

ESG Report 2024





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**At Centrient, our
purpose is clear:
to improve lives
through the
innovative and
sustainable
manufacturing
of medicines**



1.1 About this report

Our ESG reporting approach

This Environmental, Social and Governance (ESG) Report showcases our progress in translating our purpose into action. It details the challenges we are addressing, the actions we have taken and the goals we have set to create a healthier, more sustainable future.

This report contains information that is relevant, interesting and material to our key stakeholders, including employees, suppliers, investors, customers and ESG analysts. In it, we present a holistic view of our ESG strategy, business activities and performance. As well as demonstrating how we create lasting value for stakeholders and society, we highlight our progress towards the goals set in our 2021-2030 ESG Ambition and reflect on the steps we have taken in the period from 1 January to 31 December 2024.

The content in this report has been prepared by BCPE Max Dutch JVCo B.V., the top holding entity in the Netherlands of the Centrient group of legal entities ('Centrient'), with reference to the Global Reporting Initiative (GRI) Standards. It includes a GRI content index to indicate the location within the report of information relevant to the GRI disclosures and the United Nations Sustainable Development Goals (UN SDGs).

Scope of reporting

This report covers all Centrient businesses and entities in line with the Scope of Consolidation as reported in Centrient Group's 2024 annual management reports. All information in our ESG Report refers to our own operations.

All information in this report relating to 2024 is based on actual performance data (exceptions are indicated).

A summary of definitions and methodologies for ESG key performance indicators (KPIs) is available in Annex 1 of this report.

Alignment with CSRD regulations

The Corporate Sustainability Reporting Directive (CSRD),¹ introduced by the European Union (EU) in 2021, aims to enhance corporate transparency by requiring companies to report on their ESG performance by considering both financial and societal impacts.²

Under the revised timeline outlined in the 'Omnibus' directive,³ Centrient will be required to report in compliance with the CSRD as of 2028, starting with the 2027 Financial Year.

In preparation for this deadline, Centrient is actively aligning its reporting processes and frameworks to ensure full compliance once the requirements come into effect.

Abbreviations

A comprehensive list of abbreviations used in this report can be found on page 86.

¹ Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022, amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting (the 'CSRD'), entered into force on 5 January 2023.

² European Commission. Commission simplifies rules on sustainability and EU investments, delivering over €6 billion in administrative relief. Published 1 April 2025. Available at: <https://rb.gy/n42umg>

³ Proposed by the European Commission in February 2025, approved by the EU Council in March 2025, and confirmed by the European Parliament in April 2025.



1.2 A letter from our CEO, Rex Clements



Dear Reader, we are proud to share our ESG Report for 2024 with you. It offers a comprehensive update on our progress towards our sustainability goals, showcasing how Centrient is working to become a better business for our people, our customers and the communities we serve.

Small company, big impact

Centrient may be modest in size, employing just under 2,000 colleagues, but we have a significant impact on the world. In 2024 alone, we facilitated 1.57 billion treatments that reached patients around the world, offering foundational medicines such as key antibiotics. Access to these medicines is critical as they enable patients to safely undergo surgery or fight life-threatening infectious diseases.

Our purpose, *improving lives through the innovative and sustainable manufacturing of medicines*, continues to be our driving force. Each day, we strive to live up to our mission of growing foundational medicines in partnership with nature and in this report we provide evidence of where we met those goals, where we fell short and where we plan to improve.

Key milestones from 2024

There were many highlights to report from last year. We made strong progress in reducing our environmental impact, had our near-term climate targets approved by the Science Based Targets initiative (SBTi) and achieved an 8% reduction in combined Scope 1 and 2 greenhouse gas (GHG) emissions compared to our base year of 2022.



This was mainly due to initiatives like replacing fuel oil with cleaner natural gas, increasing the share of electricity from renewable sources and renovating chillers to reduce refrigerant gas loss. We also surpassed our target by achieving a 13% reduction in water consumption compared to 2021 through improved control of cooling water purges at our manufacturing sites.

