

*Acting today, for a
Sustainable Tomorrow*

**People
Partners
Planet**



ZENTIVA'S

SUSTAINABILITY APPROACH

'Zentiva is a leading developer, manufacturer and supplier of high-quality, affordable medicines to patients across Europe and beyond. 100 million people put their trust in Zentiva medicines to help them manage their medical conditions and improve their health.'

Zentiva makes a huge contribution to public health. As CEO of Zentiva, it is my privilege to lead a talented and diverse team of over 4 700 associates who are all committed to the common purpose of helping patients receive the medicines they need at an affordable and sustainable cost to the healthcare system. Our business model,

which is based on providing Branded, Specialty, Value Added, OTC and Generic medicines means that each year more patients receive the "gold-standard" treatments while the cost of these treatments for the payer is reduced. When Zentiva does well, more people get the medicines they need.

As a team and as a company, we have made strong and far-reaching

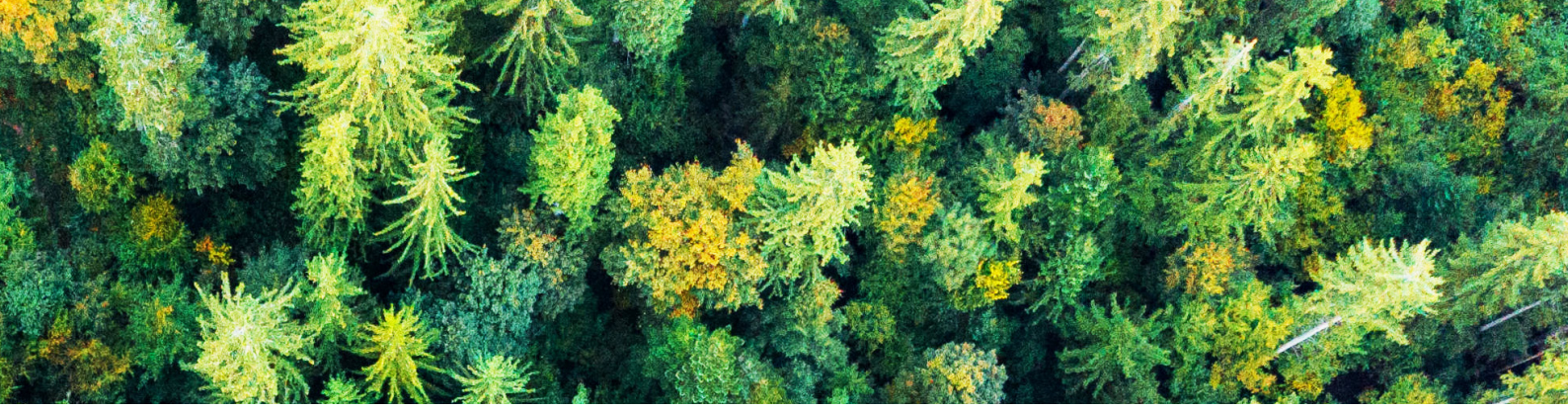
commitments in terms of sustainability which will frame our activity over the next decade. Zentiva already has many strengths but our work shows significant scope to reduce waste, increase efficiency and to drive our growth in an even more sustainable manner. As a leadership team, we have discussed the importance of judging our performance and actions today against the standards of tomorrow. In essence, when we look back at 2021 in the years to come will we be proud of "what we did and how we did it".

This report shares encouraging progress on key goals for Zentiva and outlines our top commitments for the year ahead. Each year we will review our progress, discuss with our stakeholders and look ahead to what more we can do. Each year we will rechallenge ourselves to cut our use of fossil fuels.

I would like to thank the Zentiva team who has worked immensely hard in 2021 to supply as many medicines as possible while doing all they could to safeguard the health and safety of our colleagues. Our continued appreciation goes to our business partners for their trust and support.'

Nick Haggan
CEO





‘It is my pleasure to present Zentiva’s first sustainability report for the year 2021.

Sustainability is an individual and collective responsibility and my role at Zentiva is to excite and engage the full Zentiva team and our business partners to improve our sustainability each year.

In 2021 Zentiva made significant improvements, stepping up in the environmental area, sourcing our European Manufacturing Sites from 100 % renewable electrical energy and decreasing our consumption of energy and water per SMU. It was wonderful to see in our engagement survey, where 9 out of 10 people stated that they are proud to work for our company.

We also made multiple ESG (Environment, Social, Governance) commitments which were published on www.zentiva.com and shared with our business partners and stakeholders. We conducted a comprehensive self-audit of our ESG activities and plans in partnership with S&P allowing Zentiva to benchmark itself against leading companies in the pharmaceutical sector and uncover areas and opportunities for us to do more.

This first benchmark showed Zentiva in the Top 15 percentile of our industry and made us proud of our achievements.

Our sustainability journey began as Zentiva became an independent company owned by Advent International. This move to independence

brought fresh energy and investment into Zentiva and allowed us to chart an exciting growth plan to double the company in five years. Our clear strategy and our six SuperpowerZ which describe the values and behaviours for the company are guiding us on the way. The formalization of our governance and the clear focus on “being responsible” and “being inclusive” have all helped to frame our Sustainability roadmap. As part of our governance process, we drive active and regular risk management and materiality assessments.

The Zentiva Sustainability roadmap is framed around 3 pillars: People, Partners and Planet which we will describe in the next chapters. We bring them to life via internal communication campaigns like “WeHelpOthers” or “Planet Z” which you can as well discover in this report. In 2021 we have made encouraging progress and I am thankful for wonderful contributions from across the Zentiva team and for the active support of many of our business partners.’



Ines Windisch

Head of HR, Communications & Sustainability





OUR SUSTAINABILITY ROADMAP IS FRAMED AROUND 3 PILLARS

People

We build Zentiva as a great place to work where everyone can be their true selves. We take care of our people, their beloved ones, and the people we serve, communicate transparently, and create value as one team.

Partners

We build sustainable relations with our partners who share the same vision as us.

Planet

Zentiva is contributing to a greener planet by committing to be carbon neutral by 2030. We will achieve that by a comprehensive climate strategy that focuses on reducing carbon emissions, sourcing from renewable energy, reducing water and energy consumption and waste. We help the planet to stay healthy by planting trees and investing into biodiversity projects.



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ZENTIVA AT A GLANCE

OUR PURPOSE

When Zentiva does well, more people get the medicines they need.

Zentiva makes a huge contribution to public health across Europe and beyond. We are proud to have a talented and diverse team of over 4700 associates who are all committed to the common purpose of helping people receive the medicines they need at an affordable and sustainable cost to the healthcare system. Our business model, which is based on providing Branded, Speciality, Value Added, OTC and Generic medicines means that each year more patients receive the 'gold-standard' treatments while the cost of these treatments for the payer is reduced.

