

# 2024 Sustainability Report



*Our commitment to Sustainability*

**ZENTIVA**

2024 non-financial disclosures  
[www.zentiva.com](http://www.zentiva.com)

# Table of Contents

Message from the CEO .....	3
Our 2024 Key Highlights .....	4
Zentiva at a Glance .....	5
Our Value Chain .....	6
Our Business Model .....	7
We Develop .....	7
We Produce.....	7
We Deliver.....	7
We Care .....	7
Our Sustainability Strategy .....	8
Our Sustainability Action Pillars .....	9
Our Sustainability Governance.....	10
Our Sustainability Team & Resources .....	11
Double Materiality Assessment.....	12
Stakeholder Dialogue.....	13
Material Topics .....	14
Business Integrity.....	15

<b>People.....</b>	<b>16</b>
Our Purpose, our Values.....	17
#WeHelpOthers.....	21
<b>Partners .....</b>	<b>22</b>
Our Contribution to the Sustainable Development Goals ...	24
Our Memberships and Commitments .....	26
<b>Planet .....</b>	<b>27</b>
Climate Strategy .....	28
Decarbonization Roadmap.....	29
Energy Efficiency .....	30
Water Management .....	31
Waste Management .....	32
About Biodiversity .....	33
Our Policies.....	34
Annex .....	35
List of Abbreviations .....	46
About the Report .....	47

# Message from the CEO



Reflecting on the year 2024, it was filled with significant achievements and progress. On a personal note, it has been an inspiring first full year for me at Zentiva, and I am truly honoured to lead this exceptional company.

## Solid Financial Performance

Despite a challenging external environment, we have delivered solid financial performance and met expectations for our long-term plan. Growth has come from both organic and inorganic sources, enhancing the strength and resilience of Zentiva's fundamentals.

We are further leveraging our generics platform for synergistic acquisitions and maintaining a high level of diversification from both a product and geographic perspective.

## Our Growth Strategy

Zentiva has signed more than 75 agreements to expand its portfolio in cardiology, oncology, respiratory, and allergy care. We have invested in our Consumer Healthcare portfolio in the Czech Republic, Romania, and Slovakia, supporting more people on their health journeys. Over the past year, we have launched more than 140 products, once again demonstrating that Zentiva is a platform for making healthcare more accessible in Europe and beyond.

In line with our strategy, we have completed the voluntary public purchase offer for the shares of Apontis Pharma AG, a leading pharmaceutical company specializing in single-pill combinations in Germany.

Furthermore, as we continue to focus our operations on Europe, we have divested trademarks, intellectual property, and marketing authorizations for 14 brands in Russia and CIS markets, along with the related operations.

## Operational Excellence

We continued to drive improvements, enhancing efficiency within our industrial operations with the support of digital technologies. We also engaged closely with our strategic partners and key stakeholders to explore further opportunities for improvement.

## Gaining Momentum in Sustainability

Our Sustainability Strategy is rooted in our commitment to limiting global temperature rise to 1.5 degrees Celsius by 2050, in alignment with the Paris Agreement. To achieve this, we have pledged to reach carbon neutrality in scope 1 and scope 2 emissions by 2030, while aligning with Europe's goal of becoming net zero by 2050.

While we support Europe's sustainability vision and welcome new initiatives, we remain mindful that the implementation of certain directives and regulations could impact the access to healthcare and the competitiveness of the European generics industry.

At Zentiva, we are making strong progress on our journey, achieving significant reductions in carbon emissions and driving efficiency programs for energy, electricity, water, and waste management. Over the past three years, we have decarbonized our operations by more than 20%. Our European manufacturing sites are powered by 100% renewable electricity.

For the first time, we calculated our complete scope 3 emissions according to the Greenhouse Gas Protocol. In reaction to new European directives and regulations, we upgraded our governance and policies to ensure readiness and compliance.

We are a new and proud member of PSCI, the Pharmaceutical Supply Chain Initiative, emphasizing our ambition to learn from and share know-how with our peers and partners. We have focused on implementing projects based on ESG principles, as we care for people, partners, and our planet.

I am proud of our achievements, which were recognized in 2024 with a silver medal from EcoVadis, placing Zentiva in the top 7% of our industry. We continue to invest in biodiversity, we planted another 100,000 trees and adopted close to 2 million bees in 2024.

Good corporate governance and structured stakeholder dialogue are key to building a healthy and sustainable business. We remain focused on our ambition, our targets, and the effective management of risks and opportunities.

Our disclosures focus on topics that have been identified as material to our business and stakeholders during our annual risk and materiality assessment, and ongoing stakeholder dialogue.

## Our Winning Team

All of this is made possible by the engagement and commitment of everyone at Zentiva. Each of us brings unique skills and capabilities, and together, we form a strong and unstoppable team. It was inspiring to see more than 100 CSR projects brought to life under the #WeHelpOthers initiative, demonstrating our collective dedication to making a positive impact.

This commitment extends to creating a great workplace, and we take pride in being recognized as a Top Employer for the third consecutive year in our core markets, the Czech Republic and Romania, and now also in Bulgaria.

In 2024, we refined the wording of our purpose to better reflect the impact we have as a team on society. Alongside this, we redefined our values to guide our actions and reinforce our long-term commitment.

For more than 500 years, Zentiva has been a trusted partner in healthcare, and we have a responsibility to act today for a sustainable tomorrow—ensuring Zentiva continues for at least another 500 years.

I would like to thank the members of the Board and our partners for their valued contributions, as well as the Zentiva team for their commitment and strong sense of responsibility.

Through our efforts, we make a significant contribution to public health across Europe by developing, producing, and delivering high-quality, affordable medicines to more than 100 million people who rely on them every day. Our work supports health and wellbeing for all generations.

*Steffen Saltofte*  
CEO



# Our 2024 Key Highlights

**In 2024, we gained further momentum on our sustainability journey.**

We are aligning our Sustainability Reporting with the European Sustainability Reporting Standards and have completed our first Double Materiality Assessment in accordance with the upcoming requirements. Our first CSRD-compliant report for our Romanian entity has been published. At Group level we continue working to ensure compliance with all Sustainability Reporting regulatory requirements.



Reduction of scope 1 GHG emissions by over 20% in the past three years



New CSR Policy implemented, with over 100 #WeHelpOthers projects completed



Full scope 3 GHG emissions calculated for the first time

Double Materiality Assessment conducted for the first time



All European manufacturing sites are powered by 100% renewable electricity



We have become a member of the Pharmaceutical Supply Chain Initiative



Over 100,000 trees have been planted, and close to 2 million bees have been adopted

Top Employer recognition for the 3<sup>rd</sup> consecutive year in the Czech Republic and Romania, and for the first time in Bulgaria



Awarded an EcoVadis silver medal, placing us in the top 7% of our industry



Comprehensive Sustainability training program launched for all employees

- Governance
- People
- Partners
- Planet

# *Our Company* at a Glance

**530+**  
years

Zentiva's roots reach back more than 530 years to a small pharmacy named Black Eagle that still exists today in the heart of Prague, where our Headquarters are located.

**100+**  
million

More than 100 million people in Europe and beyond trust Zentiva's medicines.

**2,650+**  
country-specific  
products

Our products span across 30+ countries and all major therapeutical areas.

At Zentiva, we provide  
*health and wellbeing*  
for all generations

**30+**  
countries

Our footprint includes 4 manufacturing sites and 2 R&D centers, as well as 31 active subsidiaries and 6 branches.

**5**  
values

driving our actions everyday:  
Accountability, Authenticity, Collaboration,  
Courage and Trust.

**5,000+**  
people

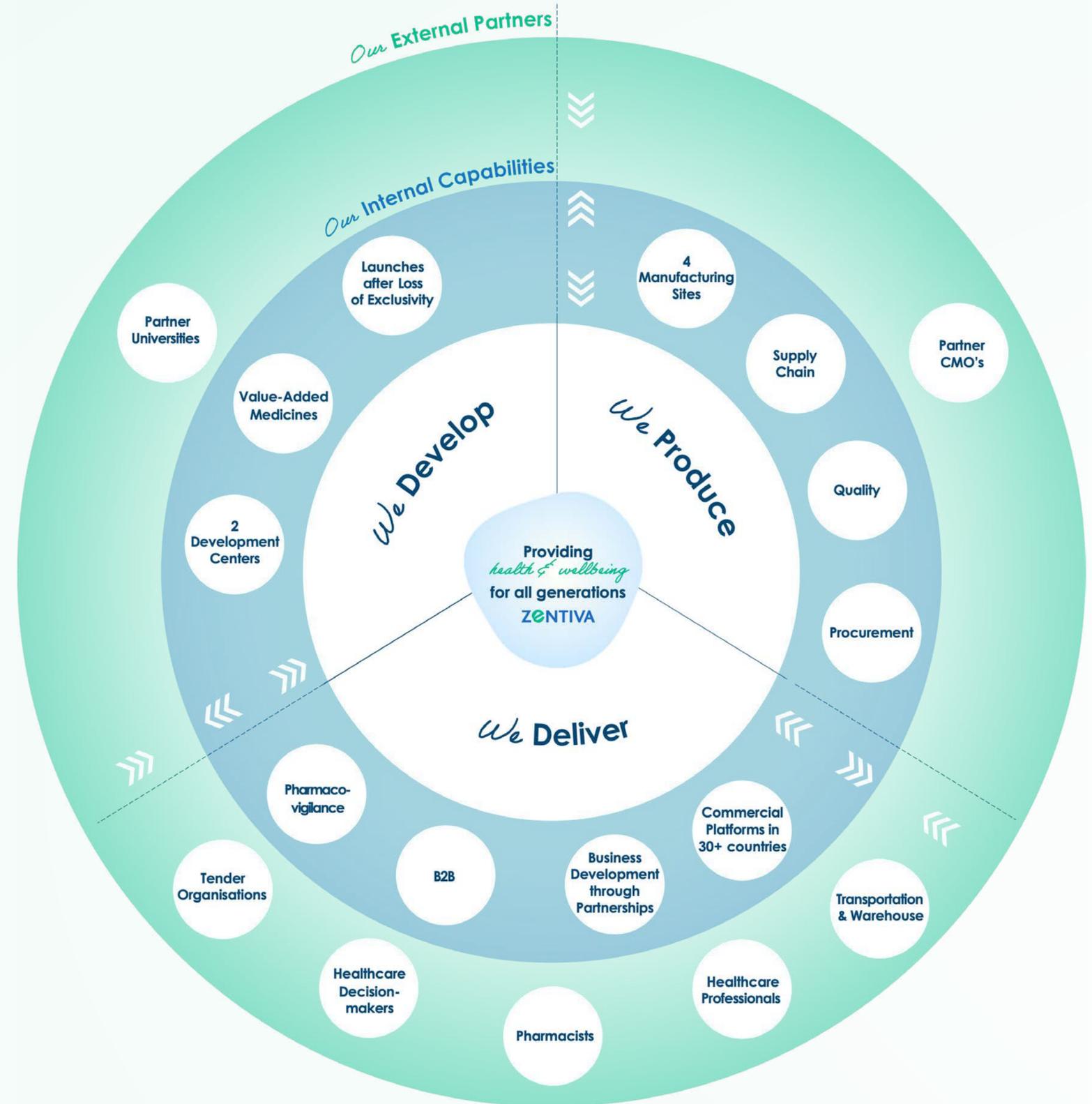
Our team consists of more than 5,000 dedicated people, highly engaged and united by our common purpose.

# Our Value Chain

This overview highlights the key activities involved in developing, producing, and delivering medicines to over 100 million people in Europe and beyond, while also focusing on our sustainability efforts and the value we create for our stakeholders. Zentiva's value chain goes beyond our own operations, encompassing both upstream and downstream activities.

As a company committed to sustainability, we view every part of our value chain as essential. We continuously innovate, invest in new technologies, and improve resource efficiency. We are mindful of where and how the key materials for our products are sourced, how we manufacture in-house, and how we collaborate with suppliers and contract manufacturers worldwide. Our commitment to sustainable and responsible manufacturing practices is unwavering, and we understand the importance of transparency and accountability both within our operations and across our value chain.

Together, we contribute to public health and work to ensure sustainable healthcare across Europe. "Health for all should be a right, not a privilege."



# Our Business Model

At Zentiva, we provide health and wellbeing for all generations by ensuring the supply of high-quality and affordable medicines in Europe and beyond.

## We develop

We offer a wide range of INN and branded generics, specialty products, and consumer healthcare solutions. Our two R&D centers, located in Prague and Ankleshwar, completed over 100 product submissions in 2024. The team actively manages the lifecycle of active pharmaceutical ingredients, enabling us to launch products immediately after the loss of exclusivity while driving innovation in drug formulation, with a focus on bioequivalent and value-added medicines, and green design solutions.

Zentiva collaborates with universities to bridge the gap between academic research and industrial application. As a founding member of the Pharmaceutical Applied Research Center (The PARC), we support a postgraduate program that fosters the next generation of pharmaceutical experts. By the end of 2024, seven years after the creation of The Parc, 33 students are currently enrolled in the program and 55 have finalized the program.

## We produce

Zentiva operates four wholly owned manufacturing sites in Prague, Bucharest, and Ankleshwar, supported by a broad network of external manufacturing partners to ensure supply security. We produce a diverse range of pharmaceuticals, including solids, injectable solutions, eye drops, sterile ointments, hormones, APIs, and intermediates, with a total production volume of 588 million SMUs in 2024. Our sites actively implement a comprehensive sustainability program focused on efficiency improvements and on decarbonization, with all European sites powered by 100% renewable electricity.

Together with our partners, we adhere to our Suppliers Code of Conduct and regularly assess third-party collaborations through our Responsible Sourcing Program.

Upstream, we focus on direct suppliers while progressively expanding our scope to meet the requirements of the upcoming Corporate Sustainability Due Diligence Directive (CSDDD). Downstream, we prioritize the wellbeing of end consumers and patients who rely on our medicines daily. We uphold the highest product quality standards and ensure patient safety through a robust pharmacovigilance system.

Our supply chain is complex and has faced significant disruptions in recent years due to COVID-19, geopolitical challenges, and inflationary pressures. While our network is global, we remain committed to minimizing environmental impact wherever possible.

## We deliver

Our medical representatives across Western and Central & Eastern Europe work closely with healthcare professionals, pharmacists, healthcare decision-makers, and tender organizations, implementing tailored strategies for each European market. In 2024, we signed more than 75 business development agreements to expand our portfolio and successfully launched 140 products across Europe.

Through Zent2U, we offer specialized services for B2B partners, with expertise in cardiology, urology, oncology, neurology, and hormones. Additionally, Prague Scientific, provides pharmacovigilance and regulatory services for both prescription (RX), non-prescription (OTC), and non-medicinal products.

## We care

With over 500 years of experience and expertise, we continue to build a strong foundation to ensure Zentiva's longevity for centuries to come.

We recognize our responsibility to Society and the environment and take this commitment seriously. The medicines we provide impact the lives of more than 100 million people, contributing to health and wellbeing for all generations.



# Our Sustainability Strategy

**As a company, we are committed to ensuring sustainable healthcare in Europe. Through our high-quality and affordable products, we reach more than 100 million people across Europe and beyond. We recognize the impact we have on Society and the environment and strive to operate responsibly, minimizing our environmental footprint while contributing to a healthier future for all generations.**

We believe that every small step counts, which is why we encourage our teams and partners to contribute to our shared efforts. Continuous improvement is key, and we remain committed to finding new ways to enhance our impact.

Every day, we make countless decisions—big and small—that shape our future. By rethinking our choices and actions, we can help drive meaningful transformation. Our resources are finite, and it is our collective responsibility to use them wisely and sustainably. Change is possible when we all take part.

## Compliance

### Ensuring compliance with European Green Deal regulations

In 2024, Zentiva took significant steps to prepare for the implementation of the upcoming Sustainability Reporting requirements. One of our entities has already reported on the 2024 business year CSRD-compliant, with the rest of the Group preparing for the implementation as required by the Directive.

For the first time, we conducted a Double Materiality Assessment, incorporating a broad stakeholder dialogue.

## Competitiveness

### Strengthening our resilience by enhancing competitiveness and mitigating business risks

In 2024, we made significant strides in strengthening our business operations by reinforcing governance in sustainable procurement and supply security. We integrated double materiality considerations into our risk management approach, ensuring a more comprehensive assessment of potential risks and opportunities. Additionally, we engaged closely with our strategic partners to discuss the social and environmental impact of our products and explore areas for further improvement.

## Continuous Improvements

### Our sustainability program is rated top 7 % in our industry

In 2024, we reported our progress to the United Nations Global Compact and completed an EcoVadis assessment, earning a silver medal, which places us among the top 7% in our industry. By joining the Pharmaceutical Supply Chain Initiative, we aim to further learn from our peers and enhance our ESG audit practices. Additionally, we completed our scope 3 emissions calculation, paving the way for setting formal Science-Based Targets (SBTi).

# *Our Sustainability* **Action Pillars**

## **People**

We continue to make Zentiva a great place to work, where everyone can bring their authentic selves. We support our people, their loved ones, and the communities we serve. Through open communication and a strong team spirit, we create value together as ONE team. We also take our role as a responsible corporate citizen seriously and invest in CSR activities connected to our purpose and strategy.