A positive, engaging and sustainable working environment

With an employee engagement survey score of 8.0 in 2024 and a voluntary attrition rate of 6%, well below our annual target of 8%, we continue to cultivate a positive and supportive workplace culture. Our strong level of engagement places us among industry leaders, while our low voluntary turnover reinforces that Centrient is a great place to grow and thrive.

In 2024, we also made strides in obtaining the necessary certifications and recognitions to verify that our approach to global health challenges and sustainable practices is the correct one. Our location in Santa Perpetua, Spain, was one of the first antibiotic manufacturing sites in the world to obtain the British Standards Institute's AMR Kitemark certificate. We were officially certified in January 2024 and performed a third-party surveillance audit later the same year to reaffirm our commitment. We also received a 'Gold' sustainability rating from EcoVadis, ranking in the top 5% of all companies assessed and the top 4% of companies manufacturing basic pharmaceutical products and preparations.

We also became a member of the Critical Medicines Alliance (CMA) during the year, reinforcing our pivotal role in safeguarding pharmaceutical supply chains. Recognising the global challenges and shortages that continue to affect critical medicines, we remain committed to ensuring that ours reach those in need without disruption.

Finally, in this report, you will find stories from all around the world of how we are helping local communities. These initiatives are often driven by individual team members, which is why I would like to thank everyone who took part. You are not just contributing locally; you are making a global impact and helping to transform Centrient into a worldwide force for sustainable change.

Working together towards a better world

At Centrient, our shared purpose propels us forward. One of our core company values is 'collaboration', as it is only by collaborating with customers, partners, suppliers and all our other stakeholders that we will be able to successfully navigate the shifting demands and challenges facing the pharmaceutical sector.

I hope you enjoy reading this report, and I look forward to speaking again in another year.

Rex Clements

Chief Executive Officer
Centrient Pharmaceuticals



1.3 About us

Our company

Purpose, mission and vision

- + **Purpose:** To improve lives through innovative and sustainable manufacturing of medicines
- + **Mission:** We grow foundational medicines in partnership with nature
- + **Vision:** Driven by our ESG proposition, we are the partner of choice for biosynthetic manufacturing

Our values

- + Caring
- + Innovation
- + Accountability
- + Collaboration
- + Passion



Company figures

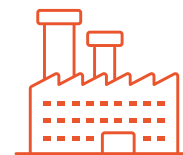
+ ~1,800 employees and
32+ nationalities



+ 1.5 billion patient
treatments facilitated
globally each year



+ 6 manufacturing sites
across Europe, Asia and
the Americas



+ 17 API products and
8 FDF products





1.4 2024 ESG performance highlights



E: Leading a sustainable supply chain and minimising environmental impact

- + **Sites and suppliers' alignment with AMR IA Antibiotic Manufacturing Standard by 2030 and 100% compliance with Predicted No-Effect Concentration (PNEC) limits**
 - + In 2024, 100% PNEC compliance at all sites
 - + In 2024, Surveillance BSI Certification, Santa Perpetua, Spain
- + **Validated SBTi targets to 46% absolute reduction in Scope 1 and Scope 2 GHG emissions and 27% reduction in Scope 3 GHG emissions by 2031 (from 2022 baseline)**
 - + In 2024, 8% absolute reduction in Scope 1 + 2 combined
 - + In 2024, 19% absolute increase in Scope 3¹
- + **Source 50% renewable electricity by 2030**
 - + In 2024, 36% renewable electricity sourced resulting from Santa Perpetua (100%) and Yushu (64%)
- + **Conduct water assessment, including alignment on new mid-term targets, after realisation of initial targets, by 2027**
 - + In 2024, 18% reduction in water intensity vs base year 2015
 - + In 2024, 13% reduction in water consumption vs base year 2021
- + **90% of waste repurposed by 2030 and landfill only when no viable alternative available**
 - + In 2024, 93% waste repurposed

¹ For purchased goods and services and fuel and energy-related activities categories.