Zentiva continued its strong growth trajectory in 2021 whilst showing great resilience in the face of ongoing COVID-19 disruptions.

Through close collaboration with our customers and supply chain partners, we were able to maintain our customer service levels during significant swings in demand. As we progress and the company grows, we are strengthening our ability to assess and anticipate risks and adapt quickly to new circumstances and challenges.



[Watch our Purpose video](#)

WE SERVE



In 2021 we expanded our business operations into Spain and the Netherlands.

Our geographic expansion across Europe is nearing completion. At the end of 2021 Zentiva had reached to 95% of the continental European market with a network of 34 subsidiaries, 7 branch offices and active operations in 35 countries.

Zentiva roots reach back more than 530 years to the Black Eagle pharmacy (that is still existing today!) a small business that served the citizens of Prague.

We are proud of our heritage and our longevity. This gives us perspective on building an exciting and sustainable future for our company.



Today, Zentiva has expanded to a network of **34 subsidiaries** and **7 branches** with active operations located in 35 countries.

Scan to learn more:



-  Zentiva Locations
-  Production Centre
-  Development Centre



WE DEVELOP



Zentiva has two R&D centres, based in Prague and in Ankleshwar.

Our R&D team apply cutting edge methodologies to develop and actively manage the lifecycle of active pharmaceutical ingredients, drive innovation in drug product formulation and bring bioequivalent and value-added medicines to European regulators for review and approval.

The internal capability is augmented by a network of academic partnerships including the flagship **'The Parc'** program and the **'Open Innovation Program'**.

ABOUT THE PARC:

Zentiva is a founding member of The Parc (The Pharmaceutical Applied Research Center), a pharmaceutical research platform offering a post-graduate program that is based on collaboration between academic and industrial partners. It allows you to solve real problems directly connected to some of today's major challenges and implement results into real products!

ABOUT OUR OPEN INNOVATION PROGRAM:

Our experts continue to explore new ways to improve current pharmaceutical products, simplify administration, increase patient compliance and keep healthcare accessible to everybody. Innovation means collaboration and we would like to join forces with those who are having the same commitment and asking the same questions than we do. With our open innovation program we can make the difference together.

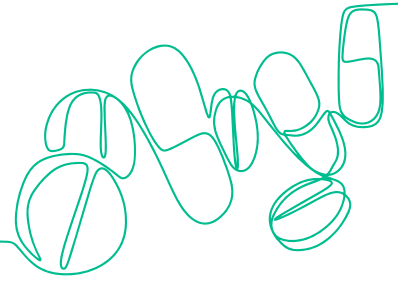


[Watch The Parc video](#)



[Watch Open Innovation video](#)

WE PRODUCE



50% of the Zentiva team works in our Industrial Operations and Product Supply Teams.

Zentiva has four manufacturing sites – Prague site, Bucharest site 1 and site 2 and Ankleshwar site.

These sites manufacture more than 50% of Zentiva’s product supply, the balance coming from our network of 300 supply partners. Our Prague site celebrated 90 years of operations in 2021, while our Bucharest 1 site will celebrate 60 years of operations in 2022.

Our operations and engineering teams are a

constant source of ideas of how to improve our sustainability footprint. Our commitment to become carbon neutral by 2030 (for scope 1 and scope 2) depends greatly on our ability to make breakthroughs in our process technology and in our ways of working.



[Watch our Industrial Network video](#)





2021 KEY ACHIEVEMENTS

A low-angle photograph of a forest with sunlight filtering through the trees. The image is divided into three horizontal white bands, each containing a word in blue cursive script. The background is a dense forest of tall, thin trees with green foliage, and the lighting is bright and natural, suggesting a sunny day.

People

Partners

Planet

Under the *People* pillar, we formalized the following topics:

Under the *Partners* pillar, we worked on the following topics:

Under the *Planet* pillar, we addressed the following topics:

Performed a comprehensive analysis of waste and water use reduction opportunities at our manufacturing sites



We formalized our 3rd party cooperation, intricately linked to our Code of Ethics

Our Diversity & Inclusion Policy was embedded into our processes. We committed to full gender balance on leadership roles by 2026



The Human Rights and Anti-Modern Slavery policy has been finalized

We analysed and verified our 2021 carbon footprint

We finalized our Responsible Sourcing policy

We committed to Solar & Wind Energy



ROMANIAN
DIVERSITY
CHARTER

We have signed the Diversity Charter in Romania

We strengthened our efforts to reforest the planed by planting 27.848 trees in 2021



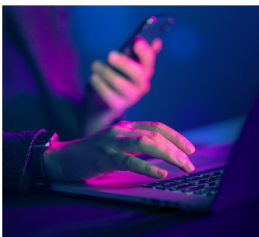
The Code of Ethics has been relaunched and published in 22 languages

We did our first structured analysis on risk management and materiality assessment



We strengthened our campaign #WeHelpOthers with 37 initiatives in 14 countries throughout the year

We achieved 100% renewable electricity supply at our European manufacturing sites



We deep dived and focused on Cybersecurity

Corporate Citizenship principles have been published

Anti-Bribery and Anti-Corruption policies have been updated

We formalized our target to become carbon neutral by 2030

Several policies have been released and published on our website www.zentiva.com under the **Commitment menu** and on all our affiliate websites.





THE SOCIAL ASPECT OF ESG: PEOPLE

Reflecting first on our internal community

In 2021 we conducted our third employee engagement survey, 'Heartbeat 3'. This survey helps us listen to the Zentiva team in all our countries, functions and sites and to find how and where we can do better and get stronger.

Heartbeat 3 generated a 93% participation from our employees with over 12,000 individual comments which were read and discussed by the Zentiva Executive Committee. From the structured and open-text feedback, we have been able to identify

our improvement priorities and work to address them.

Employee engagement and participation are at the heart of our Sustainability roadmap. We make the biggest shifts when we have understanding and commitment to act as well as the responsibility to comply.

Sustainability was a key theme for the 2021 Leadership conference that brought together the Top 300 leaders of our company into a 'virtual' conference forum – where we exchanged our ideas and plans to take Zentiva towards a sustainable future.

The 2021 engagement score of 'Heartbeat 3' showed an index of 83.



