

2025 Sustainability Report



Our commitment to Sustainability

ZENTIVA

Message from the CEO

2025 was, once again, a year filled with achievements and pivotal moments in Zentiva's history. Despite operating in a complex environment, our teams have risen to every challenge and delivered results that matter.

Delivering healthy growth

This year, Zentiva continued its trajectory of healthy financial growth. Our Net Sales and Pro Forma EBITDA grew by 7% and 10% year-over-year, reaching EUR 1,682 million and EUR 449 million respectively, an impressive result in today's competitive landscape. Our success is powered by both organic innovation and strategic acquisitions, partnerships and portfolio expansions.

Our growth strategy

In 2025, we launched more than 100 new products, reinforcing Zentiva's role as a catalyst for accessible, affordable healthcare across Europe.

Our R&D team has made exciting progress in developing differentiated products for cardiovascular and gastroenterological indications, while our Business Development team maintains its focus on complementing our product portfolio with specialised, hard-to-make medicines.

We have expanded our market presence in dynamic ways: securing an agreement to bring an innovative GERD (gastroesophageal reflux disease) treatment to market, completing the acquisition of Apontis Pharma AG and acquiring five natural CHC brands in Italy, France and Spain. Our commitment to biosimilars is stronger than ever, with establishing a new internal organisation and announcing a partnership for the development of a certolizumab pegol biosimilar.

Operational excellence and sustainability

Constant improvement is at the heart of our operations. We have streamlined our launch processes and enhanced our ways of working, with a focus on efficiency and productivity. Our industrial operations have implemented changes to deliver patient-centric solutions, accelerate production speed and upheld the highest standards of safety and quality.

Sustainability remains a cornerstone of our strategy. In 2025, we published validated science-based targets to guide our decarbonisation journey, ensuring that growth goes together with environmental responsibility. Our efficiency programmes have delivered tangible results, earning Zentiva a Gold medal from EcoVadis – placing us among the top 2% in our industry. The launch of our Sustainability training and ambassador programme empowers our people and partners to drive positive change. Through risk assessments and structured stakeholder dialogue, we are acting today for a sustainable tomorrow.

Our Winning Team

I am deeply proud of our team of more than 5,400 talented individuals united by a shared commitment to those who rely on our medicines. Each one of us brings unique capabilities and skills. Guided by our core values of Accountability, Authenticity, Collaboration, Courage and Trust, we uphold the highest standards of quality, compliance and safety.

Our culture of excellence has been recognised once again: Zentiva is a Top Employer in the Czech Republic, Romania and Bulgaria, complemented by Great Place to Work certifications in Poland, Slovakia, Serbia and India.

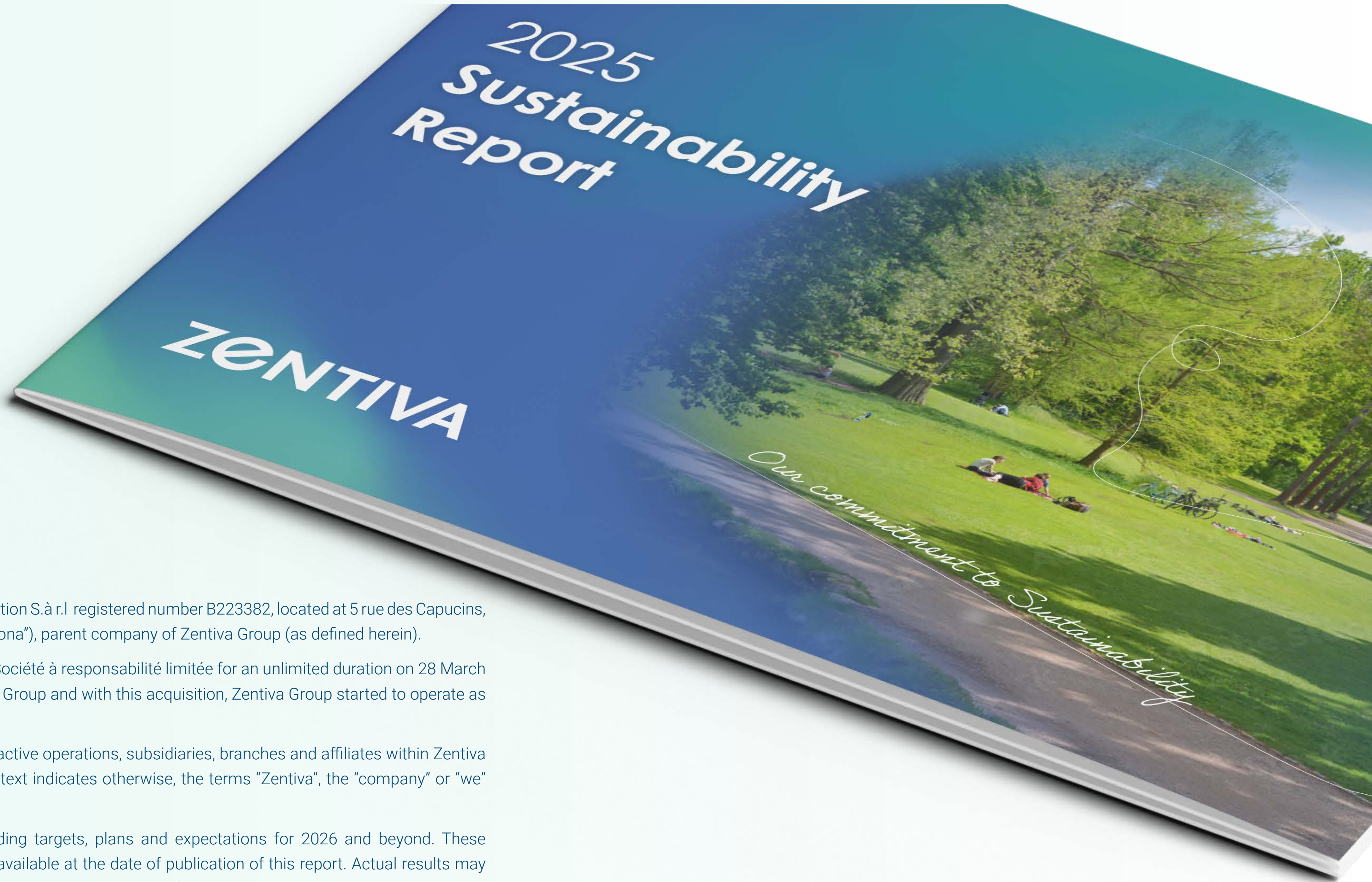
Looking Ahead

Building on a legacy of over 500 years of trust and innovation, Zentiva stands as a leading European healthcare company. Our purpose is clear and powerful: To provide health and wellbeing for all generations. Every action we take is rooted in our commitment to expanding access to affordable, high-quality medicines – helping people across Europe live longer, healthier lives.

Thank you to our Board, partners and every member of the Zentiva team for your dedication and sense of responsibility. As we look to 2026, I am filled with confidence and excitement as we embark on a new chapter in Zentiva's history.

Steffen Saltofte
CEO





ESRS 2

GRI 2

About the Report

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

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

The data included in this report is from AI Sirona and all active operations, subsidiaries, branches and affiliates within Zentiva Group, as further specified in this report. Unless the context indicates otherwise, the terms “Zentiva”, the “company” or “we” refer to these entities collectively.

This report contains forward-looking statements, including targets, plans and expectations for 2026 and beyond. These statements are based on information and assumptions available at the date of publication of this report. Actual results may differ due to changes in regulatory requirements, market conditions, supply chain factors or other uncertainties.

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Zentiva at a Glance: Key Facts & Figures

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 that Zentiva continues to provide health and wellbeing for all generations, for at least another 500 years.

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 across Europe rely on our medicines.

2,000+
product
presentations

We offer products across all major therapeutic areas, improving access for patients.

At Zentiva, we provide
health and wellbeing
for all generations

5,400+
people

Our team – 5,400 dedicated colleagues across 30+ countries – is highly engaged and united by our purpose.

40+
countries

Our footprint includes 4 manufacturing sites and 2 R&D centres. Our products are available in more than 40 countries.

5
values

Accountability, Authenticity, Collaboration, Courage, and Trust guide our actions every day.

Patient Impact and our Approach to Innovation

At Zentiva, we are proud that our products reach over 100 million people in Europe, ensuring access to affordable treatments for patients and communities. As part of the off-patent industry, we represent 70% of all dispensed medicines but only 19% of the total value, delivering savings for healthcare systems and contributing significantly to public health.

When a medicine patent expires and generics and biosimilars enter the market, prices decrease while volumes increase, enabling more people to receive the treatment they need. This dynamic is at the heart of our mission: improving access and affordability without compromising quality.

In 2025 we launched more than 100 new products.

Driving Innovation Beyond Patents

Off-patent medicines are not typically R&D-intensive, yet innovation remains a cornerstone of our strategy. At Zentiva, more than 200 colleagues work in R&D, focusing on product improvements and lifecycle management. Beyond product development, every team at Zentiva contributes to innovation and continuous improvement in processes, aiming to enhance efficiency and productivity – the only way to stay resilient in today's environment where costs rise while regulated generics prices decline.

Resilience Through Efficiency

Innovation is the fuel that drives us forward. By embedding efficiency into everything we do, we safeguard our ability to deliver affordable medicines while navigating rising input costs and regulatory pressures. This commitment ensures that Zentiva remains a trusted partner for patients, healthcare professionals, and society.

Our innovation approach spans different dimensions:

Product Innovation

We continuously optimise formulations and packaging to improve patient experience and sustainability.

Process Innovation

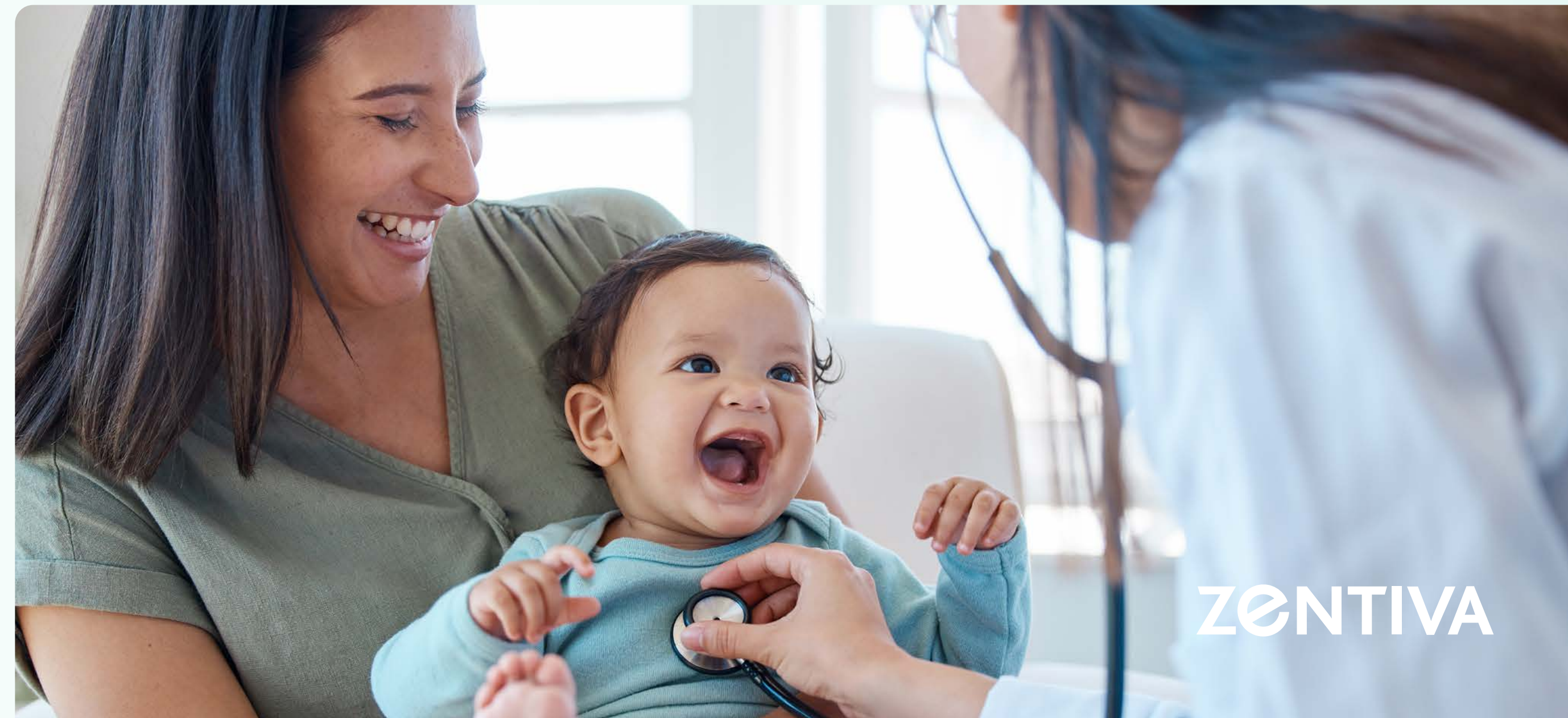
From advanced manufacturing technologies to streamlined supply chains, we invest in smarter ways of working to reduce complexity and cost.

Open Innovation

Collaboration with external partners, academia, and industry networks accelerates our ability to bring new solutions to market and people.

Digital and AI

Artificial Intelligence supports predictive analytics, quality control, and operational excellence, helping us make faster, informed decisions.



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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.

We Develop

We offer a broad portfolio of INN and branded generics, specialty medicines, and consumer healthcare products. Our development strategy combines in-house innovation with co-development and in-licensing initiatives.

In 2025, our R&D centres in Prague and Ankleshwar delivered strong progress. As a company we completed 509 submissions and were granted 615 new Marketing Authorizations. The teams continue to actively manage the lifecycle of active pharmaceutical ingredients, enabling rapid launches immediately after a loss of exclusivity and advancing innovation in drug formulations.

Zentiva also partners with universities to connect academic research with industrial applications. As a founding member of the Pharmaceutical Applied Research Centre (The PARC), we support a postgraduate programme that develops real-world pharmaceutical expertise and cultivates the next generation of scientists. In 2025 – eight years after The PARC's creation – 28 students were enrolled in the programme and 41 doctorate level graduates successfully completed it.

We Produce

Zentiva operates four wholly owned manufacturing sites in Prague, Bucharest (2) and Ankleshwar, supported by a robust network of external partners to ensure supply security. Our facilities produce a wide range of pharmaceuticals, including solids, injectables, solutions, drops, sterile ointments and gels. Overall, more than 70% of our total product volume is manufactured in-house.

In 2025, all manufacturing sites achieved zero critical observations in GMP inspections. They also undergo regular audits by health authorities and customers.

Together with our partners, we uphold our Supplier Code of Conduct and carry out risk-based assessments of third parties through our Responsible Sourcing Programme upstream. Our current focus is on direct suppliers, and we are working to expand our due diligence processes in line with the forthcoming Corporate Sustainability Due Diligence Directive (CSDDD).

Downstream, we focus on the wellbeing of patients and consumers who rely on our products. Our approach to quality and safety is supported by rigorous quality management and pharmacovigilance systems designed to monitor and address product-related risks.

Our supply chain is complex and continues to operate against a backdrop of geopolitical instability and inflationary pressure. While our network operates globally, we work to reduce environmental impacts across our operations.

We Deliver

In 2025, we launched more than 100 new products, strengthening Zentiva's position as a catalyst for accessible, affordable healthcare across Europe. We continued to enrich our portfolio with specialised, hard-to-make medicines, entered strategic partnerships for biosimilars, and further expanded our consumer healthcare offering.

Across Europe, our medical representatives work closely with healthcare professionals, pharmacists, healthcare decision-makers and tender organisations, implementing tailored strategies for each market.

Through our B2B team, we deliver specialised manufacturing services with deep expertise in cardiology, urology, oncology, neurology, and hormones. Additionally, Zentiva offers a variety of high-quality active pharmaceutical ingredients, provides pharmaceutical regulatory compliance and regulatory services for prescription (Rx) and over-the-counter (OTC) medicines and non-medicinal products (such as medical devices, food supplements, cosmetics) through Prague Scientific as well as contract manufacturing services.

We Care

Our purpose is simple yet profound: to provide health and wellbeing for all generations. With a legacy spanning more than 500 years, 2026 will see us embark on the next chapter in our history. We recognise our responsibility to society and the environment, and we integrate these considerations into our decision-making.

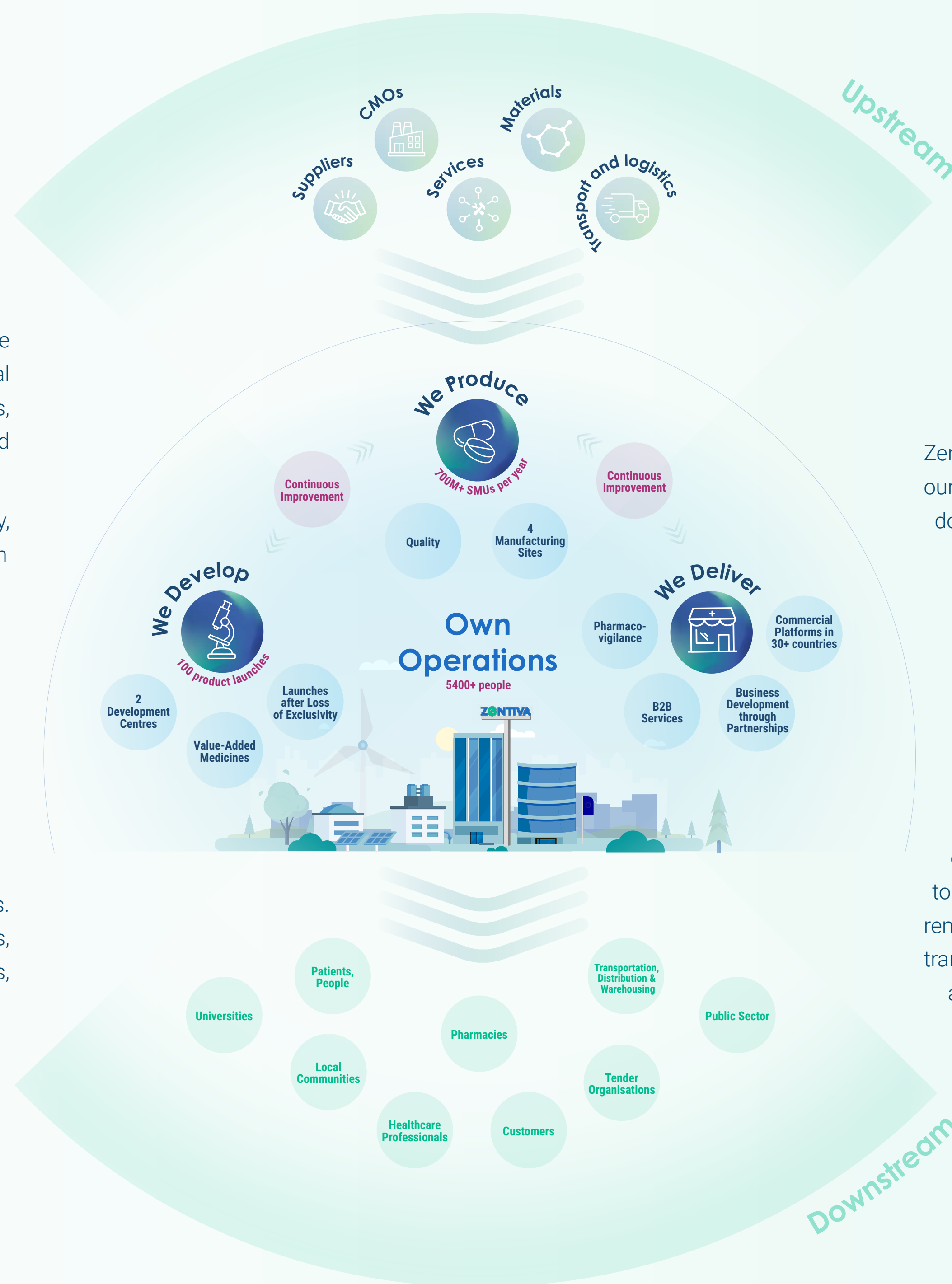
Every day, we remain committed to providing high-quality, affordable medicines to the more than 100 million people who rely on our products.

Zentiva's Value Chain

As a pharmaceutical company, we are responsible for developing, producing, and delivering medicines to more than 100 million people in Europe. Our medical representatives across Western and Central & Eastern Europe work hand in hand with healthcare professionals, pharmacists, and healthcare decision-makers, delivering tailored strategies for each individual European market.

We provide services for our B2B partners in cardiology, urology, oncology, neurology and hormone specialties, as well as through Prague Scientific, which offers pharmacovigilance and regulatory services for prescription (Rx) and over-the-counter (OTC) medicines and non-medicinal products (such as medical devices, food supplements, cosmetics).

We operate two R&D centres, located in Prague and Ankleshwar. The team actively manages the lifecycle of active pharmaceutical ingredients and drives innovation in drug product formulation, focusing on bioequivalent and value added medicines, as well as on solutions with less environmental impact. In 2025, we completed 509 submissions and were granted 615 new Marketing Authorizations. We produce more than 70% of our portfolio in house, including solids, injectable solutions, eye drops, sterile ointments and hormones, reaching a total production volume of over 718 million Standard Manufacturing Units (SMUs) in 2025. The remaining 30% are manufactured by our trusted contract manufacturing partners, who are required to follow our Supplier Code of Conduct and adhere to our ESG commitments.



Zentiva's value chain is complex and extends beyond our own operations, encompassing both upstream and downstream activities. It covers all critical steps involved in the development, production, delivery, and duty of care necessary to bring medicines to more than 100 million people in Europe. 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 remains strong and we recognise the importance of transparency and accountability both within our operations and across our entire value chain. Downstream, we are committed to minimising the potential negative impacts of our operations and ensuring the quality and safety of our products.

Our 2025 Highlights

In 2025, Zentiva successfully advanced its climate strategy by achieving validation of near-term greenhouse gas reduction targets under the Science Based Targets initiative. These targets commit us to reducing Scope 1, 2 and 3 emissions by 63% by 2034 from the 2021 baseline and net-zero by 2050. This milestone marks an important step in implementing our climate transition plan and advancing our long-term decarbonisation strategy. With the implementation of Workiva, our sustainability software, across Zentiva, we marked a major leap in digital sustainability reporting. Workiva replaced manual processes, enabling integrated ESG data management, and harmonised metrics across the company. We further focus on continued improvement as we learn and grow as a team.