## **Partners**

We strive to build and maintain trusted partnerships across our value chain, working with those who share our values and commitment to responsibility. We actively encourage open dialogue and close collaboration with our partners to drive a more sustainable future together.

## **Planet**

We are dedicated to fostering a greener planet, with a commitment to achieving carbon neutrality for scope 1 and scope 2 by 2030 and aligning with the European goal of reaching net-zero emissions by 2050. This pledge includes implementing a comprehensive climate strategy focused on decarbonizing our operations, optimizing energy and water consumption, and investing in the circular economy. Additionally, we support biodiversity restoration through tree planting and the adoption of beehives.



# Our Sustainability Governance

In 2024, we further strengthened our governance in the area of Sustainability. While the overall governance structure remained the same, the capabilities of the Core Team were significantly enhanced, and outreach within the company and to our partners across the value chain was expanded. Sustainability has been fully integrated into the investment process assessment and risk management approach. Significant efforts were made in the area of sustainable procurement.

With the adjustments made in 2024, we are confident that we are prepared for upcoming challenges, as we focus on staying compliant with EU regulations and maintaining competitiveness in a challenging European environment.

Major progress was made in preparing for the upcoming Sustainability Reporting requirements. Zentiva has finalized its first CSRD-compliant report for its Romanian entity for the business year 2024, with all other entities following as stipulated by the Directive. To prepare for the upcoming requirements we strengthened our governance framework to ensure proper management, oversight and adherence to our Sustainability Program.

We also deployed a program for the implementation of the European Deforestation Regulation (EUDR). The situation remained unclear until the end of 2024, when the regulation was postponed and is now scheduled for December 2025.



## Sustainability Steering Committee

### Purpose

The Sustainability Steering Committee (SSC) fosters the creation of a healthy and sustainable growth of the company combined with long-term shareholder value

### Members

CEO (Sponsor), Head of Sustainability (Owner), Head of Strategy and Transformation, CFO, Head of Legal & Ethical Compliance, Head of Product Supply, Head of People & Organisation, Head of Risk Management, Chief Quality Officer and Sustainability Manager  
(9 nationalities represented, 5 of its 10 members are female)

### Frequency

Quarterly

### Responsibilities

Reviews and approves strategic Sustainability plans, oversees activities, allocates necessary investments, and evaluates progress and outcomes.



## Audit Committee

### Purpose

The Audit Committee reviews and approves financial statements, internal control & audit and Sustainability and ensures and monitors sustainability-related risks

### Members

3 members with 3 nationalities represented—2 of the members are female (2 members are also Advisory Committee members and 1 of them is a Shareholder's representative)

### Frequency

Quarterly

### Responsibilities

Reviews and monitors plans, targets and outcomes.

# Our Sustainability Teams & Resources

## Head of Sustainability

Sustainability remains anchored at the leadership level of the company, with the CEO serving as the sponsor of the Sustainability Steering Committee. The Head of Sustainability reports directly to the CEO as part of Zentiva's Leadership Team. The Head of Sustainability owns the strategy, leads the Sustainability Core Team, and coordinates activities across the company.

## Sustainability Core Team

The Sustainability Core Team serves as a Centre of Excellence to shape Zentiva's response to emerging policy changes and identify opportunities in the ESG space. The team sets objectives, tracks progress, assesses potential impact, identifies opportunities, and integrates Sustainability into operational business planning. Additionally, to reinforce the Sustainability mindset within Zentiva's culture, training programs, awareness campaigns, and the ambassadors program will continue.

## Impact Streams

To successfully integrate Sustainability into day-to-day operations, the Sustainability Core Team collaborates closely with functional teams across the company to build the necessary capabilities and skills. We work together with experts across various 'Impact Streams,' including Corporate Affairs, Finance, IT, People & Organization, Quality, Legal & Ethical Compliance, HSE, R&D, Regulatory & Artwork, Packaging, Internal and External Operations, Supply Chain & Distribution, Procurement, and B2B.

## Committee Governance

Every quarter, progress is reported to the Sustainability Steering Committee. Related committees, including the Ethical Compliance Committee, the Risk Committee, and the Remuneration Committee, are also involved. The Audit Committee holds overall responsibility for approving the sustainability-related plans.

# Double Materiality

In 2024, Zentiva conducted a Double Materiality Assessment (DMA) in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). This is built upon Zentiva's 2023 impact materiality assessment. The goal was to identify our most relevant environmental, social, and governance (ESG) topics, based on how they might create financial risks and opportunities for the company (outside-in perspective), and the company's impact on Society and the environment (inside-out perspective). This is part of Zentiva's commitment to Corporate Sustainability and transparency, as well as improving our impact across ESG topics.

## DMA Methodology - Guiding Principles

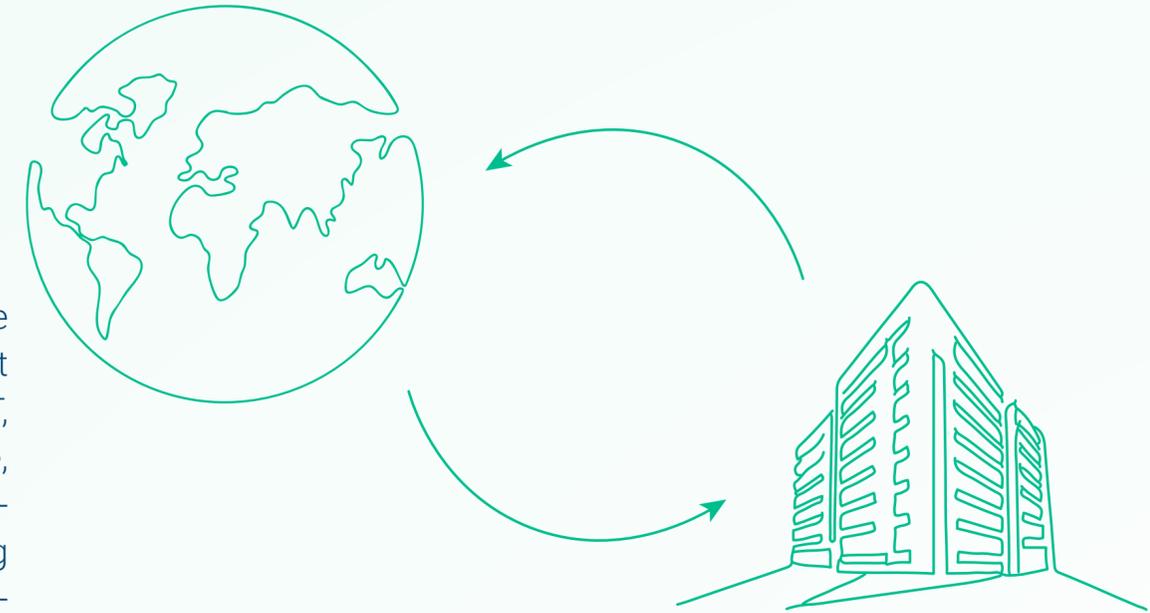
The key guiding principles for our DMA are aligned with EFRAG guidelines and an inclusive approach to engaging with our internal and external stakeholders. This includes a holistic approach to assessing our own business and operations across our entire value chain. The outcomes will be actively managed through our expanded Enterprise Risk Management (ERM) process, focusing on both impact and financial risks, and will provide critical inputs into our long-term business strategy.

## Governance

A CSRD working group was established to oversee the DMA process with cross-functional management and expertise, including Sustainability, Finance, IT, Quality, People & Organization, Ethical Compliance, Development, Operations and Supply Chain, Procurement, and Risk Management. A bi-weekly Steering Committee, chaired by Zentiva's CFO, met for key decisions and guidance, including regular reviews with the Sustainability Core Team for inputs and support. The DMA was signed off by Zentiva's Executive Committee and Audit Committee, and Impact, Risk, and Opportunities (IROs) will be further integrated into Zentiva's ERM process for an ongoing review, including evolving stakeholder expectations, regulatory changes, or market trends. Sustainability risks and opportunities will be integrated into business operations and strategic decision-making.

The scope of the assessment included identifying Zentiva's wider operations and value chain, with dedicated local consultants and an internal team, with additional focus on supporting the Romanian team for their first CSRD-compliant report.

ESG-relevant topics and subtopics for Zentiva were reviewed, mapped, and clustered to define a shortlist of topics for the assessment. These topics provided a useful reference for planning stakeholder interviews and evaluating stakeholder responses.



This includes a desk-based, non-exhaustive review of internal and external sources:

- Internal Zentiva sources of information including 2023 Annual and Sustainability Reports (materiality results, emissions, and water quantitative data), Risk Register, Strategic Plan, Roadmap 2028, Legislation Scanning, "Heartbeat<sup>4</sup>" Employee Survey 2023, and 2024 Supply Chain forum.
- Industry Reports including PSCI Supply Chain Materiality in 2024, Medicines for Europe key topics and reports, such as KPMG Generics 2030, and McKinsey Generating Value in Generics.
- External frameworks and peer benchmarks, S&P Global, peer assessments, EcoVadis.
- Public media coverage on Zentiva and/or peers.

The assessment of potential IROs for each topic was performed in close collaboration with a wide range of internal and external stakeholder groups.

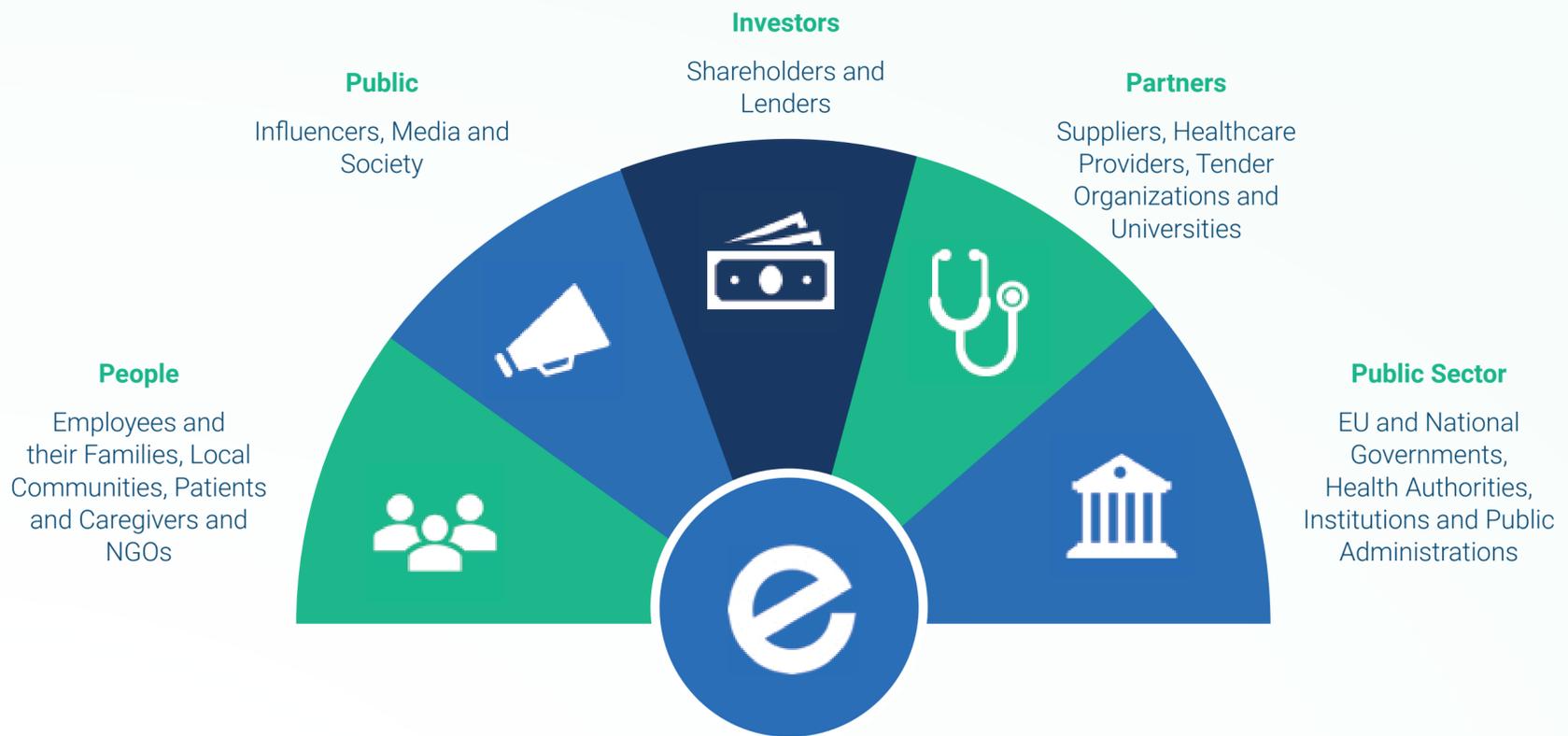
# Stakeholder Dialogue

The DMA process included a careful assessment of key stakeholder groups and the diverse engagement approaches needed to ensure a comprehensive perspective. Five key external stakeholder groups—Investors, Public, Business Partners, People and Public Sector—were identified through a robust stakeholder mapping process. Organizations and individuals were selected by Zentiva teams based on clearly defined criteria, including strategic relationships, contractual commitments, and known risks. The process engaged stakeholders across all of Zentiva’s main geographies, markets, and the entire value chain.

Internal stakeholders were identified to participate in IRO workshops and interviews based on their role and expertise.

An engagement strategy was agreed upon by stakeholder type, including:

- In-depth face-to-face interviews with the Zentiva Leadership Team.
- Internal IRO workshops with subject matter experts, organized by ESG topics.
- Two facilitated employee forums featuring a mix of in-person and online questions.
- Online questionnaires tailored to each external stakeholder group.



Communications such as emails or online surveys, and additional supporting materials, including written and audio training support, were developed to simplify the complex language. Internal representatives were accountable for communicating with their external stakeholders. All inputs were anonymized.

More than 120 stakeholders participated in the dialogue. The final response rate for interviews and online questionnaires was 79%.

Stakeholder engagement is critical to understanding expectations, impacts, risks, and opportunities for our business moving forward. Zentiva is proud of its internal teams for their role in making the DMA process a success and is grateful to our stakeholders for their candid inputs.

We plan to integrate stakeholder input into our core processes through our supplier reviews, customer meetings, policy discussions, and interactions with patient organizations and healthcare providers. This will strengthen our knowledge of partners across our value chain and inform strategic decisions for our business.

# Material Topics

## Impacts, Risk and Opportunity (IRO)

All qualitative inputs from stakeholder engagement activities were analysed to identify the most relevant (material) IROs for Zentiva. Responses were analysed by topic and specific content and by stakeholder group, based on agreed thresholds for impact and financial materiality. Timelines were assigned for each IRO according to an agreed definition of short-term impact (1-2 years), medium-term impact (2-5 years), long-term impact (5+ years) as well as whether the impact was on Zentiva's own operations or across the value chain. Links across topics were also identified recognizing that IROs are interconnected.

External inputs were assessed for Zentiva's impact materiality and information was predominantly qualitative. It was assessed on five point scales based on the scope of impact on the environment and Society (local to global), remediability for negative impacts (low effort to irreversible), scale (very low to very high), and likelihood (very unlikely to very likely). The impacts were considered as material when assessed as high severity and high impact. These assessments were completed by internal topic experts.

Internal inputs included an assessment of financial materiality in line with Zentiva's ERM methodology, including the impact on Free Cash Flow values and the likelihood of occurrence. Material IROs were mapped across ESRS-topics, subtopics and sub-sub-topics to support gap analysis and clarity on reporting requirements.

The review process also considered that stakeholders naturally share insights on the topics that they have the most knowledge and may have natural biases.

The results of the Double Materiality Assessment were presented to and validated by Zentiva's Executive Team, Steering Committee, and Audit Committee.

ESRS Topics	Topics that are both financially material and impact material	Topics that are impact material	Topics that are financially material
<b>E1 Climate Change</b>	Climate change mitigation	Climate change adaption Energy	
<b>E2 Pollution</b>	Substances of concern Substances of high concern	Air pollution	
<b>E3 Water</b>	Water consumption		Water discharge
<b>E5 Circular Economy</b>	Resource inflows, including resource use	Waste	
<b>S1 Own Workforce</b>	Equal treatment and opportunities for all	Working conditions	
<b>S4 Consumers and End Users</b>	Personal safety of consumers and end-users Social inclusion of consumers and/or end-users	Information-related impacts for consumers and/or end-users	
<b>G1 Governance</b>	Protection of whistle-blowers		Corporate culture Anti-corruption and Anti-bribery
<b>Sector Specific</b>			Urban Wastewater Treatment Directive

Based on relevant DMA topics and key IROs, Zentiva will now conduct a Sustainability Strategy review including prioritization of targets and commitments, with a focus on integrated planning and change management.