S: Broadening our health and social impact and supporting our people

- + **Increasing access to our foundational medicine portfolio to 2 billion patients by 2030**
 - + In 2024, we provided medicines to 1.57 billion patients; this is an increase of 3.3% compared to the previous year
- + **50,000+ lives touched by Centrient's global Corporate Social Responsibility (CSR) programme by 2030**
 - + In 2024, we touched 37,951 lives through our global CSR programme
- + **50% gender balance in senior management (C43+)² roles by 2030**
 - + In 2024, we achieved 32% gender balance
- + **High level of employee engagement, in top 25% for our industry by 2026**
 - + In 2024, we achieved an eNPS of 8.0, which is almost in the top 25% of our industry³
- + **Retain talent with less than 8% voluntary attrition annually**
 - + In 2024, we achieved an attrition rate of 6%

² According to our internal scale of C43-level roles and above.

³ An engagement score of 8.1 would place us in the top 25% of our industry.



G: Acting responsibly and ensuring compliance

- + **Integrate sustainability assessments to support strategic decisions across the company by 2030**
 - + In 2024, global Living Wage and AMR assessments conducted; future assessments planned to expand ESG integration
- + **Maintain diversity on the Board of Directors, with at least 33% female and at least 33% male representation**
 - + In 2024, our female board representation was 37.5%, while male representation was 62.5%
- + **100% of eligible employees committed to Code of Conduct by 2025**
 - + In 2024, we achieved 81%⁴
- + **Top 20 suppliers meet sustainability standards based on our framework by 2030**
 - + In 2024, we shared our first supplier questionnaire based on an internally developed framework
- + **Maintain high-scoring third-party rating/certification of ESG efforts by 2030**
 - + In 2024, we received a Gold EcoVadis rating for the 5th consecutive year

⁴ The monitoring of commitment to the Centrient CoC is still ongoing, with data to be collected in 2025.



1.5 About our business

Centrient is a key global business-to-business supplier of sustainable, enzymatic antibiotics, next-generation statins and antifungals. We manufacture the foundational medicines that make operations possible, save lives and protect the world from deadly diseases.

Our presence

At Centrient, we know how important location is. We are headquartered in Rotterdam, the Netherlands, the country where the company was founded in 1869, while our global network of manufacturing sites in Spain, the Netherlands, Mexico, China and India means we are well-placed to serve customers and patients.

As one of the last remaining manufacturers of compounds such as base penicillin G in the Western Hemisphere, we are aware of just how crucial it is to manufacture medicines close to the countries and regions where they will be used. This means the supply of key drugs and the supply of ingredients that make them are more resilient against supply chain shocks or disruption to global trade. Meanwhile, timely access to the right antibiotic helps patients combat infections and supports the fight against resistant bacteria.

Our leaders

Decisive leadership matters at Centrient. We are led by CEO Rex Clements, our experienced Executive Committee and our Board of Directors, each of which provides us with the strategic direction and industry expertise to maintain and strengthen our industry-leading position.



**Rex Clements,
CEO**

Rex has over 20 years' experience in the pharmaceutical sector, with a strong focus on antibiotics

and antimicrobial resistance (AMR) minimisation. Since joining Centrient as CEO in 2020, he has driven sustainable antibiotic production and strengthened efforts to combat AMR across the value chain. Rex holds an MBA in Strategy and General Management from the Wharton School, USA, and a Bachelor's in Chemical Engineering from Stellenbosch University, South Africa.



**Ronald Merckx,
CFO**

Before joining us in 2019, Ronald spent eight years as the CFO of Wessanen, where he played a

key role in transforming the company into a leader in healthy and sustainable food in Europe. A graduate of Tilburg University with a Master's in Business Economics and a Chartered Accountant qualification, Ronald's financial and sustainability expertise allow him to meet evolving reporting requirements, align with financial standards and maintain strong governance practices.