Reduction of GHG emissions Scope 1 and 2 by 25% since we started our programme in 2021

Zentiva stays Top Employer in the Czech Republic, Romania and Bulgaria and is a Great Place to Work in multiple markets

More than 120 #WeHelpOther projects delivered



Water: 10% reduction on water intensity compared to 2021

Heartbeat: 94% participation and 83 engagement index of our workforce

All European manufacturing sites are powered by 100% renewable electricity



Waste Management: 19% reduction in waste intensity from previous year



Awarded an EcoVadis gold medal, placing us in the top 2% of our industry



83% of our total electricity consumption is from renewable sources



Science-based targets validated and published



Workiva implemented as sustainability software



Awarded with the Transparency Award 2025 for Sustainability reporting and communications



Over 130,000 trees have been planted, and more than 3.5 million bees have been adopted

Corporate Social Responsibility

#WeHelpOthers

In line with our Code of Ethics and our company-wide CSR programme, we go beyond our core mission of providing people with high-quality and affordable medicines.

We support society through a wide range of actions, including volunteering, donations, fellowships, scholarships, sponsorships, and patient support programmes. Across all these activities, we encourage individuals and teams to engage meaningfully with their local communities.

We encourage our employees to identify areas where they can make a difference and to engage in community initiatives that matter to them. We support the implementation of their ideas through both individual and collaborative volunteering efforts.

To further empower these initiatives, Zentiva provides matching funds and additional donations where appropriate – strengthening projects without diminishing the sense of ownership our teams feel for their community actions.

Our Vision

At Zentiva, our vision for Corporate Social Responsibility is to empower our people to create a positive and lasting impact in the communities where we live and operate. Through our #WeHelpOthers campaign, we strive to make a difference and drive meaningful change, foster resilience, and support those who need it most.

Our Target

- Zentiva is committed to delivering more than 100 #WeHelpOthers projects per year.

Our Policies

- Corporate Social Responsibility
- Code of Ethics
- Diversity, Equity, Inclusion & Belonging Policy
- Health, Safety & Environment Policy
- Quality Policy
- Corporate Environmental Sustainability Policy

2025 Highlights

We successfully delivered 124 #WeHelpOthers projects, strengthening our contribution once again. This included 97 local and team-led initiatives across 16 countries, which showcased the commitment and creativity of our Zentiva teams, as well as 27 donations valued at more than EUR 330,000, supporting causes aligned with our CSR priorities and ethical commitments.

For the fifth consecutive year, we proudly continued #EveryKilometreHelps, uniting our entire workforce in the Czech Republic to collect kilometres through various activities. Together, we reached remarkable 84,318 kilometres, enabling continued support for the Veronika Kašáková Foundation, which helps children and young adults from children’s homes.

We extend our heartfelt thanks to everyone across Zentiva who contributed to #WeHelpOthers in 2025 and helped make a meaningful difference.





Our Sustainability Strategy

ZENTIVA

Navigating Sustainability in Times of Regulatory Uncertainty

As Zentiva, a company deeply rooted in Europe, we welcome the EU's ambition to restore competitiveness and to simplify and harmonise regulations through initiatives like Omnibus. Streamlining rules is a positive step towards reducing complexity. However, the reality of implementation remains challenging. For complex businesses like ours, operating within and for Europe, uncertainty around timelines and interpretations creates inefficiencies and diverts resources from what matters most: delivering affordable, sustainable healthcare.

The Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD) represent important milestones for transparency and accountability. Zentiva has proactively prepared for these reporting requirements and appreciates the additional two years granted to further strengthen its readiness. Yet the current framework falls short of its promise. Without complete visibility and harmonised standards, the goal of true transparency risks being undermined, ending up as another bureaucratic reporting exercise.

The EU Deforestation Regulation (EUDR) illustrates the unpredictability we face. Its second postponement – again just days before launch – left companies like ours in uncertainty. We invested significant resources throughout 2025 to ensure compliance, only to pause again. This stop-and-go approach is neither efficient nor sustainable, while biodiversity loss continues at an alarming rate.

Developing medicines with a lower environmental footprint is another area where ambition meets systemic barriers. The regulatory framework governing pharmaceuticals dates back decades and does not incentivise environmental innovation, particularly in the off-patent sector. Market access pathways for more sustainable products are non-existent, leaving companies without recognition or reward for sustainability efforts.

New directives introducing Extended Producer Responsibility, such as those targeting pharmaceuticals and cosmetics in the Urban Wastewater Treatment Directive, raise further concerns. These measures, based on flawed data, impose disproportionate obligations on our industry. Penalties for non-compliance are increasing, yet timelines remain misaligned with the regulatory environment for pharmaceuticals, creating additional strain without delivering meaningful environmental progress.

Generics are the backbone of European healthcare—accounting for 70% of all dispensed medicines while representing only 19% of total value according to IQVIA (2024).

This enables significant public health savings under strict pricing regulations. However, if we continue down a path of fragmented policymaking without dialogue, we risk destabilising healthcare systems and shifting the burden to patients – the very people we aim to protect.

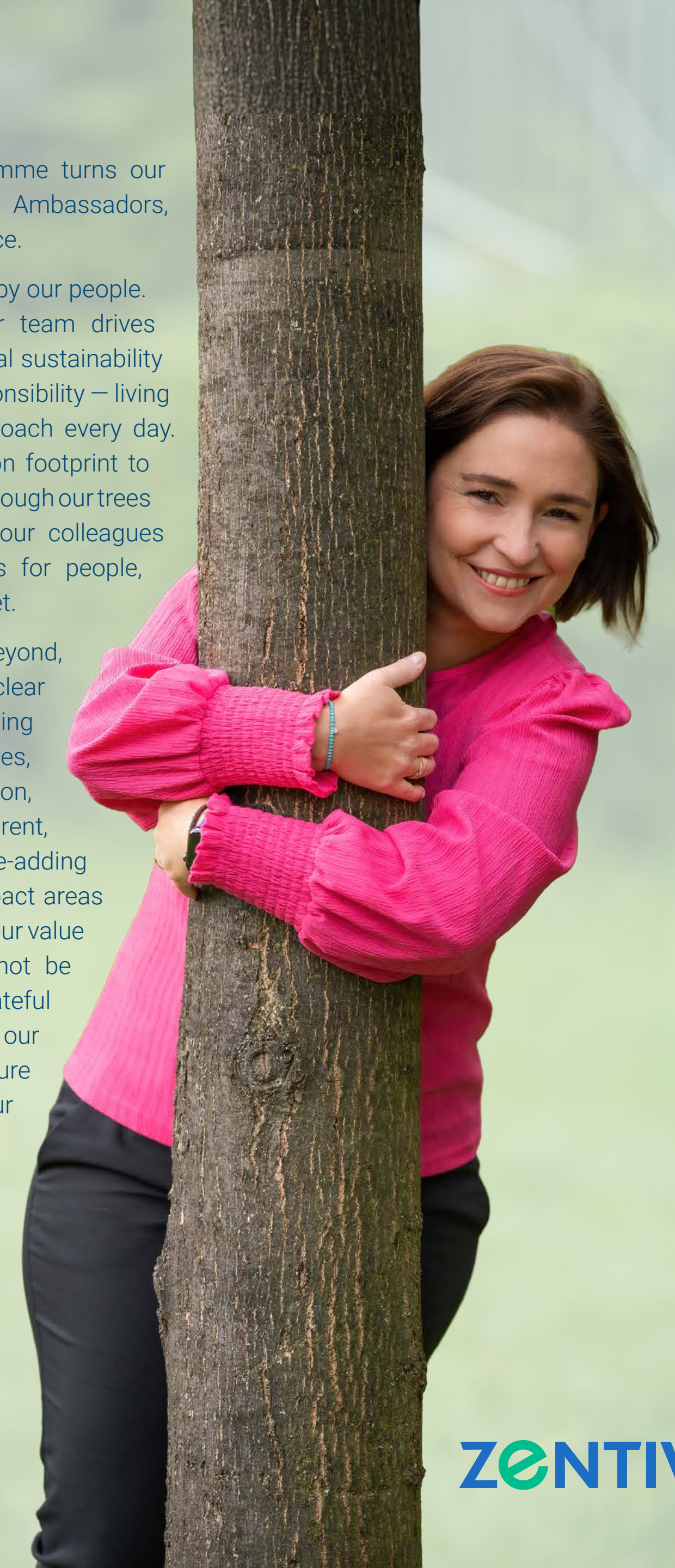
Despite these challenges, Zentiva continues to advance its sustainability strategy with determination. We remain committed to transparency – recognised with a Transparency Award and named a Top Responsible Company in the Czech Republic, our home country. These achievements reflect our belief that sustainability is not optional; it is integral to our business strategy.

In 2025, we continued efforts to reduce greenhouse gas emissions while growing our business operations, supporting progress towards decoupling emissions from growth. Our validated SBTi climate targets guide our transition. Automation, data quality, and the introduction of AI and digital tools like Workiva support our reporting excellence.

And our training programme turns our team into Sustainability Ambassadors, able to make the difference.

Our progress is powered by our people. The engagement of our team drives initiatives in environmental sustainability and corporate social responsibility – living our #WeHelpOthers approach every day. From reducing our carbon footprint to supporting biodiversity through our trees and bees programmes, our colleagues take action that matters for people, partners and for the planet.

Walking into 2026 and beyond, we are equipped with clear priorities: accelerating decarbonisation initiatives, deepening ESG integration, and maintaining a transparent, focused, and value-adding approach to material impact areas for our stakeholders and our value chain. This journey cannot be taken alone – we are grateful to the partners who share our vision of a healthier future and joining us on our journey.



Our 2025 Sustainability Strategy

At Zentiva, sustainability is at the heart of our mission to provide high-quality and affordable healthcare for people across Europe. Every day, we reach more than 100 million people with our products. With that reach comes responsibility – to society, to the environment, and to future generations.

We recognise the impact of our operations and strive to minimise our environmental footprint while contributing to a healthier future for all. Our approach is built on three pillars: Compliance, Competitiveness, and Continuous Improvement, which frame how sustainability considerations are incorporated into our strategy and operations.



Compliance – Aligning with Evolving Standards

2025 marked a pivotal year in preparing for new European sustainability regulations. We advanced our readiness for the Corporate Sustainability Reporting Directive (CSRD), with one entity already reporting in compliance and the rest of the group on track for full implementation.

We followed up on our Double Materiality Assessment in more detail, engaging a broad range of stakeholders. Our structured process strengthens transparency and ensures that our strategy addresses areas of greatest impact.

Competitiveness – Building Resilience and Managing Risks

Sustainability is not only about responsibility – it is about our resilience as a company. In 2025, we reinforced governance in sustainable procurement and supply security, integrating materiality considerations into our risk management approach. This enables a comprehensive assessment of risks and opportunities, ensuring Zentiva remains competitive in a rapidly changing environment.

We also deepened collaboration with strategic partners to evaluate the social and environmental impact of our products and identify areas for improvement. These efforts strengthen our ability to adapt and thrive while delivering value across our supply chain.

Continuous Improvement – Driving Meaningful Change

Our commitment to progress is reflected in our performance. In 2025, Zentiva ranked among the top 2% in our industry in the EcoVadis assessment, earning a gold medal. It reflects progress across key areas, like the environment, labour and human rights, ethics, and sustainable procurement, and underscores our commitment to continuous improvement, positioning Zentiva as a trusted partner in responsible business practices.

We reported our progress to the United Nations Global Compact and the Pharmaceutical Supply Chain Initiative, fulfilling our membership commitments.

Our commitment to science-based climate targets has been externally validated. These SBTi targets are ambitious, measurable and aligned with the latest climate science. This achievement confirms that our emission reduction targets are aligned with a 1.5 degrees Celsius pathway under the SBTi framework. This demonstrates our leadership in responsible business practices towards net-zero by 2050, in line with Europe's vision.

Implementing our Sustainability Strategy

People

We continue to make Zentiva a great place to work, where everyone can bring their authentic selves. We support our employees, their loved ones, and the communities we serve. Together, as ONE team, we create value while recognising our role as a responsible corporate citizen.

Partners

We strive to build and maintain trusted partnerships across our value chain, working with those who share our values and commitment to responsible business practices. 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 healthier planet by contributing to the fight against global warming and aligning with the European goal of achieving net-zero emissions by 2050. We use resources responsibly and invest in restoring biodiversity.

Looking Ahead

As we move into 2026 and beyond, our focus remains clear: to advance our sustainability strategy with rigour, transparency, and collaboration. We will continue to align with evolving standards, strengthen material initiatives, and engage stakeholders across our value chain.

New tools, like Workiva, will drive efficiency and enable more reliable, timely, and consistent sustainability reporting, allowing us to make informed decisions and dedicate more time to implementing strategic actions.

Together — as a team and with our partners, we will make a difference by caring for people, partners, and our planet.

Our Sustainability Teams & Resources

In 2025, close collaboration between the Corporate Affairs and Sustainability teams proved essential in navigating significant challenges. The Omnibus initiatives at the European level and the uncertain future of former Green Deal regulations required constant monitoring and proactive engagement. Through diligent follow-up on discussions and maintaining high-quality stakeholder dialogue – not only within the health sector but also with broader partners – Zentiva successfully managed these complexities.

Head of Sustainability

The Head of Sustainability also leads the Corporate Affairs agenda, ensuring clarity on compliance requirements and aligning governance and processes accordingly.

Reporting directly to the CEO as part of Zentiva's Leadership Team and Member of the Board of Directors, the Head of Sustainability owns the overall strategy, leads the Sustainability Core Team, and coordinates activities across the company. In 2025, the Head of Sustainability was appointed as a Member of the Board of Directors, reinforcing the strategic importance of sustainability within Zentiva.

Sustainability remains firmly anchored at the leadership level, with the CEO serving as the sponsor of the Sustainability Steering Committee.

Sustainability Core Team

The Sustainability Core Team acts as a Centre of Excellence, guiding Zentiva's response to evolving policy requirements and identifying opportunities within the ESG landscape. The team sets clear objectives, monitors progress, evaluates potential impacts, and integrates sustainability into operational business planning. To strengthen Zentiva's sustainability culture, the team continues to drive engagement through a training and ambassadors programme and awareness campaigns.

In 2025, the Sustainability Core Team significantly enhanced its capabilities in environmental engineering, professional programme management and ESG data management and CSR & Human Rights, aligning with the broader sustainability agenda and reinforcing its role as a strategic driver of change. The Sustainability Core Team played a pivotal role in implementing Sustainability software, improving data quality and management across the organisation. Stakeholder feedback confirms the team's strong performance, with a 94% satisfaction rate reported in a recent feedback survey.

EUDR Compliance Officer

In preparation for the EU Deforestation Regulation (EUDR), Zentiva appointed an EUDR Compliance Officer. This role is essential for embedding compliance into daily operations and mitigating regulatory risks across the company. Key responsibilities include due diligence oversight, risk management, policy and process development, and training and communication. Reporting will be carried out externally through the Information system of the Deforestation Regulation and internally to the Sustainability Steering Committee. The position sits within Procurement's Centre of Excellence and, despite the postponement of the EUDR in December 2025, continues to actively fulfil its mandate.

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 & Organisation, Risk Management & Internal Audit, Quality, Legal & Ethical Compliance, HSE, Facility Management, R&D, Regulatory & Artwork, Packaging, Internal and External Operations, Supply Chain, Warehouse & Distribution, Procurement, and B2B.

Sustainability Ambassadors

In 2025, our training and ambassadors programme was rolled out in the company. Level 1 reached 90% of all people working for Zentiva, while the advanced Level 2 and Level 3 have been targeted for dedicated teams.



Our Sustainability Ambassadors 2025

Throughout 2025, we strengthened not only our external impact but also the culture of sustainability within Zentiva. This was a year in which we continued to invest in our people – the true drivers of our ESG ambition – and celebrated the colleagues who serve as role models in advancing our sustainability agenda. As part of these efforts, we recognised three of our Sustainability Ambassadors for their excellence. They were instrumental in championing environmental initiatives, driving cross functional engagement, and helping embed sustainability deeply into daily operations. Their leadership and enthusiasm magnify the impact of our global strategy, inspire colleagues across functions and countries, and build the momentum needed to keep advancing towards our long-term goals.

Protect Deliver Develop



Category PROTECT for their engagement on raising awareness on the consequences of the implementation of the Urban Wastewater Treatment Directive in its current version



Category DELIVER for their leadership and engagement restoring the Pond in Matei Village and supplying the local community with water



Category DEVELOP for their Sustainability Strategy aligned with SBTi targets

Our Sustainability Governance

In 2025, we further strengthened the interlink of several committees across Zentiva. The capabilities of the Sustainability Core Team were significantly enhanced to address the growing complexity of environmental standards. The outreach within the company and to our partners across the value chain has been strengthened. Sustainability has been further integrated into the company's due diligence process and further significant improvements have been made in sustainable procurement.

We were carefully navigating the unpredictable European regulatory framework, ensuring that Zentiva stays compliant and at the same time competitive to ensure the delivery of our mission.

We deployed a programme for the implementation of the F-Gas Regulation and were prepared to fully comply with the EUDR before the decision was made at EU-level to postpone the regulation for another 12 months.

The focus of our work has shifted towards topic related working groups that work on progressive activities and initiatives but also remain closely aligned with regulatory requirements.

Every quarter, progress is reported to the Sustainability Steering Committee and further regularly at the Board and Executive level and on an ad hoc basis if required. Related committees, including those mentioned below, are connected in terms of meeting governance and frequency. The Audit Committee holds overall responsibility for approving the sustainability-related plans.

Sustainability Steering Committee

Purpose

The Sustainability Steering Committee (SSC) fosters the creation of healthy and sustainable growth of the company combined with long-term shareholder value, signing off the Sustainability Strategy, targets and roadmaps and monitoring progress.

Members

CEO (Sponsor), Head of Sustainability (Owner), Head of Strategy and Transformation, CFO, Head of Legal & Ethical Compliance, Head of Product Supply, Chief Human Resources Officer, Head of Corporate Internal Audit and Risk Management, Chief Quality Officer, Corporate Affairs Manager, Sustainability Manager Planet, Sustainability Manager Partners.

(11 nationalities represented, 3 of 12 members are female)

Frequency

Quarterly

Responsibilities

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

Audit Committee

Purpose

The Audit Committee reviews and approves financial statements, oversees the effectiveness of internal controls and internal audit processes, and the compliance and ethics framework, including reporting of concerns, ensures and monitors sustainability-related risks and approves sustainability reporting.

Members

2 members are also Advisory Committee members and 1 of them is a shareholder's representative.

(3 members with 3 nationalities represented – 2 of 3 members are female)

Frequency

Quarterly

Responsibilities

Reviews and monitors plans, targets and outcomes.

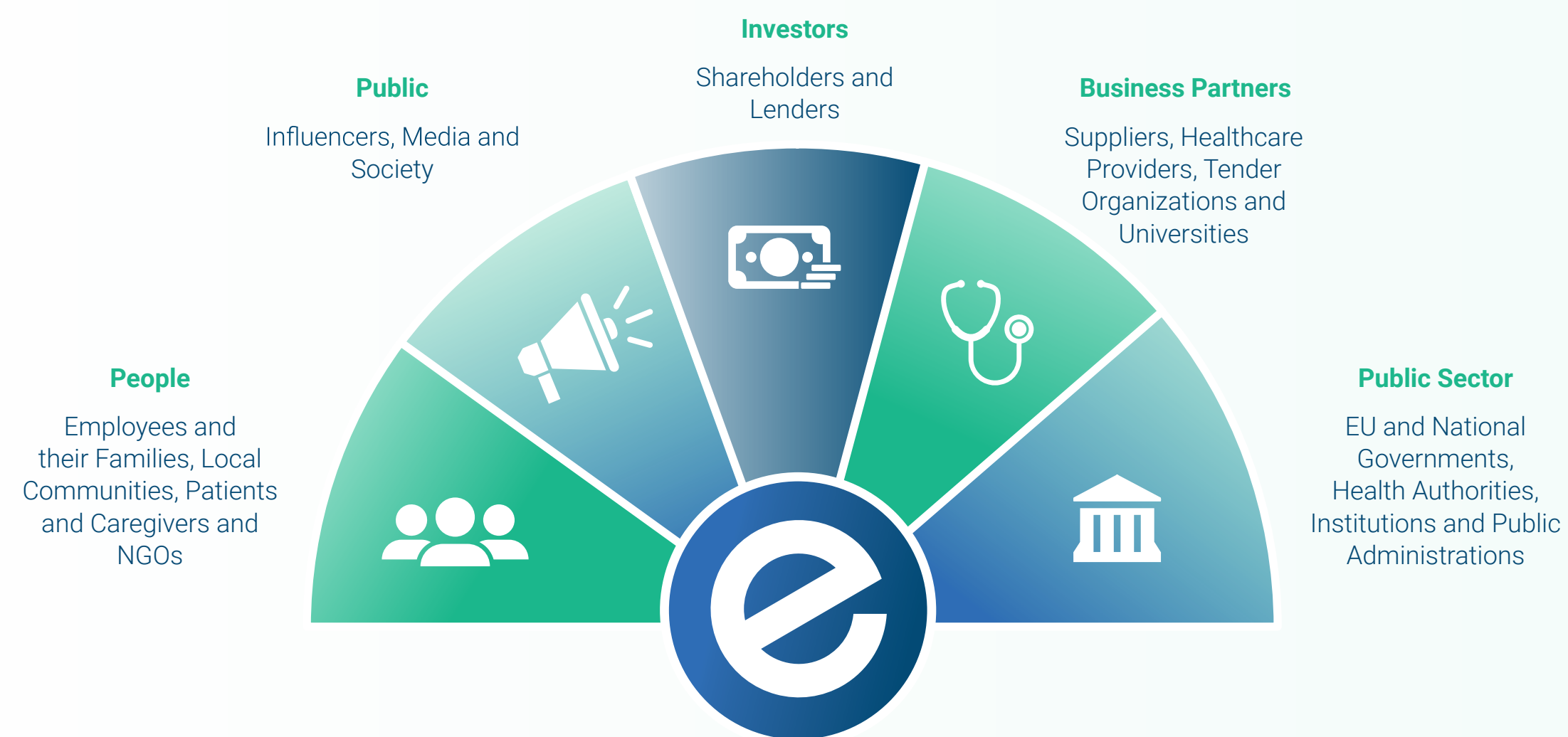
Committee	Scope	Frequency	Ownership
Remuneration Committee	Oversees the company's compensation and reward framework and monitor its implementation. It makes recommendations on the compensation, reward, succession, and retention practices of Executives.	Ad Hoc, 4–5x year	People & Organisation
Information Security Committee	Evaluates risk exposure and tolerance, provides oversight of Zentiva's information security efforts, coordinates and oversees the group's information security strategy	Quarterly	IT Security
Ethical Compliance Committee	Provides oversight of ethical and compliant business conduct across the organization, including the effectiveness of the Ethical Compliance program, key risk management activities, training, communication, and the Speak Up framework. Ensures that applicable rules, policies, and standards are appropriately implemented, understood, and consistently embedded into day to day business practices	Quarterly	Ethical Compliance
Risk & Internal Audit Committee	Identifies, monitors, and manages financial and non-financial risks, including ESG risk	Quarterly	Corporate Internal Audit and Risk Management

Stakeholder Dialogue

At Zentiva, we consider dialogue with our key stakeholders a critical step in shaping and refining our business and sustainability strategy. We regularly engage on our material topics with a broad range of stakeholders across our value chain.