# Business Integrity

## Our Targets

- 100% of employees trained on our Code of Ethics every other year
- Roll-out of new Responsible Sourcing Policy

## Key Policies

- Code of Ethics
- Responsible Sourcing Policy
- Suppliers Code of Conduct
- Human Rights & Anti-Modern Slavery Commitment
- Anti-corruption and Anti-bribery Policy
- Reporting of Concerns
- Sales and Marketing Practice Code

## Code of Ethics

In business as in life, you only have one reputation. The decisions and choices we make every day will be judged by today's standards, but will also be judged by future standards. One poor decision can undermine years of excellence. At Zentiva we ask each of our team members to conduct every activity in a committed way; but also to look forward.

We are committed to acting in accordance with our Code of Ethics every day and in everything we do. Both our Code of Ethics and our Suppliers Code of Conduct set clear standards that we expect from our workforce and partners across our value chain.

Our Code of Ethics covers key ethical compliance topics, such as cooperation with healthcare professionals, interactions with third parties, anti-corruption and anti-bribery, anti-money laundering, anti-trust, marketing practices, and internal controls.

Both Codes are supported by stand-alone policies, covering a variety of material topics. Where local laws and regulations differ from the standards set in our Code of Ethics or related policies, the stricter standard must always be applied.

The Code of Ethics is available in 24 languages and applicable to all Zentiva employees and everyone who acts on behalf of Zentiva. The policy is issued by the CEO and the Head of Legal & Ethical Compliance. The Code itself and all relevant policies are published on our website [www.zentiva.com](http://www.zentiva.com).

We refreshed the Code and its related mandatory training. In 2024, 100% of all eligible employees have been trained on the Code of Ethics. The operational compliance of the business is regularly reviewed by respective corporate bodies, including the Ethical Compliance Committee and the Audit Committee.

## 2024 Key Highlights

### Compliance Unleashed 2024

In November 2024, Zentiva organized a Compliance Week for the entire organisation: "Compliance Unleashed 2024". The event emphasized the importance of compliance by examining it from diverse team perspectives and incorporating insights from various stakeholders. Business compliance was addressed across key areas.

Employees accessed sessions more than 10,000 times, covering topics such as medical and market research, legal and ethical compliance, sustainability, diversity and inclusion, quality assurance, IT security, and social media.

### Highlights included:

- Best practices for handling market research pitfalls
- Strategies for managing dawn raids
- Insights into EU Green Deal regulations
- Techniques for reducing unconscious bias

Over 2,500 employees participated in live events, including Zentiva's first Hackathon on Sustainability and presentations on Quality. The event also featured local compliance sessions, held in local languages and tailored to relevant topics.

### Anti-corruption and Anti-bribery

Zentiva has a zero-tolerance policy towards corrupt practices in all activities. We comply with all applicable anti-corruption and anti-bribery laws while promoting a culture of ethics and integrity.

All team members follow a mandatory training program to combat all forms of corruption, including indirect and passive corruption. This policy is issued by the Head of Legal & Ethical Compliance. In 2024, no anti-corruption or anti-bribery violations were reported in our operations or value chain via any of our available channels.

### Human Rights & Anti-Modern-Slavery

Zentiva has a zero-tolerance policy towards human rights and modern slavery violations. We respect and support human rights across our business operations, extending downstream to our partners' actions and practices and upstream through

our supply chain and sourcing network, as embedded in the Universal Declaration of Human Rights.

Zentiva is committed to upholding labour standards as set out by the International Labour Organisation (ILO) and to full compliance with local labour laws. We expect every team member to respect human rights, as outlined in our Code of Ethics.

We compensate our employees fairly, based on market norms and in line with legal requirements for wages and social benefits. We are committed to safeguarding children's rights to education and personal development and oppose any employment that falls below the minimum working age.

Our employees are empowered to decide whether to join a labour union, a works council, or any other collective bargaining framework of their choosing. We collaborate closely with employee representatives to achieve the best outcomes for our people and our company.

This policy is issued by the Head of People & Organisation. In 2024, no human rights violations were reported in our operations or value chain via any of our available channels.

### Reporting of Concerns

Zentiva encourages employees to report any concerns regarding compliance with applicable laws, our Code of Ethics, internal rules, and ethical principles. We also encourage employees to ask questions related to compliance.

The company maintains a strict zero-tolerance policy towards reprisals against individuals who report concerns in good faith. This policy is issued by the Head of Legal & Ethical Compliance.

The Speak-up / Whistle-blower line is hosted by an external provider, ensuring that employees and third parties, including workers in the value chain, can report concerns or misconduct securely and, if desired and permitted, anonymously. The line is available in 22 languages.

The Investigation team is responsible for conducting objective investigations and proposing proportionate and appropriate disciplinary and corrective measures, as stipulated in the Disciplinary and Corrective Actions Policy and local regulations. Findings from investigations, trends in reporting, and the number of cases are reported to the Ethical Compliance Committee and subsequently to the Audit Committee.

We continue to implement awareness-raising activities to ensure our employees are familiar with and trust our Reporting of Concerns process.

A diverse group of people of various ages and ethnicities are laughing together outdoors. In the foreground, an elderly man with white hair and a striped sweater is laughing heartily. Behind him, a young woman with glasses and a dark top is also laughing. To the right, a man in a black shirt and a woman in a denim jacket are laughing. In the background, there are more people, including a woman in a plaid shirt and a man in a striped shirt, all appearing to be in a joyful mood. The background shows a blurred outdoor setting with trees and a bright sky. The overall tone is positive and inclusive.

# People

# Our People

Today, more than 5,000 people work for Zentiva. Our team is attracted by our purpose, providing health and wellbeing for all generations. We are ensuring the supply of high-quality and affordable medicines people depend on every day. We impact the lives of more than 100 million people in Europe and beyond and contribute to a sustainable healthcare. The foundation of our success lies in the engagement of our team.

## Our Targets

### Diversity, Equity, Inclusion & Belonging (DEIB)

- Maintain a healthy gender balance across the company and at the managerial level, with female representation between 40-60%
- Ensure fair and equitable pay, with gender pay differences not exceeding +/- 5% from 2025 onwards
- Uphold a zero-tolerance policy for discrimination

## Key Policies

- Code of Ethics
- Diversity, Equity, Inclusion & Belonging (DEIB) Policy
- Board Diversity Policy
- Corporate Social Responsibility (CSR) Policy
- Human rights & Anti-modern Slavery Commitment
- Health, Safety & Environment (HSE) Policy
- Reporting of Concerns



### Our Culture

At Zentiva, we are on an exciting growth journey, which brings great opportunities for our people to learn and develop. Working in healthcare comes with significant responsibility, as we touch the lives of people through our products and services.

Working in the generics industry means making a major contribution to public health by broadening access to affordable healthcare. And working at Zentiva means having a purpose—one that helps us attract and retain top talent.

We want Zentiva to be a great place to work, where everyone can be their authentic self, bringing the best of their abilities to fulfil that purpose. We strive to ensure that our employees enjoy their experience from their very first day to their very last day at Zentiva.

### Our values

Our values drive our actions every day in everything we do.

In 2024, we redefined our values through focus groups, starting with the Leadership Team, followed by discussions with employees across our local entities.

We introduced the values company-wide using AI-generated images before replacing them with real photos of Zentiva employees from each country, complemented by quotes and success stories.

## Accountability

Taking ownership for what we do

## Authenticity

Being true to what makes us unique and living it every day

## Collaboration

Working together to achieve great things

## Courage

Growing when tackling new and difficult stuff

## Trust

Doing what's right every time, with integrity

# 2024 Key Highlights

## Our Workforce

At Zentiva, we employ more than 5,000 people across 30+ countries. Our workforce has the largest regional presence in Europe (87%), while the remaining 13% of our team is based in India. We also work with temporary workers to support our shift-based production operations.

## Diversity

At Zentiva, diversity is celebrated and equity is promoted, fostering inclusivity where everyone feels a sense of belonging, is empowered to contribute their ideas, pursue their aspirations, and fulfil their dreams.

Zentiva’s workforce spans four generations and represents a wide range of diversity. Our uniqueness lies in who we are, what we know, and how we act. This sets us apart, fostering collaboration built on strong foundations. Recognizing individual differences, we uphold fairness, dignity, and respect for all team members.

We stand firmly against any form of harassment, discrimination, retaliation, intimidation, humiliation, bullying, unfair treatment, or inappropriate behaviour. We maintain policies and procedures to uphold our commitments. We are proud of our memberships in the Diversity Charters in the Czech Republic, Romania, Slovakia, Bulgaria, and Poland.



## Engagement and Dialogue

Every other year we perform an engagement survey, measuring the “Heartbeat” of our workforce. The latest edition was done in September 2023 with an impressive 96% participation rate and an engagement index of 84. The leadership reviewed a total of 12,400 open comments and suggestions provided by the participants, leading to action plans aimed at continuous improvement.

In 2024, as part of our stakeholder dialogue process, two focus groups were conducted to gather employee feedback on various topics, including sustainability awareness, workers’ rights to freedom of association and collective bargaining, working conditions, communication effectiveness, training, and diversity & inclusion. The focus groups consisted of an international group of employees from various countries and headquarters, local employees, blue collar and white-collar workers from production, and trade union representatives. The discussions, facilitated by the People & Organisation and Sustainability team, revealed both strengths and opportunities in the company’s practices.

## Fair Employment Conditions

At Zentiva, we ensure compliance with Human Rights, fair pay and with all requirements in every country where we operate. Our policies regulate that we review working conditions of all our employees leveraging our internal systems.

Zentiva’s compensation strategy is directly linked to our business and people strategy, with a key focus on rewarding high performance and delivering results that enable further growth.

To ensure strong governance, we follow a robust performance and development process, executed through our Corporate People & Organisation platform Workday. This process fosters open dialogue between employees and managers, ensuring progress towards objectives while supporting personal and professional growth.

The process is designed and developed by our People & Organisation team and is approved by the Remuneration

Committee (comprising of the CEO, Head of People & Organisation, and shareholder representatives). The committee meets quarterly to review and approve the Remuneration Report, which provides transparency on compensation governance, policies, and benefits structure for the leadership team.

To ensure we offer competitive and fair remuneration in line with our values and legal requirements, we conduct regular audits and analyses.

## Gender Pay Gap

We analysed 2024 data from our active workforce to assess gender pay differences. The findings indicate a remuneration system where women are, on average, paid 8.1% higher than men at Zentiva.

In 2024, no employee received below adequate wages.

## Award-winning Workplace

All these efforts have been recognized by trusted organizations, which have awarded us the Top Employer certification (in the Czech Republic and Romania for the third consecutive year, and for the first time in Bulgaria).

**Great Place To Work.** Other local entities, such as Zentiva in Germany, Poland, Slovakia, and India, conducted employee surveys and achieved Great Place to Work certifications.

In addition to the Great Place to Work certifications, we have received outstanding awards, including the Randstad and Students Award in the Czech Republic, as well as recognition as the Best Employer to Work With in the Pharma Industry and the FGI Award.

We see these awards not only as recognition of our efforts but also as a commitment to the future, as we continue to strive to be a great company that people want to work for.

In 2024, Zentiva Romania was honoured with the “Leadership Hero Category” at the Biz Sustainability Award 2024 Gala. Our commitment to caring for people, partners, and the planet—including our efforts

in tree planting (nearly 150,000 trees in the Făgăraș Mountains)—was recognized.

It was stated that: “Zentiva strategically addresses the impact of its business at all levels by implementing a full spectrum of policies and actions designed to have a positive impact now and in the future. Special attention is paid to employees, who benefit from development, wellbeing, and volunteering programs tailored to their needs.”

We consider this award a recognition of our efforts to pioneer new paradigms in sustainable business. In a constantly evolving world, where environmental, social, and economic challenges test our adaptability and resilience, our team has committed to a strong sustainable development strategy.



## Learning & Development

In 2024, Zentiva continued its Zentiva Academy, collaborating with Coursera to provide access to leading universities worldwide. A total of 408 employees participated in these specialised training programs, focusing on skill enhancement in data analytics and growth mindset.

Alongside contributions from other providers, Zentiva invested 155,904 hours and 1.7 million EUR into workforce training and development efforts. This investment corresponds to the training provided to the Zentiva workforce through activities managed by the Corporate People & Organisation team.

The process is supported by platforms and applications such as Workday and Instruktor. Zentiva also has dedicated central resources for learning & development, and for the Zentiva Academy, with additional support provided locally across our operational units.

### Advent Leadership Academy

For the third year in a row, Zentiva participated in the Advent Leadership Academy. The Advent Leadership Academy is a collaboration between Advent International (the shareholder) and Harvard Business School that supports high-potential and diverse leaders from across the Advent portfolio. It provides the next generation of portfolio-company leaders a chance to participate in a tailored program designed and taught by the world's most prestigious business school. The Advent Leadership Academy empowers Zentiva's top talent to enhance their skillset and prepare for future leadership roles. Two Zentiva talents participated in the 2024 cohort.



## Future Generations

For the third consecutive year, we welcomed three interns to Zentiva through our partnership with the North Carolina State University's European Center in Prague. This collaboration is always a rewarding experience for both sides – we share our expertise and insights, while gaining valuable perspectives on the next generation, their work styles, and the emerging trends they bring. To date, ten students have successfully completed internships through this program.

In the annual survey among students of Czech universities, Zentiva has been ranked the most prestigious employer in the pharmaceutical and healthcare industry in the Czech Republic. This position has been defended for the ninth consecutive year, and Zentiva remains the most preferred employer in this field.

## Health & Wellbeing

In 2024, we continued to offer our Health & Wellbeing Academy, delivering webinars and training on subjects like the 'Power of Breath and Mindfulness'. Interactive sessions were led by external speakers and experts, with a total of 938 employees attending six seminars held throughout the year.

## Health Safety & Environment (HSE)

High HSE-standards are a result of a strong governance system led by our HSE-team, represented in each operational unit at Zentiva. Our HSE Policy sets forth a framework anchored in our dedication to continuous improvement, the safeguarding of Zentiva employees, the business, our external partners, the surrounding communities, and the environment. Established at the Zentiva leadership level, this policy is implemented company-wide.

At Zentiva, our commitment to occupational safety remains unwavering, striving to achieve our vision of zero injuries. In 2024, we recorded 8 Lost-Time-Injuries (LTI) as we completed the structured reporting from all commercial entities of Zentiva. Through regular HSE-training, we continue to fortify our HSE-culture, ensuring that everyone understands their role in accident prevention, mitigating health risks, and minimizing environmental impacts.

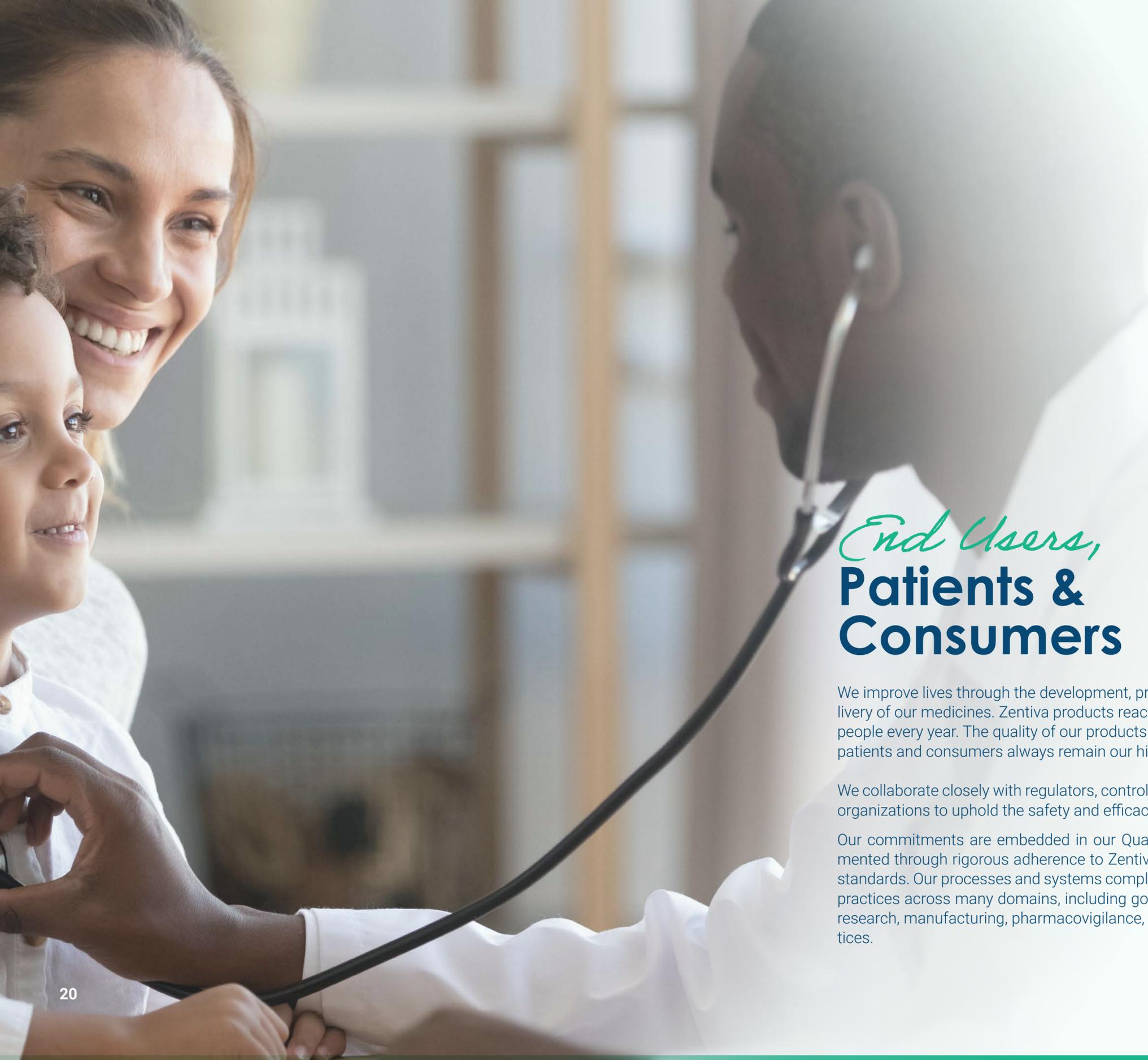
We set the tone from the top in a dedicated campaign around the International Day of Safety and Health at Work and raised awareness with practical tips & tricks for how to stay safe and healthy at Zentiva, no matter if you are working in the laboratories, in production, in the office, or if you are visiting partners.