9 OUT OF 10

employees pointed out that they are proud to work for Zentiva



87%

of our employees felt well supported during the COVID-19 pandemic



84%

of our employees are proud of Zentiva's response during COVID, both internally and externally

DIVERSITY AND INCLUSION

In our heads, in our hearts and in our hands

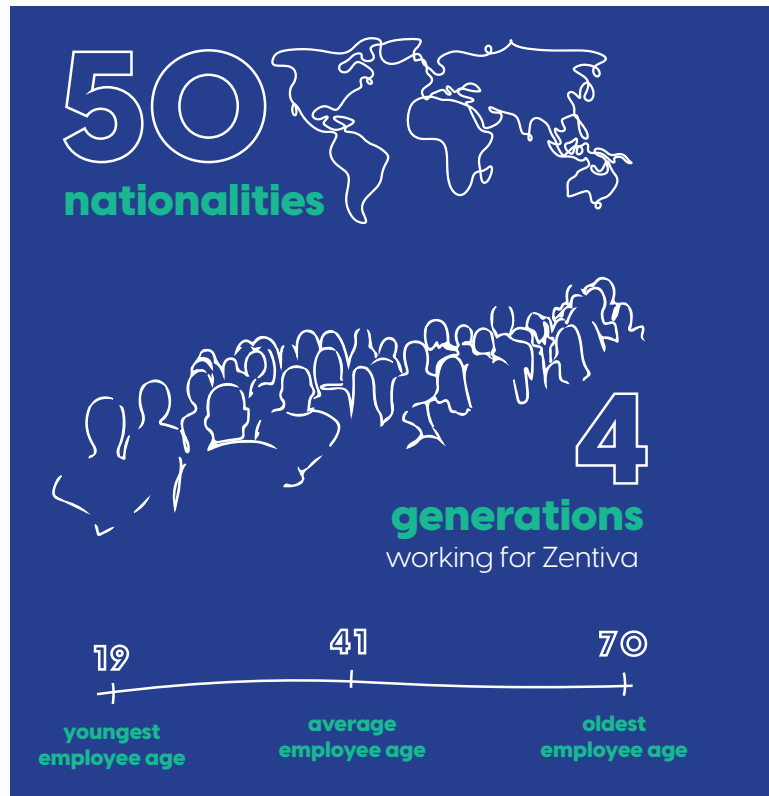
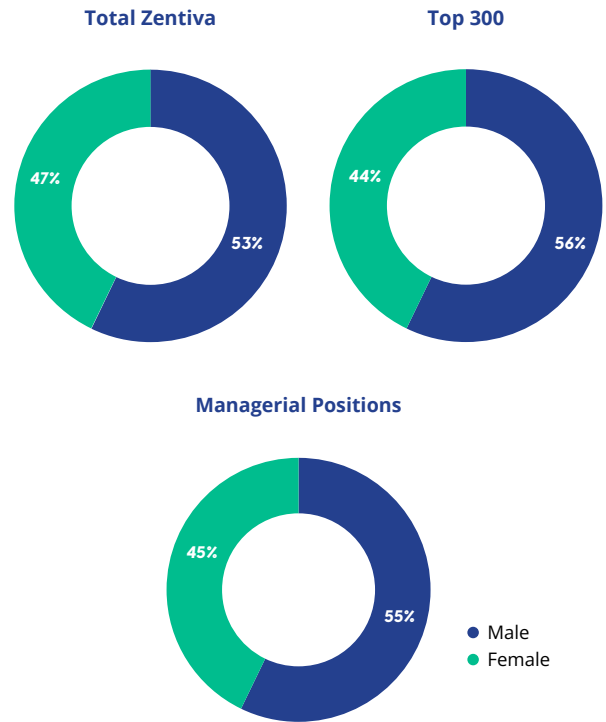
At Zentiva we believe our diversity is a source of great energy and strength. Everyone should feel welcomed in our company, be able to be their true selves and contribute to the best of their ability.

Zentiva has already progressed but has more work to do to ensure we correctly represent how people self-identify.



GENDER BALANCE

As part of our gender diversity commitment, we want to achieve a 50:50 gender balance across managerial roles and top leadership roles by 2026.





My wellbeing @Zentiva

My Body

My Time

My Mind

EMPLOYEE HEALTH, WELLBEING & SAFETY

The COVID-19 pandemic made it clearly visible that health is precious and more important than ever. As a company we have launched our 'Health and wellbeing Academy' where we support our teams, so they feel good. The first programs started to focus on MY BODY, MY TIME and MY MIND, where employees can join us in interactive sessions and webinars.

Our team in HSE (Health, Safety and Environment) is ensuring that we have safe conditions in all our premises. **We target vision zero, meaning zero incidents during work and life@Zentiva.** In 2021, we experienced 9 Lost-Time-Incidents (LTI).

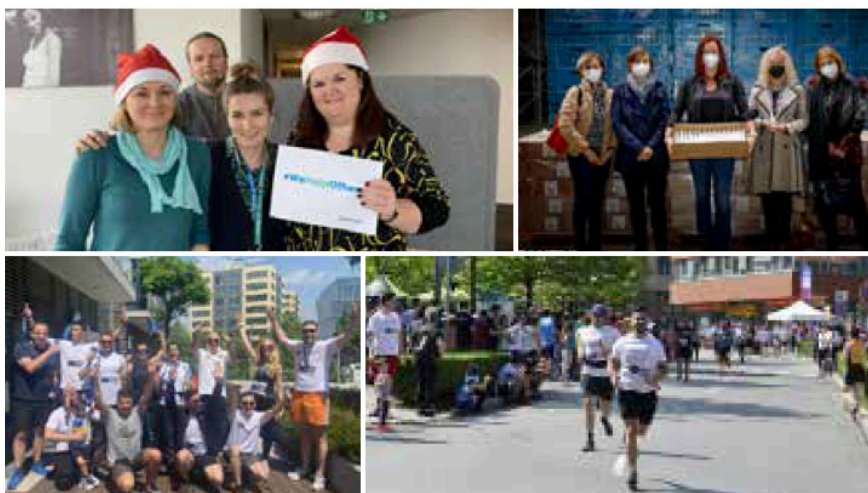
Our HSE policy establishes a framework based on our commitment to continuous improvement, elimination of risks and protection of Zentiva employees, the business, external partners, surrounding communities and environment. We are dedicated to building a strong HSE culture where everyone is aware of their responsibilities in preventing accidents, avoiding health risks, and reducing environmental impacts.

COMMUNITY ENGAGEMENT & VOLUNTEERING

The Zentiva team is wonderful, showing time after time their willingness to help others most in need.

Many donations were made by the company in response to specific needs identified by our country teams and were approved by the Zentiva Compliance Committee, incl. over 100 000 packs of medicine, other in-kind donations and financial support, amounting to a total of nearly 460 000 EUR.