Stakeholder engagement is essential for 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 contributions.

The DMA process included a careful assessment of key stakeholder groups and the diverse engagement approaches required to ensure a comprehensive perspective. Five main external stakeholder groups – Investors, Public, People, Business Partners, and the Public Sector – were identified through a robust stakeholder mapping process. Organisations and individuals were selected by Zentiva teams based on clearly defined criteria, including strategic relationships, contractual commitments, and known risks.



An engagement strategy was tailored by stakeholder type and included:

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

Communications such as emails and online surveys, along with additional supporting materials – including written and audio training resources – were developed to simplify complex language. Internal representatives were responsible for communicating with their respective external stakeholders.

In 2025, the Double Materiality Assessment was further enhanced with insights from the latest Zentiva Engagement Survey “Heartbeat 2025” and Cultural Workshops with focus groups. Key suppliers and partners were invited to our Zentiva Headquarters in Prague to discuss our strategy and the way forward on our Sustainability Journey. The results were reanalysed and mapped to assess their impact on our core business and value chain.

Double Materiality and Risk Management Approach

In 2024, Zentiva conducted a Double Materiality Assessment (DMA) based on the initial requirements defined by the CSRD and the corresponding European Sustainability Reporting Standards (ESRS) and specific double materiality conceptual guidelines from the European Financial Reporting Advisory Group (EFRAG). This assessment was built upon Zentiva's 2023 impact materiality analysis. Its purpose was to identify our most relevant environmental, social, and governance (ESG) topics, considering both how they create financial risks and opportunities for the company (outside-in perspective) and the company's impact on society and the environment (inside-out perspective).

The assessments include all entities that are financially as well as operationally controlled by the holding company of Zentiva Group – Al Sirona – including all operational sites, commercial affiliates and branches.

The Double Materiality Assessment was further enriched by insights from the latest Zentiva's Engagement Survey "Heartbeat 2025" and Cultural Workshops with focus groups and from strategic discussions with our key suppliers and partners. The results were reanalysed and mapped to assess their impact on our core business and value chain.

During 2025 we have not identified any new material topics or significant changes to our 2024 material topics.

DMA Methodology

Guiding Principles

1. Understanding

In the first step, Zentiva undertook a comprehensive analysis of its own operations and wider value chain to understand which sustainability topics are relevant for our business today and in the future. As a leading European healthcare company, we recognise our role in ensuring broad access to high quality and affordable medicines while strengthening resilient and responsible supply chains.

ESG-relevant topics and subtopics for Zentiva were reviewed, mapped, and clustered to define a shortlist of prioritized topics. In parallel, we reviewed the full set of ESRS requirements as applicable at the time of review and industry expectations, and mapped them against Zentiva's specific context. 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 Annual and Sustainability Reports 2023 and 2024 (materiality results, emissions, and water quantitative data), Risk Register, Strategic Plan, Roadmap 2028, Legislation Scanning, "Heartbeat" Employee Survey 2023 and 2025, and Supply Chain Forum 2024
- Industry Reports including PSCI Supply Chain Materiality in 2024, Medicines for Europe key topics and reports, such as the inflation impact on medicines and McKinsey Generics Value Frameworks.
- External frameworks and peer benchmarks, S&P Global, EcoVadis
- Public media coverage on Zentiva and/or peers

A cross-functional CSRD Working Group – spanning Sustainability, Finance, IT, People & Organisation, Legal & Ethical Compliance, Operations, Supply Chain, Procurement, Development, Quality, and Risk Management – was established to oversee the process. A biweekly Steering Committee chaired by Zentiva's CFO ensured strategic alignment and decision making.

2. Identification

In the next step, Zentiva identified relevant impacts, risks, and opportunities (IROs) across our operations and along the entire value chain. This phase assessed both:

- Inside-out impacts: how Zentiva affects people, communities, and the environment, positively or negatively
- Outside-in impacts: how ESG issues influence Zentiva's business model, cost structure, supply resilience, and long-term financial performance

To capture different viewpoints, stakeholder groups across the value chain were involved, with a particular focus on suppliers and our teams – especially those in Romania, Czech Republic and India given their operational relevance. Internal and external insights were gathered through targeted interviews, employee forums, tailored questionnaires, and topic specific reviews conducted with subject matter experts.

ESG-relevant topics and subtopics were then reviewed, mapped, and clustered to define a preliminary shortlist. This helped structure stakeholder discussions and ensure that engagement activities addressed the most relevant themes for Zentiva's business and societal context.

3. Assessment

Following the identification of impact pathways and financial relevance, each ESG topic was assessed based on actual and potential IROs. Internal experts collaborated closely across functions to evaluate severity, likelihood, geographic reach, stakeholder sensitivity, and the ease or cost of mitigating negative impacts.

External insights – particularly from suppliers and industry partners – were used to verify and challenge internal viewpoints. Industry benchmarks (Medicines for Europe topics, PSCI risk areas, peer reports) were used to ensure alignment with sector trends and expected regulatory focus areas.

The results of this assessment were consolidated and reviewed by the CSRD Working Group and Zentiva's Sustainability Steering Committee. A preliminary list of material topics was validated and aligned with Zentiva's Enterprise Risk Management (ERM), supporting the integration of sustainability risks and opportunities into core business processes.

4. Determination

The resulting list of material impacts, risks, and opportunities represents Zentiva's first DMA aligned with the requirements of CSRD. The assessment was formally signed off by Zentiva's Executive Committee and embedded in our ongoing strategy and risk management processes.

Recognising that ESRS implementation will deepen further in the future, Zentiva has established internal working streams to expand data collection, strengthen methodologies, and refine topic analyses. The DMA outcomes guide how we prioritize resources, engage with partners, and embed sustainability into decision making.

More detailed information on relevant risks for Zentiva's operations and our company's response can be found in [the annex](#).

Our Materiality Topics

In the following table, the material topics in reference to the GRI standards are presented in connection with the results of our first Double Materiality Assessment process in 2024. For all topics, the respective ESRS categories were identified. In 2025, we have refreshed our conversations with our stakeholders and have not identified any new material topics or significant changes to our 2024 material topics.

Topic	ESRS	GRI	Topics that are both financially material and impact material	Topics that are impact material	Topics that are financially material	Reference Page
Climate Change	E1	302 305 308	Climate change mitigation	Climate change adaptation Energy		31; 36-39; 49; 58; 60-61
Pollution	E2	305	Substances of concern Substances of high concern	Air pollution		42; 49; 58; 60-62
Water and marine resources	E3	303	Water consumption		Water discharge	40; 49; 58; 61
Resource use and circular economy	E5	301 306	Resource inflows including resource use	Waste		41; 49; 58; 62
Own workforce	S1	401 403 404	Equal treatment and opportunities for all	Working conditions		23-28; 47; 59; 63-64
Consumers and end-users	S4	416 417 418	Personal safety of consumers and end users Social inclusion of consumers and/or end users	Information-related impacts for consumers and/or end users		7-8; 28; 58- 59
Business conduct	G1	205 206 207 406 415	Protection of whistle-blowers		Corporate culture Anti-corruption and Anti-bribery	45-51; 65
Sector Specific					Urban Wastewater Treatment Directive	45; 13; 58



people

ZENTIVA

Unlocking the Energy of our People to Drive Business Performance

At Zentiva, our People & Organisation (P&O) vision is simple and powerful: to unlock the engagement of our people to drive business performance. In a world that is evolving at pace, our focus is to create an environment where every colleague can thrive, contribute at their best, and see a clear line of sight between their work and our purpose – providing health and wellbeing for all generations.

Our P&O strategy is centred on four pillars that translate our vision into action:

- Capabilities – attracting, developing and inspiring talent to drive individual and organisational performance. We nurture skills and careers with the conviction that potential exists in every role and at every stage, empowering individuals and teams to grow and win – together.
- Culture – cultivating leadership behaviours aligned with Zentiva’s values and culture to unlock the full potential of our talent and organisation. Our values – Accountability, Authenticity, Collaboration, Courage and Trust – are the compass for how we lead, decide and deliver impact.
- Transformation – accompanying the business as a strategic partner and co-creating world-class people experience. We design experiences that are consistent, human-centred and outcomes-driven, ensuring P&O is a catalyst for performance, not just a support function.
- Excellence – ensuring leading-edge people solutions powered by streamlined processes, data and digital. We are simplifying, digitising and elevating our core processes so that leaders have sharper insights and colleagues have a seamless experience across the moments that matter.

We are proud of what we have achieved together. Zentiva has been recognised as a Top Employer for many years in our main locations and earned Great

Place To Work certifications across several offices. We measure what matters: Heartbeat – our regular engagement survey, now in its 5th edition, continues to deliver remarkable participation rate at 94% and a strong engagement index at 83. Most importantly, we listen and act, shaping our roadmap based on the feedback of our teams.

In 2025, we brought our values further to life. Diversity remains high on our agenda, because inclusion fuels innovation and better decisions.

Learning and development accelerated to keep pace with a fast-changing world, expanding access to upskilling and career mobility. We strengthened health and wellbeing and increased sustainability literacy, connecting daily choices to our broader environmental and societal impact. Safety is paramount, not only for our teams in production but especially for those on the road every day. We also sharpened our focus on fair conditions and advanced preparations for the upcoming Pay Transparency Directive, reinforcing our commitment to equity and trust.

Joining Zentiva in 2025, I have been inspired by the depth of engagement in Corporate Social Responsibility and am delighted to partner with the Sustainability team and all our leaders across the company to broaden our impact. #WeHelpOthers is not just a campaign; it is a mindset. With every project we deliver, we have the chance to help someone in need – work that is deeply meaningful and unites us across functions and countries.

Looking ahead to 2026 and beyond, we will continue to scale what works: sharper leadership accountability, richer development pathways, and

leading-edge people solutions powered by streamlined processes, data and digital management. We will keep listening, learning and improving – because every colleague’s voice and contribution matter. When we unlock the energy of our people, we strengthen our performance, our culture, and our ability to deliver on our purpose for our people and the people we serve, our partners and the communities that count on us and our products. Together, we will keep building a place where people feel proud to work – and empowered to make a difference every day.



People at the Heart of our Impact

At Zentiva, people are the foundation of everything we do. As a leading European generics pharmaceutical company, our commitment to improving access to high quality, affordable medicines for more than 100 million people across Europe begins with the strength, expertise, and dedication of our 5,400 colleagues in over 30 countries. Their talents and capabilities, our strong culture, the ability to adapt to strengthen our resilience and the passion for excellence enable us not only to deliver today but to build a healthier future for generations to come.

Our purpose—providing health and wellbeing for all generations—guides our everyday decisions and shapes the culture we nurture within the organisation. It reminds us that people are the starting point of all we do.

This long-term perspective strengthens our responsibility, not only to people who rely on our products and partners, but also to the communities and health ecosystems that will depend on us now and in the future.

Our culture is defined by five core values: Accountability, Authenticity, Collaboration, Courage, and Trust. These values form the core principles that ensure we operate with integrity, transparency, a safety first and sustainability mindset. They guide us how we achieve results and shape our culture. They anchor our expectation that every employee brings their full potential and personal commitment to work each day, contributing to an environment where people feel empowered to take ownership, speak up, innovate, and support one another. Our values are embedded into our key people processes, including performance management (Impact Management). In 2025, 100% of our eligible workforce completed the Impact Management process.



By aligning our operational transformation with personal and professional development, we create a cycle where empowered people drive performance. Enhanced performance further strengthens our culture of pride and belonging.

We operate with rigorous standards of quality and compliance across all markets. This commitment is deeply connected to our employee culture – ensuring that health and wellbeing, safety, quality, compliance and sustainability are non negotiable elements of how we work – our license to operate. Through continuous training, open dialogue, and proactive risk management, we cultivate a workplace where everyone feels responsible for safeguarding our operations and protecting trust.

Together, we help millions across Europe live longer, healthier lives.

The impact of our people extends beyond healthcare outcomes: by fostering a resilient, values driven culture, we are building a company equipped for long-term success, confident in its ability to remain Europe's trusted and reliable provider of high-quality, affordable medicines – for at least the next 500 years to come.



2025 Highlights

Winning Team – Diversity of our Workforce

At Zentiva, our people are the key enablers of our purpose and our strategic ambitions. Today, our workforce counts more than 5,400 talented colleagues, representing a rich mix of nationalities, educational backgrounds, abilities, beliefs, generations, and a healthy gender balance.

The average age at Zentiva is 41 years, with the millennial generation making up 45% of our team. This diversity strengthens our collective capabilities and fuels innovation across our organisation.

Women represent 52% of our total workforce, while 56% of managerial positions are held by male colleagues. To further reinforce our commitment to gender equality, Zentiva has joined the UN Target Gender Equality Accelerator – an intensive six month programme that helps companies assess their gender-equality performance, set measurable targets, and drive meaningful change across their operations and value chain.

Employee Engagement

“Heartbeat” is our regular engagement survey that gives our people the opportunity to share their voices, while helping us understand how they feel and what supports their success, wellbeing, and overall experience at work. It also includes dedicated questions on our values and culture.

In October, we conducted the 5th edition of the survey, achieving an outstanding 94% response rate and an engagement score of 83. The results highlighted our strengths in team spirit, mutual respect, and pride in working at Zentiva.

Employees actively contributed ideas to further enhance our workplace, and our leaders are committed to acting on these proposals – fostering an entrepreneurial mindset and supporting cross func-



tional collaboration. The insights we gather guide us in strengthening our culture, improving our processes, and continuing to create an environment where everyone can thrive.

To deepen our understanding and further strengthen a culture aligned with our organizational goals and values, we conducted a series of Cultural Workshops. The process began with a culture diagnostic study, which was completed in December. Based on the findings, we have now defined an organizational objective to integrate and reinforce the cultural dimensions that will bring our desired culture to life.

To further strengthen our culture of appreciation, we launched Zentiva Stars, our company-wide recognition programme. In its first six months, more than 19,000 recognition moments were recorded – meaning that, every 14 minutes, a colleague is celebrated for their contributions. The Zentiva Stars programme recognises employees who consistently demonstrate our values, contribute to company goals, and go above and beyond in supporting Zentiva’s success.

Employee Experience

We continue to invest in digital solutions that empower our people. The MyZentiva e-platform, now available in the Czech Republic, Romania and Bulgaria, offers a single portal for employee services, administrative tasks, and company information. Integrated with our new Intranet and HRIS, MyZentiva is accessible 24/7 via desktop and mobile, improving efficiency and reducing operational costs.

Our Vision

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 our purpose.

Our Target

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

Our Policies

- Code of Ethics
- Diversity, Equity, Inclusion & Belonging Policy
- Board Diversity Policy
- Corporate Social Responsibility Policy
- Human Rights & Anti-Modern Slavery Commitment
- Health, Safety & Environment Policy
- Reporting of Concerns



Learning & Development

To support our people in their learning journey, we continue to build a comprehensive Learning & Development programme designed to strengthen relevant skills and knowledge, and to develop confident, motivated, and highly capable individuals who work together as an effective and efficient team.

All employees – including temporary and contract colleagues – are expected to have the education, training, experience, and skills required for their roles, in line with job descriptions, legal requirements, and Zentiva’s internal regulations. This ensures that everyone is empowered to carry out their responsibilities effectively.

At Zentiva, we believe that each individual is the architect of their own development journey. Taking ownership of personal and professional growth enables employees to align their career aspirations with their strengths and passion. We encourage everyone at Zentiva to actively seek learning opportunities, set clear goals, and proactively pursue them.

We embrace a holistic approach to development through our 70-20-10 Growth Model, which highlights that the most impactful learning occurs through experience, 70% from on the job learning, 20% through social interactions, and 10% via formal training.

By encouraging employees to take ownership of their development, we nurture a culture of continuous learning and growth. Whether it’s tackling new challenges, collaborating with peers, or engaging in structured training, each experience contributes to building a fulfilling and future ready career.

Managers play a pivotal role in supporting this journey. They provide guidance, feedback, and resources to help employees achieve their goals. Together – through proactive ownership and thoughtful support – we ensure that career development is both meaningful and aligned with Zentiva’s strategic objectives.

In March 2025, we launched our new e-learning platform. Since then, employees have completed more than 2,000 online courses across essential IT skills, artificial intelligence, project management, diversity, and wellbeing.



To maintain engagement, we introduced several structured learning campaigns throughout the year, including “Building an Inclusive Mindset” and our June focus month on “Healthy Lifestyle.” The Top 3 most popular courses this year have been System Thinking; Foundations of Diversity, Equity, Inclusion, and Belonging; and Excel Essential Training (Microsoft 365), with the top skills developed being in AI, Microsoft Excel, and Project Management. We also continued to strengthen our business capabilities through established programmes such as Finance for Non Finance Managers and Science for Non Scientists.

Sustainability Literacy

In 2025, Zentiva significantly strengthened Sustainability Literacy across the organisation through a series of high impact initiatives. The year began with a Pop Up Exhibition on sustainability at the Leadership Kick off meeting, designed to making complex topics – such as waste management and the circular economy – simple, visual, and actionable for leaders.

A major milestone was the launch of our training programme, where employees began their journey towards becoming Sustainability Ambassadors. The programme contains 3 levels, for basics, advanced and professionals.

The Sustainability Week, which we celebrated in June, attracted more than 1,200 participants and offered business breakfasts, a keynote on “megatrend”, gamification, compliance deep dives, and practical tools that empowered people to bring sustainability into their daily decisions and long-term thinking.

Throughout the year, Zentiva continued its Sustainability Podcast series, featuring expert voices that translated environmental topics, such as Reforestation, Restoring Biodiversity, Green Chemistry and Sustainable Architecture, into accessible insights for all employees and our external audience.

Together, these initiatives built a strong foundation for a more informed, engaged, and sustainability driven workforce and the partners and communities around us.

Alongside contributions from other providers, Zentiva invested more than 190,000 hours and more than EUR 2.9 million 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.



Advent Leadership Academy

For the fourth 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 programme 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. One Zentiva high potential participated in the 2025 cohort.



Fair Employment Conditions

The success of our company is built on the collaboration and engagement of our people, and we share this success through fair rewards, incentives, and recognition schemes. We encourage employees to bring their true selves to work, fostering an environment where authenticity is valued. This commitment to openness and respect builds trust across teams and enables us to work together with purpose and unity.

At Zentiva, we are committed to maintaining fair and competitive remuneration practices worldwide. Our approach reflects our dedication to our employees and to fulfilling our purpose of providing health and wellbeing for all generations. Looking ahead, Zentiva's strategic reward framework is evolving to support our long-term business ambitions.

We ensure that all employees receive compensation above living wages and consider adequate wage levels in every country where we operate. Our 2025 analysis of active workforce data shows an improvement in gender pay gap from 8.1% in 2024 to 6.9%, in favour of women. In 2025, no employee received below adequate or living wages.

Zentiva's compensation strategy is closely aligned with our business and people strategy, with a strong focus on rewarding high performance and enabling continued growth. Robust governance is ensured through our performance and development process, executed via our People & Organisation platform, Workday. This process promotes meaningful dialogue between employees and managers, supports professional and personal development, and is designed by the People & Organisation team and approved by the Remuneration Committee.



Human Rights

At Zentiva, we are committed to respecting and protecting human rights across our operations and value chain. Our Human Rights & Anti Modern Slavery Policy outlines our expectations for all employees, partners, and suppliers, and is aligned with the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Labour Standards, and the UN Guiding Principles on Business and Human Rights.

These commitments are reinforced by our Code of Ethics, Supplier Code of Conduct, Responsible Sourcing Policy, Diversity, Equity, Belonging & Inclusion Policy, and our governance and risk management systems. We maintain a strict zero tolerance approach to any form of human rights violation, including forced labour, child labour, discrimination, and modern slavery. Through responsible employment practices, we ensure fair wages, safe working conditions, freedom of association, and equal opportunities for all team members.

We apply a risk based approach to responsible sourcing, focusing on suppliers in regions or categories where human rights risks may be higher. Our supplier assessments and monitoring processes help ensure compliance with our Supplier Code of Conduct and all applicable regulations.

In 2025, we advanced our human rights programme by conducting an initial Human Rights Impact Assessment and by joining the Human Rights Accelerator Programme. These steps help strengthen our Human Rights Programme and reinforce our due diligence framework.

The assessment provided a valuable baseline for evaluating current information, policies, and practices at Zentiva and for preparing for upcoming regulatory requirements, including the CSDDD.

Based on this assessment and the information available through our internal and external channels, no actual impact and no confirmed Human Rights violations were identified during the reporting period.

Human Rights remain a core component of our responsibility to our people, partners, and society. By continuously strengthening our due diligence processes, we ensure that our growth and everyday decisions reflect the highest standards of ethics and accountability.



Health, Safety & Environment

High HSE standards at Zentiva are underpinned by a robust governance framework led by our HSE function, represented across all operational units. Our HSE Policy establishes a clear company-wide framework anchored in our commitment to continuous improvement and the protection of our employees, business, partners, surrounding communities, and the environment.

Approved at the leadership level and implemented across the organisation, the policy reflects our continuous prioritization and work towards our goal of net-zero injuries. In 2025, we recorded 18 Lost-Time Injuries (LTI), marking the first year of fully structured and harmonized reporting across all Zentiva commercial entities.

We continue to reinforce our HSE culture through regular HSE training, internal reviews, and audits, ensuring everyone understands their role in preventing accidents, reducing occupational health risks, and minimising environmental impacts.

To further embed a culture of safety, we marked the International Day of Safety and Health at Work with a dedicated awareness campaign, sharing practical tips to promote safe behaviours across laboratories, manufacturing facilities, offices, and during partner visits.

All wholly owned manufacturing sites are certified under the Occupational Health and Safety (OH&S) management system ISO 45001, demonstrating our commitment to internationally recognized best practices.



Ensuring the Safety and Quality of our Products

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 patients and consumers always remain our highest priorities. At Zentiva, we collaborate closely with regulators, control agencies, our partners, and quality organisations to uphold the safety and efficacy of our medicines.

About Quality

Our commitments are embedded in our Quality Policy and implemented through rigorous adherence to Zentiva’s quality and safety standards.