## Sustainability Literacy

Learning about Sustainability can easily be seen as technical and complex. At Zentiva, we make it engaging and fun. Activities like our Pop-Up Exhibition, our Sustainability Podcast, or our Sustainability Blog brought topics closer to our people to better understand the impact we have as individuals, as a team, and as a company on Society and the environment. Our new training program for Basic Learners, Advanced Ambassadors, and Sustainability Professionals is complementing our awareness campaigns.

A highlight this year was our Sustainability Day during our Compliance Week, where we informed about new European directives and regulations and played a business game to "save the world by 2050".





## *End Users,* **Patients & Consumers**

We improve lives through the development, production, and delivery of our medicines. Zentiva products reach over 100 million people every year. The quality of our products and the safety of the patients and consumers always remain our highest priorities.

We collaborate closely with regulators, control agencies, and quality organizations to uphold the safety and efficacy of our medicines.

Our commitments are embedded in our Quality Policy and implemented through rigorous adherence to Zentiva's quality and safety standards. Our processes and systems comply with good operating practices across many domains, including good clinical, laboratory research, manufacturing, pharmacovigilance, and distribution practices.

In 2024, Quality took centre stage internally, starting with our renewed Quality Policy committing us to uphold the highest quality standards and put them even more at the heart of everything we do.

Zentiva's new Quality Management System (QMS) e-tool ensured we took a big step forward in how we manage quality and ensure excellence across our processes. Workshops have been organized, complemented by live events covering essential topics, including Good Documentation Practices, Data Integrity, Inspection Management, the 'Nail-It The First Time Challenge,' and the new Quality Forward QMS. These sessions aligned with the Quality strategy built on five key pillars: People and Quality Organization, Quality Culture, Proactive Quality Compliance, QMS and Operating Model.

Designed to drive leadership development, these initiatives help to embed a quality mindset, ensure proactive compliance, streamline processes, and prepare the way for our Next-Gen Quality Digitalization.

At Zentiva, we maintain the quality and safety of all our products and control these parameters regularly. Every step is traceable and properly recorded to ensure that our medicines are safe for the people who depend on them every day. Feedback from partners and patients, including comments, complaints, and claims, is diligently reviewed as part of our pharmacovigilance and product safety monitoring.

We ensure an effective pharmacovigilance system, quality performance indicators, and a quality system supporting regular reviews are in place. As we constantly strive for improvements, our program includes regular feedback and covers comprehensive training for pharmacovigilance experts and any other company personnel who might be a first point of contact for safety data. The Pharmacovigilance system has been established and is maintained by the European Qualified Person responsible for Pharmacovigilance.

We collaborate with regulators to address emerging issues within the healthcare system, conducting patient risk assessments and implementing corrective actions as needed.

Our direct interactions with patients, healthcare professionals, families, advocates, and patient organizations are conducted transparently and in accordance with local laws and regulations. These interactions focus on education and support, avoiding any promotional activities.

# #WeHelpOthers

At Zentiva, Corporate Social Responsibility is a key element of our Sustainability Strategy. We go beyond our commitment to provide people with high-quality, affordable medicines, and aim to make a positive impact on our communities through our #WeHelpOthers program.

We offer support through volunteering, donations, fellowships, scholarships, sponsorships, and patient support programs. We encourage individuals and teams to engage with their communities.

In 2024, we strengthened our governance and published our new CSR Policy that regulates Corporate Social Responsibility across the company. We set ourselves a target to deliver more than 100 community projects, and we did it one more year: Our highly-engaged teams delivered 108 community initiatives, of which 85 were local/team initiatives in 20 countries and 23 donations of a total value of more than EUR 330,000.

Zentiva teams focused on bringing our purpose to life by supporting children, people working in healthcare, adults affected by diseases or natural disasters, and elderly people. We did that through volunteering, raising money through sports events, and hosting awareness campaigns.

One of the highlights was the campaign #EveryKilometreHelps, where we encouraged the team of more than 1,500 employees of Zentiva Czech Republic to spend time practising sports activities to raise money. The beneficiary was the Veronika Kašáková Foundation, which works with children and young adults from children's homes.

We thank everyone who engaged in #WeHelpOthers in 2024!



Partners



# Our Partners

With the active support of our trusted partners Zentiva advances along its growth journey.

Together we build the foundations for a sustainable healthcare making a positive impact on public health in Europe and beyond.

## Our Targets

### Responsible Sourcing

- Before and during our partnership, we conduct regular third-party risk assessments to ensure that all applicable laws and regulations and Zentiva's Suppliers Code of Conduct are met or exceeded. Topics of specific relevance are good governance, business ethics, human rights and working conditions, health safety, quality, environmental protection, chemical handling and transparency.
- 80% of suppliers assessed on sustainability by 2025.
- 100% of suppliers signed our Suppliers Code of Conduct by 2025
- 5 supplier audits by 2026 according to the PSCI membership requirements

### Climate Strategy

By the end of 2030, all our strategic suppliers have a reputable Climate Strategy in place, targeting net zero emissions by 2050 in line with the European vision of being the first climate-neutral continent. To achieve that, we have put a decarbonization roadmap in place, and we are actively monitoring our performance versus our targets.

## Key Policies

- Responsible Sourcing Policy
- Suppliers Code of Conduct
- Quality Policy
- Pharmacovigilance Guideline
- Due Diligence
- Human Rights & Anti-modern Slavery Commitment
- Environmental Policy
- Reporting of Concerns

## 2024 Key Highlights

### Partner Dialogue

Our colleagues in Procurement, Supply Chain, and External Suppliers Organisation (ESO) serve as the gateway to Zentiva's value chain. When activities extend beyond our direct scope, they collaborate with our Legal & Compliance team to ensure the responsible sourcing of goods and services.

In 2024, we deepened our relationships with our strategic partners. We invited them to our Zentiva premises in Prague, where we shared our vision, targets, and expectations. Together, we reviewed Zentiva's Sustainability Strategy and our membership commitments to the UN Global Compact and PSCI. We also conducted training on upcoming laws and regulations from the Green Deal, focusing on CSRD, EUDR, and CSDDD.

Partners were also invited to contribute to our stakeholder dialogue as part of our Double Materiality Assessment.

### Responsible Sourcing Program

Our requirements are integrated into the contractual framework that governs the business relationships between Zentiva and its partners.

Suppliers are monitored for compliance with applicable regulations and alignment with Zentiva's policies and commitments. Of particular relevance are health, safety, the environment, human rights (including working conditions), anti-modern-slavery, the Code of Ethics, and anti-bribery and anti-corruption.

A rolling, risk-based assessment of our supplier base is conducted, supported by desk-based audits and in-person audits. The audit results are reviewed by Zentiva's Ethical Compliance Committee, and any identified issues are addressed through a corrective course of action. In the event of a supplier demonstrating a critical failure of compliance with Zentiva's policies or applicable regulations, Zentiva

will inform the appropriate authorities, seek legal and financial recourse, and cease to do business with the supplier. Where an issue is of a non-critical nature, then a time-based improvement plan may be agreed upon.

All existing suppliers will undergo regular assessments and audits to verify and maintain their compliance with the upcoming Corporate Sustainability Due Diligence Directive (CSDDD). Zentiva will ensure a course of action and correction, which will be outlined in the supplier contracts.

Physical audits of supplier sites and operations will be undertaken as per the PSCI membership requirements and audit framework. Suppliers will be phased out or disqualified where supplier behaviour and operational practices fall short of Zentiva's expectations.

In 2024, 94.6% of suppliers have been reviewed as part of the Responsible Sourcing Program. No human rights violations in our value chain have been identified nor reported by any of our available channels.

### Workforce Across our Value Chain

Zentiva acknowledges the crucial role that individuals play throughout the entire value chain in achieving our sustainability targets. We are committed to upholding human rights, both within our organization and among our suppliers, as outlined in our internal policy and Suppliers Code of Conduct. Through our due diligence process for partners and suppliers, we prioritize the protection of individuals involved, with a focus on the process of continuous risk identification and the implementation of preventative and mitigation measures. No human rights violations were reported in 2024 in our operations or value chain via any of our available channels.



# Our contribution to the Sustainable Development Goals (SDG)

Zentiva integrates its strategy and operations with the United Nations Global Compact's 10 Universal Principles, which address Human Rights, Labour, Environment, and Anti-corruption.

Back in 2015, the United Nations General Assembly adopted a resolution titled "Transforming our world: the 2030 Agenda for Sustainable Development." This agenda provides a framework for countries and businesses to tackle the challenges of the climate crisis and social injustices. With the motto "Leave no one behind," the 2030 Agenda aims to significantly improve the living conditions of all people, both now and in the future. Central to this agenda are the 17 Sustainable Development Goals, which set objectives for governments, civil society, and the private sector. These goals cover all aspects of sustainability and call for global economic progress that aligns with social justice within the planet's ecological boundaries.

As a company, we strongly believe that the SDGs can drive significant progress towards a sustainable future.

As a proud member of the United Nations Global Compact, Zentiva embeds the 17 Sustainable Development Goals in all its activities, while focusing in greater detail on the ones we can influence most. No one can fight climate change alone; thus, we would like to share and inspire others to join us in our efforts.

## GOAL 1: No Poverty

- Our efforts in providing affordable and accessible medicines to people who depend on them every day help reduce the financial burden on individuals, especially in low-income communities. By ensuring that essential medicines are available to all and at lower costs, Zentiva supports the fight against poverty by improving health outcomes and reducing healthcare expenses.



## GOAL 2: Zero Hunger

- By developing, producing and delivering high-quality and affordable medicines, Zentiva helps ensure that people, especially in vulnerable communities, have better access to essential medications. This can improve overall health, reducing the incidence of diseases that contribute to malnutrition and food insecurity. Good health is crucial for productivity and economic stability. By reaching a population as broad as possible with access to healthcare, we enable them to be productive and secure their food and lifestyle needs.



## GOAL 3: Good Health and wellbeing

- Zentiva's purpose and core mission align closely with SDG 3, which aims to provide health and wellbeing for all generations. By increasing the availability of affordable medicines, Zentiva contributes to better healthcare access, improved treatment options, and overall enhanced public health.



## GOAL 4: Quality Education

- We believe quality education is essential for making informed health decisions. As a company, we support lifelong learning by providing employees access to top universities worldwide and offering dedicated internal training programs on key topics.
- We actively support the next generation in exploring careers in healthcare. Through job fairs, internships, and partnerships with high schools and universities, we create a win-win situation: sharing our expertise while gaining fresh perspectives from young talent.
- Zentiva is a founding member of The Parc (The Pharmaceutical Applied Research Center), which offers postgraduate programs that bridge academic knowledge with industry practice, equipping students with hands-on skills for the pharmaceutical sector.
- One of our most meaningful initiatives is SEED (Skill Enhancement for Empowering Development). Since 2022, we have supported women in villages near our Ankleshwar manufacturing site, helping them develop skills to build sustainable businesses. Delivered in collaboration with our CSR partner Kutch Nazirman Abhyan, the program has already trained over 300 women across three villages.



## GOAL 5: Gender Equality

- Diversity is deeply embedded in our company culture and reinforced through our Board Policy and Diversity, Equity, Inclusion & Belonging Policy. We continuously monitor People & Organization



processes—from attraction and recruitment to retention and development—to ensure fair and equitable treatment.

- Gender diversity is just one aspect of our broader approach. We calculate and analyse our gender pay gap annually and strive for a balanced gender representation at all levels of the organization (±5%).
- Several Zentiva affiliates, including those in the Czech Republic, Romania, Slovakia, Bulgaria, and Poland, have committed to their local Diversity Charters and actively uphold their principles.

## GOAL 6: Clean Water and Sanitation

- Water management is a key part of our climate strategy. We focus on improving water efficiency, increasing the use of recycled/reused water, treating wastewater from our operations, and closely monitoring water-scarce areas near our manufacturing sites.
- In 2024, we supported a project near our Ankleshwar manufacturing site, helping to restore the Maited Village lake. This initiative replenished over 200,000 m<sup>3</sup> of water, significantly improving local water resources and contributing to the region's environmental sustainability.
- Across our affiliates, we launched awareness campaigns to promote responsible water consumption—both in our offices and at home.



## GOAL 7: Affordable and Clean Energy

- Energy management is part of our climate strategy. We focus on gaining efficiencies in our energy consumption, increasing the share of renewable electricity in our operations and reducing our dependency on natural gas. We invest to further electrify our operations to meet our targets of the Decarbonization Roadmap 2030.
- All our European manufacturing sites are powered by

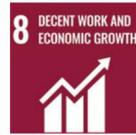


100% renewable electricity and we further invest into own sources of renewable electricity, such as photovoltaic and wind power.

- In our affiliates, we run awareness campaigns to promote more responsible energy consumption in our offices and at home.

### GOAL 8: Decent Work and Economic Growth

- We are on an exciting growth journey. As Zentiva grows, more people gain access to the medicines they need. We have proven that economic growth can go hand in hand with investments in a sustainable future.
- As a producer and provider of medicines, we recognize our responsibility to over 100 million people and take this commitment seriously. Our success is only possible because of our dedicated team, united in fulfilling our purpose.
- We strive to be a great place to work, prioritizing health, safety, quality, compliance, and sustainability. Our policies ensure a fair, safe, and opportunity-rich work environment where our people can thrive.
- We employ more than 5,000 people across 30+ countries, fostering innovation and skill development for our talent.



### GOAL 9: Industry, Innovation and Infrastructure

- With more than 400 manufacturing sites in Europe alone and direct jobs for over 190,000 people, the generics industry plays a vital role in ensuring sustainable healthcare.
- The generics industry delivers a major contribution to public health in Europe. We believe that health for all should be a right and not a privilege.



- Driven by our policies, Zentiva transforms our internal operations and the operations across our entire value chain into a more sustainable and responsible business.

### GOAL 10: Reduced Inequality

- By providing high-quality and affordable medications, we help reduce health disparities among countries and communities. This ensures that even low-income populations have access to essential medicines.



### GOAL 11: Sustainable Cities and Communities

- With our #WeHelpOthers initiative we engage with communities around us, promoting social inclusion and support vulnerable groups. Every year we set ourselves the target to deliver more than 100 projects across our countries. We do that through volunteering, NGO partnerships, sponsorships, donations and more.



### GOAL 12: Responsible Consumption and Production

- As part of our climate strategy, we drive efficiency programs for energy and water consumption and our waste management and ensure an efficient use of natural resources.
- We explore design opportunities for our products and materials with less environmental impact and the aim of bringing them back into the circular economy. As of today, the current systemic framework the generics industry is operating in, does not give us much space to bring real innovation on the market.
- Zentiva reports regularly on its sustainability matters. KPIs are monitored on a monthly basis and progress is reported quarterly. The company publishes its Sustainability Report on an annual basis, which meets global sustainability reporting standards.
- We train our people to become ambassadors in health and sustainability matters. While this can sometimes be technical and complex, we make it fun and



engaging with Pop-Up Exhibitions, blogs, podcasts and gamification.

### GOAL 13: Climate Action

- We are committed to a comprehensive climate strategy, aligning with the Paris Agreement to limit global temperature rise to no more than 1.5°C by mid-century.
- Energy management is a key pillar of our climate strategy. We focus on improving energy efficiency, increasing the share of renewable electricity, and reducing dependency on natural gas.
- We are investing in electrifying our operations to meet the targets set in our Decarbonization Roadmap 2030.
- All our European manufacturing sites are powered by 100% renewable electricity, and we continue to invest in on-site renewable sources, such as solar and wind power.
- Across our affiliates, we run awareness campaigns to encourage responsible energy consumption both in the workplace and at home.



### GOAL 14: Life Below Water

- During summer, we are running our “Plastic-free summer”-campaign where we remind ourselves to avoid plastic and take time to help clean oceans and beaches so that we all can enjoy life on our planet now and in the future.



