

Our Policies

Corporate Social Responsibility

August 2024 – vs. 1

ZENTIVA



Zentiva Corporate Social Responsibility Policy

Embracing our #WeHelpOthers Commitment

Introduction

At Zentiva, we provide health and wellbeing for all generations by developing, producing and delivering high-quality and affordable medicines to those who depend on them every day. Our core business activity positively impacts the lives of more than 100 million people in Europe and beyond.

We are deeply aware of our responsibility and the significant impact we have on the society and the environment. Zentiva operates within a broader ecosystem of people, values, other organizations, and the natural environment. We believe that our social responsibility extends beyond our business operations, compelling us to give back to the world as generously as it gives to us.

#WeHelpOthers

At Zentiva, Corporate Social Responsibility (CSR) is a key element of our Sustainability Strategy. Our commitment goes beyond providing people with high-quality, affordable medicines; we aim to make a positive impact through our engagement, donations and volunteering program #WeHelpOthers.

Launched in 2020, this initiative embodies our commitment to supporting those in need within our communities. Through volunteering, donations, fellowships and scholarships, non-HCP/non-HCO sponsorships and patient support programs, we extend a helping hand to those around us. This engagement program is a cornerstone of our dedication to being a responsible corporate citizen.

We encourage our employees to engage with their communities and identify areas where they can make a difference. We also support our employees in implementing their ideas through individual or collaborative volunteering efforts.

To further support our employees' initiatives, Zentiva provides matching funds and additional donations where appropriate, without diminishing the sense of ownership our teams feel for their community actions. This policy ensures that our collective efforts are impactful, leveraging the power of our employees' ideas and actions to help wherever needed.

Policy Purpose

The purpose of this policy is to guide Zentiva's #WeHelpOthers efforts in caring for our employees, the people we serve, our partners, and our planet. This policy aims to:

- Outline our commitment to Corporate Social Responsibility (CSR) as a fundamental aspect of our Sustainability Strategy.
- Provide clear guidelines for employees seeking to implement local projects, including monetary donations and matching campaigns.

- Ensure our CSR activities are impactful, leveraging the collective power of our employees' ideas and actions and fostering a sense of ownership for their community initiatives.

Scope

This policy is company-wide in scope and applies to all employees and people working for Zentiva, board members, subsidiaries, and affiliated companies of Zentiva. It encompasses all aspects of our company and its subsidiaries and extends to our suppliers and partners where applicable. This ensures a comprehensive approach to our CSR efforts, aligning with our commitment to sustainability and community engagement across all levels of our organization and network.

Alignment with Zentiva Purpose and Values

Purpose: Zentiva's purpose is to provide health and wellbeing for all generations. This purpose is embedded in our long-term business strategy and reflected in our commitment to CSR.

Values: Our core values - Accountability, Authenticity, Courage, Collaboration, and Trust - drive our CSR efforts. These values guide our actions and decisions, ensuring that we remain committed to our social responsibilities and the communities we serve.

As a **member of the UN Global Compact**, Zentiva adheres to its principles and actively contributes to achieving the 17 Sustainable Development Goals (SDGs). We identify ourselves as a socially aware and responsible business, continuously striving to align our operations and initiatives with these global objectives.

Zentiva Sustainability Strategy

Zentiva's Sustainability strategy is framed around 3 pillars: People, Partners and Planet and follows the principles of ESG (Environmental, Social, Governance). Our CSR policy #WeHelpOthers is a key driver of the Strategy.

Our Sustainability commitments are summarized in our corporate policies and published on the Zentiva website. Our corporate policies may be supplemented by local policies as needed.

Zentiva's Sustainability Priorities

People: We are building Zentiva as a great place to work where authenticity is embraced. We take care of our people, their loved ones, and the people we serve. Through transparent communication and a united approach, we create value as ONE team, We take our role as a Corporate Citizen with great responsibility.

Partners: We endeavor to establish and maintain trustworthy partnerships across our value chain, working with partners who share our values. We actively encourage our partners to engage in dialogue, sharing experiences, exchanging expectations, and collaborating hand in hand towards a more sustainable business.

Planet: We are dedicated to fostering a greener planet, pledging to achieve carbon neutrality for Scope 1 and 2 by 2030. This commitment entails implementing a comprehensive climate strategy aimed at reducing carbon emissions, sourcing renewable energy, optimizing water and energy consumption, and investing in circular economy practices to minimize waste. Additionally,

we contribute to the planet's health through tree planting initiative and biodiversity restoration efforts.

Complementarity with Other Key Zentiva Policies

Our policies are designed to meet high standards and are continuously updated to stay aligned with the latest industry practices and regulatory requirements. All our policies are readily accessible online, ensuring transparency and ease of access for all stakeholders.