**Alexander Krujatz,
CCO (Chief
Commercial Officer)**

Alexander began his career in management consulting before

holding roles at Sandoz and Alcon, where he led turnaround efforts and drove commercial execution in the Nordic region. As Chief Commercial Officer for Finished Dosage Forms (FDF) since December 2021, he has driven Centrient's commercial strategy, integrating sustainability into value creation and advancing sustainable pharmaceutical products. He holds a Master's degree from the Leipzig Graduate School of Management (HHL), Germany.



**Line Sandberg,
CQO (Chief
Quality Officer)**

Line has nearly 30 years' experience in quality and supply chain management.

She held leadership roles at Novo Nordisk, Novozymes and LEO Pharma before joining Centrient in 2021 as Vice President of Global Quality. A Chemical Engineer from the Technical University of Denmark (DTU) and a Master Black Belt in Lean and Six Sigma, she ensures the highest product safety and quality standards and plays a key role in sustainability and patient health.



Jorge Gil-Martinez, CSO
(Chief Scientific Officer)
Jorge joined us in 2022, bringing over 20 years of

biotechnology experience across leadership roles at Corbion, PepsiCo and Anheuser-Busch InBev. He leads scientific initiatives focused on sustainable manufacturing and eco-friendly active pharmaceutical ingredients, driving collaborations such as the partnership with Ginkgo Bioworks to reduce the environmental impact of antibiotic production. Jorge holds a PhD in Biochemistry and Molecular Biology and a Master's in Molecular and Cellular Biology from the University of Seville, as well as a Master's in Project Management and Six Sigma Black and White Belt certifications in lean process development.



Vesna Kapelj, CTOO (Chief Technical Operations Officer)
Vesna has over 20 years of experience in manufacturing

operations in global pharmaceutical companies with senior roles such as Head of API Production at Sandoz and Site Head of Novartis' Chemical Operations in Slovenia. Since joining us in 2022 as Head of Manufacturing, Science & Technology (MS&T), she has led initiatives to optimise resource use, improve energy efficiency,

minimise waste and water usage, and address pollution and antimicrobial resistance. Vesna holds a Master's degree in Chemical Engineering from the University of Ljubljana and ensures our operations meet the highest standards in health, safety, regulatory compliance and quality.



Jean-Luc Giraud, CHRO (Chief People, ESG, and Communications Officer)
Jean-Luc has been Centrient's Chief

People Officer since 2019. He brings over 25 years' of global experience in Business and Human Resources and has held roles at Mercedes-Benz, General Electric, Sandoz-Novartis and Apotex. A graduate of Grenoble University and ESSEC Business School, he has degrees in Organisational Development, Business Management and Human Resources. He also holds an executive MBA from ESSEC and Mannheim Business School. He embeds ESG into company operations, supports work-life balance and leads global CSR initiatives to enhance Centrient's societal impact.



Karin Wörsdörfer-Nestby, General Counsel
Karin joined DSM Sinochem Pharmaceuticals, now Centrient, in

2014, bringing with her 25 years of experience in diverse legal disciplines as both an attorney and company lawyer. Her expertise spans corporate, M&A, insolvency, commercial law and litigation, complemented by in-house counsel roles at Canon Europe and TNO Defence, safety and security. Karin holds a Master's Degree in Civil and Corporate Law from Leiden University in the Netherlands.



Fangbin Lu, Global Vice President and China Lead
Fangbin is a Chemical Engineering

Master's graduate from Tsinghua University in China. He brings over 20 years' experience across fields such as plastics, importing and chemicals. He led Sinochem's business in the USA and served as Deputy General Manager of Sinofert before joining our business in 2017 as Chief Strategy Officer. Now serving as Global Vice President and China Lead, Fangbin oversees the company's global operations with a strong focus on the Chinese market.