We ensure the highest product standards through a robust Quality Management System (QMS) that supports full compliance with international and national regulations, including ICH guidelines. Every medicine we develop, manufacture, and distribute is created with a deep commitment to quality, safety, effectiveness, and regulatory compliance.

Zentiva’s commitment to quality is non-negotiable. Our strong track record of successful inspections and customer audits across our sites and affiliates underscores our commitment to quality and compliance. We routinely undergo inspections from leading regulatory authorities including the European Medicines Agency (EMA), the MHRA (Medicines and Healthcare products Regulatory Agency), Swissmedic, the U.S. FDA (U.S. Food and Drug Administration), and other national authorities, to assess and verify the quality, integrity and robustness of our development, manufacturing, and distribution practices.

To drive continuous improvement and uphold high standards, Zentiva operates a risk based quality audit programme encompassing both internal operations and external partners. These audits are conducted by qualified auditors and generate clear, actionable plans. Each action is systematically tracked through to completion, reinforcing accountability and supporting sustained continuous improvement across the network.

All suppliers engaged in GxP-relevant activities, including Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP), are subject to a rigorous qualification and ongoing monitoring process. Roles and responsibilities are clearly defined through formal contractual agreements, ensuring that all outsourced activities meet applicable regulatory and legislative requirements.

Through these measures – robust internal systems, risk-based quality audits, close collaboration with health authorities, and responsible sourcing practices – we consistently uphold our Quality Policy and advance our purpose of providing health and wellbeing for all generations.

About Pharmacovigilance

At Zentiva, ensuring the quality and safety of all our products is fundamental to our purpose. We operate a robust pharmacovigilance system that enables continuous monitoring, traceability and documentation of safety and quality data across the product lifecycle. This systematic approach safeguards the people who depend on our products every day.

As we continuously strive for improvement, our pharmacovigilance system incorporates structured feedback loops and comprehensive training not only for pharmacovigilance experts but also to employees who may serve as initial points of contact for safety information.

The pharmacovigilance system is established and maintained under the responsibility of the European Qualified Person responsible for Pharmacovigilance, ensuring regulatory compliance and oversight. We collaborate closely with regulators to address emerging safety concerns within the healthcare system, conduct patient risk assessments and implement corrective actions where necessary.

Our direct interactions with patients, healthcare professionals, families, advocates, and patient organisations are conducted transparently and in accordance with applicable laws and regulations. These interactions are strictly non-promotional and focus on education and support.

Proud of our Awards

In 2025, Zentiva's commitment to sustainability, transparency, and responsible business practices was recognised across multiple countries and respected international platforms. These awards highlight not only our progress, but also the dedication of our teams across Europe and India, working together to create a long-term positive impact for people, partners, and the planet.

Recognition of our workplaces

Zentiva remains committed to external benchmarking and continuous improvement. We are proud to have maintained our Top Employer certifications in the Czech Republic, Romania, and Bulgaria, as well as Great Place to Work certifications in Poland, Slovakia, Serbia and India – reflecting our dedication to providing a positive employee experience.



Recognition of our sustainability reporting and programmes

For the first time, Zentiva was honoured with the EUPD Research ESG Transparency Award, recognising courage, clarity, and accountability in our sustainability disclosures.



Additionally, Zentiva in the Czech Republic was recognised by Business for Society as a Top Responsible Company in three categories:

- TOP Responsible Large Company
- TOP Responsible Company in Reporting
- TOP Responsible Company – Innovation for Sustainability (for our circularity project “Beyond the Bin”)

These distinctions reflect our leadership in ESG governance, data transparency, and sustainable innovation.



Our revitalisation of the Matied Village Pond, led by the Zentiva team in Ankleshwar, received recognition from the Confederation of Indian Industry (CII) with the National Award for Excellence in Water Management (India). The project restored water security for more than 3,000 villagers, enhanced biodiversity, and replenished 208 million litres of rainwater.



Recognition of our responsible business management



Zentiva Denmark has been recognised as a Gazelle company, awarded to Danish businesses that double revenue over four years while maintaining positive growth and EBITDA. This achievement reflects Zentiva's strong financial health, resilience, responsible leadership, and commitment to sustainable business performance driven by a high-performing, dedicated team.



Partners

ZENTIVA



Partnerships that Shape Sustainable and Resilient Growth

Partnerships are at the heart of how Zentiva delivers on its purpose: providing high-quality, affordable medicines for all generations. In procurement, we see this every day. Our work only matters if we build the right connections, make responsible choices, and shape supply chains that are resilient, competitive, and sustainable. The landscape for 2025 shows that procurement is facing unprecedented pressure: cost reductions remain a top priority for most companies, the adoption of AI accelerates expectations for efficiency, and supplier insolvency risks are at historic highs. Yet, these challenges only reinforce one truth: strong partnerships are our greatest strategic asset.

In a year where many companies deprioritize sustainability in the face of economic pressure, Zentiva takes a different stance. For us, Sustainability is not a constraint but a lever for competitiveness, differentiation, and long-term viability. We validated our SBTi climate targets, strengthened our CSRD readiness, and embedded ESG criteria into our sourcing decisions. Through our updated procurement policy and our Responsible Sourcing Programme, we ensure that economic performance and sustainable impact go hand in hand.

This commitment was recognised externally: earning EcoVadis Gold reflects the extraordinary effort of the Procurement team in close cooperation with the Sustainability team. Three years ago, we were at the beginning of this journey of continuous improvement. Today, we stand among the top performers in our industry – proof that disciplined work, consistent improvement, and deep supplier collaboration deliver real results.

Partnership also means accountability. As part of our membership in the Pharmaceutical Supply Chain Initiative (PSCI), we continue to strengthen ethical, labour, health & safety, and environmental standards with our suppliers. In just one year, the learnings have been substantial. PSCI helps us benchmark, engage, and elevate our ecosystem – because sustainable healthcare cannot be built alone. We must raise the bar together.

2025 was also a year of inspiration and connection.

CPHI Frankfurt was a highlight – a reminder of how dynamic, innovative, and interconnected our industry is. The scale of the event, emerging technologies, and exposure to new partners expanded our horizons far beyond daily operations. The most meaningful moments came from the partner discussions showing how much potential lies in collective thinking and how valuable it is when expertise triggers new ideas and actions. CPHI strengthened relationships that now shape collaborations months later, demonstrating once again that people and partnerships move the industry forward.

Sustainability is at the heart of our procurement strategies. We are working hand in hand with our suppliers to create and foster positive environmental and social impact.

From local partners supporting supply security in Europe to global innovators bringing new solutions, every collaboration adds resilience to our network.

Partnerships are how we build the future: sustainable, resilient, innovative – and always centred on the needs of the people we serve by ensuring the supply of our high-quality and affordable medicines they depend on.



Sustainable Procurement

Our Vision

By ensuring the supply of high-quality and affordable medicines to people who depend on them every day, we provide better access to healthcare. To succeed, we are joining forces with those who share our values and the same sense of responsibility.

Our Targets

- Conduct comprehensive third party risk assessments to ensure compliance with applicable laws and adherence to the Zentiva Supplier Code of Conduct
- Assess 80% of key suppliers by 2030, using defined partnership criteria (e.g. EcoVadis, SBTi)
- Ensure 100% of suppliers sign the Zentiva Supplier Code of Conduct
- Establish a Zentiva Internal Control & Audit Strategy and implement audit requirements in line with our PSCI membership

Our Policies

- Suppliers Code of Conduct
- Responsible Sourcing Policy
- Quality Policy
- Pharmacovigilance Guideline
- Due Diligence Programme
- Human Rights & Anti-Modern Slavery Commitment
- Corporate Environmental Sustainability Policy
- Business Travel Policy
- Reporting of Concerns

2025 Highlights

We ensured that our partners adhere to our governance standards and principles by assessing our key suppliers. Together with our colleagues from Risk Management & Internal Audit and Quality, we defined the core pillars of our ESG Risk Strategy and Internal Audit, which we will finalise and implement by 2026.



Partner Dialogue & Responsible Sourcing Programme

In 2025, we strengthened our collaboration with key strategic suppliers by inviting them once again to our Zentiva Headquarters in Prague for an open dialogue on strategy, sustainability, and operational priorities. Together, we discussed the evolving expectations placed on the pharmaceutical industry – particularly the off patent sector – and the critical role our partners play in enabling us to operate responsibly and competitively.

As part of these discussions, we shared our Scope 3 greenhouse gas emissions data, which currently account for more than 94% of Zentiva’s total carbon footprint. This level of transparency is essential, as meaningful progress can only be achieved in partnership with those who contribute to our decarbonisation journey.

During the visit, we presented Zentiva’s climate commitments and outlined the requirements we expect our key suppliers to meet in order to jointly reduce emissions across all scopes. We emphasised the need for suppliers to strengthen their sustainability transparency and performance, and announced that, from 2030 onward, Zentiva will seek strategic partnerships with suppliers that hold validated EcoVadis ratings and Science Based Targets initiative (SBTi) commitments. These future standards mark an important step in aligning our supply chain with the transition to a low carbon economy.

Physical audits of supplier sites and operations will be conducted in accordance with PSCI membership requirements and the PSCI audit framework. Suppliers may be phased out or disqualified if their behaviour or operational practices fall short of Zentiva’s expectations.



In 2025, 71% of our strategic suppliers were reviewed as part of the Responsible Sourcing Programme. No human rights violations were reported through our internal and external reporting channels, and no confirmed actual impacts or violations were identified through our due diligence activities within the scope assessed. Furthermore, we

- strengthened discussions with strategic suppliers on key sustainable sourcing topics, including low carbon footprint products, with a particular focus on APIs, excipients, and external manufacturers
- launched our Packaging and Packaging Waste Regulation (PPWR) evaluation programme to strengthen the use of circular and recyclable materials and to support compliance with the PPWR. Currently, 23% of our portfolio is placed on the market in recyclable packaging
- introduced EUDR control procedures with all relevant suppliers to ensure that we source only products and materials that are free from deforestation and not contributing to forest degradation. We also conducted an independent verification to confirm the effectiveness of our EUDR Compliance Programme
- implemented Fluorinated Gases (F-Gas) control procedures to ensure full compliance with F-Gas Regulation requirements
- integrated sustainability criteria into our business travel policy

ESRS S2

GRI 2

Workforce Across our Value Chain

Zentiva recognises the essential role that people play across our entire value chain in advancing our sustainability ambitions. We are committed to respecting and protecting human rights within our own operations as well as among our suppliers and partners, as outlined in our internal policies and the Supplier Code of Conduct. Our due diligence approach prioritizes the safety and dignity of all individuals involved in our value chain. This includes continuous risk identification, the monitoring of working conditions, and the implementation of preventive and mitigating measures to address potential impacts before they occur.

In 2025, we conducted our first dedicated human rights assessment to evaluate our current position and identify gaps and areas where further action is required. This assessment represents an important step in preparing for the upcoming Corporate Sustainability Due Diligence Directive (CSDDD) and in strengthening our ability to manage human rights related risks in a structured, forward looking way. The outcomes are now being followed up jointly by our Procurement team and the Sustainability team as we define priority areas for improvement and further develop our value chain due diligence processes.





planet

ZENTIVA

Strengthening our commitment to a more sustainable planet

At Zentiva, protecting our planet is a responsibility we uphold with determination and purpose. In a world increasingly shaped by geopolitical tensions, policy shifts, and economic uncertainty, we remain committed to our belief that minimising our environmental impact is essential to long-term resilience. Even in moments where global sustainability efforts face setbacks, our commitment has only strengthened. As a healthcare company, we recognise that our obligation of delivering medicines must also help safeguard the environmental conditions that support human health today and in the future.

In 2025, we increased business activity while reducing absolute greenhouse gas emissions, reflecting progress towards decoupling emission from growth. During this year, we formalised our Decarbonisation Roadmap, establishing a clear, science-aligned pathway that will guide our long-term climate action. At the same time, we made measurable progress across our core sustainability metrics, strengthening the principle that business success must never come at the expense of the planet.

Our progress received strong external validation. In 2025, our Science Based climate targets were officially validated and published by SBTi, confirming alignment with global climate science. We also earned an EcoVadis gold medal, placing Zentiva among the top-performing 5% of companies worldwide on ESG criteria and within the top 2% in our industry. Furthermore, we have received an award for transparency in ESG reporting, underscoring the robustness of our governance and the quality of our sustainability disclosures. These recognitions reflect not only our environmental achievements, but also the dedication and expertise of our people and the support of our leaders.

These priorities shape how we operate, innovate, and invest. Today, all our sites hold ISO 14001, ISO 45001, and ISO 50001 certifications, and all Zentiva sites in Europe operate with 100% renewable electricity and continue expanding energy efficiency, renewables' use and self-generation, resource optimisation, implementing water efficiency programmes, waste reduction and repurposing projects and biodiversity initiatives with a broad local impact.

We are working closely with our Development and Procurement teams to enhance the recyclability of our packaging, ensuring more sustainable materials and solutions across our portfolio.

In 2025, we also deepened the integration of sustainability into our business governance. All material investments now undergo structured sustainability assessments across environmental themes, ensuring that capital allocation supports long-term planetary health. This shift strengthens holistic value creation by aligning economic performance with environmental responsibility.

As we look forward, our direction remains clear. The progress achieved in 2025 has strengthened our foundation and accelerated our sustainability transition. We act today – for our people, our partners, and our planet – to secure a healthier, more sustainable tomorrow.

Our environmental strategy is built around five priorities:

**Decarbonisation,
Water Stewardship,
Waste Management
& Circular Economy,
Biodiversity and
Pollution Prevention.**



Climate Change

Our Vision

We are committed to a comprehensive climate strategy that defines our contribution to limiting temperature increases by mid-century to no more than 1.5 degrees Celsius, as outlined in the Paris Agreement.

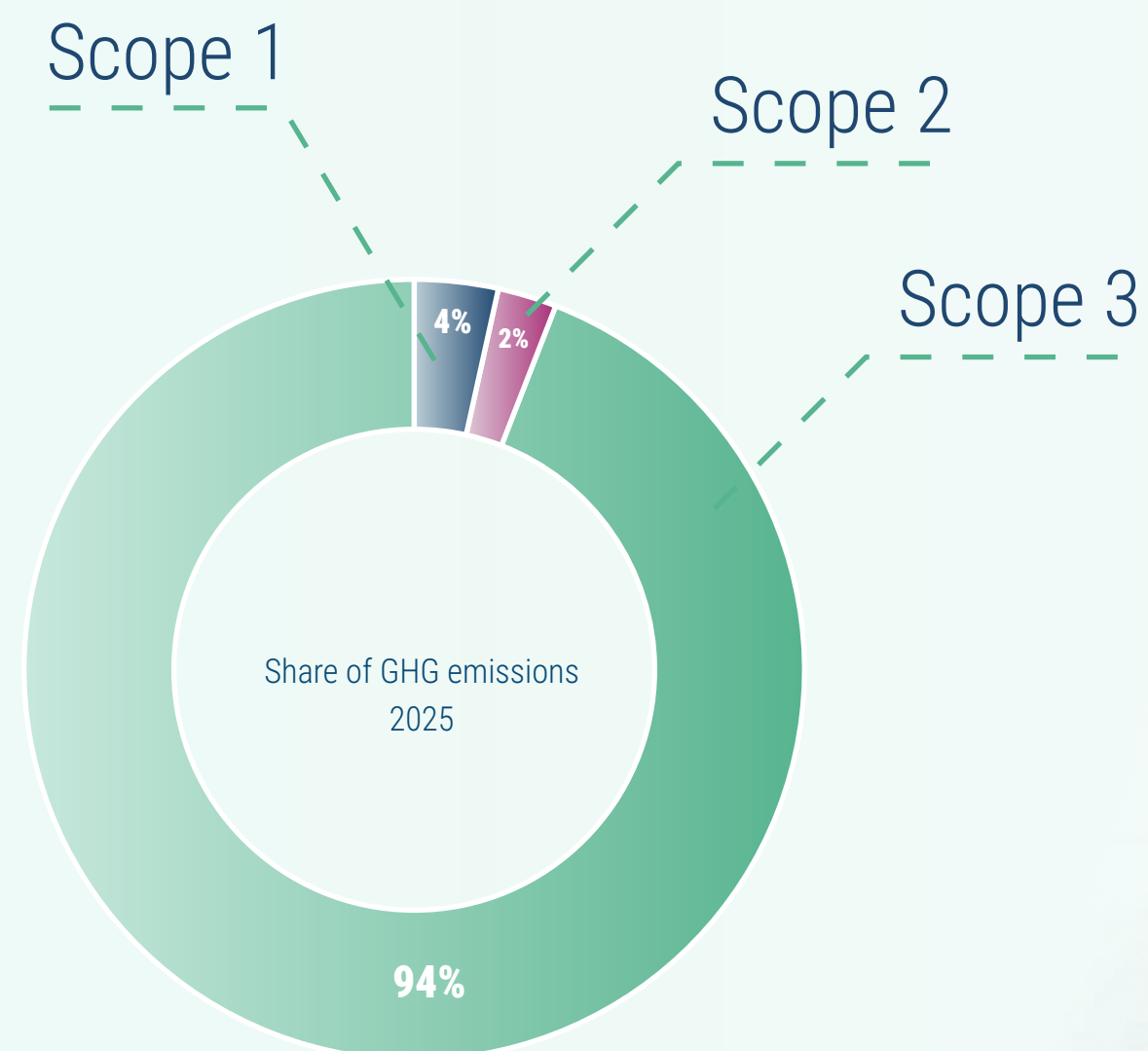
Targets & Commitments

Decarbonisation:

- Our near-term targets require a 63% reduction in Scope 1 and 2 emissions by 2034, measured against a 2021 baseline, and a 63% reduction in Scope 3 emissions by 2034, based on a 2024 baseline.
- Our long-term targets aim for a 90% reduction in Scope 1, 2 and 3 emissions by 2050, reflecting the level of transformation required to limit global warming in line with the Paris Agreement.

Our Policies

- Corporate Environmental Sustainability Policy
- Health, Safety and Environmental Policy



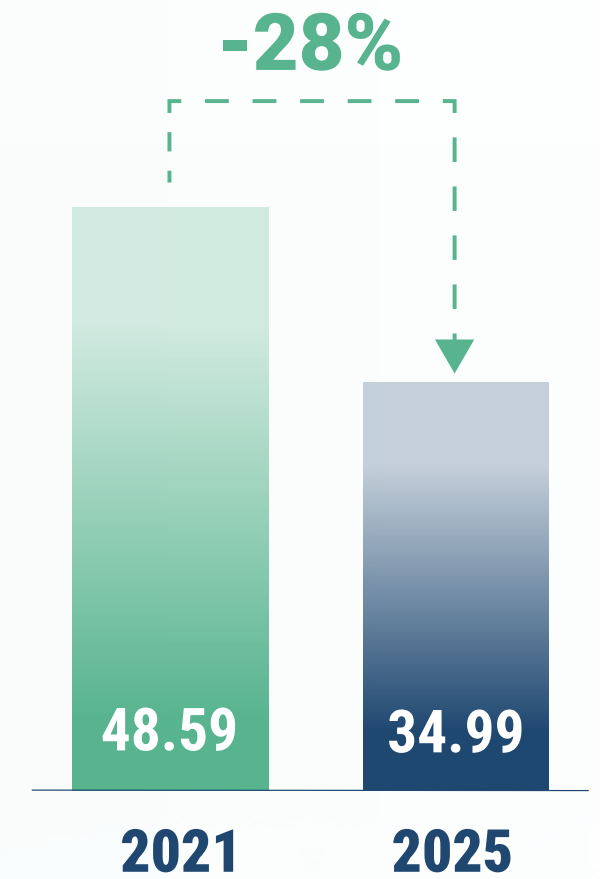
Highlights 2025

In 2025, we submitted near-term and net-zero targets for Scope 1, 2 and 3 emissions which were validated by SBTi in July.

To reach these targets, we implemented various measures across our manufacturing sites and offices, primarily through engineering and technical solutions. In our value chain, we implemented environmental criteria in our key relevant procurement practices, business operations, supplier documents and agreements.

Intensity of our GHG emissions

In 2025, Zentiva reached a production volume of 718,619,722 SMUs, a significant increase compared to the previous year, driven mainly by our investments in capacity expansion. This progress, combined with several energy efficiency initiatives, resulted in 34.99 g CO₂e per SMU for Scope 1 and 2. These results demonstrate the clear decoupling of our company's growth from carbon emissions, showing that increased output can go hand in hand with reduced environmental impact.



Scope 1 and 2 intensity in gCO₂e/SMU, Zentiva Internal Data 2021 - 2025

Zentiva's Science Based Targets

In July 2025, Zentiva reached an important milestone in its climate journey with the official validation of its greenhouse gas (GHG) reduction targets by SBTi. This validation confirms that Zentiva's decarbonisation pathway is aligned with the latest climate science and the objectives of the Paris Agreement, as well as with the European Union's ambition to become the first climate-neutral continent by 2050.

The SBTi's endorsement provides a rigorous, globally recognised framework that distinguishes genuine emissions-reduction strategies from carbon-neutrality claims that may rely heavily on offsets. Under SBTi guidance, companies are expected to prioritize deep reductions of up to 90% across their value chain before addressing residual emissions through removals. Zentiva's targets fully reflect this science-based approach.

Zentiva commits to achieving net-zero GHG emissions across the entire value chain by 2050. To deliver on this ambition, we have set both near-term and long-term targets. These targets are publicly accessible on the SBTi Target Dashboard and form the foundation of Zentiva's climate transition plan [Target dashboard – Science Based Targets Initiative](#).

Our near-term targets require a 63% reduction in Scopes 1 and 2 emissions by 2034, measured against a 2021 baseline, and a 63% reduction in Scope 3 emissions by 2034, based on a 2024 baseline. Our long-term targets aim for a 90% reduction in Scope 1, 2 and 3 emissions by 2050, reflecting the level of transformation required to limit global warming in line with the Paris Agreement.

The validation of our targets reinforces the strength of Zentiva's Sustainability Strategy, which is built around the pillars of People, Partners, and Planet. In fulfilling our purpose of providing health and wellbeing for all generations, we also acknowledge our responsibility to reduce our environmental footprint, strengthen our social impact while maintaining the highest ethical and quality standards.

Our decarbonisation efforts are already accompanied by a comprehensive climate transition plan that establishes concrete actions across our operations and value chain. These include reducing energy use, lowering water consumption, minimising production-related waste, and more efficient use of resources. Strong governance and cross-functional collaboration underpin our progress, ensuring that climate considerations are embedded into decision-making, investment planning, and supplier engagement.

The SBTi validation marks a decisive step in Zentiva's climate journey and strengthens the credibility of our long-term commitments. It provides a robust foundation for the next phase of our transition, guiding our actions as we continue to reduce emissions, work closely with our partners, and contribute to a more sustainable and healthy future for all.