### GOAL 15: Life on Land

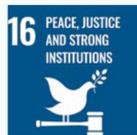
- We are committed to restoring biodiversity and have pledged to plant 1 million trees by 2030. To stay on track, we plant over 100,000 trees annually, guided by the 10 principles of the Forest Stewardship Council.
- Recently, we launched our bee program to support sustainable beekeeping. By adopting beehives in the



Czech Republic, Romania, and Bulgaria, we have provided a home for approximately 2 million bees.

### GOAL 16: Peace, Justice, and Strong Institutions

- Zentiva has strengthened its governance in all areas of ESG. We ensure that our governance structures are transparent and representative, involving stakeholders from all levels of the organization. Our governance bodies reflect a wide range of backgrounds and perspectives.
- Zentiva actively engages with its stakeholders through a regular stakeholder dialogue.



### GOAL 17: Partnerships to achieve the Goals

- We join forces with our peers in the industry and a variety of stakeholders to make a difference. We work at industry level with associations such as Medicines for Europe and Business Europe and at country-level with local associations. No one can fight climate change alone.



We focus on small steps that contribute to big changes, as we strongly believe that every small step counts. We therefore encourage our teams to be aware of their personal footprint in their private and professional lives and the impact they have on Society and on the environment, as individuals, as families, as teams and as a company.



# Our Memberships and Commitments

At Zentiva, we understand the critical role of partnering with global initiatives and upholding the highest standards of sustainability. Our memberships and commitments showcase our steadfast dedication to ethical business practices, environmental responsibility, and social equity. Below, we outline the key affiliations and initiatives that shape our Sustainability Strategy and reaffirm our commitment to ongoing progress and positive impact.

In December, Zentiva organized an event in cooperation with PoliticoLive and gathered generics industry leaders, policymakers, and healthcare professionals.

The “European Health Check” revealed that 77% of participants do not believe the current systemic framework applied to the generics industry is sustainable or effectively ensures the availability and accessibility of medicines for patients across the EU. This eye-opening result underscores the critical need for systemic reforms to support the generics industry, which is fundamental to delivering affordable and accessible healthcare in Europe. With generics accounting for 70% of medicines in Europe, including 9 out of 10 medicines on the critical medicines list, these treatments form the backbone of public health, yet they face mounting challenges.

Top representatives from key EU institutions, European Parliament, a national government office and Medicines for Europe association examined the challenges and opportunities facing the off-patent pharmaceutical sector, sharing insights that addressed regulatory, economic, and societal dimensions.

As a proactive leader in the evolving healthcare and pharmaceutical landscape, Zentiva proudly partners with key associations to strengthen our commitment to ethical practices, regulatory compliance, and sustainable development.

## Medicines for Europe



Zentiva is proud to be a member of Medicines for Europe, an organization representing the off-patent industry consisting of companies that supply the largest share of medicines across Europe.

Our membership in Medicines for Europe underscores our dedication to ensuring access to high-quality, affordable medicines and advocating for a regulatory environment that fosters innovation and security in medicine supply across Europe.

We are drawn to the purpose and values of the association, which is why we actively contribute as a member of the executive team and Board, as Co-Chair of the Sustainability Committee, and Vice-Chair of the GMAC Committee. We participate in task forces and working groups to help achieve the association’s overall objectives. At Zentiva, we uphold the Code of Conduct, ensuring ethical marketing practices within our industry.

## BusinessEurope



In collaboration with BusinessEurope (as a Member of the Advisory and Support Group), we engage in dialogues to shape a competitive and sustainable industrial policy for the European Union, with a strong focus on secure and competitive medicines manufacturing and supply chains.

In many countries, our affiliates are members of local generics associations, reflecting our proactive approach to political influence and public affairs. These partnerships are guided by a strict code of conduct that prioritizes transparency, fair competition, and ethical engagement. Zentiva does not contribute to political campaigns, political organizations, lobbyists, or any groups aimed at influencing political outcomes. Accordingly, Zentiva confirms that no political contributions were made in FY 2024.

## Our ISO-Certifications cover all of our manufacturing sites:

- Prague Site: ISO 14 001, ISO 45 001, ISO 50 001
- Bucharest Sites: B1 – ISO 14 001, ISO 45 001, ISO 50 001, ISO 9001; B2 – ISO 14 001, ISO 45 001
- Ankleshwar Site: ISO 14 001, ISO 45 001, ISO 50 001

## Science Based Targets Initiative



In December 2023, Zentiva committed to setting targets in line with the Science Based Targets Initiative (SBTi), aligning our goals with the Paris Agreement’s 1.5°C emissions pathway.



## EcoVadis

Zentiva participates in regular sustainability evaluations by EcoVadis, the world’s largest and most trusted provider of business sustainability ratings. The EcoVadis Sustainability Scorecard assesses performance across 21 indicators in four key areas: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement.

In 2024, we achieved a silver medal with a score of 68 points, placing Zentiva in the top 7% of our industry.

## Pharmaceutical Supply Chain Initiative



In 2024, Zentiva joined the Pharmaceutical Supply Chain Initiative (PSCI). As a member, we align with the PSCI’s vision of promoting excellence in health, safety, environmental, and social outcomes across our supply chain. Zentiva uses these insights to review its current standing and identify areas for further improvement.

# Planet

# Climate Strategy

As a pharmaceutical manufacturer, we recognize our impact on society and the environment and take our responsibility as a corporate citizen seriously. Zentiva is committed to minimizing its environmental footprint and mitigating risks related to pollution, environmental damage, and health hazards.

## Our Targets

### Decarbonization

- Become carbon neutral for scope 1 and scope 2 by 2030
- Act in line with Europe's vision to become the first climate-neutral continent by 2050

### Efficiency Gains

- Deliver efficiency programs for the responsible consumption of energy, water and waste

### Biodiversity

- Plant 1 million trees by 2030
- Contribute to the restoration of biodiversity

## Key Policies

- Environmental Policy
- Water Stewardship
- Waste Management and Circular Economy
- Biodiversity and De-/Reforestation

## 2024 Key Highlights

### Decarbonization

We advanced our Decarbonization Roadmap 2030 with the goal of achieving carbon neutrality in scope 1 and scope 2 by 2030. In 2024, we achieved a 9% reduction in scope 1 emissions compared to the previous year. Over the past three years, we have successfully reduced emissions by a total of 22%. With that, we are well on track according to our plan.

Ongoing and future projects are strategically planned to meet our targets, with a primary focus on enhancing energy efficiency and further environmentally friendly projects such as electrifying our manufacturing processes.

In scope 2, our European manufacturing sites continue to operate on renewable electricity. In Ankleshwar, we experienced a setback in 2024 due to flooding and restrictive local regulations.

In 2024, we completed our first full calculation of scope 3 emissions in accordance with the Greenhouse Gas Protocol. This baseline enables us to strategically target decarbonization efforts in close collaboration with our partners. We have also refined our GHG accounting methodologies to fully align with the GHG Protocol and the upcoming European Sustainability Reporting Standards.

### Efficiency Gains

We successfully met our annual energy and water targets, with a strong focus on reducing natural gas consumption—achieving an impressive 69% reduction over the past three years. Additionally, we increased the share of recycled and reused water across all manufacturing sites by 75% during the same period. Since 2021, we have cut landfill waste by more than 50%, while our Prague site has recorded zero waste to landfill for the second consecutive year.

### Biodiversity

We met our targets by planting 101,769 trees across eight countries and adopting almost 2 million bees to support sustainable beekeeping initiatives.

### Pollution

At Zentiva, we ensure full compliance with environmental regulations by continuously monitoring air, soil, and water emissions and implementing preventive measures.

As a pharmaceutical company, we adhere to REACH, the European Union regulation for Registration, Evaluation, Authorization, and Restriction of Chemicals. REACH aims to protect human health and the environment from potential chemical risks. As part of our risk management strategy, we identify and manage the risks associated with the substances we use, produce, and market within the EU.

Zentiva proactively prepares for unforeseen events by developing comprehensive emergency plans and setting specific reduction targets. These protocols are outlined in our regularly reviewed and practiced business continuity plans. We closely monitor air and water pollutants at all our manufacturing sites to ensure compliance and environmental safety.



# Decarbonization Roadmap

Through our Sustainability Strategy, we address climate change mitigation, climate change adaptation, and energy management and efficiency. As a company, we are dedicated to achieving carbon neutrality in scope 1 and scope 2 by 2030, aligning with Europe's vision to become the first climate-neutral continent by 2050.

The decarbonization of generic medicines manufacturing is at the core of our climate strategy. This has become a critical priority, driven by the urgent need to reduce greenhouse gas emissions, align with the European Green Deal, and meet global climate targets—all while ensuring the continuous supply of medicines to millions of people who rely on them every day.

The pharmaceutical industry is widely recognized as challenging to decarbonize. It is a capital-intensive sector with long investment cycles, low margins, and stringent regulatory requirements, such as Good Manufacturing Practice (GMP). Opportunities for significant emission reductions—such as major overhauls, relining, or plant rebuilding—only arise every few decades.

To achieve our targets, we have developed a comprehensive transformation plan, known as the Decarbonization Roadmap, which includes:

- Enhancing efficiency across our operations
- Reducing dependence on natural gas
- Increasing the share of electricity generated from renewable sources
- Sourcing a greater proportion of our electricity from renewables
- Investing in insulation and modernizing our equipment to improve energy efficiency

Our Sustainability initiatives combine strategic investments, periodic equipment maintenance, and operational upgrades that drive long-term impact. These investments are carefully evaluated and approved based on return on investment criteria, ensuring financial viability while advancing our Sustainability goals.

In some cases, these changes may lead to temporary increases in operational expenses, such as procuring renewable electricity or implementing new technologies. The success of these initiatives relies on the availability and strategic allocation of financial resources,

In 2024, our focus was on reducing scope 1 and scope 2 emissions while enhancing transparency and data quality for scope 3 emissions.

## 2024 Key Highlights

- We have enhanced our GHG accounting methodologies to ensure full alignment with the GHG Protocol, strengthening the accuracy and transparency of our emissions reporting.
- Scope 1 emissions have been further reduced by 9% compared to the previous year, primarily through efficiency gains and the replacement of natural gas.
- Scope 2 reductions remain a focus area, particularly at our Ankleshwar manufacturing site, where local regulations limit the expansion of renewable electricity usage. Despite these challenges, the site now generates 15% of its electricity needs from on-site solar and wind sources.
- Our European manufacturing facilities in Prague (Czech Republic) and Bucharest (Romania) continue to be powered by 100% renewable electricity.
- We have completed data collection and quality assurance for our scope 3 emissions, achieving more than 95% footprint coverage, enabling a stronger focus on decarbonization across our entire value chain.

### About scope 3 emissions

We have identified our main emissions hotspots, including purchased goods and services, transportation and distribution, and use of our products. We are implementing a reduction strategy across our value chain and working closely with partners to bring it to life.

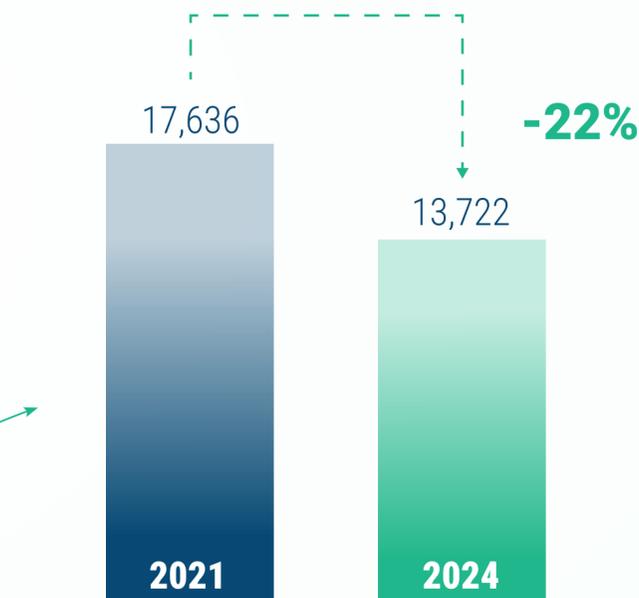
 Our Prague site focused on the modernization of refrigeration equipment by replacing them with more energy-efficient units. The new chillers are designed to reduce our electricity consumption by 30%, using a more sustainable refrigeration process with a lower global warming potential. The installation was completed by the end of 2024, and all systems will be fully operational in 2025. This project marks a significant step towards improved energy efficiency while reducing our environmental impact.

 Due to a flood in the Kutch area, where our wind turbine is located, and a delay in implementing the new local legislation that regulates renewable electricity, we had a significant setback in our share of renewable electricity in India in 2024. We have decided to compensate for the gap and support a hydropower project to offset our carbon emissions generated. At the time of the production of the Sustainability Report 2024, we have recovered and are already able to report a share of 72% renewable electricity in January 2025.

 In Bucharest, our teams engaged in a Steam Network Audit project to address losses in the steam distribution system. By replacing a portion of the steam traps, significant improvements were made, and inefficiencies were reduced. The result was a recovery of 40 tons of steam, enhancing the overall efficiency of the system and contributing to energy savings at both manufacturing sites.

 Currently, 54% of our car fleet consists of either electric or hybrid vehicles (including BEV, PHEV, and MHEV). As part of our commitment to become carbon-neutral in scope 1 and scope 2 by 2030, we aim for a 100% EV car fleet by 2030. We aim to continue progressing in this transition in the upcoming years.

### We delivered our targets according to our Decarbonization Roadmap 2030



Scope 1 reduction over time in tonnes CO2e, Zentiva Internal Data 2021 - 2024

Scope 1 emissions have decreased by over 20% in the past three years.

Scope 2 emissions in Europe are now zero, with all sites powered by renewable electricity.

Scope 3 data collection has been fully completed for the first time.

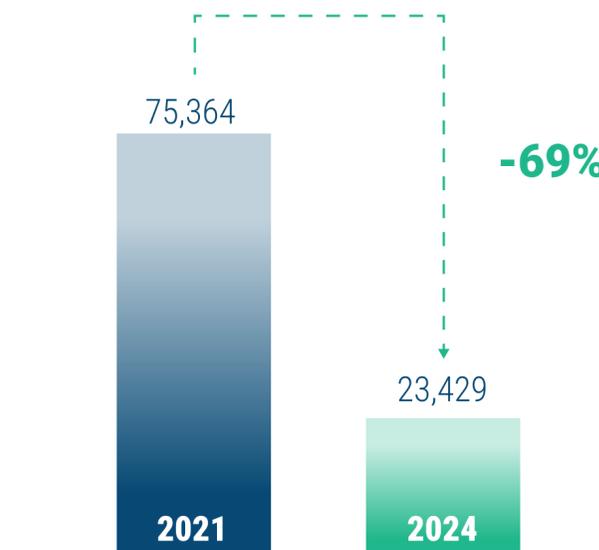
# About Energy Efficiency

Aligned with our Decarbonization Roadmap 2030, we have invested in energy efficiency projects in our wholly owned manufacturing sites. Here are a few examples:

## Key Targets

- Improve energy efficiency in our operations
- Reduce dependency on natural gas
- Increase the share of renewable electricity in our operations
- Electrify our operations to meet the targets of the Decarbonization Roadmap 2030

**We reduced our natural gas consumption by 69% over the last 3 years**



\*MWh

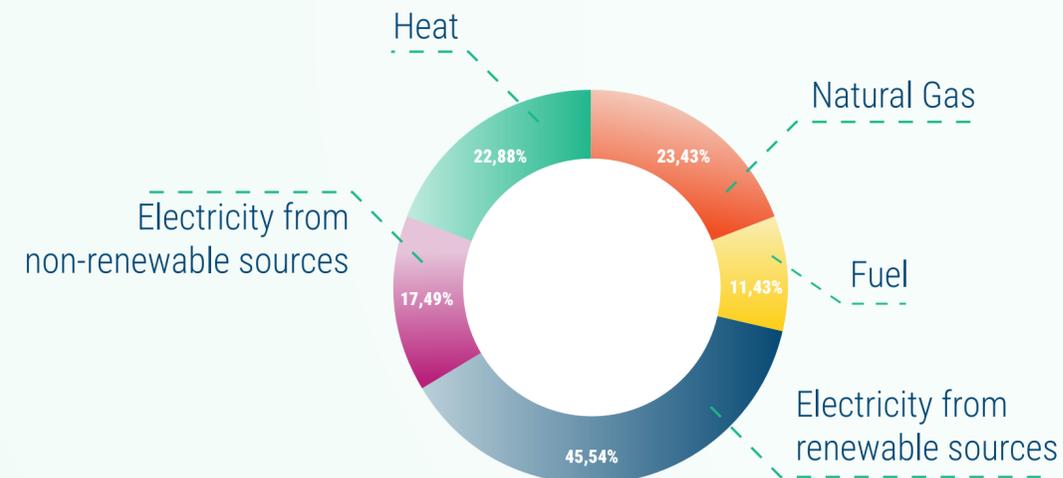
## 2024 Key Highlights

 At our Prague site, various initiatives were implemented to improve energy efficiency. One key effort involved the installation of photovoltaic systems in 2023, which became fully operational in 2024. This reduced our reliance on external electricity, saving 953 MWh of total energy consumption. Additionally, replacing older compressors with more efficient models led to a reduction in energy consumption, saving 90 MWh. These improvements have significantly decreased overall energy use, contributing to our sustainability goals and reducing environmental impact.