The Board of Directors

The Board of Directors of Centrient's top legal entity consists of a two-tier Management Board of four people: Rex Clements, Ronald Merckx, Karin Wörsdörfer-Nestby and Manuel Soudant, and a Supervisory Board of four additional non-executive directors: Christina Dix, Benjamin Kunstler, Michael Siefke and Fatima Porras Ollala.

Management Board

- + Rex Clements
Chief Executive Officer (CEO)
- + Ronald Merckx
Chief Financial Officer (CFO)
- + Karin Wörsdörfer-Nestby
General Counsel and Company Secretary
- + Manuel Soudant
General Counsel ad interim

Supervisory Board

- (non-executive directors)
- + Christina Dix, Bain Capital
 - + Benjamin Kuntsler, Bain Capital
 - + Michael Siefke, Bain Capital
 - + Fatima Porras Ollala, Bain Capital



Our people

As of 2024, Centrient had 1,797 employees globally. This represents a diverse multinational workforce of over 32 nationalities operating from numerous sites and offices worldwide.

Employee information (2024)

Employees by gender (headcount)

382

Female

1,415

Male

1,797

Total

Consolidated gender information by region

Region	Female	Male	
EMEA*	130	246	376
Americas	77	237	314
APAC**	56	545	601
China	119	387	506
Total			1,797

* Europe, Middle East and Africa

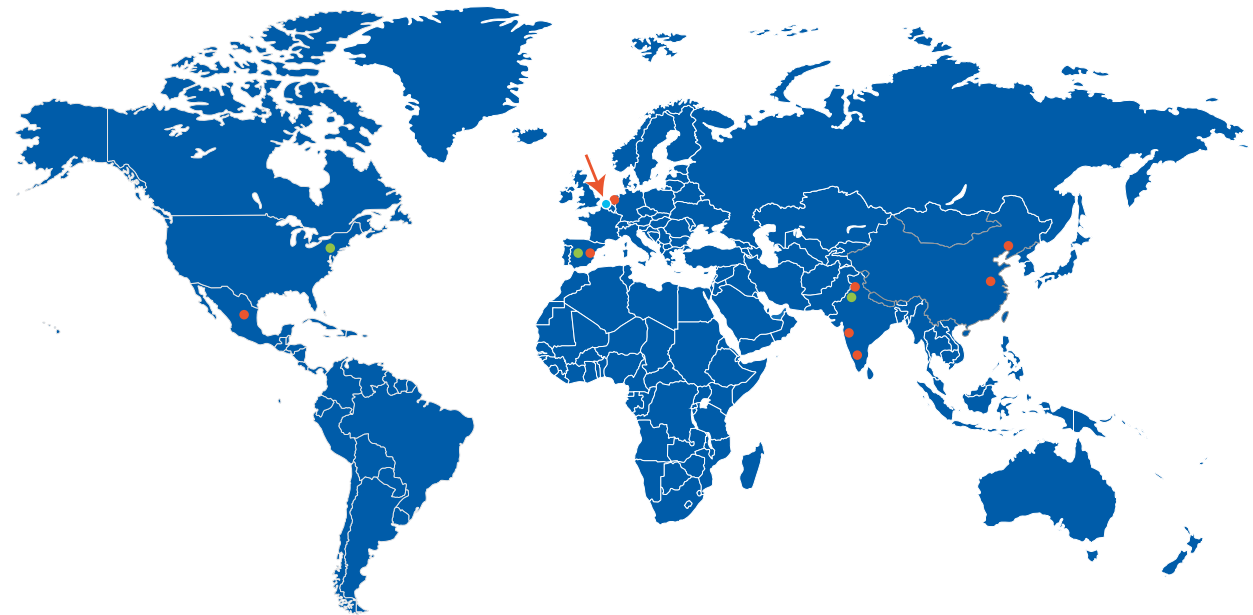
** Asia-Pacific

Employee data are updated, tracked and reported by the corporate Human Resources function.