Our #WeHelpOthers program gained even more momentum and our thanks goes to all colleagues who got involved – bringing ideas, volunteering, donating, helping and finding a way to contribute as individuals and teams.



#WeHelpOthers

We are pleased to share just a few examples below:

In India our colleagues celebrated the Joy of Giving 'Daan Utsav' donating clothes, books, stationery, and money to charity organizations. On the occasion of World Disability Day volunteers visited 'Kalrav', a school for disabled children to spend some time with them and being supportive.

The Romanian team partnered with the 'Ana and Children Association' to organize a party for 20 children who are under the care of the foundation at the Bucharest Centre.

Our #WeHelpOthers program also included the donation of medicines throughout the year and the donation of hygiene and disinfectant products to help prevent infection transmission in schools, kindergartens, nursing houses, social support organizations, key worker teams and sports associations.

Our colleagues from Portfolio and New Products in Prague created and sold calendars illustrated with photos by Zentiva employees, with the proceeds being donated to Kolping Family Smecno organization which supports families with disabled children.

The French team collected money for Vaincre Le Cancer association, while our colleagues from Corporate Affairs & HR took part in the Teribear Charity Run in the Czech Republic.

The 'Every Kilometre Counts' challenge saw many groups total up the distance they walked or ran within a calendar month to create a team total which they then converted into money to donate to selected local charities.

Our German team chose to donate to socially disadvantaged families, while our UK team included an Air Ambulance Charity in their plan.

Our UK-based colleagues donated food to two of the local food banks for the Salvation Army.

Our Industrial Operation partnered with Primary School Norská in Kladno to support the families in need with food, medicines, cleaning supplies, and detergents.

Czech colleagues collected 1370 kg of goods for Prague Foodbank as part of Christmas collection.

In Poland three different aid organizations received essential items donated by the colleagues including food, various detergents, hygiene items and gifts for children.

As part of the Romania team activities – Zentiva colleagues became Saint Nicholas for local children.



THE GOVERNANCE ASPECT OF ESG:

PARTNERS

Good corporate governance is key to building a healthy and sustainable business. **Zentiva complies with all quality, environmental, legal and regulatory standards**, while looking forward to see how we can be better and measure ourselves against the future standards.

Zentiva is a **private company owned by Advent International** and follows a robust governance structure encompassing an Advisory Committee led by an independent chairman – Richard Ridinger. The Advisory Committee advises the Board of Managers which is the supreme managing body of Zentiva.

On a day-to-day basis, the Zentiva team works in close partnership with the Advent International team to confirm the business strategy, assess and manage risks and opportunities, monitor progress against agreed and approved objectives and KPIs and frame all important topics for approval according to the management authorization levels.

The business performance is reviewed weekly, monthly and quarterly with progress and decisions being formally documented. The governance processes are summarized in a formal document. The governance is

further supported by subcommittees that lead on Audit, Remuneration, Compliance and Transformation. At a subsidiary level, the company is supported by further local boards which meet the statutory requirements whilst flowing information upwards to the main board level.

Sustainability objectives and goals are embedded within the company and formally reviewed during the year to assess achievement. The objectives are cascaded through the company through the annual objectives setting process and achievements are reported and assessed by the Remuneration Committee.

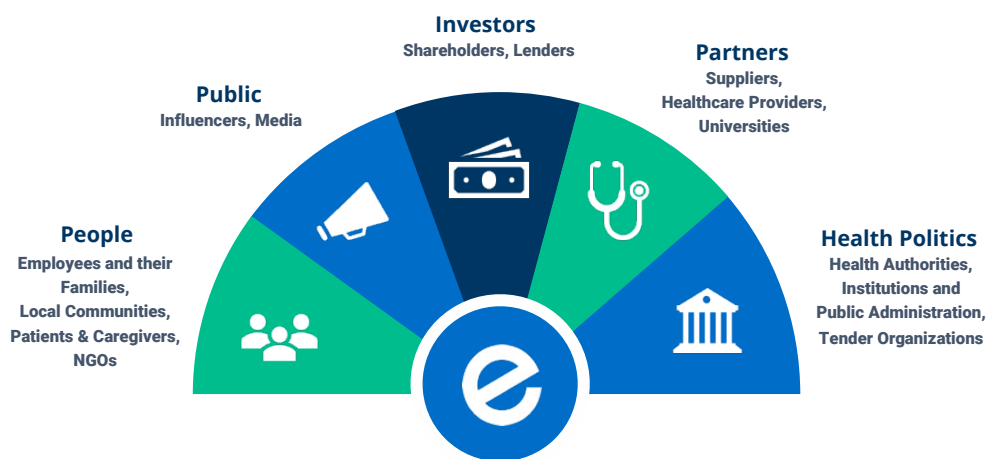
We look end to end at our business to understand how we can build a more sustainable future, extending from responsible sourcing to optimizing the bioavailability of medicines such that there is less flow into the final water supply and less waste water.

As noted in the previous section, Zentiva is committed to strengthening the Diversity & Inclusion of our Board and Executive Committee as part of our Sustainability roadmap.

STRATEGIC STAKEHOLDER ENGAGEMENT & MATERIALITY

With reference to the GRI standards, we consider

- Financial Materiality (how the changing environment and society may affect our financial performance) and
- Environmental/Social Materiality (how Zentiva is affecting the environment and society).