 At Zentiva Romania, we have optimized our operating system to further increase efficiency. By optimizing the system for peak performance, energy consumption was reduced, resulting in savings of more than 300 MW.

 In collaboration with our fuel car providers, the emissions from our car fleet in the Czech Republic, Romania, Poland and Slovakia are offset by investing in climate protection and forestry projects.

 At our manufacturing site in Ankleshwar, India, we have installed a new drinking water supply pump with an IE5 motor and Stainless Steel 304, which uses less energy than our previous motor. Additionally, Stainless Steel 304 (SS304) is more durable and resistant to corrosion compared to mild steel. This has resulted in a decrease in electricity used in the brine system, from 103.5 MWh to 75.8 MWh in 2024.



## Emissions Intensity Greenhouse Gas

In 2024, Zentiva reached a production volume of 588,523,786 SMUs, a decrease of 8.32% due to our one-time project in Europe to optimize... inventory assets, reaching an intensity of 47.25 gCo2e /SMU. Our manufacturing site in Ankleshwar reported a 17% growth.



Scan this QR Code or click it to access the GHG Verification Certificate

# Water Management

Aligned with our Water program, we have focused on gaining efficiency in water management, consumption, withdrawals, and discharges.

Water is an essential resource for all life and business, both directly and indirectly. The development and production of high-quality medicines require high-quality ingredients, with fresh, high-quality water being a key input. As a pharmaceutical company, having access to sufficient high-quality fresh water, both now and in the future, is critical to our business. Water is used throughout our value chain. We use it as a direct ingredient in many of our products and as a key utility in manufacturing, cleaning, and sanitation. Access to high-quality water is vital for maintaining high standards of pharmaceutical safety and quality.

Water consumption is calculated as water withdrawn minus water discharged. These volumes are based on the invoices from the water companies that provide water and sewage services. Rainwater is included only in India, where it is used in limited volumes. The figures include water used at our manufacturing sites and in our business affiliates. Rainwater discharged at our Prague and Bucharest facilities was subtracted from the invoiced water discharge.

We regularly monitor the water needs of the communities around our sites. Our Bucharest sites are located in a water-scarce area.

## Key Targets

- Improve efficiency in water consumption across the company
- Increase the proportion of recycled and reused water
- Closely monitor water-scarce areas around our manufacturing sites

## 2024 Key Highlights



At our Prague site, we initiated a project to enhance the utilization of water used for cooling. After implementing the initial steps, the project shifted towards water reuse, significantly reducing overall consumption. As a result, we achieved a reduction of 7,700 m<sup>3</sup> in water usage. This shift not only supports our environmental targets but also contributes to long-term cost savings.



In Ankleshwar, we participated in a collaborative water neutrality project aimed at restoring the lake in Maited Village near Ankleshwar. The lake had dried up and was overgrown with weeds and soil. Through the project's efforts, the lake was deepened and widened and will be surrounded by plants and trees to restore biodiversity. As a result, 200,884 m<sup>3</sup> of water were restored to the lake during the monsoon season, significantly improving local water resources and contributing to the region's environmental sustainability.

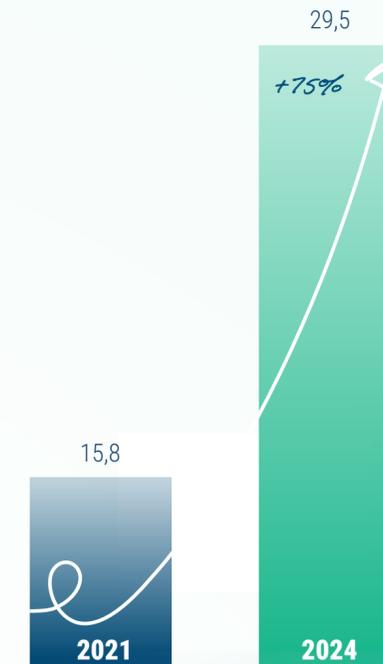


In 2024, we conducted a detailed baseline water stress assessment for our Bucharest sites with the support of Mazars. The report confirms that the sites are located in a water-stressed area, which is expected to face increasing stress as climate change progresses. The findings will help us define specific actions and review our targets in 2025.



To mark World Water Day on March 22nd, we launched a campaign to raise awareness about water as a priceless resource. We highlighted its crucial impact on our lives and business, emphasizing the need for conservation for future generations. The campaign included a pop-up exhibition and gamification activities in collaboration with our HSE team.

We increased the share of recycled/reused water across all Zentiva manufacturing sites from 2021 to 2024



\*megalitres



# Waste Management

In line with our waste management program, we have invested in resource efficiency, waste mapping, and circular economy initiatives.

As a pharmaceutical producer, we use various materials, including packaging, laboratory chemicals, and raw materials such as APIs and excipients. We strive to minimize waste through effective waste management practices.

In 2024, we integrated the 10 R's of the circular economy into our strategy and collaborated with experts to drive further improvements. Our strategy and actions are outlined in our Environmental Policy. While a one-time inventory optimization project in Europe led to a temporary increase in total waste, our long-term trajectory remains aligned with our plan.

## Key Targets

- Achieve zero waste to landfill from routine operations by 2030
- Repurpose 100% of our plastic waste
- Increase the share of materials reintegrated into the circular economy



## 2024 Key Highlights

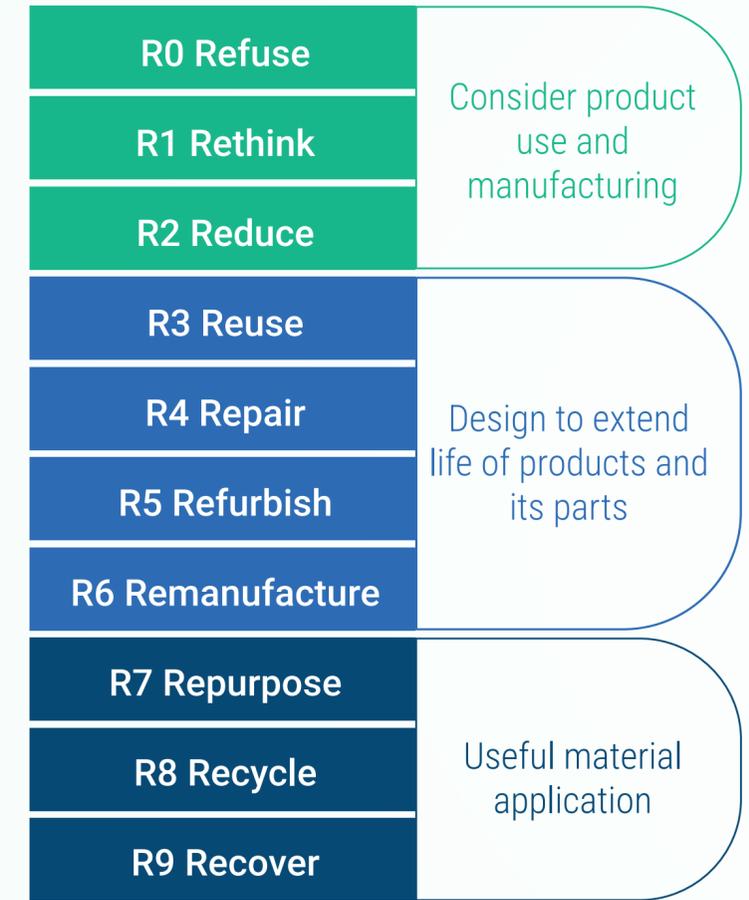
 In Prague, we found a new partner who is repurposing our used plastic drums in an innovative way. This helps reduce waste and promote circularity. In 2024, we continued to report zero waste to landfill in Prague for the second consecutive year.

 In our affiliates, we continued to raise awareness focused on waste reduction. Zentiva Poland joined the campaign "Medicines to the Pharmacy," aimed at raising awareness about the proper disposal of expired and unnecessary medicines. The initiative addressed the environmental impact of improper disposal, focusing on educating both pharmacists and the general public. The campaign covered 800 pharmacies. Pharmacists received materials and guidance to help patients dispose of medicines responsibly, while patients were encouraged to regularly review their home medicine cabinets and adopt eco-friendly disposal practices.

 In Ankleshwar, several waste reduction projects have been implemented. Plastic waste disposal to landfills has been completely eliminated. Improvements in the Wastewater Treatment Plant process have reduced moisture content in solid waste, decreasing landfill waste volume. Additionally, waste containers are now being reused instead of using new ones when technically possible.

 In Bucharest, 960 paper barrels were sold for reuse, following the circular economy principle. Significant progress was also made in waste collection at our offices, with 3,608 tons of household plastic recycled, along with 1,205 tons of plastic from office activities. This project led to a 44% increase in paper recycling.

**We reduced waste to landfill from routine operations by 50% over the past three years.**



We bring our waste back into circular economy to reduce our environmental impact.

# About Biodiversity

According to the UN Report on Nature's Decline, biodiversity loss is happening at an alarming rate, with about 1 million species at risk of extinction. This decline threatens ecosystems essential for human survival, including those that provide food, clean water, and overall quality of life. The loss of biodiversity weakens our economies, livelihoods, and health, making it crucial to take significant action to restore and protect nature.

A recent study by the University of Oxford reviewed 186 conservation efforts and found that 66% of these actions successfully improved biodiversity or slowed its decline. Effective strategies like protected areas and sustainable ecosystem management can significantly reduce biodiversity loss and combat climate change. There is an urgent need for more resources and political support to expand these efforts and make a real impact.

At Zentiva, we welcome the EU Biodiversity Strategy 2030 to protect nature and reverse the degradation of ecosystems, as well as the European Deforestation Regulation (EUDR). We are committed to investing in the restoration of biodiversity by planting trees and supporting bees. We pledged to plant 1 million trees by 2030 and support sustainable beekeeping practices.

In 2024, our teams across Romania, the Czech Republic, India, the UK, France, Poland, Slovakia, and Italy contributed to planting another 101,769 trees, guided by the 10 principles of the Forest Stewardship Council. Furthermore, we broadened our partnership with Pollenity, adopting three beehives in Bulgaria, and adding 14 beehives in the Czech Republic and 15 beehives in Romania, supporting local biodiversity with approximately 2 million bees in total.



# Our Policies

Our business is built on trust and responsibility, which is at the heart of everything we do. We have implemented policies and processes to ensure we fulfil these commitments. The relevant policies and guidelines are publicly available and actively communicated both internally to our employees and externally to our business partners and other relevant stakeholders.

Zentiva has a strong reputation as a fully compliant and trusted partner. In addition to the Medicines for Europe Code of Conduct, Zentiva's Code of Ethics is the foundation of all we do. Our Code of Ethics and relevant policies cover key areas such as cooperation with healthcare professionals, interactions with third parties, anti-corruption and anti-bribery, anti-money laundering, anti-trust, marketing practices, and internal controls. Where local laws and regulations differ from the standards set in our Code of Ethics, the stricter standard must always be applied. By acting in accordance with the Code of Ethics, we ensure fair, transparent, and compliant business practices and mitigate risks.

The Code of Ethics is available in 24 languages and is supported by stand-alone policies in the areas of people, partners, and the planet. This suite of policies covers a variety of areas and describes our management of both material and non-material topics.

The operational ethical compliance of the business is regularly reviewed by the Ethical Compliance Committee and subsequently by the Audit Committee and presented to the Advisory Committee. Financial, legal, and tax compliance is reviewed by the Audit Committee and is subject to an independent audit performed by Ernst & Young.

Zentiva regularly reviews all policies and procedures. Our policies are kept up to date, reflecting any changes in external regulations or internal priorities. We assess the strength of our ethical compliance program across various areas, including tone from the top, risk assessments, due diligence, communication, training, investigations, and internal audits. This enables us to identify key areas for improvement to ensure best practices.

All our corporate policies apply to all entities, local policies are implemented as per local requirements and regulations when needed.

In 2024, we updated our Pharmacovigilance Guidelines and our Responsible Sourcing Policy and launched new policies in the areas of Corporate Social Responsibility and Information Security..

## Pharmacovigilance (PV) Guideline

At Zentiva, we maintain the quality and safety of all of our products and monitor these parameters on a regular basis. Every step is traceable and properly recorded to ensure that our medicines are safe for the people who depend on them every day. We ensure an effective pharmacovigilance system, quality performance indicators, and a quality system supporting regular reviews are in place. As we constantly strive for improvements, our program includes regular feedback and covers comprehensive training for PV experts and any other company personnel who might be the first point of contact for safety data. The Pharmacovigilance system has been established and is maintained by the European Qualified Person responsible for Pharmacovigilance.

The guideline is issued by the Head of Pharmacovigilance.

## Responsible Sourcing Policy

Zentiva is dedicated to responsible sourcing practices internally and across our entire value chain. We emphasize transparency and ethical supply chains, ensuring our raw materials come from reliable and sustainable sources. We focus on sustainable sourcing and integrate key ESG criteria for suppliers and regularly assess their sustainability performance. We strive to provide high-quality pharmaceutical products while reducing our environmental footprint and making a positive impact on the communities we serve. With the new version of the Responsible Sourcing Policy, updates have been included following the EUDR requirements and alignments with the PSCI principles, aiming to enhance our sustainability efforts and support the development of a more transparent, ethical, and sustainable supply chain in the healthcare sector.

This policy is issued by the Head of Sourcing & Growth Strategy.

## Corporate Social Responsibility (CSR) Policy

At Zentiva, Corporate Social Responsibility (CSR) is a key element of our Sustainability Strategy. Our commitment goes beyond providing people with high-quality, affordable medicines; we aim to make a positive impact through our program #WeHelpOthers. This initiative embodies our commitment to supporting those in need within our communities. Through volunteering, donations, fellowships and scholarships, non-HCP/non-HCO sponsorships, and patient support programs, we extend a helping hand to those around us. This engagement program is a cornerstone of our dedication to being a responsible corporate citizen. This policy ensures that our collective efforts are impactful, leveraging the power of our employees' ideas and actions to help wherever needed.

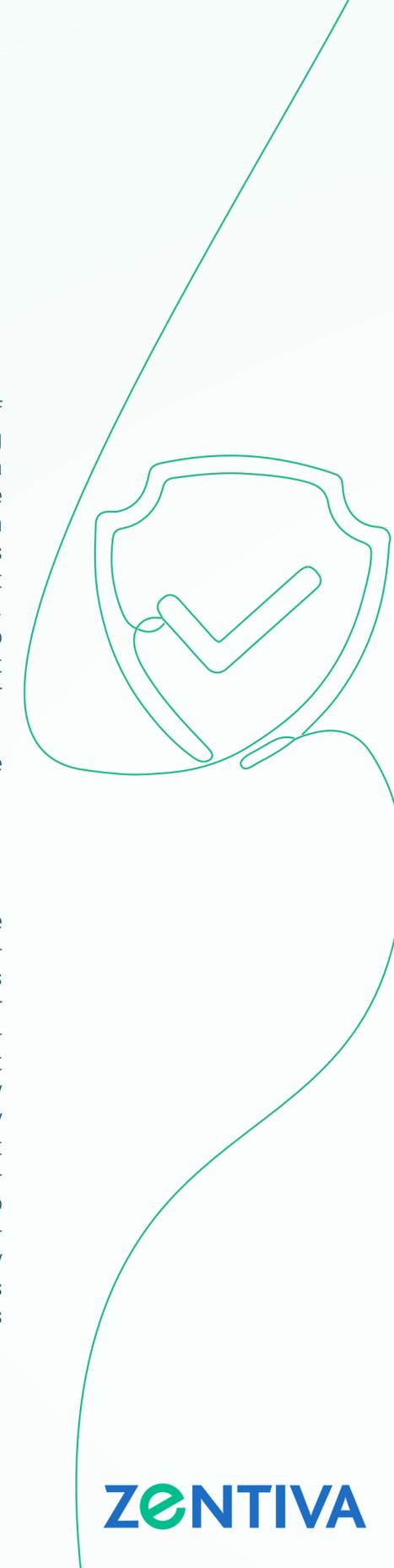
The policy is issued by the Head of Communications, Corporate Affairs & Sustainability.

## Information Security

Information security is important for Zentiva as it safeguards the sensitive data and systems that underpin our operations. Protecting customer information, intellectual property, and business processes from threats and unauthorized access is essential for maintaining trust and ensuring compliance with industry regulations. Our Information Security Policy reflects our commitment to implementing effective security measures and to continuously improving the defense of our information systems and assets. By prioritizing information security, we aim to minimize risks, prevent data breaches, and ensure the confidentiality, integrity, and availability of our services. Regular risk assessments are conducted to evaluate potential threats and vulnerabilities, enabling us to implement appropriate controls and continuously improve our security posture. The policy outlines Zentiva's Information Security efforts and clarifies the key tenets of Zentiva's approach to protecting its information assets.

The Information Security Policy is issued by the Head of IT.

**All relevant policies can be accessed at [www.zentiva.com](http://www.zentiva.com).**



# The Annex

The present annex contains additional information regarding our material topics, EU taxonomy and other relevant disclosures complementing our Sustainability Report.