In line with our SBTi commitments and trajectory, at the end of 2025, Zentiva achieved a total of 24.7% of absolute GHG emissions reduction in our Scope 1 and Scope 2 emissions from a 2021 baseline. Zentiva also achieved 1.05% reduction of absolute Scope 3 GHG emissions from a 2024 baseline.



Our Climate Transition Plan

In 2025, Zentiva formalised its Climate Transition Plan, which outlines how we plan to reduce greenhouse gas emissions across our operations and value chain in line with the Paris Agreement and upcoming EU regulatory requirements. Our approach is anchored in our responsibility as a healthcare provider whose medicines reach more than 100 million people, and our belief that a healthy society goes hand in hand with a healthy planet. The plan builds on our annual carbon footprint calculations, initiated in 2021 and updated each year, and incorporates science-based guidance, long-term planning, and supplier collaboration. Our emission-reduction targets frame our transition trajectory; the respective annual targets are embedded into the management objectives.

We demonstrated early progress in our decarbonisation journey and our plan for the coming years focuses on four pillars: Expanding renewable-energy generation and sourcing, accelerating electrification across our operations, reducing reliance on fossil fuels, including natural gas, and improving energy efficiency. To deliver on these objectives, we will modernise core technologies and infrastructure in energetics, production, continue phasing out of fossil fuel powered vehicles, as well as upgrade insulation, sites, and cooling systems. Investments follow detailed technical assessments at each site to ensure operational and economic viability.

Scope 3 emissions represent more than 94% of Zentiva's total footprint and are therefore central to achieving our long-term targets. The largest share comes from upstream pharmaceutical ingredients, excipients, contract manufacturing, and other materials and services. Because patient health and regulatory requirements necessitate strict quality standards, our transition plan incorporates long-term change management and close collaboration with our key suppliers. We work with partners using state-of-the-art research and guidance to decarbonise active pharmaceutical ingredients (API) and excipient supply chains and external manufacturing operations, which together account for nearly half of our Scope 3 emissions. Key suppliers and contract manufacturers are newly asked to set SBTi-aligned climate targets by 2030, formally adhere to Zentiva's climate ambitions, and provide direct emissions data to support transparency. Review meetings are held regularly to monitor progress and identify gaps.

Achievement of Zentiva's SBTi climate targets and a year-over-year GHG emissions reduction is part of the CEO, the Executive Committee, and the appropriate individuals' compensation scheme across the company.

Zentiva's climate transition plan is rooted in our broader mission to provide high-quality, affordable medicines while minimising environmental impact and contributing to public health. Our SBTi commitments, combined with concrete actions across Scopes 1, 2, and 3, ensure that we progress on a credible, measurable pathway aligned with European climate objectives and the expectations of our partners.

Energy Management

Our Vision

At Zentiva, we envision an energy smart future where our operations continually evolve to support our climate ambitions. We are committed to advancing our energy management by driving efficiency across our sites, reducing overall consumption, and expanding both the sourcing and on site generation of renewable energy. We empower our people to adopt responsible energy practices – at work and at home – so that together we act already today for a sustainable tomorrow.

Targets & Commitments

- Our energy targets are formally connected to our SBTi net-zero ambition.

Our Policies

- Corporate Environmental Sustainability Policy



Highlights 2025

- Achieved 95% renewable electricity across our operations by:
 - Maintaining 100% renewable electricity supply for all European manufacturing sites
 - Signing a power purchase agreement for our Ankleshwar in India site, reaching 60% renewable electricity
 - Expanding renewable electricity use across our office locations
- Reached 43% green steam across our operations
- 42% of total energy consumption now comes from renewable sources – a 10% improvement since our programme started in 2021

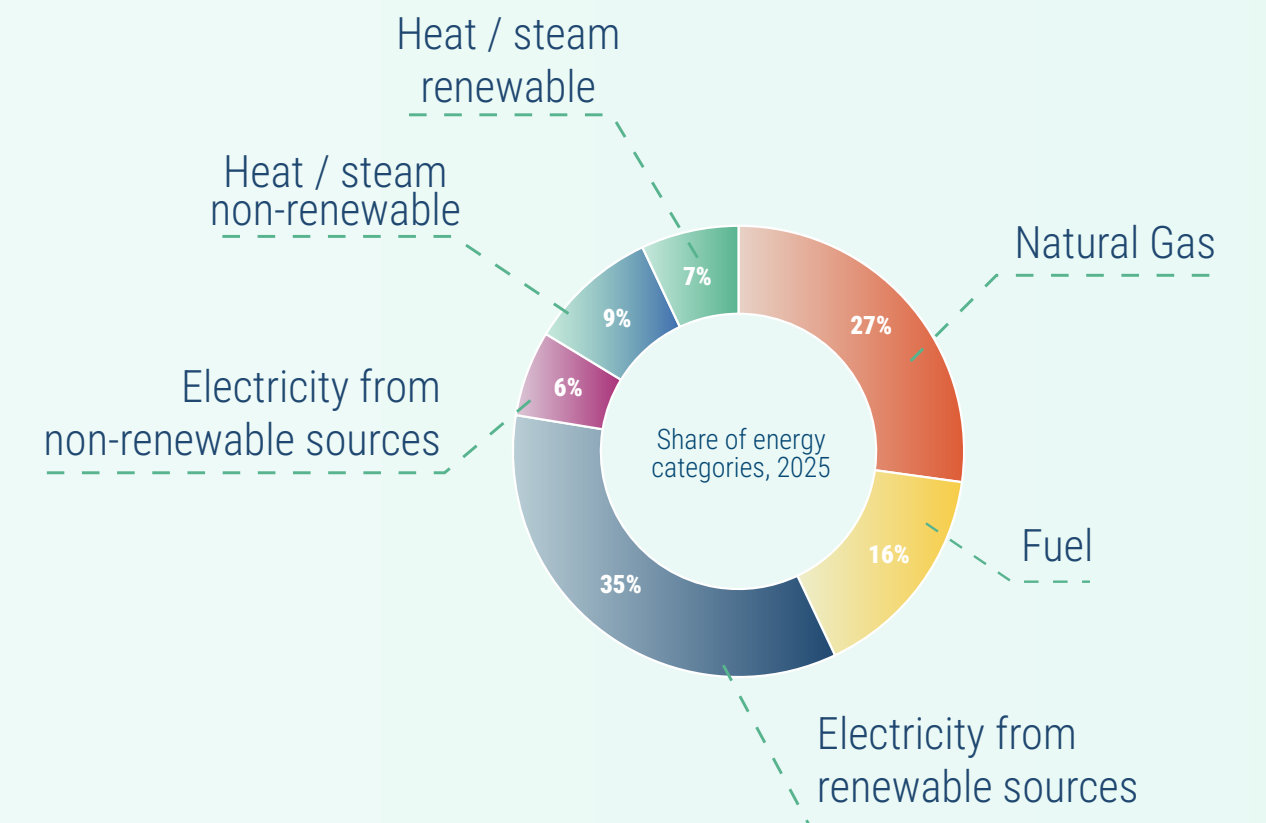
Czech Republic



- Invested in cooling equipment upgrades, improving electricity efficiency by 60% and lowering refrigerant leakage risk
- Renovated offices, shared areas, and the canteen, and replaced more than 2,700 lights, saving over 290 MWh
- Upgraded manufacturing equipment on production lines, resulting in savings of more than 200 MWh
- Implemented process improvements that reduced natural gas consumption by 565 MWh

Offices

- Extended renewable electricity sourcing to offices in Albania, Switzerland, Poland, and Slovakia
- Celebrated our first affiliate fully powered by electric vehicles



Romania



- Optimised hydraulic HVAC systems by upgrading piping and insulation, reducing thermal losses and saving up to 350 MWh per year
- Improved steam system efficiency with high efficiency condensate steam traps, enhancing performance and reducing maintenance
- Completed renovations across two office floors, including the relocation of the canteen, and installed high efficiency glazing to improve building thermal performance

India



- Signed a power purchase agreement enabling the Ankleshwar site to reach 60% renewable electricity
- Increased self generation of renewable electricity by 40% compared to 2024
- Upgraded the electricity grid connection from 22 kV to 66 kV, improving capacity and reducing transmission losses

Water & Wastewater Management

As a pharmaceutical company committed to sustainable practices, we at Zentiva recognise the importance of responsible water consumption. Water is essential across our entire value chain: It is used as an ingredient in many of our products and as a critical utility in manufacturing, cleaning, and sanitation. Reliable access to high quality water is fundamental to maintaining the highest standards of pharmaceutical safety and product quality.

Our Vision

At Zentiva, we envision a future where our operations protect and enhance global water resources. We strive to lead our industry in responsible water stewardship by minimising our impact, optimising water use across all sites, and proactively addressing water scarcity risks. By integrating efficient practices and continuous monitoring into everything we do, we aim to safeguard this essential resource for our communities, our people, and the generations to come.

Targets & Commitments

- **Compliance with regulations:**
We are committed to complying with all applicable laws, regulations, and permits related to water use and discharge. We work closely with relevant regulatory bodies to ensure that our operations meet or exceed the required standards for water quality and conservation.
- **Stakeholder engagement:**
We aim to understand and address the concerns of external stakeholders and contribute to initiatives that promote access to clean and safe water.
 - Engaging with local communities, water management authorities, and other stakeholders to foster dialogue and collaboration on water related issues.
 - Working with suppliers to ensure that water conservation and efficiency monitoring mechanisms are in place.
- **Continuous improvement:**
Zentiva is dedicated to the ongoing evaluation and enhancement of water management practices. We regularly monitor our performance, set and track targets for water conservation and efficiency, and invest in research and innovation to identify technologies and approaches that further reduce our footprint and support water recycling and replenishment initiatives.

Our Policies

- Corporate Environmental Sustainability Policy

Highlights 2025

- 5% increase in recycled water from the previous year and 95% since 2021, 11% withdrawal decreased compared to 2024.
- 3% withdrawal decreased in water stressed areas compared to 2024.

Czech Republic



- 6,963 m³ of water recycled in 2025 by capturing wastewater generated from equipment cooling and reverse osmosis units and reusing it safely for other approved purposes.
- Reduced water used for cleaning: Assessed and optimised water consumption in the alcohol column sterilisation process using a TOC analyser to minimise chemical residues and prevent filter clogging.
- Improved data accuracy: Recalibrated all water meters to ensure more precise consumption measurements.

Romania



- In 2025, an optimisation programme was carried out that introduced measures to reduce and adjust water flow rates and consumption across key areas, including the heating plant, cooling towers, and the distribution infrastructure.
- In parallel, the optimisation of operational processes significantly improved production performance. These efforts to reduce water consumption resulted in a 4.4% increase in efficiency (consumption/SMU) compared to the previous year.

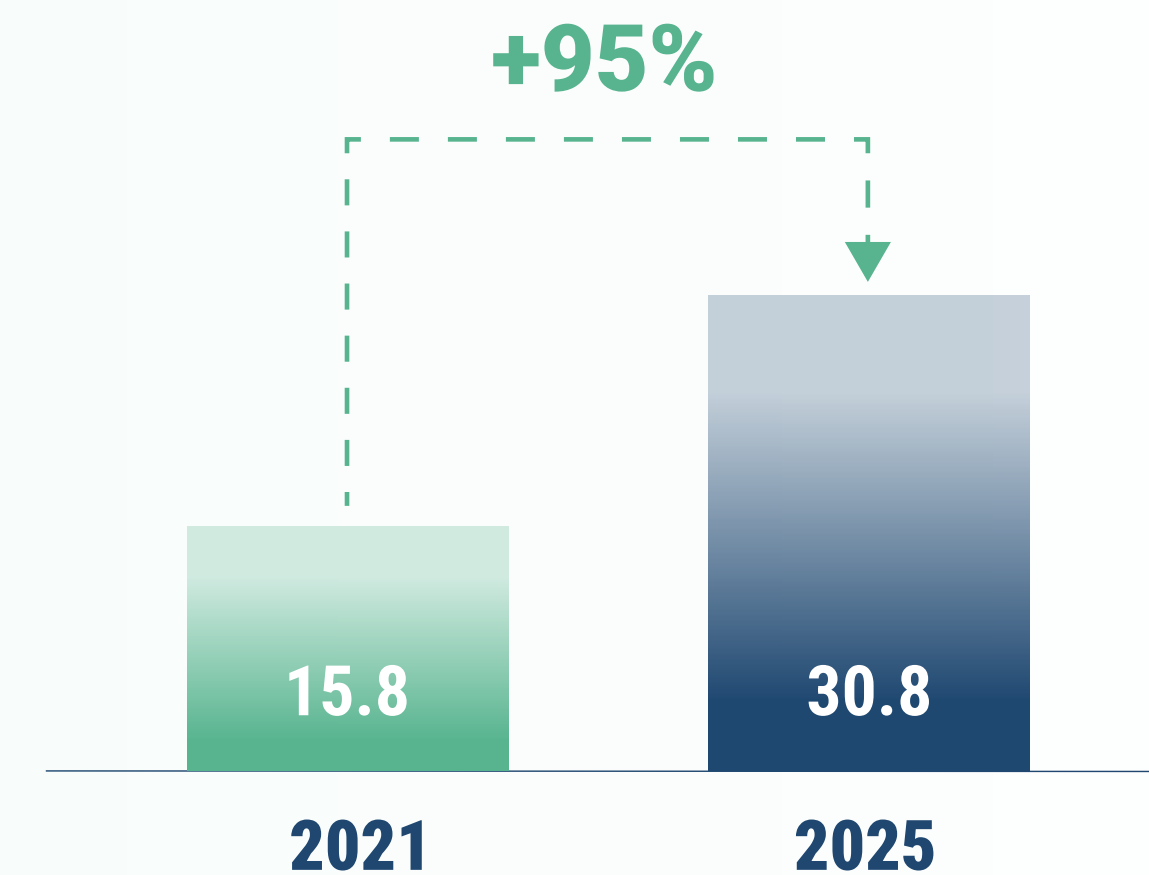
India



- The revitalisation of the Matied Village Pond, led by the Zentiva team in Ankleshwar, restored water security for more than 3,000 people in the local community, enhanced local biodiversity, and enabled the replenishment of 208 million liters of rainwater.
- Wastewater from our onsite treatment plant was safely recycled and used in our cooling towers, saving more than 22,000 m³ of fresh water.

Offices

We implemented awareness campaigns to promote responsible water consumption.



Share of recycled/reused water in megalitres across all Zentiva manufacturing sites from 2021 to 2025

Waste Management & Circular Economy

As a producer of medicines, we purchase various elements, such as packaging, laboratory chemicals, and raw materials – encompassing active pharmaceutical ingredients and excipients, among others.

Our Vision

At Zentiva, we envision a future where resource efficiency and circularity are embedded into every stage of our value chain. Waste management in the pharmaceutical sector presents unique challenges due to strict safety, quality, and regulatory requirements – but we are committed to advancing solutions that balance these obligations with environmental responsibility. We are guided by ten circularity principles: Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle, and Recover and strive to minimise waste generation and keep materials in use for as long as possible.

We recognise the downstream environmental impacts associated with our products and seek to reduce their footprint. This includes improving recyclability, increasing the use of circular and low impact materials where technically feasible, and exploring innovations to support a more circular pharmaceutical ecosystem.

Targets & Commitments

- We embrace circular economy principles by designing products and processes that maximise resource efficiency and enable material recovery.
- We prioritize waste reduction through efficient resource use and process optimisation, aiming to eliminate routine waste sent to landfill by 2030.
- We promote the reuse and recycling of packaging and materials to extend their lifecycle and reduce our environmental footprint, with a goal of repurposing 100% of our plastic waste by 2030.
- Compliance and regulations: We comply with all applicable laws, regulations, and international standards related to waste management, packaging requirements, and circularity across Zentiva's operations and products.

Our Policies

- Corporate Environmental Sustainability Policy

Highlights 2025

- 47% of waste repurposed during 2025, a 32% improvement compared to 2024
- 20% improvement in waste intensity (grams of waste per SMU produced) compared to 2024
- 30% improvement on waste recycled compared to 2024
- 20% reduction of waste incinerated or sent to landfill, compared to 2024
- 12% less hazardous waste generated compared to the previous year, even though we increased production capacity
- All our products include clear use and disposal steps for patients and consumers and requirements, as established by the local regulations of each country

Romania



- Repurposed more than 55 t of debris through a partnership with our waste management provider, enabling its use as a base layer in construction projects and reducing the volume sent to landfill

India



- Zero plastic waste sent to landfill by achieving 100% recycling of plastic waste
- Diverted solid waste from our wastewater treatment plant to co-processing instead of landfilling, avoiding more than 18 tons of landfill waste



Share of waste diverted from disposal out of the total weight of waste generated in percentage from 2021 to 2025.

Czech Republic



- Achieved Zero Waste to Landfill from routine operations for the third consecutive year
- Avoided 33 t of waste through local partnerships that give a second life to packaging materials, including plastic pellets, plastic boxes, plastic barrels, paper barrels, paper drums and aluminium foils
- Recycled more than 150 t of paper and 5 t of PE foils through our long-term cooperation with CIUR
- Reduced our digital waste by collecting more than 75 mobile phones in cooperation with the local NGO Remobil

The Zentiva team at the Prague manufacturing site has been recognised as Top Responsible Company and received special recognition for its partnerships in waste management and circular economy



Air and Water Pollution

Pollution is an important topic for Zentiva. We continuously monitor and ensure compliance with air, water and soil pollution requirements.

As a pharmaceutical company, we comply with REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals). Zentiva has proactively prepared for unforeseen events by developing comprehensive emergency plans. Procedures for such occurrences are outlined in our regularly approved and practised Business Continuity Plans.

Our Vision

As a responsible manufacturer of medicines, we take proactive measures to prevent water, air and soil pollution and minimise the release of pollutants into water bodies.

Our Target

- Compliance with regulations:
We are committed to complying with all applicable laws, regulations, and permits governing the management of harmful substances and water discharges. We work closely with relevant authorities to ensure that our operations meet or exceed required standards for water quality and conservation.
- Wastewater and hazardous substances management:
We operate appropriate wastewater treatment systems, apply best practice procedures for handling hazardous substances, and promote responsible waste-disposal practices to safeguard water quality.

Our Policies

- Corporate Environmental Sustainability Policy

Highlights 2025

- Water discharged by Zentiva is treated onsite and closely monitored to minimise environmental impacts and ensure regulatory compliance. Depending on local requirements, we perform primary, secondary, and tertiary wastewater treatment.
- Regular noise, odour, monitoring, and prevention campaigns are carried out across all sites to ensure compliance with regulations and alignment with our health and safety guidelines.
- We monitor air pollutants at all sites, including halogenated volatile organic compounds (HVOCs), non halogenated VOCs (NHVOCs), ozone depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), particulates, and carbon monoxide (CO).

About Biodiversity

Our Vision

Zentiva protects and restores biodiversity by safeguarding ecosystems and advancing initiatives such as reforestation and sustainable beekeeping. Embedded in our environmental strategy, our approach strengthens natural habitats around our operations and contributes to long-term ecosystem resilience, supporting a healthier planet for future generations.

Our Target

- Zentiva has pledged to plant 1 million trees by 2030. This corresponds to an average of approximately 100,000 trees per year.

Our Policies

Corporate Environmental Sustainability Policy

At Zentiva, we recognise the critical importance of restoring biodiversity.

As a manufacturer of pharmaceuticals, we have an impact on nature and biodiversity. Our commitment is to minimise our impact, restore biodiversity, and protect certain species.

Biodiversity continues to decline at a dangerous pace, undermining the resilience of ecosystems that provide essential services such as clean water, food production, climate regulation, and protection from natural hazards. This degradation threatens human wellbeing and economic stability worldwide, making decisive action more urgent than ever.

While the EU Biodiversity Strategy 2030 provides a comprehensive and ambitious framework for nature restoration, the second postponement of the EU Deforestation Regulation (EUDR) represents a clear setback.

The EUDR was designed to ensure that products placed on, or exported from, the EU market are not linked to deforestation. Once fully implemented, the regulation was expected to:

- Reduce EU-driven deforestation by 29%
- Save 72,000 hectares of forest each year starting in 2030
- Prevent at least 32 million tonnes of CO₂ emissions annually

Postponing implementation pushes these benefits further into the future – at a moment when global forest loss, climate pressures, and biodiversity decline are accelerating. In this context, Zentiva had proactively prepared for the EUDR and was ready to meet its requirements as originally planned. Despite the postponement, we continue in strengthening our readiness for the revised EUDR and integrating deforestation risk considerations into our operations in line with the regulation’s objectives.

About Trees





Our first tree planting activities took place in 2019 in Romania and since then, we have planted 476,065 trees. In 2025, we exceeded our annual target by planting 132,853 trees, thanks to the strong engagement of our teams across several countries:

Country	# of planted trees
 Romania	72,550
 India	30,970
 Czech Republic	25,353
 France	1,880
 Poland	1,000
 Slovakia	600
 Italy	500

About Bees

Beyond reforestation, we significantly intensified our contribution to sustainable beekeeping. Building on our long-standing collaboration that has started with Pollenity in Bulgaria in 2022, we expanded our beekeeping initiatives across Europe.

In 2025, we adopted approximately 3.5 million bees and distributed these populations across 61 beehives:

Country	# of adopted bees
 Czech Republic	1,980,000
 Romania	1,200,000
 France	225,000
 Bulgaria	180,000

Furthermore, we organised a dedicated webinar featuring insights into modern sustainable beekeeping technologies that monitor hive health and provide data on the condition of the surrounding ecosystem. The project, called “Robots for Honeybee Behavioural Analysis,” is run in partnership with Pollenity and the Czech Technical University in Prague and has received funding from the European Union’s H2020 Research and Innovation Programme.



A close-up photograph of several hands joined together in a circle, symbolizing unity and governance. The hands are of various skin tones and are positioned in the center of the frame. The background is a blurred crowd of people, suggesting a public event or meeting. The overall color palette is soft and professional, with a light blue and green gradient at the top.

Governance

Governance at the Pace of Change

Strong governance is the foundation of how Zentiva operates, makes decisions, and ensures the trust of its partners and customers. In an environment where regulation, technology, and public expectations are shifting faster than ever, our commitment remains constant: acting with integrity, transparency, and responsibility in everything we do. To put this into practice, our governance framework provides clear accountability, structured risk management and transparent processes anchored in our Code of Ethics.

In 2025, our annual Compliance Week once again brought an extra spotlight on our Code of Ethics, which guides our actions every day. Teams across the company explored it from different angles, shared best practices, and discussed real scenarios from their functions. This collaborative engagement reinforces a culture where colleagues speak up early, ask difficult questions, and take responsibility for doing the right thing — a culture that, as I have seen throughout my career, does not happen by accident. It is built over the years, through training, dialogue, clarity, and visible leadership support.