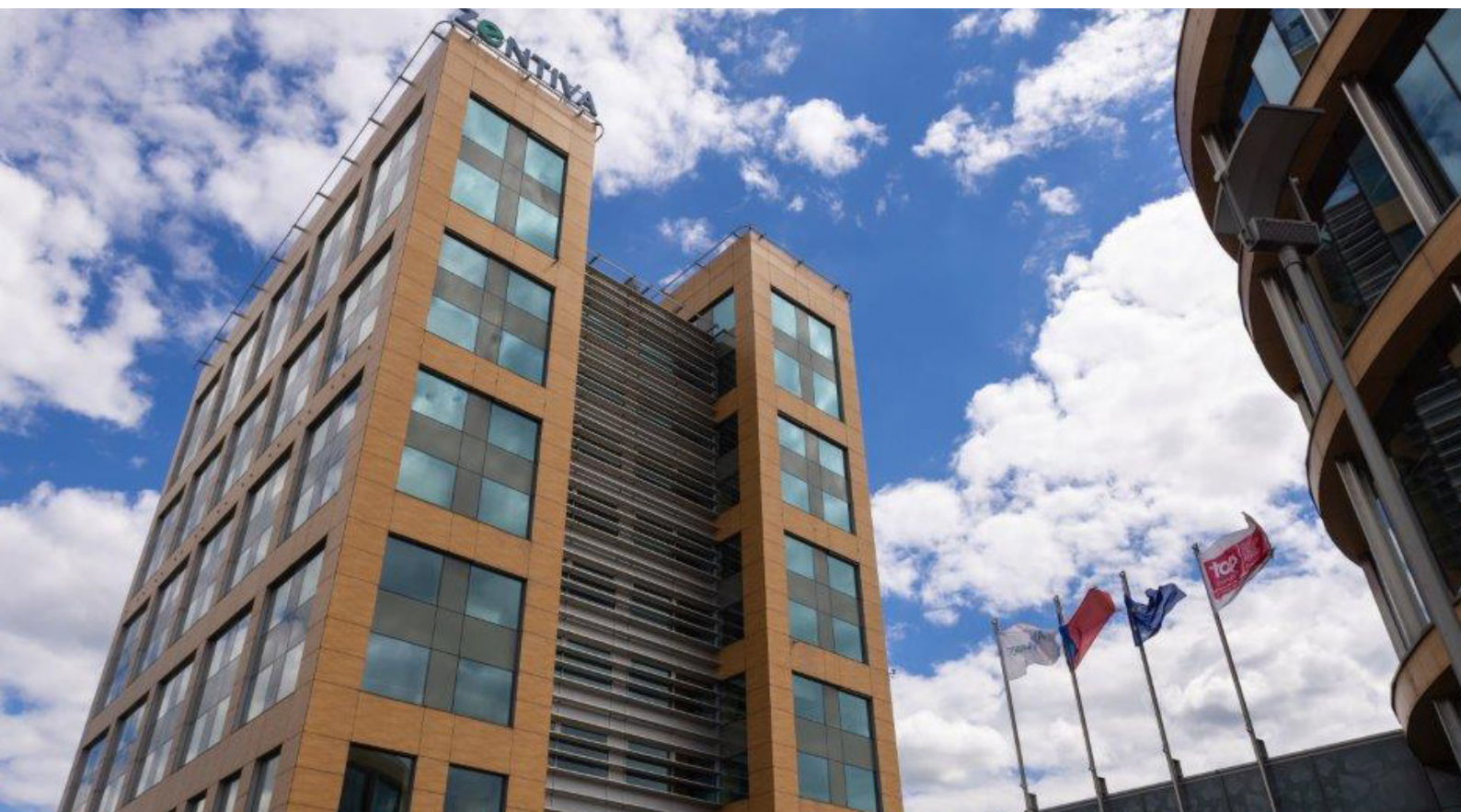
Zentiva operates within a network of partnerships.

The continuous dialogue with our internal and external stakeholders provides valuable insights into emerging trends, risks, opportunities and expectations. This insight generation and review is framed within our materiality analysis.

The identified risks are included in our Risk Management Dashboard (RMD) and reviewed with our Board and Executive Committee such that we can consolidate, prioritize, take action and monitor our progress as part of our Sustainability roadmap.

PEOPLE	PARTNERS	PLANET
Diversity & Inclusion	Stakeholder Engagement	Zentiva's Environmental Footprint
Employees Health, Wellbeing & Safety	Business Ethics	Carbon Emissions
Zentiva as a great place to work	Compliance	Renewable Energy
Lifelong learning	Drug, Safety & Quality	Energy Efficiency
Accessibility to standard therapies	Data Protection	Water Consumption
Innovation through Value-Added Medicines	Cybersecurity	Waste Reduction
New Product Launches	Board Governance	Reforestation
Affordability of Zentiva products	Financial Performance	Biodiversity
Human Rights & Anti-Modern Slavery	Responsible Sourcing	Green Product
#WeHelpOthers	Supply Security	Green Office

In 2021 the results of our materiality analysis were assessed in partnership with S&P utilizing their ESG self-audit framework. Indeed the self-audit process engaged 6 members of the Zentiva Executive Committee (CEO, CFO, Head of Legal, Head of Strategy & Transformation, Head of Corporate Affairs & HR and Head of Industrial Operations) across a six-month period to comprehensively review all our existing sustainability initiatives, to assess our strengths and to identify areas to improve. This was managed by a dedicated Project Management Office. While Zentiva benchmarked well against leading industry peers, ranking within the top 15%, it is also clear that we have a strong commitment to do more and that the next major steps will require a number of process technology breakthroughs to cut the level of usage of fossil fuels in our industrial operations.



BUSINESS ETHICS COMMITMENT

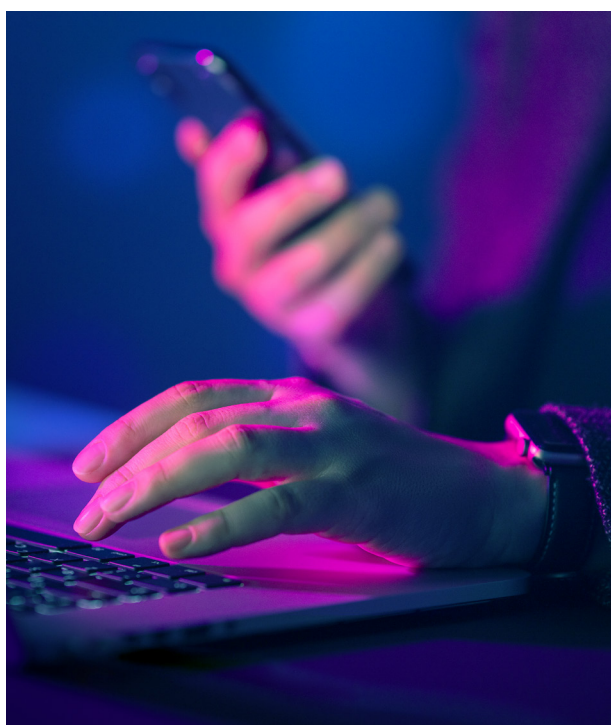
Zentiva already has a strong reputation as a fully compliant and trusted partner. In 2021 we have refreshed our Code of Ethics and extended the translation into 22 languages. The mandatory trainings in the company are extensive. All employees are included in the training with tests for understanding being completed each time. The operational compliance of the business is reviewed regularly by the Compliance Committee and subsequently with the Advisory Committee, while the financial, legal and tax compliance is reviewed by the Audit Committee and is subject to an independent audit by Ernst & Young.

ANTI-BRIBERY AND ANTI-CORRUPTION

Zentiva has a zero-tolerance position against corrupt practices in all its interactions and business activities. We have established a policy and guidance for all Zentiva employees and third parties interacting with our company, such that we comply with all Anti-Corruption and Anti-Bribery Laws whilst promoting a culture of ethics and integrity.