# EU Taxonomy

The EU taxonomy is a European sustainability classification framework. It enables companies to communicate to stakeholders which of their business activities can potentially be considered sustainable (taxonomy-eligible) and report the extent to which eligible activities fulfil EU requirements to be considered sustainable (taxonomy-aligned).

Under this framework, companies are required to disclose the percentage of their turnover, capital expenditure (CAPEX) and operating expenditures (OPEX) that is eligible for one or more of the following six environmental objectives: Climate Change Mitigation (CCM); Climate Change Adaptation (CCA); Sustainable Use and Protection of Water and Marine Resources (WTR); Transition to a Circular Economy (CE); Pollution Prevention and Control (PPC); and Protection and Restoration of Biodiversity and Ecosystems (BIO).

## EU Taxonomy Results

For the year 2024, we have identified the taxonomy-eligible economic activities and the corresponding environmental objectives, as outlined in the table on the right. Taxonomy alignment has not been assessed. This is a condensed version of the EU Taxonomy disclosure.

We consider the entirety of Zentiva's revenue related to the manufacturing of medicinal products or the manufacturing of API and therefore classify all Zentiva revenue as taxonomy-eligible. Eligible CAPEX paid relates to in-licensing, product rights and R&D, building extensions and renovations, installation of solar and photovoltaic technologies, machinery & equipment, and IFRS 16 lease payments before depreciation, amortization, and any remeasurements. Eligible OPEX consists of non-capitalized costs associated with R&D, vehicles and buildings renovation, as well as other expenditures related to the day-to-day servicing of property, plant, and equipment. OPEX excludes any components of Cost of Goods Sold (COGS) and any amortization and depreciation.

Objective	TURNOVER				CAPEX <sup>(2)</sup>				OPEX <sup>(1)</sup>			
	2024		2023		2024		2023		2024		2023	
	mil. EUR	%	mil. EUR	%	mil. EUR	%	mil. EUR	%	mil. EUR	%	mil. EUR	%
<b>Total Turnover CAPEX OPEX</b>	<b>1,610</b>	<b>100%</b>	<b>1,491</b>	<b>100%</b>	<b>106.1</b>	<b>100%</b>	<b>79.5</b>	<b>100%</b>	<b>369.9</b>	<b>100%</b>	<b>418.2</b>	<b>100%</b>
<b>Taxonomy-non-eligible activities (B.)</b>					<b>28.1</b>	<b>26%</b>			<b>330.3</b>	<b>89%</b>		
PPC	11.2	0.7%										
PPC	1,598.5	99.3%	1,491	100%	55.7	52.5%	60.4	76%	28.3	7.6%	94.2	23%
CCM CCA					0.1	0.1%						
CCM (T) CCA					(2)				8.3	2.2%		
CCM CCA CE					1.5	1.4%						
CCM (T) CCA CE					0.3	0.3%			2.1	0.6%		
CCM (E)					4.3(2)	4.0%			0.6	0.2%		
CCM CCA					(2)				0.4	0.1%		
IFRS 16(2)					16.1	15.2%						
<b>Eligible not aligned (A.2. / A.1.+ A.2.)</b>	<b>1,610</b>	<b>100%</b>	<b>1,491</b>	<b>100%</b>	<b>78.0</b>	<b>74%</b>	<b>60.4</b>	<b>76%</b>	<b>39.6</b>	<b>11%</b>	<b>94.2</b>	<b>23%</b>
<b>Eligible and aligned (A.1.)</b>												

(1) A.1. A.2. A.1.+A.2. and B. refer to Annex V to the Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023. Not disclosed data are all either 0 (zero) or not applicable.

(2) CAPEX related figures are based on cash accounting, i.e. when cash related to those transactions is actually received or dispensed. IFRS16 is not internally categorized into the required categories (Buildings Motor Vehicles Equipment Others).

# Risks and Material Topics

The present table summarizes the main Sustainability Impacts and Risks arising from our material topics that could impact Zentiva operations and its value chain. This table is not intended to be interpreted as a full IRO (Impact, Risk, and Opportunity) disclosure.

Topic	Relevant Material Topic	Impact	Risks identified	Responses from Zentiva
<b>Accessibility to standard therapies</b>	S4	<p>Zentiva plays an important part in Europe's public health provision, making high-quality generics available to more than 100 million people in Europe.</p> <p>Any failure to deliver on our business targets could exacerbate medicinal shortages and have a negative impact on access to standard therapies, increase the burden on state healthcare budgets, and potentially lead to greater health inequalities.</p>	<p>Medicinal shortages can spur calls for more oversight and regulation of pharmaceutical companies, increasing pressure to maintain more stock, increase the cost of certain molecules, broaden the supplier base, and implement measures that may have an impact on financial performance.</p>	<p>Zentiva is committed to delivering products to market reliably and supplying over 100 million people with the products they need. Accessibility to therapies is core to our business strategy and, as such, is material to Zentiva going forward.</p>
<b>Affordability of Zentiva products</b>	S4	<p>The affordability of Zentiva products is critical for the health of millions.</p> <p>Inaccessibility to affordable options may exacerbate illness severity, strain state healthcare budgets, overwhelm healthcare providers, and deepen health disparities.</p>	<p>Failure to provide medicine at affordable prices may drive customers to seek alternatives from other suppliers, adversely impacting our economic performance. Prices can be impacted by several factors, including internal costs, regulatory burdens, and other externalities.</p>	<p>While Europe is typically viewed as a mature market, many people still cannot afford state-of-the-art therapies. Our commitment to offering these therapies at accessible prices aims to broaden access for all. Zentiva prioritizes streamlining processes throughout the entire value chain to deliver maximum value to every customer. However, persistent inflationary and regulatory pressures, geopolitical factors, and supply chain complexities continue to present ongoing challenges to affordability, making it a significant concern.</p>
<b>Supply security</b>	E1 E2 E3 E4 S1 S4	<p>Managing the supply chain is a critical challenge for Zentiva, as any misstep could have far-reaching negative consequences.</p> <p>Shortages of essential medicines could result in heightened illness rates and exacerbate health disparities.</p> <p>Conversely, disposing of obsolete stock could harm the environment.</p> <p>Dependence on sole sourcing or a lack of transparency with suppliers may conceal human rights violations, hindering our ability to drive meaningful change.</p>	<p>Lack of continuous supply could result in associated lost revenue. Potential technical and sustainability-related (Environmental, Human Rights-related) issues in our supply chain could cause reputational damage that impacts demand for our products.</p>	<p>Medicine shortages, persistent inflation in certain regions, and conflicts continue to disrupt our supply chain. To increase our supply security, Zentiva has increased stock capacity of certain drugs and the materials needed to manufacture them, and broadened Zentiva's supplier base. Establishing multiple sources of supply and effective stock management can create a significant competitive advantage and market growth. In all our interactions with suppliers, as a PSCI member, we apply the Suppliers Code of Conduct and methods described in our Responsible Sourcing Policy and are regularly assessing our suppliers on ESG matters. However, risks to supply security remain a material concern for our business.</p>

Topic	Relevant Material Topic	Impact	Risks identified	Responses from Zentiva
<b>Zentiva's environmental footprint</b>	E1/E2	The use of chemical products, adherence to stringent manufacturing standards, and the packaging and transportation of our products inevitably contribute to environmental impacts. However, by optimizing the use of active ingredients and resources throughout the manufacturing and packaging stages of the product lifecycle, we can minimize our carbon footprint, mitigate pollution, manage water consumption and discharges, and enhance product resilience to temperature fluctuations, decrease the necessity for stock disposal, and advance materials towards circular economy practices.	Any environmental impact necessitates diligent monitoring, reporting, and long-term adaptation. As environmental regulations continue to tighten, the imperative to innovate and mitigate our footprint grows. While managing and reducing our environmental impact incurs costs, neglecting investment in this area could ultimately diminish the company's long-term value.	Zentiva's Environmental Policy serves as a comprehensive framework to guide our efforts to minimize our environmental footprint: This includes achieving carbon neutrality for scope 1 and 2 by 2030, minimizing the release of air, water, and soil pollutants, making a responsible use of water, ensuring responsible resource consumption, promoting circularity of materials, positively influencing our value chain, and promoting sustainable practices across all our operating sites, offices, and beyond.  Zentiva continues to make great progress on reliably measuring and reducing GHG emissions. All our European manufacturing sites are powered by 100% renewable electricity. We are actively exploring opportunities to increase the share of renewable electricity in India. Additionally, our application to the Science Based Targets Initiative (SBTI) underscores our dedication to environmental stewardship.
<b>Drug safety and quality</b>	S4	Enhancing the efficiency and positive impact of our products, including minimizing side effects, holds the potential to significantly benefit the health of our customers and communities. Moreover, by reducing our reliance on scarce natural resources in active pharmaceutical ingredients (APIs), we can mitigate the adverse environmental effects associated with our products.	The possibility of future bans on specific ingredient sources poses a potential risk to our manufacturing and supply chain, which could impact our growth and revenue. Conversely, enhancing the shelf life of our products to meet or surpass market demand has the potential to bolster supply resilience, and drive growth and revenue.	At Zentiva, we strive to exceed industry quality standards by implementing rigorous quality measures throughout our manufacturing processes. Ensuring the safety, efficacy, and reliability of our products is critical to our success. We maintain the quality and safety of all of our products and control these parameters on a regular basis. Every step is traceable and properly recorded to ensure that our medicines are safe for patients. We constantly strive for improvement: We ensure an effective pharmacovigilance system, quality performance indicators, and a quality system, supporting regular reviews are in place. Our program includes regular feedback and covers comprehensive training for PV experts and any other company personnel who might be a first point of contact for safety data.
<b>Employee health, wellbeing and safety</b>	S1	Our ability to manage our Health, Safety and Environment (HSE) directly impacts the physical and mental safety, the security of our people in our manufacturing facilities and other areas of the business. The demands to meet changing requirements may potentially increase demands on our people that could lead to wellbeing issues.  Changes to working patterns, such as remote working, can potentially result in loneliness and other related social factors.	The ability to enhance employee's health, wellbeing and safety directly impacts recruitment, retention, productivity and engagement within the workforce. The potential unknown costs and benefits of new working practices could significantly impact our operating efficiencies and profitability.	It is our responsibility to ensure a safe and healthy workplace for all employees and contractors working at our sites, in our offices and during their duty 'in the field'.  We have a robust HSE framework, a strong commitment to occupational safety and we continue to work to support our teams holistically in their professional and personal life through our Employee Health, Wellbeing and Safety program.  We are measuring the engagement of our teams on a regular basis. However, employees are central to our collective current and future success and managing key risks underpin this.

# Data Tables

## GHG Emissions

GHG Emissions	Unit	2024	2023	2022	2021
<b>Direct GHG emissions scope 1</b>					
Direct emissions <sup>(1)</sup>	tonnes CO2e	13,722	15,038	18,117	20,652
Biogenic CO2 emissions	tonnes CO2e	0	0	0	-
<b>Energy indirect GHG emissions scope 2</b>					
Energy indirect emissions (location based) <sup>(2)</sup>	tonnes CO2e	34,629	0	0	-
Energy indirect emissions (market based) <sup>(1)</sup>	tonnes CO2e	14,088	13,607	15,964	13,171
<b>Total scopes 1 &amp; 2</b>	<b>tonnes CO2e</b>	<b>27,810</b>	<b>28,645</b>	<b>34,081</b>	<b>33,823</b>
Offsets purchased by suppliers	tonnes CO2e	2,001	1,358	769	-
Offsets purchased by Zentiva	tonnes CO2e	5,000	0	5,500	-
Total scope 1 & 2 incl offsets purchased by suppliers (fuels)	tonnes CO2e	25,809	27,287	33,312	33,823
Total scope 1 & 2 incl all offsets	tonnes CO2e	20,809	27,287	27,812	33,823
<b>Other indirect GHG emission scope 3</b>					
Total indirect emissions <sup>(3)</sup>	tonnes CO2e	384,050	52,799	55,656	44,607
<b>Total GHG emissions scope 1, 2 &amp; 3</b>	<b>tonnes CO2e</b>	<b>411,860</b>	<b>81,444</b>	<b>89,737</b>	<b>78,430</b>

1- 2021 Information has been re-stated due to changes in the GHG accounting methodology to ensure coverage

2 - Data only available for 2024

3 - Details by category reported in a separate Scope 3 table

GHG Scope 3 emissions by category	Unit	2024	2023	2022	2021
1. Purchased goods and services <sup>(6)</sup>	tonnes CO2e	308,083	24,599	27,884	20,564
2. Capital goods <sup>(6)</sup>	tonnes CO2e	9,341	4,143	3,339	3,212
3. Fuel- and energy-related activities	tonnes CO2e	12,165	4,385	3,896	3,702
4. Upstream transportation and distribution	tonnes CO2e	19,344	16,422	16,697	14,274
5. Waste generated in operations <sup>(5)</sup>	tonnes CO2e	1,888	110	167	491
6. Business travel <sup>(6)</sup>	tonnes CO2e	1,021	918	1,169	1,026
7. Employee commuting	tonnes CO2e	1,880	2,222	2,505	1,338
8. Upstream leased assets <sup>(4)</sup>	tonnes CO2e	-	-	-	-
9. Downstream transportation and distribution <sup>(4)</sup>	tonnes CO2e	-	-	-	-
10. Processing of sold products	tonnes CO2e	198	n/c	n/c	n/c
11. Use of sold products	tonnes CO2e	23,007	n/c	n/c	n/c
12. End-of-life treatment of sold products	tonnes CO2e	7,122	n/c	n/c	n/c
13. Downstream leased assets <sup>(4)</sup>	tonnes CO2e	-	-	-	-
14. Franchises <sup>(4)</sup>	tonnes CO2e	-	-	-	-
15. Investments <sup>(4)</sup>	tonnes CO2e	-	-	-	-

4 - Categories not relevant for Zentiva

5 - All transportation related emissions are accounted in category 4 (Upstream Transportation)

6 - GHG scope 3 categories 1, 2, 5 and 6 were estimated in 2021, 2022 and 2023 based on the best available information at that time and cannot be considered as complete.

n/c - not calculated in the relevant year

### Air Pollutants

Air pollutants by category	Unit	2024
HVOCs	tonnes	4.70
NHVOCs	tonnes	13.34
ODS	tonnes	0.18
SO2	tonnes	0.52
Nox	tonnes	5.47
Particulates	tonnes	14.14
Hazardous substances (CO)	tonnes	0.02

### Energy

Energy consumption within the organization	Unit	2024	2023	2022
<b>Total energy generated by Zentiva from non-renewable fuels</b>	<b>MWh</b>	<b>34,855</b>	<b>52,159</b>	<b>66,295</b>
Natural gas	MWh	23,429	40,785	58,106
Gasoline in vehicles	MWh	7,780	8,692	5,998
Diesel in vehicles	MWh	2,982	2,564	1,613
Diesel for emergency power	MWh	664	118	531
Oil combustion	MWh	0	0	47
<b>Total renewable fuel consumption</b>	<b>MWh</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Purchased electricity</b>	<b>MWh</b>	<b>58,813</b>	<b>50,477</b>	<b>51,811</b>
Electricity from renewable sources	MWh	41,324	38,039	38,016
Electricity from non-renewable sources	MWh	17,489	12,438	13,795
District heating	MWh	22,877	21,830	12,417
<b>Total energy purchased*</b>	<b>MWh</b>	<b>81,690</b>	<b>72,307</b>	<b>64,228</b>
Electricity self-produced from renewable sources	MWh	4,211	5,454	5,477
<b>Total energy consumption</b>	<b>MWh</b>	<b>120,755</b>	<b>129,920</b>	<b>136,000</b>

\* Correction on historical data: In 2022 and 2023 the self-generated electricity from renewable sources was reported as purchased renewable electricity

## Waste Management

Waste diverted from disposal and waste directed disposal by recovery	Unit	2024	2023	2022
<b>Waste diverted from disposal</b>	<b>tonnes</b>	<b>1,791.19</b>	<b>1,949.3</b>	<b>1,705.70</b>
Preparation for reuse	tonnes	0	0	0
Recycling (Total)	tonnes	1,714.84	1,901.30	1,705.70
Recycling	tonnes	1,700.65	1,867.20	1,537.40
Compost	tonnes	14.19	34.1	37
Other recycling	tonnes	0	0	131.3
Other recovery operations	tonnes	76.35	48	0
<b>Waste directed to disposal</b>	<b>tonnes</b>	<b>3,222.56</b>	<b>2,628.40</b>	<b>2,554.70</b>
Incineration	tonnes	2,178.19	1,941.10	1,794.00
Landfilling	tonnes	605.29	635.6	760.7
Other disposal operations	tonnes	439.08	51.7	0
<b>Total weight of waste generated</b>	<b>tonnes</b>	<b>5,013.75</b>	<b>4,577.70</b>	<b>4,260.40</b>
of which hazardous	tonnes	2,205.70	1,849.80	1,933.50
of which non-hazardous	tonnes	2,808.05	2,727.90	2,326.90
<b>Volume produced</b>	<b>SMUs</b>	<b>588,523,786</b>	<b>641,945,041</b>	<b>636,485,454</b>