Our business

Centrient specialises in producing and selling intermediates, active pharmaceutical ingredients (APIs) and finished dosage forms (FDFs). Since 2018, we have been owned by Bain Capital Private Equity, a leading global private investment firm.

Our locations



● Rotterdam, NL

Headquarters

● St Perpetua, ES

Manufacturing site

● Gurgaon, IN

Sales office

● Delft, NL

Manufacturing site
R&D site

● Yushu, CN

Manufacturing site

● Parsippany, US

Sales office

● St Feliu, ES

I&TD lab
Sales office

● Zibo, CN

Manufacturing
sites (2)

● Ramos Arizpe, MX

Manufacturing site

● Toansa, IN

Manufacturing site

● Headquarters

● Sales office

● Manufacturing
location

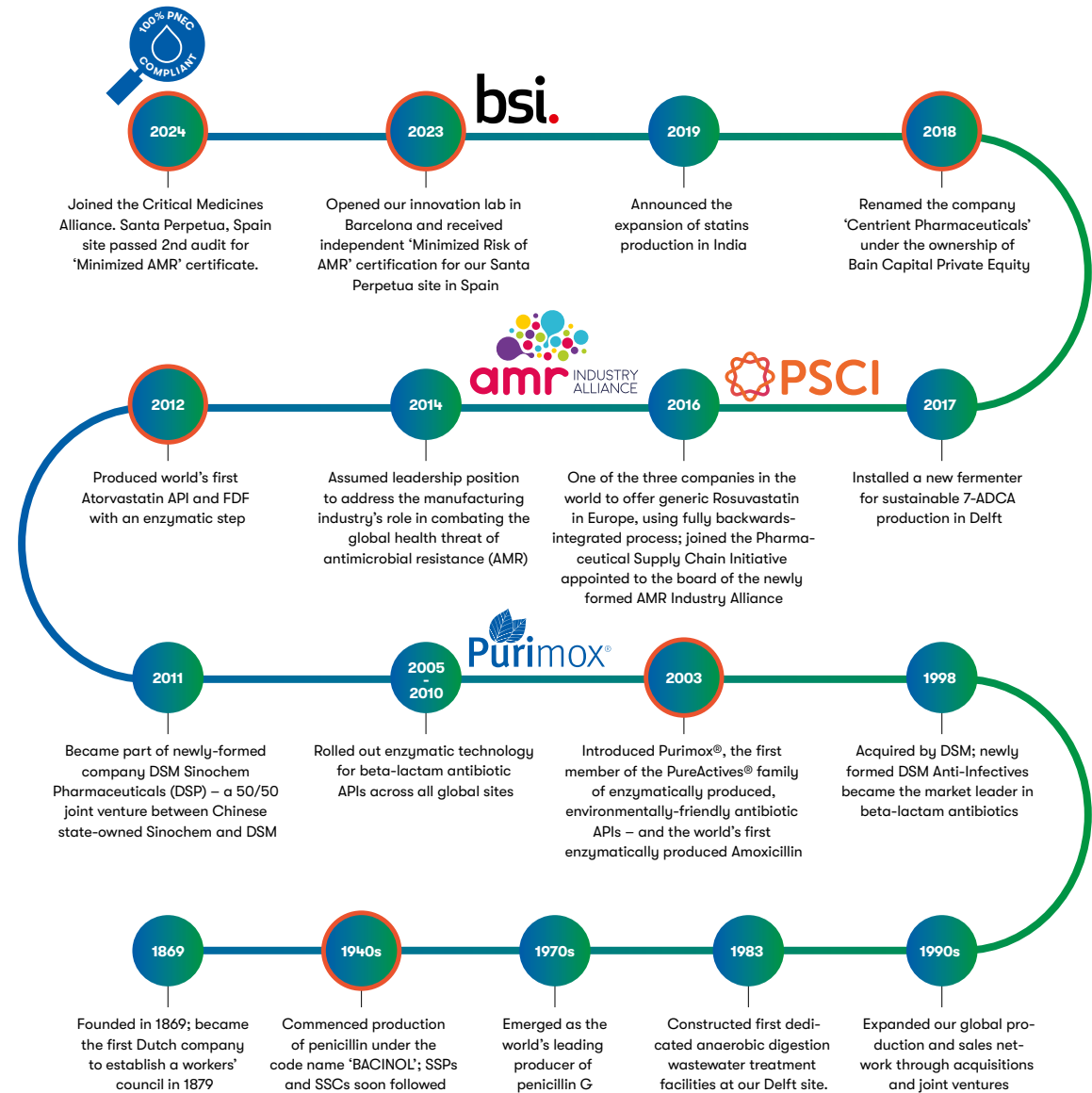


External initiatives and associations

We work with various external platforms and associations on matters related to ESG. These include the AMR Industry Alliance (AMR IA), the Pharmaceutical Supply Chain Initiative (PSCI) and the Responsible Antibiotics Manufacturing Platform (RAMP).

In Europe, we joined the Critical Medicines Alliance (CMA) in 2024 to help address and mitigate shortages of critical medicines. In Mexico, we are members of the National Transformation Industry Association, the National Pharma Chemical Association, the Ramos Arizpe Industrial Association, the Human Resources Association and Holland House Mexico. In China, we are a member of the NAP Process Industry Network and the China Pharmaceutical Industry Association, where we are a council member. Additionally, our Zibo site is part of the Bristol Myers Squibb Sustainability M2030 platform, which encourages suppliers to mitigate their carbon footprint.

Leading the way: 150 years of innovation





Our portfolio

Intermediates

We manufacture the chemical compounds for semi-synthetic penicillins (SSPs; 6-APA) and semi-synthetic cephalosporins (SSCs; 7-ADCA) in-house. This backwards integration is one of our strengths, meaning we secure the supply of high-quality ingredients for beta-lactam antibiotics ourselves.

