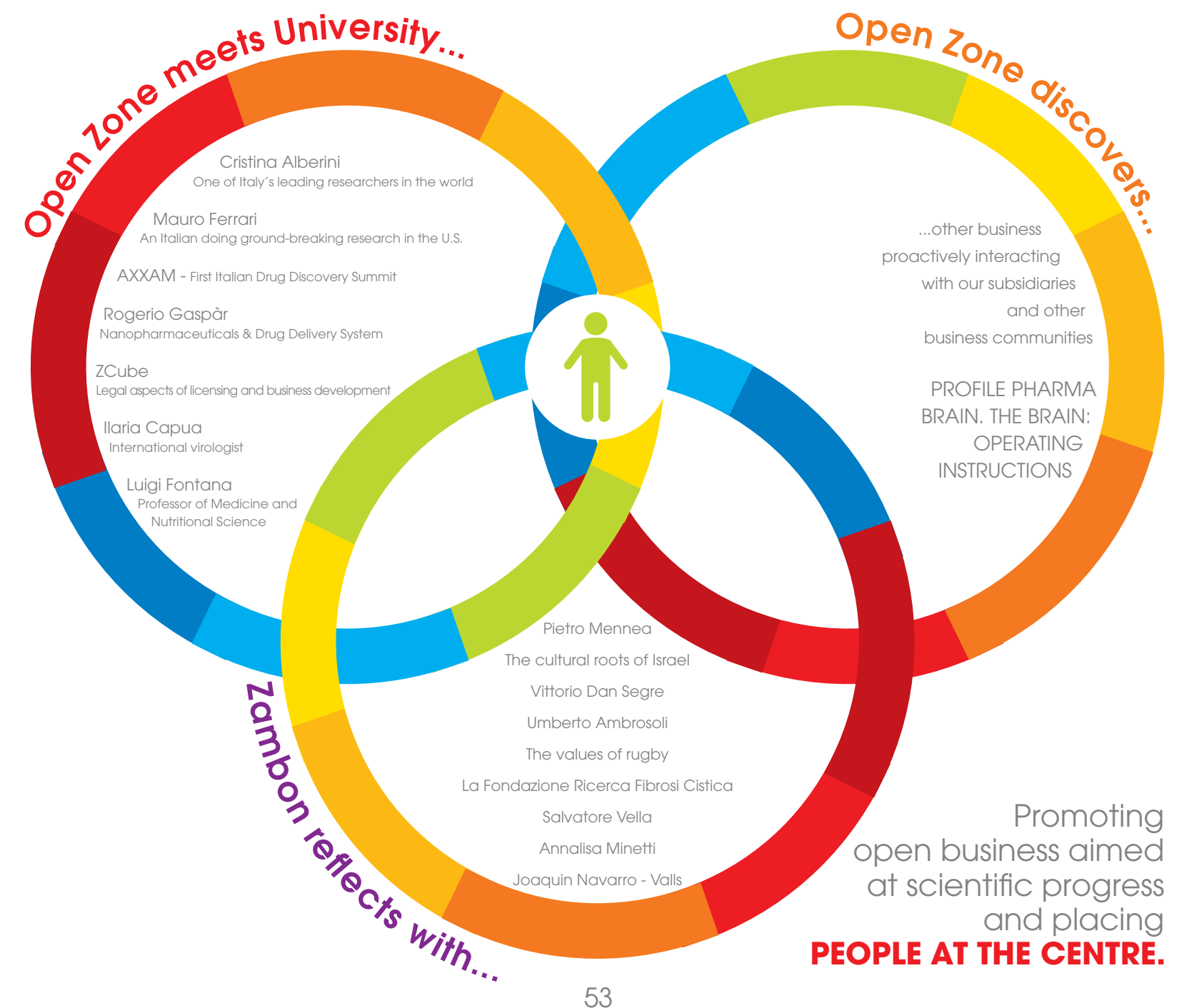
In 2014 Zambon employees were the protagonists in another important initiative for fostering the development of "human relations" inside and outside the company: a **SOLIDARITY RACE** in collaboration with the Verona Marathon, with all the funds raised going to **RARE PARTNERS**, a non-profit organisation dedicated to the development of new treatments and diagnostic instruments in the sector of rare diseases.

For the 10k run, Zambon employees wore a T-shirt printed with "I breathe, run, fly – to the finish line with wings on my feet" in support of the project RespiroDiCorsa, for finding a cure for Cystic Fibrosis. A race "of the heart" that shows the value of sport in bringing people together, translating it into an important message of solidarity.



PEOPLE AT THE CENTRE

Zambon makes use of key "inspirational" moments not only in terms of scientific content, but also in relation to values and culture, contributing to strengthening our community.



ZAMBON IN THE WORLD

ITALY

Zambon Italia Srl
Zambon Company SpA
Zambon SpA (Pharmaceutical)
Zach System SpA (Zambon Chemicals)
ZCube S.r.l./Open Zone
Zambon Immobiliare SpA
Zambon Group SpA

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Step by step, we will discover the connection