The role of Legal & Ethical Compliance has evolved significantly. Legal leadership today is not only about interpreting rules—it is about judgment, clarity, and structured decision-making in moments where the stakes are high and the information incomplete.

Our remit spans legal, compliance, corporate governance, risk management, IP, and M&A support, and these domains do not operate in isolation. Together, they shape how confidently Zentiva can act, invest, and grow.

Risk management has become an essential part of our role, and we work closely with the business and the Sustainability team to anticipate where pressure might build, understand regulatory exposure, and strengthen our resilience. Europe's pharmaceutical industry is navigating simultaneous waves of reforms, from environmental regulation to major revisions, like the one on the pharmaceutical legislation. Compliance across the EU therefore requires continuous education, transparent processes, and strong local leadership supported by clear central standards.

The introduction of Omnibus has added new dynamics, increasing both the speed and the unpredictability of regulatory developments. These shifts reflect a broader trend across ESG regulation, where frequent adjustments are making the landscape increasingly complex to navigate.

To support our teams, we continued advancing the use of digital tools and AI, such as Vicky, our AI assistant, which we continue to co-develop with our practical experience together with our partner Sustainova. Vicky helps automate the initial mapping and structuring of regulatory requirements. This automation provides a clearer starting point for our legal and sustainability experts, who then analyse the findings, interpret their implications, and apply a judgment based layer tailored to Zentiva's needs. In this way, technology supports human expertise that ensures sound governance and informed decision making.



Within this shifting regulatory landscape, the year was also marked by a legal challenge brought by Zentiva. We filed a legal case with the General Court of Justice of the European Union in relation to the Urban Wastewater Treatment Directive (UWWTD); the Court did not assess the substance of the case, and Zentiva continues its efforts to safeguard access to affordable medicines in Europe. Our position is clear and supported by industry peers and associations: while the directive's objectives are important, its current implementation is unworkable. The Extended Producer Responsibility applied only to pharmaceuticals and cosmetics is introducing a new "tax" that risks undermining the affordability and availability of essential medicines for millions of patients, especially in the generics sector, where prices are regulated and margins limited. We stepped up because sustainability must be achieved without compromising healthcare.

Through moments of uncertainty and change, one principle remains constant: governance does not slow us down. It enables the company to move with confidence. Our role is to ensure clarity, support sound judgment, and protect our license to operate. As we publish our 5th Sustainability Report, our commitment to responsible governance stays unchanged. At the same time, we stay aligned with our long-term ESG approach, balancing ambition with realism so we can advance sustainability and secure continued access to affordable medicines across Europe.

In 2026 and beyond, we will continue strengthening our frameworks, enhancing our digital and compliance capabilities, and keeping our governance principles embedded in every decision we take. Strong governance is ultimately about trust — and trust is what allows Zentiva to keep delivering high-quality, affordable medicines to the people who rely on us every day.

Business Integrity

Our Vision

We are aware of our responsibility and are dedicated to taking care of our people, the people we serve, our partners, and our planet. By acting in accordance with our Code of Ethics, we ensure fair, transparent, and compliant business practices while mitigating risks to our business.

Our Targets

- 100% of employees trained on our Code of Ethics every other year

Our Policies

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

2025 Highlights

Code of Ethics

In business as in life, you only have one reputation. The decisions we make each day are evaluated not only against today's expectations but will also be judged by future standards. A single poor choice can compromise years of strong performance. At Zentiva, we therefore ask every team member to approach their work with commitment, responsibility, and a forward-looking mindset.

We consistently act in alignment with our Code of Ethics, which guides our behaviour across all activities. Together with the Supplier Code of Conduct, and Sales and Marketing Practice Code we set clear expectations for our employees and for all partners throughout our value chain.

Our Code of Ethics addresses key ethical compliance areas, including cooperation with healthcare professionals, interactions with third parties, anti-corruption and anti-bribery safeguards, anti-money-laundering requirements, competition and antitrust rules, responsible marketing practices, and internal controls.

These Codes are complemented by stand-alone policies that cover a range of material topics. Whenever local legal requirements differ from the principles set out in our Code of Ethics or related policies, the stricter standard always applies. The Code of Ethics is available in 24 languages and applies to all Zentiva employees and all individuals acting on behalf of Zentiva. It is issued by the CEO and the Head of Legal & Ethical Compliance, and the Code of Ethics, together with certain supporting policies, is accessible on our website at www.zentiva.com.

In 2025, 100% of eligible employees completed the mandatory training on the Code of Ethics. Operational compliance is regularly reviewed by the company's governance bodies, including the Ethical Compliance Committee and the Audit Committee and the Board of AI Sirona, ensuring continuous oversight and accountability. Financial and tax compliance is also reviewed by the Audit Committee and subject to an independent external audit by Ernst & Young.

Compliance Week

In November 2025, Zentiva once again highlighted its commitment to integrity and responsible business through a full Compliance Week, uniting employees across all countries under the theme "Compliance in Every Action." The week offered a refreshed and engaging format, integrating interactive sessions that encouraged real-time exchanges and a stronger sense of shared accountability. Over the course of five days, colleagues from Legal & Ethical Compliance, Quality, Sustainability, HSE, Finance, IT, Data Privacy, Product Supply, Medical, and Regulatory came together to discuss with employees practical compliance topics ranging from GDPR basics and data protection to inspection readiness, documentation standards, environmental responsibilities, and EU regulatory developments.

Anti-corruption and Anti-bribery

Zentiva maintains a zero-tolerance stance towards corruption in all its activities. We adhere to all applicable anti-corruption and anti-bribery legislation and foster a culture grounded in ethics and integrity.

All team members participate in mandatory training designed to prevent all forms of corruption, including indirect and passive bribery. This policy is issued by the Head of Legal & Ethical Compliance.

In 2025, no incidents of anti-corruption or anti-bribery violations were identified across our operations or value chain. No convictions or fines have been imposed on Zentiva for any anti-corruption or anti-bribery violations.

Human Rights & Anti-Modern Slavery

Zentiva maintains a zero-tolerance approach to human rights and modern slavery violations. We respect and support human rights across all our operations, extending both upstream throughout our supply chain and downstream to the actions and practices of our partners, in line with the principles set out in the Universal Declaration of Human Rights. We are committed to upholding labour standards as defined by the International Labour Organization (ILO) and to full compliance with national labour laws. Every team member is expected to respect human rights, as reflected in our Code of Ethics.

We ensure fair and equitable compensation in accordance with market norms and applicable legal requirements on wages and social benefits and in compliance with the upcoming Pay Transparency Directive. We are committed to safeguarding children's rights to education and development and strictly prohibit the employment of anyone below the legal minimum working age. Our employees are free to decide whether to join a labour union, works council, or any other recognised collective bargaining structure. We work closely with employee representatives to foster a constructive dialogue and to support positive outcomes for our people and for Zentiva.

This policy is issued by the Chief Human Resources Officer.

In preparation for the upcoming CSDDD, we strengthened our due diligence approach in 2025 by conducting a dedicated human rights assessment. This work helped us evaluate where we stand today, identify potential gaps, and define the areas where further action is needed. The assessment is being followed up jointly by our People & Organisation team, the Procurement team and the Sustainability team to prioritize next steps and strengthen our processes.

In 2025, no human rights violations were reported in our operations or value chain through any of our available reporting channels.

Reporting of Concerns

At Zentiva, speaking up is an essential part of responsible business conduct. We encourage our employees to use our channels to raise concerns about potential breaches of laws, our Code of Ethics, internal rules, or broader ethical standards. We invite colleagues to ask questions whenever guidance is needed, reinforcing a culture where doing the right thing is everyone's responsibility.

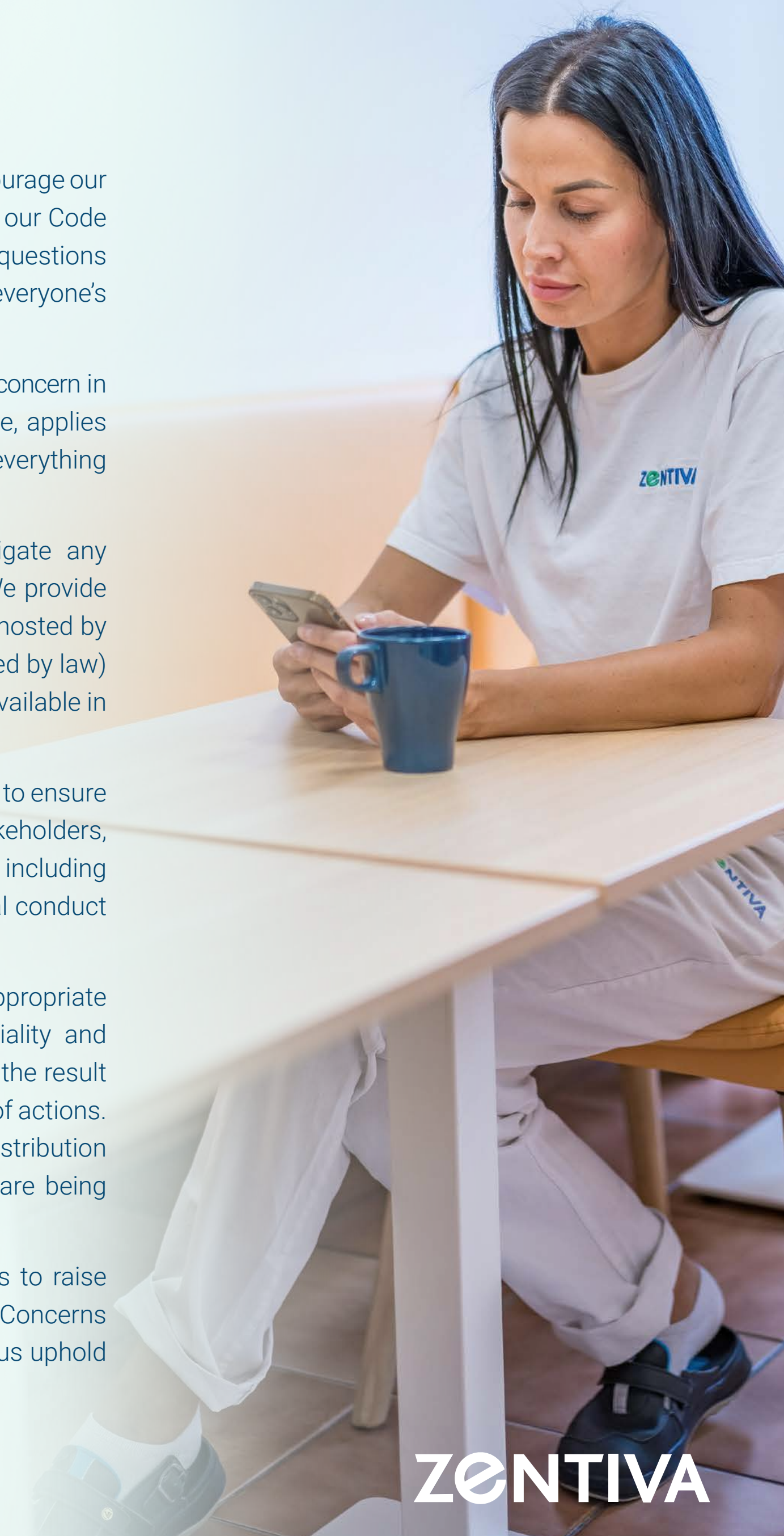
We operate a strict zero-tolerance approach to retaliation against anyone who reports a concern in good faith. This commitment, overseen by the Head of Legal & Ethical Compliance, applies across all Zentiva entities and reflects our expectation of fairness and respect in everything we do.

Zentiva maintains clear and robust procedures to identify, report, and investigate any suspected unlawful conduct or breaches of our Code of Ethics or internal rules. We provide secure and accessible reporting channels (Speak-up and Whistleblowing platform hosted by an independent external provider, which include anonymous options where permitted by law) to ensure that all stakeholders can safely raise concerns. Reporting of concerns is available in any language, enabling broad and inclusive access.

All reports follow a defined, impartial investigation process with structured follow-up to ensure transparency and accountability. These mechanisms are available to internal stakeholders, such as employees and workers, and, where applicable, to external stakeholders, including suppliers, customers, and business partners, reinforcing our commitment to ethical conduct throughout our value chain.

This framework enables reporting of outcomes and remediation progress to the appropriate administrative, management and supervisory bodies while protecting confidentiality and personal data. Cases are considered closed when the investigation is finalized and the result reports are regularly reported to management; follow-up tracks the implementation of actions. Where required by law, matters can be reported to public authorities. Controlled distribution and escalation is ensured. Additionally all Speak-Up and Whistleblowing reports are being presented to the Audit Committee and the Board of AI Sirona.

To strengthen trust in our grievance mechanisms, we continue to run campaigns to raise awareness so that all employees understand how and when to use the Reporting of Concerns channels. This ongoing engagement supports continuous improvement and helps us uphold responsible, ethical, and transparent practices across Zentiva and our value chain.





Our policies

Our business is grounded in trust and responsibility, principles that guide our operations. To uphold these commitments, we have established comprehensive policies and processes that ensure ethical, transparent, and compliant behaviour across the organisation. Certain policies and guidelines are published on our website www.zentiva.com, while all are communicated to their respective target audience (employees, business partners, and other stakeholders).

Zentiva maintains a strong reputation as a compliant and trusted partner. Alongside the Medicines for Europe Code of Conduct, our Code of Ethics forms the foundation of our governance approach. It sets out clear expectations for cooperation with healthcare professionals, interactions with third parties, and our commitments in areas such as anti-corruption and anti-bribery, anti-money-laundering, competition and antitrust compliance, responsible marketing practices, and internal controls. Where local regulations impose higher standards than those defined in our Code of Ethics, the stricter requirement always applies. Acting in alignment with the Code of Ethics enables us to maintain fair, transparent, and compliant business conduct and mitigate associated risks.

Zentiva systematically reviews and updates all policies and procedures to reflect changes in regulatory requirements, stakeholder expectations, and internal priorities. We continuously assess the effectiveness of our ethics and compliance programme, including tone from the top, risk assessments, due diligence processes, communication and training, investigations, and internal audits. This enables us to identify areas for improvement and support the consistent application of best practices across our organisation.

All corporate policies apply to all Zentiva entities. Where required, additional local policies are implemented to ensure full alignment with local legislation and regulatory obligations.

In 2025, we strengthened our policy framework by re-launching our Corporate Environmental Sustainability Policy reflecting our new sustainability targets and commitments, and by updating several other policies to reinforce our governance structure.

Corporate Environmental Sustainability Policy

In 2025, Zentiva designed the policy that reflects our commitment to protecting the environment and minimising the ecological footprint of our operations. We monitor our environmental performance on a regular basis, ensuring that all activities across our manufacturing sites, offices, and value chain follow clearly defined processes that are traceable and properly documented. This rigorous approach safeguards not only the quality of our medicines, but also the natural resources and communities that depend on a healthy environment.

We maintain a comprehensive Corporate Environmental Sustainability Policy that covers key areas, including decarbonisation, water stewardship, waste management and circular economy, pollution prevention, and biodiversity restoration. Our programme is supported by clear targets and is aligned with the Paris Agreement and the Science Based Targets initiative.

To drive continuous improvement, we have established an environmental management system supported by regular monitoring, internal reviews, and performance indicators. We provide ongoing training for relevant teams across all Zentiva sites and offices, ensuring that employees understand our environmental priorities and play an active role in reducing our environmental impact. This includes structured engagement activities, quarterly data reporting, and integration of environmental criteria into procurement practices.

Our Corporate Environmental Sustainability Policy is owned and overseen by the Head of Sustainability, and its implementation is supported by the Sustainability Steering Committee, ensuring consistent execution, compliance with regulatory requirements, and alignment with Zentiva's broader ESG commitments.

The policy is issued by the Head of Corporate Affairs & Sustainability and the Head of Product Supply.

Corporate Policy on Responsible Procurement

In 2025, Zentiva strengthened its commitment to responsible and sustainable supply chain management through the implementation of its Corporate Policy on Responsible Procurement. The policy ensures that all purchasing activities across the company are conducted ethically, transparently, and in alignment with Zentiva's broader ESG commitments and regulatory expectations.

The policy defines a clear framework for sourcing goods and services in a way that protects patients, supports fair labour conditions, and reduces environmental impact across the entire value chain. It outlines Zentiva's expectations for suppliers regarding compliance, product quality, human rights, and environmental stewardship, and positions responsible procurement as a key enabler of supply security and business continuity.

The Corporate Policy on Responsible Procurement is issued and overseen by Zentiva's Procurement leadership, with clear responsibility for implementation shared across global and local procurement teams, quality assurance, legal and compliance functions, and all employees engaged in purchasing activities. This governance ensures that responsible procurement principles are consistently embedded throughout the organisation and across all markets where Zentiva operates.

The policy is issued by the Chief Procurement Officer.

Business Travel & Home Office Policy

In 2025, Zentiva reviewed and updated both the Business Travel Policy and the Home Office Policy to ensure they reflect simplified processes, strong compliance standards, harmonised tools, and the integration of sustainability criteria across our ways of working.

These revised policies establish clear and streamlined procedures that are fully traceable and consistently implemented across all Zentiva locations. By harmonising the digital tools, approval workflows, and documentation requirements used throughout the company, we support efficient operations while maintaining robust compliance and data protection standards.

The Business Travel Policy and the Home Office Policy are approved by the Chief Human Resources Officer.



Our Political Representation & Memberships

At Zentiva, we are aware of our responsibility and our impact on the environment and on society. Every day we are balancing broadening access to affordable medicines and our contribution to environmental sustainability. To get this balance right, Zentiva is learning from trusted international organisations, other industries and peers from our industry and has stepped up in our industry associations to show the impact, the risks and the opportunities we see for this balancing act.



United Nations Global Compact

United Nations Global Compact

Zentiva proudly aligns its strategy and operations with the 10 universal principles related to human rights, labour, the environment, and anti-corruption, and we take actions that advance societal goals and strive for the achievement of the Sustainable Development Goals.

In 2025, Zentiva joined the Human Rights Accelerator and Gender Equality Programmes. We trust this step will help us to strengthen our Human Rights Programme.



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Science based Targets Initiative

In 2025, our near-term and net-zero targets for Scope 1, 2, and 3 have been validated by SBTi. Zentiva commits to reducing Scope 1 and Scope 2 GHG emissions 63% by 2034 from a 2021 base year. In addition, we commit to reducing Scope 3 GHG emissions by 63% by 2034 from a 2024 base year. Furthermore, we commit to net-zero targets by 2050 in line with Europe's vision. [Science Based Targets Initiative](#).



EcoVadis

[EcoVadis](#) is the world's largest and most trusted provider of business sustainability ratings. The EcoVadis Sustainability Scorecard illustrates performance across 21 indicators in four themes: the environment, labour and human rights, ethics and sustainable procurement. A gold medal is awarded to the top 5% of businesses. In our industry sector, Zentiva is ranked in the Top 2%.



Pharmaceutical Supply Chain Initiative (PSCI)

As an associate member of PSCI, Zentiva aligns with the vision of promoting excellence in health, safety, environmental, and social outcomes across our value chain. PSCI provides a globally recognised audit framework and actively promotes learning across its members. Zentiva uses these insights to continuously improve.



GreenChem ForCE

Zentiva is a proud partner of this European initiative under the Interreg CENTRAL EUROPE Programme, co-funded by the European Union. The project brings together academic and industrial experts from across Central Europe to advance greener chemical production and promote more sustainable pharmaceutical manufacturing. Led by Charles University and supported by partners from Czechia, Austria, Slovenia, and Hungary, the collaboration enables our API Development team to contribute to the design, development, and real-world testing of innovative solutions directly within manufacturing environments.



International Standards Organisation (ISO) Certifications

Zentiva holds the ISO certifications on Environmental Management Systems, Energy Management Systems and Occupational Health and Safety Management Systems across our manufacturing sites:

- Prague Site: ISO 14001, ISO 45001, ISO 50001
- Bucharest Sites: ISO 14001, ISO 45001, ISO 50001
- Ankleshwar Site: ISO 14001, ISO 45001, ISO 50001

Our Political Representation & Memberships in Industry Associations

Zentiva remains politically neutral while consistently affirming that health security must stay a top priority. We actively engage in stakeholder dialogues and contribute to policy discussions through associations such as BusinessEurope, Medicines for Europe, and their respective local partners representing the off-patent medicines industry.

Zentiva does not contribute to political campaigns, political organisations, lobbyists, or any groups aimed at influencing political outcomes.

Accordingly, Zentiva confirms that no political contributions were made in 2025.



BusinessEurope

In our role as a member of BusinessEurope's Advisory and Support Group, we actively contribute to discussions shaping a competitive and sustainable industrial policy for the European Union, with a strong emphasis on ensuring resilient, secure, and competitive medicines manufacturing and supply chains.

As Europe's largest business organisation and a recognised European social partner, BusinessEurope advocates for economic growth and competitiveness at the EU level. Founded in 1958, it represents enterprises of all sizes across 36 European countries, whose 42 national business federations are direct members.



Medicines for Europe

Zentiva is proud to be a member of Medicines for Europe, an organisation representing the off-patent industry, which supplies 70% of all dispensed medicines in Europe while accounting for only 19% of healthcare spending.

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

We actively contribute to the association's work as a member of the Executive team and Board, as Co-Chair of the Sustainability Committee, Vice-Chair of the GMAC Committee, and through participation in several committees and working groups.

In 2025, Zentiva's CEO Steffen Saltofte was named Vice President of Medicines for Europe, and at the end of the year, he was named President, with his two-year mandate beginning on January 1, 2026.

In many countries, our affiliates are also members of national industry associations, reflecting our proactive approach to stakeholder dialogue and public affairs. These partnerships follow a strict Code of Conduct that prioritizes transparency, fair competition, and ethical engagement.

Our industry-related advocacy activities fully comply with Zentiva's Code of Conduct and are duly registered in the EU Transparency Register under registration number 888725551808-41.



Our Contribution to the SDGs

Zentiva supports the United Nations' Global Compact and its ten principles covering Human Rights, Labour, Environment and Anti-corruption, and integrates these principles into its strategy and operations.

In 2015, the United Nations General Assembly adopted the resolution "Transforming our world: the 2030 Agenda for Sustainable Development." This agenda is a global call to action for governments, businesses, and civil society, grounded in the commitment of 193 UN member states and guided by the principle of "Leave no one behind." The 2030 Agenda sets out 17 Sustainable Development Goals (SDGs), defining how stakeholders across sectors should address key global challenges – from poverty and hunger to climate change, environmental degradation, justice, and peace.