DATA PRIVACY

Zentiva is fully compliant with data privacy laws and regulations. We expect all employees to work in a responsible way with personal data. Our GDPR officer oversees our data privacy processes and activities which are reviewed by the Zentiva Compliance Committee.



HUMAN RIGHTS & ANTI-MODERN SLAVERY

Zentiva respects and supports the protection of human rights across our business operations extending downstream to the actions and practices of our partners and upstream through our supply chain and sourcing network as embedded in the Universal Declaration of Human Rights. Zentiva is committed to upholding the labour standards as set out by the International Labour Organization, and to being in full compliance with local labour law. We expect every team member to respect human rights as described in our Code of Ethics. We compensate our employees fairly based on market norms and in line with legal requirements for wages and social benefits. We respect children's right to education and their personal development and will not permit employment below minimum working age. Our employees have the right to choose whether to be part of a labour union, a working council, or another framework for collective bargaining. We work side by side with the representatives to achieve the best outcome for our people and our company.

The following policies renewals have been performed in 2021 and are available on www.zentiva.com

- [Code of Ethics](#)
- [Anti-bribery & Anti-corruption](#)
- [Diversity & Inclusion](#)
- [Human Rights & Anti-Modern Slavery](#)
- [Corporate Citizenship](#)
- [Responsible Sourcing](#)
- [Suppliers Code of Conduct](#)



zentiva.com/Our-Commitments

MEDICINES FOR EUROPE

Within our Partner framework, we actively participate in our pharmaceutical sector Industry Associations at a country level and at a European Level with Medicines for Europe. Zentiva participates on the Executive Team and Board of Medicines for Europe with the goal of collaborating with industry peers to create a sustainable and competitive market. Medicines for Europe members supply over 80% of European medicines. As a leading partner with Governments, Regulators, Healthcare professionals and Patients, the industry association works to ensure that the value of medicines is understood, that the medicines industry is supported by its stakeholders such that it can make its vital contribution to public health. Zentiva is a signatory to the Medicines for Europe Code of Conduct.

This Industry Association does not make any direct or indirect contributions to any political organization or individual. Its activity is confined to data provision, constructive discussion with decision makers around policy and supporting the healthy operation of the European pharmaceutical market.





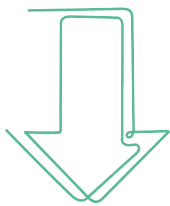
THE ENVIRONMENTAL ASPECT OF ESG:

PLANET

Developing, producing and supplying medicines requires raw materials, energy, water, technology, people and transportation—all of which impact our environment directly or indirectly.

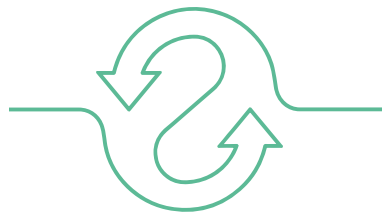
The Zentiva team has made the commitment to be carbon-neutral for scope 1 and scope 2 emissions by 2030. This is one of the key anchoring goals of our Sustainability roadmap.

There are three building blocks that underpin this commitment:



Reduce

Be continuously more efficient in all our activities – every small step will help.



Replace

Replace existing fossil fuel energy sources with clean, sustainable energy sources.



Offset

Where we cannot reduce nor replace we will offset by investing into sustainable biodiversity project and will continue our Planet Z Tree planting.



CARBON FOOTPRINT

Each year Zentiva is increasing the number of packs of medicine it is producing.

Zentiva increased the volume of production output in all of its four manufacturing sites – achieving 628 677 134 SMU's (Standard Manufacturing Units) compared to 552 611 990 SMU's in 2020. That means an increase in production activity by approximately 14%.

The total CO2 emissions by Zentiva calculated in 2021 and verified were 79 081 tons from production plants in Prague (Czechia), Bucharest (Romania), Ankleshwar (India) and our business offices in Germany, France, Italy, Poland and UK. The calculation contains full scopes 1 and 2 emissions and part of scope 3 emissions.

In 2022, we will strengthen our assessment of our smaller offices and our scope 3 emissions to build more comprehensive data.

Zentiva's Carbon Footprint calculation has been independently reviewed and certified by Preferred by Nature (PbN), an international non-profit organization that delivers sustainability services and engages in innovation projects that facilitate the transformation of business practices and consumer behaviours to promote the responsible use of natural resources. [You can review the full verification report here.](#)



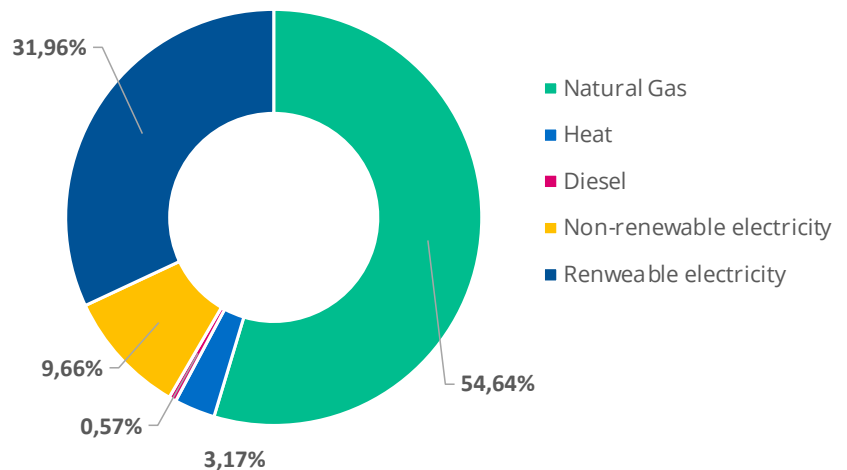
Zentiva's total CO2 emissions for scope 1 and for scope 2 from manufacturing operations in 2021 were 30 548 tons and were reduced versus 2020. Due to higher efficiency the carbon emissions per SMU has been decreased as well by 16% versus 2020 from 0,058 kg to 0,049 kg CO2 per SMU.

ZENTIVA'S CO2 EMISSIONS FOR SCOPE 1 AND FOR SCOPE 2 FROM MANUFACTURING OPERATIONS PER SMU DECREASED IN 2021 BY 16% VERSUS 2020.

	tCO2e	SMU	kgCO2e per SMU
2020	31 972,2	552 611 990	0,058
2021	30 548,0	628 677 134	0,049

ENERGY

Zentiva aims to source as much of its energy needs from renewable sources as possible. Our European manufacturing sites in Prague and Bucharest are sourcing 100% of its electricity from renewable energy while our Ankleshwar facility (acquired mid 2020) now sources 28% of its electricity from renewable sources including our own Zentiva wind turbine and solar panels. We have made encouraging progress at our Ankleshwar site in 2021.