The #WeHelpOthers program complements and reinforces our broader commitments outlined in other key Zentiva policies. It integrates seamlessly with our approach to ethics, health and safety, product quality, and environmental stewardship, enhancing our overall corporate responsibility framework. The following points illustrates how our program aligns with and supports these critical areas:

Ethics and Human Rights: We conduct business with integrity and respect for human rights, promoting health, safety, and fairness across the organization. We uphold respectful relationships with our partners and customers and strictly adhere to Anti-Bribery and Anti-Corruption practices. We ensure that our activities do not violate human rights in any country, directly or indirectly. Additionally, we champion Diversity, Equity, Inclusion, and Belonging.

Health and Safety: We prioritize the wellbeing of our employees, striving to make Zentiva a great place to work. Our Health, Safety, and Environment (HSE) initiatives are led by a dedicated team of professionals who collaborate closely with all parts of our organization.

Product Quality and Patient Safety: The health and safety of the patients who use our medicines are our utmost priority. Ensuring the safety and efficacy of our products is a collective responsibility, overseen by our Quality team and monitored by our Pharmacovigilance and Medical teams. Our commitments are outlined in our Corporate Quality Policy.

Environment: Zentiva is committed to mitigating risks associated with environmental damage, pollution, and health hazards. Corporate projects focus on renewable energy, efficiency programs for energy, electricity, water and waste and the investment into Biodiversity by taking care of our Bees and planting trees.

Related Zentiva Policies and Documents

- Business Ethics Commitment / Code of Ethics
- Quality Policy
- Diversity, Equity, Inclusion & Belonging (DEIB)
- Health, Safety & Environment (HSE) Policy
- Environmental Policy
- Biodiversity & De/Reforestation

Governance of #WeHelpOthers within Zentiva

The #WeHelpOthers program is designed to be driven by employees, fostering a bottom-up approach to community service. Employees are encouraged to take the initiative in identifying and leading volunteer projects that resonate with them and their communities.

The Communications team provides support as needed, ensuring that employees have the resources and guidance to make their efforts successful and impactful.

Role	Responsibility
Local Communications Professionals Community	Supports local employees or teams who desire to set up a #WeHelpOthers activity and ensuring that the activities are in line with our companies purpose and values.
Head of Sustainability	Sets the Corporate Social Responsibility policy and disseminates it throughout the organization.
Sustainability Steering Committee (SSC)	The Sustainability Steering Committee (SSC) reviews and approves Sustainability strategic plans including #WeHelpOthers and reviews progress and outcomes regularly. The committee approves financial support for Biodiversity and Reforestation projects.
Ethical Compliance Committee	The Ethical Compliance Committee reviews and ensures compliance with regulations. If the company provides financial support for #WeHelpOthers initiatives or other activities as defined in Zentiva policies and guidelines, it must be approved by the Ethical Compliance Committee.
Finance	Provides accounting framework to ensure transparency about for all contributions across the company. Consolidate all types of contributions during budgeting process and provide reporting.

Policy Implementation

Project Selection for #WeHelpOthers

New #WeHelpOthers projects are proactively initiated by employees who are passionate about making a difference in their communities. These projects must encompass the following essential features to ensure they align with our company's purpose and values, maximize impact, and engage our workforce effectively.

1. **Alignment with Zentiva Purpose:** Projects must reflect and support the purpose of Zentiva to provide health and wellbeing for all generations. Project needs to support the broader sustainability goals and commitments outlined in Zentiva's Sustainability Strategy.
2. **Community Impact:** Proposed programs and activities should be designed to make a meaningful and positive social impact to local communities, addressing their specific needs and challenges and/or a positive environmental impact.
3. **Employee Engagement:** Projects should actively involve employees, encouraging their participation in corporate citizenship efforts to foster a culture of social responsibility and teamwork.

Employees are accountable for the implementation of their ideas according to Zentiva's Code of Ethics and CSR Policy. If budget is requested or a matching donation campaign is proposed, approval must be provided by the Ethical Compliance Committee in coordination with the Head of Sustainability. This additional layer of oversight ensures that resources are allocated effectively and that the proposed initiatives have the potential for significant impact. The initiatives will be reported by the initiator or the respective Communication contacts to the Head of Sustainability for further reporting.

Partner Identification for #WeHelpOthers

Our commitment to community service is reinforced through strategic partnerships with reputable organizations. The selection of NGO partners for the #WeHelpOthers program is a careful process, ensuring alignment with our ethical standards. We work closely with trusted partners to maximize the impact of our efforts. Here are the key criteria and considerations for selecting the right NGO partners:

Impact: We seek partnerships with NGOs, government bodies, and other organizations that demonstrate a proven track record of effective collaboration. These partners should have a good reputation, established networks and experience coordinating community initiatives.

Shared Goals: It is crucial that our partners share our commitment to CSR and sustainability. We select NGOs whose missions and activities align with Zentiva's goals, ensuring that we share the same sense of responsibility towards the society and the environment.