## Water Management

Total quantity of water withdrawal	Unit	2024	2023	2022
<b>Surface water</b>	<b>megalitres</b>	<b>1.4</b>	<b>0.8</b>	<b>0.4</b>
Fresh water*	megalitres	1.40	0.8	0.4
Other water	megalitres	0	0	0
<b>Groundwater</b>	<b>megalitres</b>	<b>0</b>	<b>0</b>	<b>0</b>
Fresh water	megalitres	0	0	0
Other water	megalitres	0	0	0
<b>Third-party water</b>	<b>megalitres</b>	<b>312.2</b>	<b>312.2</b>	<b>299.5</b>
Fresh water	megalitres	312.2	311.0	299.5
Other water	megalitres	0	1.1	0
Total water withdrawal	megalitres	312.2	313.0	299.9
Thereof withdrawal in water stress areas	megalitres	105.1	96.3	94.8
<b>Total water discharge to all areas</b>				
<b>Total water discharge</b>	<b>megalitres</b>	<b>350.9</b>	<b>233.6</b>	<b>224.9</b>
Surface water	megalitres	0	0	0
Ground water	megalitres	0	0	0
Seawater	megalitres	0	0	0
Third-party water	megalitres	350.9	233.6	224.9
<b>Thereof withdrawal in water stress areas</b>	<b>megalitres</b>	<b>109.7</b>	<b>103.8</b>	<b>102.7</b>
<b>Recycled water</b>	<b>megalitres</b>	<b>29.5</b>	<b>25.9</b>	<b>17.6</b>

\* Rainwater

## Workforce

Total number of employees by employment contract	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	2,398	2,753	5,151	2,088	2,421	4,509	2,043	2,263	4,306
Temporary	124	146	270	256	352	608	277	217	494
<b>Total</b>	<b>2,522</b>	<b>2,899</b>	<b>5,421</b>	<b>2,344</b>	<b>2,773</b>	<b>5,117</b>	<b>2,320</b>	<b>2,480</b>	<b>4,800</b>

Total number of employees by employment contract by site or organisation type	2024					2023					2022				
	CZ	RO	IND	Other	Total	CZ	RO	IND	Other	Total	CZ	RO	IND	Other	Total
Full-time	1,536	1,405	697	1,525	<b>5,163</b>	1,492	1,291	589	1,489	<b>4,861</b>	1,249	1,137	533	1,387	<b>4,306</b>
Part-time	222	2	0	34	<b>258</b>	224	2	0	30	<b>256</b>	197	96	91	110	<b>494</b>
<b>Total</b>	<b>1,758</b>	<b>1,407</b>	<b>697</b>	<b>1,559</b>	<b>5,421</b>	<b>1,716</b>	<b>1,293</b>	<b>589</b>	<b>1,519</b>	<b>5,117</b>	<b>1,446</b>	<b>1,233</b>	<b>624</b>	<b>1,497</b>	<b>4,800</b>

Internal employees by age group and employee category	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Number of employees by age group	860	3,350	1,211	<b>5,421</b>	791	3,070	1,256	<b>5,117</b>	804	3,033	963	<b>4,800</b>
Executives	0	12	15	<b>27</b>	0	12	13	<b>25</b>	0	14	12	<b>26</b>
Managers and field force area managers	14	573	197	<b>784</b>	23	488	205	<b>716</b>	22	501	150	<b>673</b>
White collar and field force representatives	593	2,081	556	<b>3,230</b>	527	1,988	585	<b>3,100</b>	473	1,772	394	<b>2,639</b>
Blue collar	253	684	443	<b>1,380</b>	241	582	453	<b>1,276</b>	309	746	407	<b>1,462</b>
Percentage of employees by age group	16%	62%	22%	<b>100%</b>	15%	60%	25%	<b>100%</b>	17%	63%	20%	<b>100%</b>

Total number of employees by employment contract	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	2,464	2,699	5,163	2,276	2,585	4,861	2,307	2,400	4,707
Temporary	58	200	258	68	188	256	13	80	93
<b>Total</b>	<b>2,522</b>	<b>2,899</b>	<b>5,421</b>	<b>2,344</b>	<b>2,773</b>	<b>5,117</b>	<b>2,320</b>	<b>2,480</b>	<b>4,800</b>

Percentage of internal employees by gender and employee category	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	67%	33%	100%	72%	28%	100%	69%	31%	100%
Managers and field force area managers	55%	45%	100%	56%	44%	100%	56%	44%	100%
White collar and field force representatives	38%	62%	100%	39%	61%	100%	41%	59%	100%
Blue collar	62%	38%	100%	58%	42%	100%	58%	42%	100%
<b>Total</b>	<b>47%</b>	<b>53%</b>	<b>100%</b>	<b>46%</b>	<b>54%</b>	<b>100%</b>	<b>48%</b>	<b>52%</b>	<b>100%</b>

Injuries	2024	2023	2022
	<b>Internal workers injuries</b>		
Work-related injuries	8	2	3
of which fatalities	0	0	0
<b>External workers injuries</b>			
Work-related injuries	1	5	1
of which fatalities	0	0	0

# GRI Index

Zentiva has reported the information cited in this GRI content index for the period from 1 January 2024 until 31 December 2024, with reference to the GRI Standards.

The present GRI index follows the guidelines from GRI 1: Foundation 2021

At the moment of the creation of the report, there were not any sector standards applicable to the organisation's scope of business.

Material topic	Relevant Material Topic (ESRS)	GRI Standard	GRI Disclosure	SDG	Page	Omissions / Comments	
General disclosures		GRI 2: General Disclosures 2021	2-1 Organizational details		45		
			2-2 Entities included in the organization's sustainability reporting		45		
			2-3 Reporting period, frequency, and contact point		45		
			2-4 Restatements of information		40; 45	Correction performed on 2022 energy values	
			2-5 External assurance		45		
			2-6 Activities, value chain and other business relationships		6; 7		
			2-7 Employees		16-18; 42		
			2-9 Governance structure and composition		10-11		
			G1	2-11 Chair of the highest governance body		10-11	
			G1	2-12 Role of the highest governance body in overseeing the management of impacts		10-11	
			G1	2-13 Delegation of responsibility for managing impacts		10-11	
			G1	2-14 Role of the highest governance body in sustainability reporting		10-11	
			G1	2-22 Statement on sustainable development strategy		8-9	
			G1	2-23 Policy commitments		17; 22; 28; 34	
			Protection of whistle-blowers	G1		2-24 Embedding policy commitments	
2-25 Processes to remediate negative impacts		14; 36-37					
2-26 Mechanisms for seeking advice and raising concerns		15					

Material topic	Relevant Material Topic (ESRS)	GRI Standard	GRI Disclosure	SDG	Page	Omissions / Comments
			2-27 Compliance with laws and regulations		15	
			2-28 Membership associations	SDG 17	26	
	G1		2-29 Approach to stakeholder engagement		13	
Double Materiality Assessment		GRI 3: Material Topics 2021	3-1 Process to determine material topics		12-14	
			3-2 List of material topics		14	
			3-3 Management of material topics		8-9; 37-38	
Anti-corruption and Anti-bribery		GRI 3: Material Topics 2021	3-3 Management of material topics		15	
Corporate Culture		GRI 3: Material Topics 2021	3-3 Management of material topics		18	
Affordability of Zentiva products	S4		3-3 Management of material topics	SDG 1,3,10, 16	37	
Accessibility to Standard Therapies	S4		3-3 Management of material topics	SDG 1,3,10, 16	26; 37;	
Supply Security	E1 / E2 / E3 / E4 / S1		3-3 Management of material topics	SDG 1,3	7-8; 37	
Zentiva's environmental footprint	E1 / E2 / E3 / E4		3-3 Management of material topics		28-33	
	E1	GRI 302: Energy 2016	302-1 Energy consumption within the organization	SDG 3, 7,8, 9,12,13	30; 40	
			302-4 Reduction of energy consumption	SDG 3, 7,8, 9,12,13	30; 40	
	E1	GRI 305: Emission 2016	305-1 Direct (scope 1) GHG emissions	SDG 3, 7,8, 9,12,13	28; 29; 39	
			305-2 Energy indirect (scope 2) GHG emissions	SDG 3, 7,8, 9,12,13	28; 29; 39	
			305-3 Other indirect (scope 3) GHG emissions	SDG 3, 7,8, 9,12,13	28; 29; 39	
			305-4 GHG emissions intensity	SDG 3, 7,8, 9,12,13	30; 39	
			305-5 Reduction of GHG emissions	SDG 3, 7,8, 9,12,13	28-29	
	E3	GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	SDG 3, 6, 12, 14, 15	31; 41	

Material topic	Relevant Material Topic (ESRS)	GRI Standard	GRI Disclosure	SDG	Page	Omissions / Comments
			303-2 Impacts related to Water discharge	SDG 3, 6, 12, 14, 15	31; 38; 41	
			303-3 Water withdrawal	SDG 3, 6, 12, 14, 15	31; 38; 41	
			303-4 Water discharge	SDG 3, 6, 12, 14, 15	31; 38; 41	
	E4	GRI 3: Material Topics 2021	3-3 Management of material topics: Biodiversity	SDG 15	31	
	E5	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SDG 3, 6, 9, 12, 14, 15	32; 38; 41	
			306-2 Management of significant waste-related impacts	SDG 3, 6, 9, 12, 14, 15	32; 38; 41	
			306-3 Waste generated	SDG 3, 6, 9, 12, 14, 15	32; 38; 41	
			306-4 Waste diverted from disposal	SDG 3, 6, 9, 12, 14, 15	32; 38; 41	
			306-5 Waste directed to disposal	SDG 3, 6, 9, 12, 14, 15	32; 38; 41	
Employee health, wellbeing and safety	S1	GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	SDG 3, 6	17; 19; 38, 42	
			403-2 Hazard identification, risk assessment, and incident investigation	SDG 3, 6	17; 19; 38, 42	
			403-3 Occupational health services	SDG 3, 6	17; 19; 38, 42	
			403-4 Worker participation, consultation, and communication on occupational health and safety	SDG 3, 6	19	
			403-5 Worker training on occupational health and safety	SDG 3, 6	19	
			403-6 Promotion of worker health	SDG 3, 6	17; 19	
			403-9 Work-related injuries	SDG 3, 6	42	
	S1	GRI 408: Child Labor 2016	3-3 Management of material topics	SDG 1, 3, 6, 10, 12	15; 22; 37;	
Equal treatment and opportunities for all		GRI 405: Diversity and equal opportunities	Diversity of governance bodies and employees	SDG 5	10-11; 42	
			Ratio of basic salary and remuneration of women to men	SDG 5	18	
Drug safety and quality	S4	GRI 3: Material Topics 2021	3-3 Management of material topics	SDG 1, 3, 10, 16	7; 23; 34; 38	

# List of Abbreviations

<b>API</b>	Active Pharmaceutical Ingredient
<b>B2B</b>	Business-to-Business
<b>CSDDD</b>	Corporate Sustainability Due Diligence Directive
<b>CSRD</b>	Corporate Sustainability Reporting Directive
<b>CSR</b>	Corporate Social Responsibility
<b>CO</b>	Carbon monoxide
<b>CO2e</b>	Carbon Dioxide Equivalent
<b>DMA</b>	Double Materiality Assessment
<b>EFRAG</b>	European Financial Reporting Advisory Group
<b>ESG</b>	Environmental Social Governance
<b>ESRS</b>	European Sustainability Reporting Standards
<b>EUDR</b>	European Deforestation Regulation
<b>GHG</b>	Greenhouse Gas
<b>GHG Protocol</b>	Greenhouse Gas Protocol
<b>HCP</b>	Healthcare Professional
<b>HCO</b>	Healthcare Organization
<b>HSE</b>	Health, Safety & Environment
<b>HVOCs</b>	Halogenated volatile organic compounds
<b>INN</b>	International Nonproprietary Name

<b>IRO</b>	Impact, Risk and Opportunity
<b>LTI</b>	Lost-Time-Injury
<b>MWh</b>	Megawatt-Hour
<b>NGO</b>	Non-Governmental Organization
<b>NHVOCs</b>	Non Halogenated volatile organic compounds
<b>NOX</b>	Nitrogen oxides
<b>ODS</b>	Ozone-depleting substances
<b>PSCI</b>	Pharmaceutical Supply Chain Initiative
<b>PV</b>	Pharmacovigilance
<b>QMS</b>	Quality Management System
<b>R&amp;D</b>	Research & Development
<b>SASB</b>	Sustainability Accounting Standards Board
<b>S&amp;P</b>	Standards and Poor's
<b>SBTI</b>	Science Based Targets Initiative
<b>SMU</b>	Standard Manufacturing Unit (term used in the report for production volume)
<b>SO2</b>	Sulfur dioxide
<b>UN</b>	United Nations
<b>SDGs</b>	Sustainable Development Goals

# About the Report

The report is presented by AI Sirona (Luxembourg) Acquisition S. à r.l. (hereinafter “the Company”) registered number: B223382, located at 5 rue des Capucins, 1313 Luxembourg City, Luxembourg, parent company of Zentiva Group.

The Company was incorporated by Advent International as a “Société à responsabilité limitée” for an unlimited duration on 28 March 2018. On 30 September 2018, the Company acquired Zentiva Group and with this acquisition, Zentiva started to operate as an independent, consolidated and integrated group.

## Scope, Material Topics, and Boundaries

This Sustainability Report is a non-financial disclosure published annually and is the fourth published by Zentiva. It provides a comprehensive overview of Zentiva’s Sustainability Strategy and its implementation with the support of environmental, social and governance (ESG) tools. The report covers the scope of Zentiva and its affiliates for the fiscal year 2024 and was published in March 2025 without audit verification. It outlines our key ambitions and targets over the past year, summarizing our performance, learnings, and opportunities. We are progressing well in our preparations for future reporting requirements, including CSRD (Corporate Sustainability Reporting Directive).

The disclosures were prepared with reference to the Global Reporting Initiative (GRI) standards. The disclosures focus on topics deemed most material to the business and stakeholder groups during Zentiva’s materiality assessment performed in 2024. It presents a series of data over 3 years (2022 to 2024) to provide transparency, structure, standardization and relevance to stakeholders.

The data presented in the report is consolidated at Group level and covers all Zentiva operations, concretely all affiliates: AI Sirona (Luxembourg) Acquisition S. à r.l., AI Excalibur (Luxembourg) S.à r.l., Zentiva Group, a.s., Zentiva, k.s., Zentiva Pharma GmbH, Helvepharm AG, Zentiva Pharma UK Limited, Zentiva France, Zentiva Italia S.r.l., Zentiva Polska sp. z. o. o., Zentiva Portugal, Lda, Zentiva, a.s., Zentiva International a.s., Zentiva S.A., LaborMed-Pharma SA, LABORMED PHARMA TRADING S.R.L, ZENTIVA PHARMA Kft, Zentiva Private Limited, Zentiva Pharma Bulgaria EOOD, Alvogen Pharma Trading Europe EOOD, Zentiva Pivot EOOD, Zentiva Pharma Albania sh.p.k, Zentiva Pharma d.o.o., Zentiva Denmark ApS, Zentiva Spain, S.L.U., Zentiva d.o.o., Zentiva Pharma Macedonia DOOEL Skopje, Zentiva Netherlands B.V., Zentiva Pharma d.o.o, Zentiva Ukraine LLC, Zentiva Sweden AB.

And all branches of Zentiva Group, a.s. (Spain, Latvia, Lithuania); Zentiva Pharma d.o.o. (Montenegro, Albania); LaborMed-Pharma SA (Moldova); Alvogen Pharma Trading Europe EOOD (Kazakhstan, Ukraine); Zentiva International a.s. (Romania); Alvogen Malta Operations (ROW) Ltd. (Ukraine).

## Editorial Team

- Ines Windisch, Head of Communications, Corporate Affairs & Sustainability
- Guillermo Angeleri, Sustainability Manager
- Victor Borodin, Sustainability Business Analytics Manager
- Alica Sisáková, Sustainability Officer
- Zuzana Matoušková, CSR Officer

## With the support of Clement Mauftras, Fair Venture

- Luboš Nobilis, Preferred by Nature
- Nicolas Ribeiro, Studio Encoda

## External Assurance

The Carbon Footprint Calculation has been verified by Preferred by Nature.

## GRI Content Index

Zentiva has reported the information cited in the GRI content index for the period from January 1, 2024, until December 31, 2024, with reference to the GRI standards.

GRI content index follows the instructions from GRI 1: Foundation 2021.

At the time of the publication of that report, there were no relevant sector-specific Standards applicable to Zentiva’s scope of risks.

## Role of the highest governance body in Sustainability reporting

The Sustainability Report 2024 has been summarized by the Sustainability Community under the leadership of Ines Windisch, Head of Communications, Corporate Affairs & Sustainability, and approved by Steffen Saltofte, CEO of Zentiva, and the members of the Audit Committee.

## Sources

Internal data from AI Sirona (Luxembourg) Acquisition S. a. r. l. and Zentiva Group a.s. unless indicated otherwise.

## Cover Page Copyrights

The cover page of this report features a photograph taken by Šimon Rogl, a Zentiva employee based in the Czech Republic.

# 2024 Sustainability Report



*Our commitment to Sustainability*

**ZENTIVA**

2024 non-financial disclosures  
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