For the remainder of our energy needs, we rely on natural gas, municipal heat, grid (mostly non-renewable) electricity and in emergencies on diesel. In 2021 the total amount of energy consumption was 137 926 608,71 kWh.

ELECTRICITY

In 2021, we continued to shift to renewable energy. While our production activity in all our manufacturing sites has been increased, we have been able to gain efficiency in our use of electricity per SMU.

As part of the Reduce and Replace initiatives, 9,5% less power was taken from the grid in Ankleshwar as a result of new solar panels, equipment efficiency upgrades and LED lighting installations.



ZENTIVA'S ELETRICITY CONSUMPTION (IN KWH) PER SMU DECREASED IN 2021 BY APPROX. 10% VERSUS 2020.

	Renewable (kWh)	Non-renewable (kWh)	Total (kWh)	SMU	Electricity per SMU (kWh)
2020	40 545 444	15 926 420	56 471 882	552 611 990	0,1021908
2021	44 078 267	13 326 640	57 404 907	628 677 134	0,0913106

WATER

We drive actions to reduce our water consumption across all sites and offices at Zentiva.

In 2021, we have successfully reduced the amount of purchased water by 14%. Improvements in water utilization across our sites showed a significant reduction in the quantity of water needed for operations whilst our reuse of water increased by a further 2%. At the same time, the production output of all sites increased and is showing an even stronger improvement in our water usage per SMU.

ZENTIVA'S WATER CONSUMPTION (IN L) PER SMU DECREASED IN 2021 BY APPROX. 24% VERSUS 2020.

	Total (l)	SMU	Water per SMU (l)
2020	355 727 000	552 611 990	0,6437
2021	305 110 000	628 677 134	0,4853

All waste water from manufacturing operations is processed through water treatment plants in line with Zentiva standards and all applicable regulations. Wherever possible waste water is reused on site to help reduce discharge. Our reused water rate increased mainly in the Prague site after the reconstruction (cancellation of ammonia cooling) and the connection of 2 production blocks.

In 2021 the total amount of waste water was 285 350 740 l.





WASTE

As part of our manufacturing processes we produce waste that can be co-processed, recycled or reused, composted, incinerated, or must be sent to landfill. We are working hard to find ways to reduce waste along the supply chain. In 2021 we undertook multiple projects to reduce our waste and there is considerable scope to do more.

In 2021, our total waste was kept stable although we have increased our production activity by approximately 14%. We have made encouraging improvements in our Ankleshwar site and in our Prague site. We are using the digital marketplace for waste to resell and thus could minimize our share of waste that goes to landfill in the Czech Republic.

Across the company we strengthened our Sales and Operations Process that matches supply more closely to demand to ensure we are only producing medicines that can be consumed before product expiry and increasing the utilization of repackaging activities.

WE ACHIEVED AN EFFICIENCY GAIN FOR WASTE PER SMU FROM 8,6 G IN 2020 TO 7,6 G IN 2021, A REDUCTION OF APPROXIMATELY 11%.

	Total (T)	SMU	Waste per SMU (g)
2020	4 732,99	552 611 990	8,6
2021	4 780,95	628 677 134	7,6

OFFSETTING AND REFORESTATION



Forests, which cover 30% of the planet's land surface, play a vital role for the survival and the wellbeing of all human beings and for the protection of biodiversity. They are a source of food, medication, and clean water. They take part in carbon sequestration, flooding control and protection against soil erosion and desertification. Finally, they are essential to fight against climate change. According to the UN, forests shelter more than 80% of animal species, plants, and insects of the planet.

At Zentiva, we are joining the world effort of all organizations and committed citizens in the reforestation of our beautiful planet, along with a way of life more respectful of nature.

Zentiva planted its first trees back in 2019 in Romania. Since then, we have planted more than 40 000 trees and we want to do even more in the future. We want to contribute to a better future without compromising the health of the world's forests for future generations. While focusing on slowing down deforestation, we have adopted the 10 principles of FSC (Forest Stewardship Council) to guide our activities.

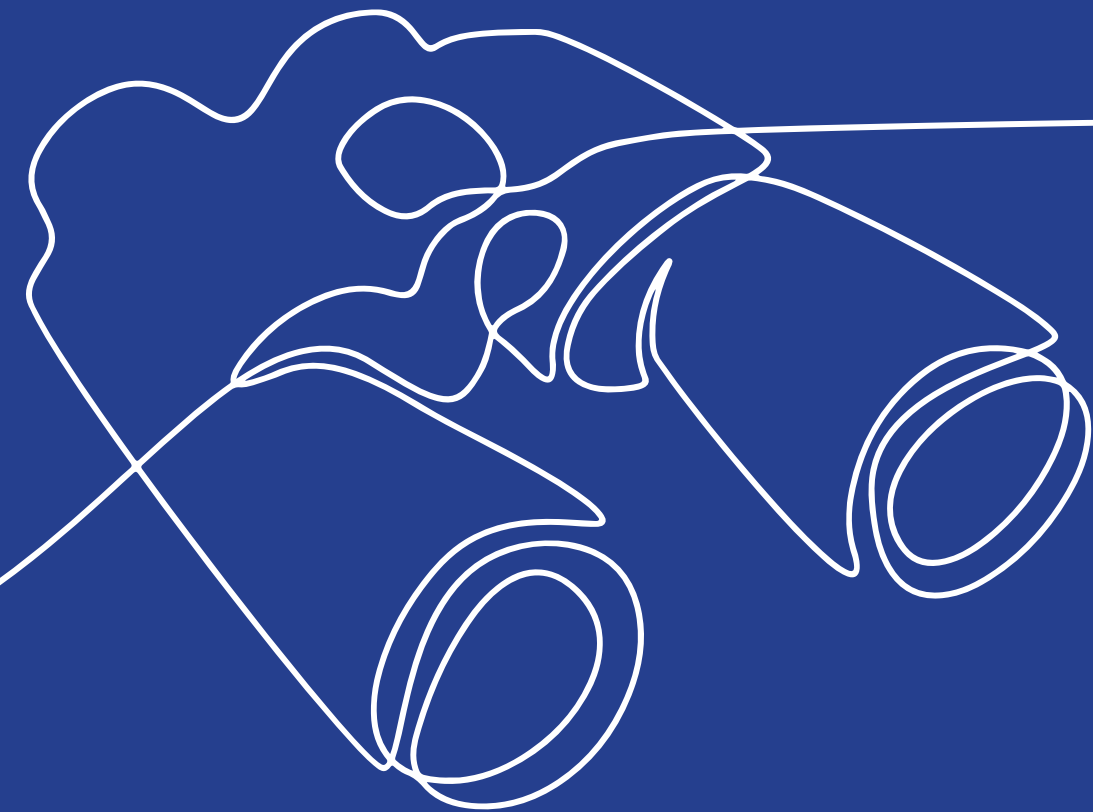
*In 2021,
we planted*

27 848 trees

- 20 000 in Romania, by our Romanian Affiliate
- 7 848 in Madagascar, by our French affiliate







LOOKING TO 2022

With our Sustainability roadmap defined, we look forward to making good progress in 2022.