At Zentiva, we fully support the UN 2030 Agenda and use its framework to prioritize the SDGs where we can create the greatest positive impact. Our efforts focus on eight core themes: No Poverty, Zero Hunger, Good Health and Wellbeing, Quality Education, Gender Equality, Clean Water and Sanitation, Affordable and Clean Energy, and Climate Action. We are proud to contribute to these goals and to encourage others to join us in building a sustainable future.



Goal 1: No Poverty

Our mission to deliver high-quality and affordable medicines is rooted in the desire to broaden the access to medicines to all people who

depend on them. By introducing high-quality off-patent medicines as early as possible, we help make treatments more accessible and affordable for both patients and healthcare systems. This early availability expands access to essential therapies, ensures that medicines reach the places where they are needed most and supports improved health outcomes. With that, people can live their lives to the fullest.



Goal 2: Zero Hunger

By producing and delivering high-quality, affordable medicines, we help ensure that vulnerable people can access essential treatments without having to choose between paying for healthcare or buying food. Good health is often a prerequisite for food security, and our commitment to accessible medicines supports families in difficult circumstances. Complementing this, our teams actively contribute to #WeHelpOthers initiatives, including food collection projects, providing direct support to communities where help is most needed.



Goal 3: Good Health and Wellbeing

Zentiva's purpose of providing health and wellbeing for all generations is closely aligned with SDG 3. By ensuring the availability of high-quality, affordable medicines, we expand access to healthcare and contribute to improved outcomes and overall public health. We deliver on this commitment in any circumstance, strengthening resilience across our operations. The lessons learnt during the pandemic and recent crises continue to shape how we safeguard continuous access to treatment for the people who rely on us.



Goal 4: Quality Education

Quality education is essential to sustaining health and wellbeing. Zentiva supports lifelong learning through training across our organisation and prepares future healthcare talent via job fairs, internships and partnerships with universities. As a founding member of The Parc, we help connect academic knowledge with industry practices. In Sustainability, we expanded internal and external education through our podcast series, the Ambassador Programme, and compliance trainings. During 2025, we invested more than EUR 2.9 million in education programmes across our operations. Our beekeeping initiative, with 3.5 million adopted bees, also deepened awareness of biodiversity and showcased amazing insights into the life in a beehive.



Goal 5: Gender Equality

Diversity is deeply rooted in our culture and reinforced through our Board Policy and our Diversity, Equity, Inclusion and Belonging Policy. We regularly monitor all People & Organisation processes to ensure fair and equitable treatment. We publish our gender pay gap annually and have prepared to comply with the upcoming Pay Transparency Directive. Locally, several affiliates, including the Czech Republic, Romania, Slovakia, Bulgaria and Poland, have committed to their local Diversity Charters and actively adhere to their principles. In 2025, Zentiva joined the UN Gender Equality Programme. We trust this step will help us to strengthen our Human Rights Programme. This programme supports companies in moving beyond one-off initiatives and building a holistic, sustainable approach to gender equality. Participants engage in performance analysis, capacity-building workshops, peer-to-peer learning, and

receive expert guidance to help them advance gender equality across their workplace, supply chains, and communities.



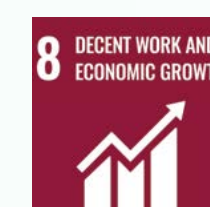
Goal 6: Clean Water and Sanitation

Water management is central to our sustainability strategy. Our wastewater treatment plants ensure water from production is cleaned to the strict standards of our sector. We focus on responsible consumption, efficiency, maximising reuse and recycling across all sites. A key highlight is the Pond project in Ankleshwar, India, which restored a natural lake and now provides year-round fresh water to a nearby village, supporting local biodiversity and community wellbeing.



Goal 7: Affordable and Clean Energy

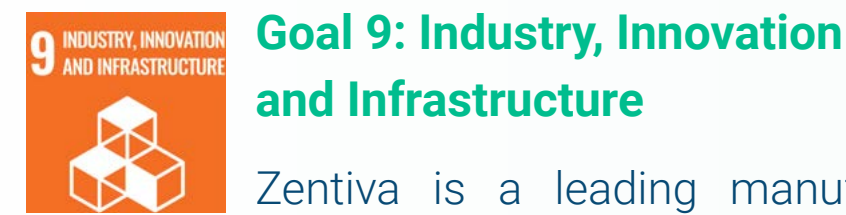
Energy management is integral to our decarbonisation roadmap. We focus on improving efficiency and expanding renewable electricity use and generation. All European manufacturing sites already run on 100% renewable electricity, and our site in Ankleshwar, India, significantly increased its renewable electricity share in 2025. We continued electrifying our operations and celebrated our first affiliate fully powered by electric vehicles. Across our network, awareness campaigns promote responsible energy use both at work and at home, empowering our people to act as Sustainability Ambassadors.



Goal 8: Decent Work and Economic Growth

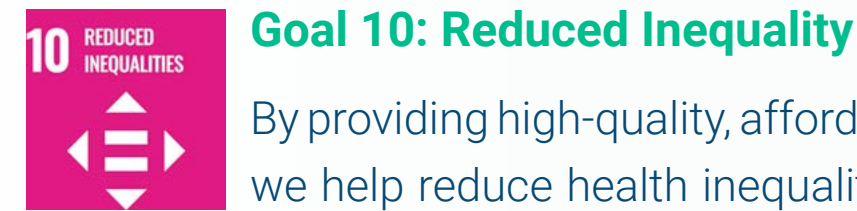
Zentiva continues its strong growth journey, expanding access to affordable, high-quality medicines

while successfully decoupling growth from carbon emissions. In line with SDG 8, we provide a healthy, safe and inclusive workplace where everyone can thrive and be their authentic self. Our culture – rooted in health, safety, quality, compliance and sustainability – empowers our teams to drive responsible growth and deliver a positive impact for people and communities across our network.



Goal 9: Industry, Innovation and Infrastructure

Zentiva is a leading manufacturer in the off-patent medicines sector, which supplies 70% of all dispensed medicines while accounting for only 19% of total value – making it a true backbone of European healthcare. We believe health is a right, not a privilege. Through reformulation and optimisation, we enhance medicines by offering simpler solutions such as Apontis’ single pill formulations. Our sector is marked by long investment cycles and a strong focus on upgrading infrastructure and technologies that support high quality, resilience, and more environmentally friendly medicines.



Goal 10: Reduced Inequality

By providing high-quality, affordable medicines, we help reduce health inequalities and ensure that essential treatments remain accessible to low-income and vulnerable populations. Early launches of off-patent medicines further lower costs, expanding access across diverse communities. We also support inclusion through our #WeHelpOthers initiatives, partnering with local organisations to assist people facing socioeconomic challenges. By improving access to healthcare and strengthening community support, we contribute directly to SDG 10 and help reduce disparities in health outcomes.



Goal 11: Sustainable Cities and Communities

Through our #WeHelpOthers initiative, we support communities and vulnerable groups, delivering more than 120 projects in 2025 with our charity and NGO partners. A key highlight was the Pond project in Matied village, Gujarat, where our team, with the support of experts, restored a six-acre water body to its full 511 x 511 ft size and 28 ft depth. The rejuvenated pond now stores 208 million litres of rainwater, improves groundwater, supports farmers year-round, and revives local biodiversity in a sustainable way. We continue investing in our Biodiversity programme, with more than 130,000 trees planted and 3.5 million bees adopted in areas where we operate.



Goal 12: Responsible Consumption and Production

We join campaigns promoting responsible consumption that raise patient awareness about falsified medicines, proper product use and correct waste management. Internally, we optimise materials and pack sizes and prepare for upcoming EU Packaging and Packaging Waste standards with a strong circular-economy mindset. Our Prague Manufacturing Site continues to achieve zero waste to landfills from routine manufacturing operations, supported by partnerships that earned us recognition in the Czech Republic as a Top Responsible Company for our waste management and circular-economy initiative. We continue improving material efficiency and reducing our waste intensity of production across all our sites.



Goal 13: Climate Action

In 2025, we advanced our climate strategy aligned with the Paris Agreement, now anchored

in our newly validated SBTi near-term and net-zero targets and our respective Climate Transition Plan. These goals are embedded into management objectives and rolled out across the company. We continue to drive efficiency in energy, water and waste management.



Goal 14: Life Below Water

During summer, our “Plastic Free Summer” campaign encourages colleagues to cut plastic use and join beach and nature clean-up activities, helping protect the environments we all enjoy. Oceans play a vital role in global decarbonisation and in preserving life below water, which we are committed to safeguarding. As a reminder of how beautiful our planet is, employees in the Czech Republic shared photos of their favourite natural places for an annual calendar, with proceeds supporting #WeHelpOthers.



Goal 15: Life on Land

We are committed to restoring biodiversity and have pledged to plant 1 million trees by 2030. So far, more than 470,000 trees have been planted under expert guidance. We also support sustainable beekeeping through our bee programme, with 3.5 million adopted bees in 2025 across several countries. To deepen understanding, we focused on education and awareness, inviting beekeepers and university experts to share insights with our teams.



Goal 16: Peace, Justice and Strong Institutions

Under SDG 16, we reinforce strong governance while building resilience in an unpredictable environment where geopolitical tensions challenge global supply chains. Our priority remains to ensure the continuous supply of high-quality, affordable medicines wherever needed. In

times when the meaning of peace has shifted, Zentiva stays politically neutral yet vocal in affirming that health security must remain a priority. We actively engage in stakeholder dialogues and contribute to policy discussions through Medicines for Europe and Business Europe and at the local level with respective partner associations.



Goal 17: Partnerships to achieve the Goals

No organisation can address climate change alone. Our activities – and those across our value chain – carry environmental and social impacts. We partner with suppliers and stakeholders who share our ESG mindset and the same sense of responsibility, knowing that strong, trusted collaborations drive real progress. At the same time, supportive policymaking is essential to ensure that sustainability efforts do not compromise peoples’ access to affordable, high-quality healthcare.

Our contribution in 2025 to all 17 Sustainable Development Goals shows how much is moving across Zentiva. From environmental stewardship to social responsibility, every action – big or small – creates a meaningful impact for people, our partners and the planet. Our Sustainability Report brings these efforts together, demonstrating how individual choices, team initiatives and company-wide programmes collectively drive progress. We believe every small step counts, and together we continue shaping a healthier, more sustainable future.



Abbreviations

AG	Aktiengesellschaft	EUDR	EU Deforestation Regulation	ODS	Ozone Depleting Substances
AI	Artificial Intelligence	EUR	Euro	OH&S	Occupational Health & Safety
API	Active Pharmaceutical Ingredient	FDA	U.S. Food and Drug Administration	OPEX	Operating Expenditure
BIO	Biodiversity	GDP	Good Distribution Practice	OTC	Over The Counter (non prescription medicines)
CAPEX	Capital Expenditure	GDPR	General Data Protection Regulation	PARC	Pharmaceutical Applied Research Centre
CCA	Climate Change Adaptation	GERD	Gastroesophageal Reflux Disease	PE	Polyethylene (plastic material)
CCM	Climate Change Mitigation	GHG	Greenhouse Gas	PMO	Project Management Office
CE	Circular Economy	GMAC	Generics Medicines Access Committee (Medicines for Europe)	PPC	Pollution Prevention and Control
CEO	Chief Executive Officer	GMP	Good Manufacturing Practice	PPWR	Packaging and Packaging Waste Regulation
CFO	Chief Financial Officer	GRI	Global Reporting Initiative	PSCI	Pharmaceutical Supply Chain Initiative
CHC	Consumer Health Care	HRIS	Human Resources Information System	QMS	Quality Management System
CIUR	Name of Czech recycling partner	HSE	Health, Safety & Environment	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals (EU regulation)
CO	Carbon Monoxide	HVAC	Heating, Ventilation & Air Conditioning	RX	Prescription medicines
COGS	Cost of Goods Sold	ICH	International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use	SA	Société Anonyme (French: Joint stock company)
CPHI	Convention on Pharmaceutical Ingredients	IFRS	International Financial Reporting Standards	SBTi	Science Based Targets initiative
CSDDD	Corporate Sustainability Due Diligence Directive	ILO	International Labour Organization	SDG	Sustainable Development Goal
CSR	Corporate Social Responsibility	INN	International Non proprietary Name for medicines	SMU	Standard Manufacturing Unit
CSRD	Corporate Sustainability Reporting Directive	IP	Intellectual Property	SSC	Sustainability Steering Committee
DMA	Double Materiality Assessment	IQVIA	International healthcare data analytics company (name, not acronym)	TAXONOMY	EU Taxonomy for Sustainable Activities
DOOEL	Limited Liability Company (North Macedonia legal form)	IRO	Impacts, Risks & Opportunities (ESRS terminology)	TOC	Total Organic Carbon
EBITDA	Earnings Before Interest, Taxes, Depreciation & Amortisation	ISO	International Organization for Standardization	UK	United Kingdom
EFRAG	European Financial Reporting Advisory Group	IT	Information Technology	UN	United Nations
EMA	European Medicines Agency	LLC	Limited Liability Company	UWWTD	Urban Wastewater Treatment Directive
FOOD	Sole owned Limited Company (Bulgaria)	LTI	Lost Time Injury	WTR	Water and Marine Resources
ERM	Enterprise Risk Management	MHRA	Medicines and Healthcare Products Regulatory Agency (UK)		
ESG	Environmental, Social & Governance	NGO	Non Governmental Organisation		
ESRS	European Sustainability Reporting Standards				
EU	European Union				

We provide
health and wellbeing
for all generations

2025 Sustainability Report

Annex



ZENTIVA

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 expenditure (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).

2025 EU Taxonomy Results

We have identified the taxonomy-eligible economic activities and the corresponding environmental objectives, as outlined in the reported table. 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, amortisation, and any remeasurements. Eligible OPEX consists of non-capitalised costs associated with R&D, vehicle and building renovations, as well as other expenditures related to the day-to-day servicing of property, plant and equipment. OPEX excludes any components of the Cost of Goods Sold (COGS) and any amortisation and depreciation.

		TURNOVER				CAPEX ⁽²⁾				OPEX ⁽¹⁾			
		2025		2024 ⁽³⁾		2025		2024		2025		2024	
		mil. EUR	%	mil. EUR	%	mil. EUR	%	mil. EUR	%	mil. EUR	%	mil. EUR	%
Total turnover, CAPEX, OPEX		1,682.0	100%	1,570.7	100%	136.0	100%	105.8	100%	406.0	100%	360.9	100%
Taxonomy-non-eligible activities (B.)		-	0%	-	0%	37.0	27%	28.6	26%	360.3	89%	321.5	89%
PPC	1.1. Manufacture of active pharmaceutical ingredients (API) or active substances	14.9	0.9%	11.2	0.7%	-	0%	-	0%	-	0%	-	0%
PPC	1.2. Manufacture of medicinal products	1,667.1	99.1%	1,559.3	99.3%	76.6	56%	55.7	52.5%	32.8	8%	28.3	7.6%
CCM, CCA	4.1. Electricity generation using solar photovoltaic technology	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
CCM, CCA	7.6. Installation of renewable energy technologies	-	0%	-	0%	-	0%	0.1	0.1%	-	0%	-	0%
CCM (T), CCA	6.5. Transport by motorbikes, passenger cars and light commercial vehicles	-	0%	-	0%	-	0%	-	0%	9.4	2%	8.0	2.2%
CCM, CCA, CE	7.1. Construction of new buildings	-	0%	-	0%	0.1	0%	1.5	1.4%	-	0%	-	0%
CCM (T), CCA, CE	7.2. Renovation of existing buildings	-	0%	-	0%	2.3	2%	0.3	0.3%	2.4	1%	2.1	0.6%
CCM (E)	7.3. Installation, maintenance and repair of energy efficiency equipment	-	0%	-	0%	4.8	4%	4.3 ⁽²⁾	4%	0.4	0%	0.6	0.2%
CCM, CCA	7.7. Acquisition and ownership of buildings	-	0%	-	0%	-	0%	-	0%	0.8	0%	0.4	0.1%
	IFRS 16 ⁽²⁾	-	0%	-	0%	15.1	11%	15.3	14.4%	-	0%	-	0%
Eligible not aligned (A.2. / A.1.+ A.2.)		1,682.0	100%	1,570.7	100%	99.0	73%	77.0	74%	46.0	11%	39.0	11%

Eligible and aligned (A.1.)

Alignment has not been assessed

(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.

(2) CAPEX paid related to IFRS 16 is not internally categorized into the required categories (Buildings, Motor Vehicles, Equipment, Others); therefore, it is reported individually.

(3) Turnover for 2024 has been adjusted to reflect revenues from continued operations.

Risks and Material Topics

Topic	Relevant material topic	Impact	Risks identified	Responses from Zentiva
Accessibility to standard therapies	S4 Sector specific	Zentiva plays an important part in Europe's public health provision, making high-quality generics available to more than 100 million people in Europe. 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	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 or broaden supplier base and implement measures that may have an impact on financial performance. Certain regulations introducing disproportionate Extended Producer Responsibility, like the Urban Waste Water Treatment Directive targeting pharmaceuticals and cosmetics, could cause a significant cost of certain high volume molecules.	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 material to Zentiva going forward. Zentiva filed a legal case with the General Court of Justice of the European Union in relation to the Urban Wastewater Treatment Directive (UWWTD); the Court did not assess the substance of the case, and Zentiva continues its efforts to safeguard access to affordable medicines in Europe
Affordability of Zentiva products	S4	Affordable access to Zentiva products is vital for the health of millions. Without it, illnesses may become more severe, state healthcare budgets may face additional pressure, healthcare providers may face capacity pressures, and health inequalities deepen.	Failure to provide medicines at affordable prices may drive customers to seek alternatives from other suppliers, which could adversely affect our economic performance. Prices can be influenced by several factors, including internal costs, regulatory burdens and other external factors.	While Europe is typically seen 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 and is following our purpose. 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.
Supply security	E1 E2 E3 E4 S1 S4	Managing the supply chain is a critical challenge for Zentiva, as any disruption can have significant consequences. Medicine shortages can increase illness rates and deepen health disparities, while the disposal of obsolete stock can harm the environment. Dependence on single suppliers or a lack of transparency may also conceal human rights violations, reducing our ability to drive meaningful improvements.	A lack of continuous supply can result in lost revenue. Technical or sustainability-related issues (including environmental or human rights risks) within our supply chain could also cause reputational damage and weaken demand for our products.	Medicine shortages, elevated inflation in certain regions, and ongoing conflicts continue to disrupt our supply chain. To strengthen supply security, Zentiva has increased stock levels for selected medicines and key materials as well as broadened its supplier base. Establishing multiple sources of supply and managing stock effectively can create significant competitive advantage and support market growth. As an associate member of the PSCI, we apply our Supplier Code of Conduct and the processes and requirements described in our Responsible Sourcing Program in all interactions with suppliers, and we regularly assess them on ESG matters. However, risks to supply security remain a material concern for our business.
Zentiva's environmental footprint	E1 E2	The use of chemical products, adherence to stringent manufacturing standards, and the packaging and transportation of our products inevitably produce an environmental footprint. However, by optimizing the use of active ingredients and resources throughout manufacturing and packaging, we can reduce our carbon footprint, limit pollution, manage water consumption and discharge, improve product resilience to temperature fluctuations, reduce the need for stock disposal, and advance materials towards circular economy practices.	Any environmental impact requires diligent monitoring, reporting, and long-term adaptation. As environmental regulations continue to tighten, the need to innovate and reduce our footprint grows. While managing and reducing our environmental impact involves costs, failing to invest in this area could ultimately diminish the company's long-term value.	Zentiva's Corporate Environmental Sustainability Policy provides a comprehensive framework that guides our efforts to minimize our environmental footprint. This includes achieving net-zero GHG emissions by 2050, minimizing the release of air, water and soil pollutants, using water responsibly, ensuring responsible resource consumption, promoting material circularity, positively influencing our value chain and advancing sustainable practices across all our operating sites, offices and beyond.