Transparency and Accountability: Our partners must adhere to stringent standards of transparency and accountability. This includes clear reporting on the use of funds, regular updates on project progress, and measurable outcomes. We expect partners to operate with integrity, ensuring that all activities are conducted ethically and with respect for local communities.

Employee Volunteer Program

The Zentiva employee volunteer program policy aims to foster a culture of community engagement and social responsibility within the company. Employees are encouraged to participate in volunteer activities that align with the company's values and mission. Each employee is granted up to eight hours of paid volunteer leave per year to engage in approved volunteer activities during work hours, with prior alignment and approval of the manager. The program supports a variety of causes, including education, environmental conservation, and community welfare. Employees are required to seek pre-approval from their supervisors for the volunteer activities to ensure proper coverage and alignment with organizational goals.

The company will also periodically organize group volunteer events to boost teamwork and a collective sense of purpose. Participation in the volunteer program is optional but highly encouraged as part of the company's commitment to making a positive impact on society.

Goals, Measurement and Reporting for #WeHelpOthers

In 2023, we demonstrated our commitment to community service through 105 initiatives, including 64 local and team efforts across 18 countries, and 41 donations totaling EUR 642,000. At our main locations, we partnered with NGOs to support reforestation and biodiversity

restoration efforts. Moving forward, our goals, measurement, and reporting framework for the #WeHelpOthers program are structured to ensure transparency, accountability, and continuous improvement.

Key Performance Indicators (KPIs)

To effectively measure our progress and impact, we have established the following KPIs:

- **Number of Initiatives:** We aim to expand our #WeHelpOthers volunteering program by delivering more than 100 initiatives in 2024 and the years to come, thereby strengthening our community engagement and reaching a broader spectrum of needs.
- **Number of Volunteer Employees/Employee Volunteering Hours:** Tracking the participation of our employees is crucial. We will measure the number of employees involved in volunteer activities and the total number of volunteering hours contributed. This helps us understand the depth of our employee engagement and the collective effort invested in our community projects.
- **Impact on Beneficiaries:** Evaluate the tangible benefits delivered to communities through our initiatives, such as the number of trees planted, families supported, or educational materials distributed. This metric will help gauge the direct outcomes of #WeHelpOthers projects.

Reporting Framework

Our reporting framework is designed to provide clear and regular updates on our progress and impact.

Quarterly Data Collection: Local Communications contacts will gather KPI data on a quarterly basis and provide it to the Head of Sustainability. This ensures timely tracking and allows for adjustments to our strategy as needed to enhance effectiveness.

Consolidation and Analysis: The collected data will be consolidated at the Group level, analyzed, and reviewed to identify trends, successes, and areas for improvement. This analysis supports informed decision-making and planning.

Sustainability Reports: We will incorporate our findings into annual sustainability reports, providing stakeholders with transparent and detailed accounts of our #WeHelpOthers activities, outcomes, and overall impact. These reports will highlight our achievements, challenges, and future goals.

By setting clear goals, measuring our performance, and transparently reporting our results, we aim to continuously enhance the impact of the #WeHelpOthers program, fostering a culture of community service and social responsibility within our company.

#WeHelpOthers Policy Communication

Internally, the Policy is made available on our intranet site and made available to all employees and people working for Zentiva. Key relevant employees directly responsible for implementing the Policy such as those in the Communications, Sustainability and Compliance function are made aware of any version changes and undergo regular trainings to reinforce capacity for corporate social responsibility at Zentiva. Externally, the Policy is communicated to all stakeholders by being publicly accessible on the website.

Communication Strategy for #WeHelpOthers Program

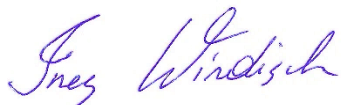
Integrating internal and external communication strategies into the policy, ensures that the #WeHelpOthers program remains visible, accessible, and impactful, fostering a strong sense of purpose and community both inside and outside the company.

Internal Communication

- **Zentiva Connects:** To ensure continuous communication and engagement with our audience across all countries, we will share updates on our activities and progress through Zentiva Connects.
- **Beezy:** will feature #WeHelpOthers on a dedicated page / Community with stories, testimonials and further information about our KPIs. Sustainability Briefings to the Leadership Team will provide updates if needed and inform on the status on a regular base.

External Communication

- **Sustainability Report:** The #WeHelpOthers program will be featured in the annual Sustainability Report according to relevant reporting frameworks and supported by detailed metrics and success stories.
- **External Website:** The #WeHelpOthers program will be showcased on our external website, highlighting key initiatives, employee engagement, and the positive impact on local communities.
- **Social Media:** On social media platforms like LinkedIn, we'll promote the program, sharing regular updates, success stories, and volunteer highlights to engage our audience and inspire participation in our community-driven initiatives.



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