At the time of going to print, it is already clear that 2022 has brought new and disturbing risks to our society, to our way of life and to our planet. We will have to work hard as individuals and as a team at Zentiva to make the strongest contribution we can to public health and the communities in which we operate.

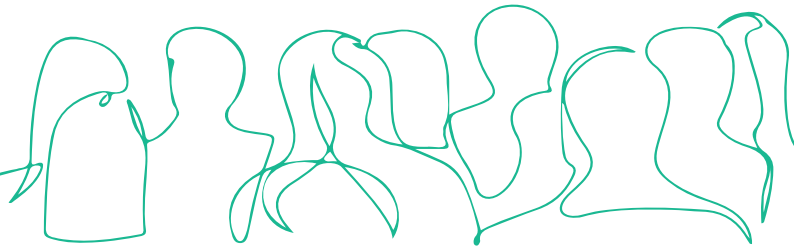
OUR KEY 10 SUSTAINABILITY GOALS FOR 2022 ARE AS FOLLOWS:

PEOPLE

Join the Diversity Charter in our main operational locations.

Extend our #WeHelpOthers program whilst identify projects for more sustained engagement.

Establish our roadmap to full gender balance in leadership roles by 2026.



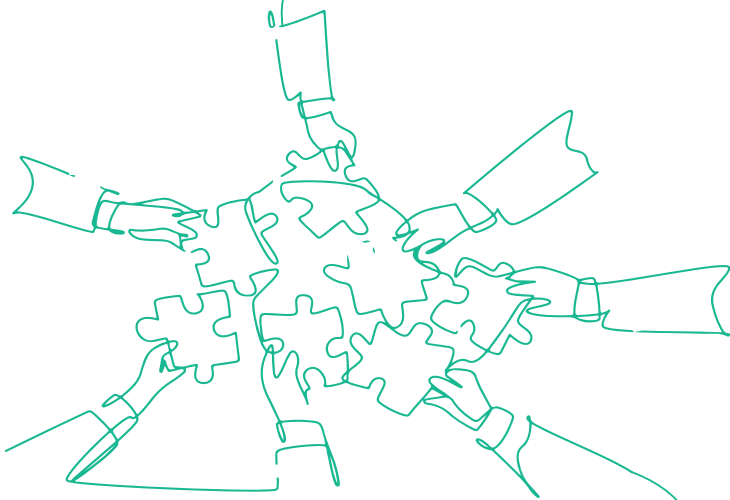
PARTNERS

Publish the **Zentiva Board Structure**.

Sign the UN Global Compact on human rights, labour, environment & anti-corruption and embed the 10 principles in Zentiva.

Refresh our companies **Risk and Materiality Analysis**.

Review our top 80% of suppliers under our responsible sourcing program.

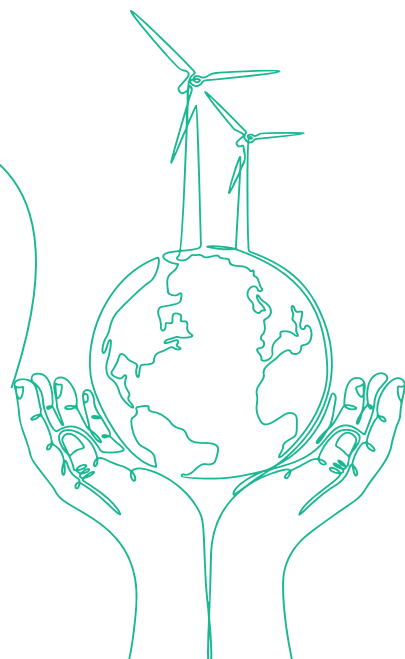


PLANET

Increase the deployment of renewable energy in Ankleshwar and our solar technology deployment in Prague and in Bucharest.

Continue our reforestation program with planting 100 000 trees.

Drive further efficiency gains in CO2 emissions.





ABOUT THE REPORT

The Sustainability Report 2021 covers the scope of Zentiva and all its affiliates for the year 2021 and was published in September 2022.

IN CASE OF ANY QUESTIONS, PLEASE CONTACT

Ines Windisch

Head of HR, Communications & Sustainability
ines.windisch@zentiva.com



EXTERNAL ASSURANCE

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

ROLE OF A HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING

The Sustainability Report has been summarized by the Sustainability Community under the leadership of Ines Windisch, Head of HR, Communications & Sustainability and approved by Nick Haggar, CEO of Zentiva and the members of the Advisory Committee.

GRI CONTENT INDEX

Zentiva has reported the information cited in this GRI content index for the period from January 1, 2021 until December 31, 2021 with reference to the GRI Standards.

GRI content index follow the instructions from GRI 1: Foundation 2021

At the moment of creation of the report, there were not any Sector Standards applicable to the organization's scope of business.

SOURCES

Internal Data from Zentiva Group a.s. unless indicated otherwise.

EDITORIAL TEAM

Ines Windisch

Head of HR, Communications & Sustainability

Zofia Kurek-Maciejewicz

Employer Branding

Nina Svabova

Corporate Program Manager

With the support of

Dan Heuer, Fairventure, Luboš Nobilis, Preferred by Nature

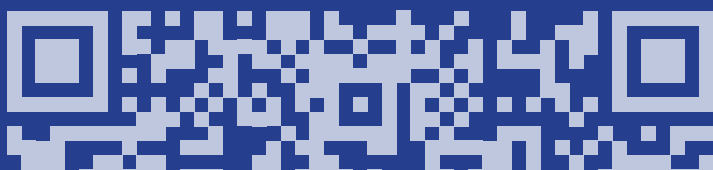
Nicolas Ribeiro, Consultant for Visuals and Digital Communications

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PREFERRED BY NATURE CERTIFICATE

[Read the full Preferred by Nature report here or scan the QR code.](#)



*Acting today, for a
Sustainable Tomorrow*

**People
Partners
Planet**