Topic	Relevant material Topic	Impact	Risks identified	Responses from Zentiva
Drug safety and quality	S4	Enhancing the efficiency and positive impact of our products, including minimizing side effects, has 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 help mitigate the environmental impacts associated with our products.	Future bans on specific ingredients could pose a risk to our manufacturing and supply chain, potentially affecting our growth and revenue. Conversely, extending the shelf life of our products to meet or exceed market demand can strengthen supply resilience and support growth and revenue.	<p>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 and regularly monitor the quality and safety of all of our products. Every step is traceable and properly documented to ensure that our medicines are safe for patients.</p> <p>We constantly strive for improvement. We ensure an effective pharmacovigilance system, quality performance indicators, and a quality system supporting regular reviews are in place. As part of our continuous improvement efforts, our program includes regular feedback from key stakeholders and provides comprehensive training for pharmacovigilance experts and any other company personnel who might be the first point of contact for safety data.</p> <p>The pharmacovigilance system is established and maintained by the European Qualified Person responsible for pharmacovigilance. We collaborate with regulators to address emerging issues in the healthcare system, conduct patient risk assessments, and implement corrective actions when needed.</p> <p>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 and do not include any promotional activities.</p>
Employee health, wellbeing and safety	S1	<p>Our ability to manage HSE directly affects the physical and mental safety of our people, as well as the security of our facilities and other parts of the business. The need to meet evolving requirements may increase demands on our people and could lead to health and wellbeing issues.</p> <p>Changes to working patterns such as remote working can potentially result in loneliness and other social challenges.</p>	Our ability to enhance employees' health, wellbeing, and safety directly influences recruitment, retention, productivity, and engagement across the workforce. The potential unknown costs and benefits of new working practices could significantly affect our operating efficiency and profitability.	<p>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 duties "in the field".</p> <p>We have a robust Health, Safety and Environment (HSE) framework and a strong commitment to occupational safety, and we continue to support our teams in all aspects of their work and personal lives through our Employee Health, Wellbeing and Safety program.</p> <p>We regularly measure the engagement of our teams. However, employees are central to our collective success – both now and in the future - and effectively managing key risks will be essential to sustaining that success.</p>

GHG Data Scope 1 and 2

Total GHG Emissions	Unit	2025	2024	2023	2022	2021
Total Scopes 1, 2 and 3 ⁽³⁾	tonnes CO2e	405,571	411,860	*	*	*

GHG Emissions	Unit	2025	2024	2023	2022	2021
Direct GHG emissions Scope 1						
Direct emissions ⁽¹⁾	tonnes CO2e	14,929	13,722	15,038	18,117	20,652
Biogenic CO2 emissions	tonnes CO2e	-	-	-	-	-
Energy indirect GHG emissions Scope 2						
Energy indirect emissions (location based) ⁽²⁾	tonnes CO2e	33,028	34,629	*	*	*
Energy indirect emissions (market based) ⁽¹⁾	tonnes CO2e	10,219	14,088	13,607	15,964	13,171
Total Scopes 1 & 2	tonnes CO2e	25,148	27,810	28,645	34,081	33,823
Offsets purchased by suppliers ⁽³⁾	tonnes CO2e	-	3,597	1,358	769	-
Offsets purchased by Zentiva ⁽³⁾	tonnes CO2e	-	5,000	-	5,500	-
Total Scope 1 & 2 incl offsets purchased by suppliers (fuels)	tonnes CO2e	25,148	24,213	27,287	33,312	33,823
Total Scope 1 & 2 incl all offsets ⁽³⁾	tonnes CO2e	25,148	19,213	27,287	27,812	33,823

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

2 - Data only available for 2024 onwards

3 - As part of our commitment to SBTi we have stopped the use of any kind of GHG offsets from 2025

GHG Data Scope 3

GHG Scope 3 emissions by category	Unit	2025	2024
1. Purchased goods and services ⁽⁷⁾	tonnes CO2e	309,387	308,083
2. Capital goods	tonnes CO2e	15,683	9,341
3. Fuel- and energy-related activities ⁽⁷⁾	tonnes CO2e	1,645	12,165
4. Upstream transportation and distribution ⁽⁶⁾	tonnes CO2e	20,778	19,344
5. Waste generated in operations	tonnes CO2e	2,067	1,888
6. Business travel ⁽⁷⁾	tonnes CO2e	2,157	1,021
7. Employee commuting	tonnes CO2e	1,910	1,880
8. Upstream leased assets ⁽⁴⁾	tonnes CO2e	-	-
9. Downstream transportation and distribution ⁽⁵⁾	tonnes CO2e	-	-
10. Processing of sold products	tonnes CO2e	247	198
11. Use of sold products	tonnes CO2e	19,401	23,007
12. End-of-life treatment of sold products	tonnes CO2e	6,779	7,122
13. Downstream leased assets ⁽⁴⁾	tonnes CO2e	-	-
14. Franchises ⁽⁴⁾	tonnes CO2e	-	-
15. Investments ⁽⁴⁾	tonnes CO2e	-	-
Total indirect GHG emissions Scope 3	tonnes CO2e	380,424	384,050

4 - Categories not relevant for Zentiva

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

6 - Emissions associated with downstream transportation not paid by Zentiva Group represent no more than 0.2% of its total emissions. Zentiva does not have precise data, but according to our best estimate, the emissions related to storage represent no more than 0.77% of total emissions Scope 3

7 - Amounts reported include biogenic emissions. Zentiva has taken the DEFRA well-to-tank emission factor for bioethanol and biodiesel (from tallow), and applied to the biofuel share of the fuel consumption. Overall biogenic emissions represent less than 0.1% of the total of the category

Energy Management

Energy consumption within the organization	Unit	2025	2024	2023
Total energy generated on-site from non-renewable fuels	MWh	69,488	47,346	52,159
Natural gas	MWh	43,957	23,429	40,785
Gasoline in vehicles ⁽¹⁾	MWh	23,421	20,272	8,692
Diesel in vehicles	MWh	1,848	2,982	2,564
Diesel for emergency power	MWh	262	664	118
Oil combustion	MWh	-	-	-
Renewable fuel consumption	MWh	-	-	-
Purchased electricity	MWh	60,123	58,813	50,477
Purchased electricity from renewable sources	MWh	50,190	41,324	38,039
Purchased electricity from non-renewable sources	MWh	9,934	17,489	12,438
% of renewable electricity purchased	%	83%	70%	75%
Purchased steam and heat	MWh	26,340	22,877	21,830
Purchased district heating and steam from renewable sources	MWh	11,327	-	-
Purchased district heating and steam from non-renewable sources	MWh	15,013	22,877	21,830
% of renewable heat and steam purchased	%	43%	0%	0%
Total energy purchased ⁽²⁾	MWh	86,463	81,690	72,307
Electricity self-produced from renewable sources ⁽²⁾	MWh	4,970	4,211	5,454
Total energy consumption from renewable sources	MWh	66,486	45,535	43,493
Total energy consumption	MWh	160,921	133,247	129,920

1 - 2024 calculation restated due to a change in the calculation methodology

2 - Correction on historical data: in 2023, the self-generated electricity from renewable sources was reported as purchased renewable electricity

Water Management

Total water withdrawal	Unit	2025	2024	2023
Surface water	megalitres	0.6	1.4	0.8
Fresh water (rainwater)	megalitres	0.6	1.4	0.8
Other water	megalitres	-	-	-
Groundwater	megalitres	-	-	-
Fresh water	megalitres	-	-	-
Other water	megalitres	-	-	-
Third-party water	megalitres	311.8	322.2	312.2
Fresh water	megalitres	311.8	322.2	311.0
Other water	megalitres	-	-	1.1
Total water withdrawal	megalitres	312.4	312.2	313.0
Thereof withdrawal in water stress areas	megalitres	102.3	105.1	96.3
Total water discharge to all areas	Unit	2025	2024	2023
Total water discharge	megalitres	386.1	350.9	233.6
Surface water	megalitres	-	-	-
Ground water	megalitres	-	-	-
Seawater	megalitres	-	-	-
Third-party water	megalitres	386.1	350.9	233.6
Thereof discharge in water stress areas	megalitres	133.2	109.7	103.8
Recycled water	megalitres	30.8	29.5	25.9
Stored water at the end of the reporting period	megalitres	12.0	*	*

ESRS E5

GRI 306

Waste Management

Waste diverted from disposal and waste directed disposal by recovery	Unit	2025	2024	2023
Waste diverted from disposal	tonnes	2,419.2	1,868.4	1,949.3
Preparation for reuse	tonnes	-	-	-
Recycling (total)	tonnes	2,388.4	1,792.0	1,901.3
Recycling	tonnes	2,093.1	1,777.8	1,867.2
Compost	tonnes	295.3	14.2	34.1
Other recycling	tonnes	23.0	-	-
Other recovery operations	tonnes	30.8	76.4	48.0
Waste directed to disposal	tonnes	2,709.8	3,340.6	2,628.4
Incineration	tonnes	1,873.0	2,296.3	1,941.1
Landfilling	tonnes	628.1	605.3	635.6
Other disposal operations	tonnes	208.7	439.1	51.7
Total weight of waste generated	tonnes	5,129.0	5,209.0	4,577.7
of which hazardous	tonnes	2,050.2	2,323.8	1,849.8
of which non-hazardous	tonnes	3,078.7	2,885.2	2,727.9
of which radioactive	tonnes	-	-	-
Volume produced	SMU	718,619,722	588,523,786	641,945,041
Waste intensity	g / SMU	7.13725	8.85100	7.13098

ESRS E2

GRI 305

Air Pollution

Air pollutants by category	Description	Unit	2025	2024	2023
HVOCs	Halogenated volatile organic compounds	tonnes	3.82	4.70	*
NHVOCs	Nonhalogenated volatile organic compounds	tonnes	11.15	13.34	*
ODS	Ozone depleting substances	tonnes	0.24	0.18	*
SO2	Sulfur dioxide	tonnes	0.45	0.52	*
Nox	Nitrogen oxides	tonnes	7.47	5.47	*
Particulates	Particulates emissions	tonnes	18.52	14.14	*
Hazardous substances (CO)	Carbon monoxide	tonnes	0.11	0.02	*

ESRS E4

GRI 101

Biodiversity

Biodiversity impact	Unit	2025	2024	2023
Trees planted (reforestation)	Number	132,853	101,769	100,000
Bees adopted (support to sustainable beekeeping initiatives)	Number	3,585,000	1,920,000	180,000

Own Workforce 1/2

Total number of employees		2025			2024			2023		
		Unit	Male	Female	Total	Male	Female	Total	Male	Female
Total number of employees by employment contract (full-time vs part-time)										
Full-time	Headcount	2,501	2,620	5,121	2,464	2,699	5,163	2,276	2,585	4,861
Part-time	Headcount	78	212	290	58	200	258	68	188	256
Total	Headcount	2,579	2,832	5,411	2,522	2,899	5,421	2,344	2,773	5,117
Total number of employees by employment contract (permanent vs temporary)										
Permanent	Headcount	2,321	2,519	4,840	2,398	2,753	5,151	2,088	2,421	4,509
Temporary	Headcount	258	313	571	124	146	270	256	352	608
Total	Headcount	2,579	2,832	5,411	2,522	2,899	5,421	2,344	2,773	5,117

Total number of employees by employment contract by site or organization type		2025					2024					2023				
		Unit	CZ	RO	IND	Other	Total	CZ	RO	IND	Other	Total	CZ	RO	IND	Other
Full-time	Headcount	1,572	1,426	667	1,456	5,121	1,536	1,405	697	1,525	5,163	1,492	1,291	589	1,489	4,861
Part-time	Headcount	226	2	-	62	290	222	2	-	34	258	224	2	-	30	256
Total	Headcount	1,798	1,428	667	1,518	5,411	1,758	1,407	697	1,559	5,421	1,716	1,293	589	1,519	5,117

Percentage of internal employees by gender and employee category		2025			2024			2023		
		Unit	Male	Female	Total	Male	Female	Total	Male	Female
Executives	Headcount	64%	36%	100%	67%	33%	100%	72%	28%	100%
Managers and Field Force Area Managers	Headcount	56%	44%	100%	55%	45%	100%	56%	44%	100%
White Collar and Field Force Representatives	Headcount	36%	64%	100%	38%	62%	100%	39%	61%	100%
Blue Collar	Headcount	67%	33%	100%	62%	38%	100%	58%	42%	100%
Total	Headcount	48%	52%	100%	47%	53%	100%	46%	54%	100%

Own Workforce 2/2

Internal employees by age group and employee category	Unit	2025				2024				2023			
		<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Number of employees by age group	Headcount	790	3,286	1,335	5,411	860	3,350	1,211	5,421	791	3,070	1,256	5,117
Executives	Headcount	-	16	17	33	-	12	15	27	-	12	13	25
Managers and Field Force Area Managers	Headcount	15	546	224	785	14	573	197	784	23	488	205	716
White Collar and Field Force Representatives	Headcount	548	1,909	590	3,047	593	2,081	556	3,230	527	1,988	585	3,100
Blue Collar	Headcount	227	815	504	1,546	253	684	443	1,380	241	582	453	1,276
Percentage of employees by age group	Headcount	15%	60%	25%	100%	16%	62%	22%	100%	15%	60%	25%	100%

Injuries	Unit	2025	2024	2023
Internal workers injuries				
Work-related injuries	Number	17	8	2
Of which fatalities	Number	-	-	-
Of which in offices	Number	12	6	-
Of which in manufacturing sites	Number	5	2	2
External workers injuries				
Work-related injuries	Number	1	1	5
Of which fatalities	Number	-	-	-
Of which in offices	Number	-	-	-
Of which in manufacturing sites	Number	1	1	5

Employee turnover	Unit	2025	2024	2023
Total employee turnover ⁽¹⁾	%	12.4%	12.05%	16.24%
Total leavers during the reporting period	Number	633	600	770

Pay equity metrics ⁽¹⁾	Unit	2025	2024	2023
Gender pay gap (M-F)	%	-6.9%	-8.1%	-0.4%
Pay Ratio (Highest vs Median)	Ratio	42.9	44.5	46.3

Collective Bargaining Coverage (EEA)	Unit	2025	2024	2023
Total employees covered by collective bargaining agreements	%	72%	70%	70%

Training	Unit	2025		2024	2023
		Male	Female	Total	Total
Number of average training hours per employee	Hours	35.16	35.7	28.8	17.2

1 - Not including information from the Apontis Pharma Deutschland GmbH & Co. Kg

Governance related and Procurement

Governance and Ethical Compliance	Unit	2025	2024	2023
Amount of fines for violation of anti-corruption and anti-bribery laws	EUR	-	-	-
Number of convictions for violation of anti-corruption and anti-bribery laws	Number	-	-	-
Percentage of functions covered by training programmes on anticorruption	%	100%	100%	100%

Sustainable Procurement	Unit	2025	2024	2023
% of strategic suppliers assessed on environmental topics (via Ecovadis)	%	71%	*	*
% of strategic suppliers assessed on Human Rights topics (via Ecovadis)	%	71%	*	*
% of strategic suppliers assessed on ethical compliance topics (via Ecovadis)	%	71%	*	*
% of strategic suppliers committed to SBTI or with SBTI targets set	%	5%	*	*
Strategic suppliers that committed to our Suppliers Code of Conduct	%	100%	100%	100%
Strategic suppliers engaged on Sustainability	%	100%	100%	100%
Number of PSCI audits conducted	Number	-	-	-

GRI and ESRS Index

Material topic	ESRS Standard	GRI Standard	GRI Disclosure	SDG	Page	Material topic	ESRS Standard	GRI Standard	GRI Disclosure	SDG	Page
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-1 Organizational details		4; 67	Supply Security	E1,E2,E3,E4,S1	GRI 3: Material Topics 2021	3-3 Management of material topics	SDG 1,3	9
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting		67	Environmental footprint	E1.E2.E3.E4	GRI 3: Material Topics 2021	3-3 Management of material topics		36-45
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-3 Reporting period, frequency, and contact point		67	Environmental footprint	E1	GRI 302: Energy 2016	302-1 Energy consumption within the organization	SDG 3, 7,8, 9,12,13	36-41; 61
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-4 Restatements of information		67; 57; 60	Environmental footprint	E1	GRI 302: Energy 2016	302-4 Reduction of energy consumption	SDG 3, 7,8, 9,12,13	36-41; 61
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-5 External assurance		67	Environmental footprint	E1	GRI 305: Emission 2016	305-1 Direct (Scope 1) GHG emissions	SDG 3, 7,8, 9,12,13	36-40; 60
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships		9; 35	Environmental footprint	E1	GRI 305: Emission 2016	305-2 Energy indirect (Scope 2) GHG emissions	SDG 3, 7,8, 9,12,13	36-40; 60
General disclosures	ESRS 2, S1	GRI 2: General Disclosures 2021	2-7 Employees		24-28; 63-64	Environmental footprint	E1	GRI 305: Emission 2016	305-3 Other indirect (Scope 3) GHG emissions	SDG 3, 7,8, 9,12,13	36-40; 60
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-9 Governance structure and composition		15-18	Environmental footprint	E1	GRI 305: Emission 2016	305-4 GHG emissions intensity	SDG 3, 7,8, 9,12,13	36-40; 60
General disclosures	G1	GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body		18	Environmental footprint	E1	GRI 305: Emission 2016	305-5 Reduction of GHG emissions	SDG 3, 7,8, 9,12,13	36-40; 60
General disclosures	G1	GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts		18	Environmental footprint	E3	GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	SDG 3, 6, 12, 14, 15	42; 61
General disclosures	G1	GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts		15-17	Environmental footprint	E3	GRI 303: Water and effluents 2018	303-2 Impacts related to Water discharge	SDG 3, 6, 12, 14, 15	42; 61
General disclosures	G1	GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting		15-17	Environmental footprint	E3	GRI 303: Water and effluents 2018	303-3 Water withdrawal	SDG 3, 6, 12, 14, 15	42; 61
General disclosures	S1	GRI 2: General Disclosures 2021	2-21 Total Remuneration Ratio		64	Environmental footprint	E3	GRI 303: Water and effluents 2018	303-4 Water discharge	SDG 3, 6, 12, 14, 15	42; 61
General disclosures	G1	GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy		15	Environmental footprint	E4	GRI 3: Material Topics 2021	3-3 Management of material topics: Biodiversity	SDG 15	43; 62
General disclosures	G1	GRI 2: General Disclosures 2021	2-23 Policy commitments		48-49	Environmental footprint	E5	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SDG 3, 6, 9, 12, 14,15	41-62
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-24 Embedding policy commitments		17; 24-31; 38-45	Environmental footprint	E5	GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	SDG 3, 6, 9, 12, 14,15	41-62
General disclosures	ESRS 2	GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts		47-49	Environmental footprint	E5	GRI 306: Waste 2020	306-3 Waste generated	SDG 3, 6, 9, 12, 14,15	41-62
Protection of whistle-blowers	G1	GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns		47-49	Environmental footprint	E5	GRI 306: Waste 2020	306-4 Waste diverted from disposal	SDG 3, 6, 9, 12, 14,15	41-62
Protection of whistle-blowers	G1	GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations		47-49	Environmental footprint	E5	GRI 306: Waste 2020	306-5 Waste directed to disposal	SDG 3, 6, 9, 12, 14,15	41-62
Protection of whistle-blowers	G1	GRI 2: General Disclosures 2021	2-28 Membership associations	SDG 17	50	Employee health, wellbeing and safety	S1	GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	SDG 3, 6	28; 52
Protection of whistle-blowers	G1	GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement		19-21	Employee health, wellbeing and safety	S1	GRI 403: Occupational health and safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	SDG 3, 6	28; 50
Double Materiality Assessment	ESRS 2	GRI 3: Material Topics 2021	3-1 Process to determine material topics		19-21	Employee health, wellbeing and safety	S1	GRI 403: Occupational health and safety 2018	403-3 Occupational health services	SDG 3, 6	28; 50
Double Materiality Assessment	ESRS 2	GRI 3: Material Topics 2021	3-2 List of material topics		21	Employee health, wellbeing and safety	S1	GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	SDG 3, 6	28; 50
Anti-corruption and Anti-bribery	G1	GRI 3: Material Topics 2021	3-3 Management of material topics		46-49	Employee health, wellbeing and safety	S1	GRI 403: Occupational health and safety 2018	403-5 Worker training on occupational health and safety	SDG 3, 6	28; 50
Corporate Culture	G1	GRI 3: Material Topics 2021	3-3 Management of material topics		23; 48	Employee health, wellbeing and safety	S1	GRI 403: Occupational health and safety 2018	403-6 Promotion of worker health	SDG 3, 6	28; 50
Affordability of Zentiva products	S4	GRI 3: Material Topics 2021	3-3 Management of material topics	SDG 1,3,10, 16	7; 28	Employee health, wellbeing and safety	S1	GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	SDG 3, 6	64
Accessibility to Standard Therapies	S4	GRI 3: Material Topics 2021	3-3 Management of material topics	SDG 1,3,10, 16	7; 28	Human Rights Compliance	S1	GRI 408: Child Labor 2016	3-3 Management of material topics	SDG 1, 3, 6, 10, 12	27; 35; 52; 63
						Equal treatment and opportunities for all	S1	GRI 405: Diversity and equal opportunities	Diversity of governance bodies and employees	SDG 5	16-17; 63-64
						Equal treatment and opportunities for all	S1	GRI 405: Diversity and equal opportunities	Ratio of basic salary and remuneration of women to men	SDG 5	64
						Drug safety and quality	S4	GRI 3: Material Topics 2021	3-3 Management of material topics	SDG 1, 3, 10, 16	28

Editorial and Assurance

Scope of Reporting, Material Topics, and Boundaries

This Sustainability Report is a non-financial disclosure published annually and is the fifth published by Zentiva. It provides a comprehensive overview of Zentiva's Sustainability strategy and performance, including aspects of environmental, social and governance (ESG) topics. The report covers the scope of Zentiva and the ongoing activities of the fiscal year 2025 and was published in March 2026 with updates for the previous year. It also includes information on material topics, risks, opportunities, and long-term considerations. We prioritize transparency and preparations for future regulatory requirements, including CSRD (Corporate Sustainability Reporting Directive).

The report is structured in accordance with the GRI Standards and provides Zentiva's management approach for material topics. It presents the performance of Zentiva for 2025 to provide future transparency, structure, standardization and comparability of sustainability data (2023 to 2025 for continuous improvement and 2021–2025 for relevant GHG emissions as per SBTi requirements).

The data presented in the report is collected at group level and covers all active operations, subsidiaries, branches and affiliates within Zentiva Group. For the purposes of this report, Zentiva Group means AI Sirona and any person that is Controlled by or is under common Control of AI Sirona; with the term "Control" meaning (i) possession, direct or indirect, through one or more intermediaries, of the power to direct the management or policies of a person, whether through ownership of voting securities, by contract relating to voting rights or otherwise, or (ii) ownership, direct or indirect, through one or more intermediaries, of more than fifty percent (50%) – or any other percentage as per any applicable law which enables to exercise the Control – of the outstanding voting securities or other ownership interest of such person. Zentiva Group operates in Europe and beyond, with production facilities in Prague (Czech Republic), Bucharest (Romania), and Ankleshwar (India), and commercial affiliates in multiple countries with 32 affiliates and 6 branches.

The report includes data from AI Sirona (Luxembourg) Acquisition S.à r.l., Zentiva Pharma Albania sh.p.k, Zentiva Pharma d.o.o., Zentiva Pharma Bulgaria EOOD, Helvepharm A G, Zentiva d.o.o., Zentiva, k.s., Zentiva Denmark ApS, Zentiva Group, a.s. Eesti filial, Zentiva France, Zentiva Pharma GmbH, ZENTIVA PHARMA Kft, Zentiva Italia S.r.l., Representative Office of Alvogen Pharma Trading Europe EOOD – Kazakhstan, Zentiva Group, a.s. filiāle Latvijā, Zentiva Group, a.s. Lietuvos filialas, Labormed-Pharma S.A. Bucharest Chişinău Branch, Zentiva Pharma d.o.o. – dio stranog društva u Podgorici, Zentiva Pharma Macedonia DOOEL Skopje, Zentiva Polska Sp.z.o.o., Zentiva Portugal, Lda, Zentiva Pharma d.o.o – Serbia, Zentiva Private Limited, Zentiva Group, a.s., Zentiva S.A., LaborMed-Pharma SA, Zentiva, a.s., Zentiva Spain, S.L.U., Zentiva Ukraine LLC, Zentiva Pharma UK Limited, Zentiva International a.s., Alvogen Pharma Trading Europe EOOD, Apontis Pharma Deutschland GmbH & Co. Kg, Zentiva Pharma Trading Srl (formerly known as Labormed Pharma Trading Srl) and Zentiva Pivot EOOD. For comparison purposes, information pertaining to divested units has been removed from historical figures where applicable.

Editorial Team

- Ines Windisch, Head of Corporate Affairs & Sustainability
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With the support of

- Nicolas Ribeiro, Studio Encoda

External Assurance

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

- Justinas Janulaitis, Preferred by Nature

GRI Content Index

Zentiva has reported the information cited in the GRI content index for the period from January 1, 2025, until December 31, 2025, with reference to the GRI Standards.

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

Role of the highest governance body in Sustainability reporting

The Sustainability Report 2025 has been written and reviewed by the Sustainability Community under the leadership of Ines Windisch, Head of Corporate Affairs & Sustainability, and approved by Steffen Saltofte, CEO of Zentiva, and the members of the Audit Committee.

Sources

Information from AI Sirona and Zentiva, unless indicated otherwise.

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2025 Sustainability Report



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