Active pharmaceutical ingredients

We are the leading global player in the enzymatic production of active pharmaceutical ingredients (APIs) for beta-lactam antibiotics. These include our amoxicillin trihydrate SSP beta-lactam antibiotics sold under the PureActives® brand (product names Purimox® and Puricillin®), as well as a range of SSCs (product names Purilex®, Puridrox®, Puridin® and Puriclor®), penicillin G and isoxazole anti-infectives. Completing our API portfolio are the cholesterol-lowering statins atorvastatin, rosuvastatin, and anti-fungal nystatin.

Finished dosage forms

Our FDFs are produced mainly from high-quality manufactured APIs, which we develop in-house. Our APIs and FDFs are manufactured using our enzymatic technology, which replaces the traditional chemical production process for antibiotics with more efficient, natural processes, thereby minimising the use of solvents and other chemicals.

Our PureActives® range includes oral antibiotic applications, the statins atorvastatin and rosuvastatin, and the anti-fungal caspofungin. For more about our products, see our website.

As a manufacturer of foundational medicines, we have a significant impact on the health of patients worldwide. The table below includes the number of antibiotic treatments (single course, as per standard treatment guidelines) and monthly statin treatments to determine the total number of patient treatments facilitated by Centrient in a single year.

Number of patient treatments facilitated by Centrient Pharmaceuticals

	2022 (million treatments)	2023 (million treatments)	2024 (million treatments)
SSPs ¹ API	824	854	904
SSPs FDF	42	57	72
SSCs ² API	399	426	435
Statins API	137*	125*	113*
Statins FDF	31*	31*	26*
Nystatin	16	16	16
Total	1.45 billion patient treatments	1.51 billion patient treatments	1.57 billion patient treatments

*Monthly treatments
1 SSPs
2 SSCs



Molecule Dosage form

Beta-lactam antibiotics	
Amoxicillin	Hard capsule
	Dispersible tablet
	Powder for oral suspension
Amoxicillin + Clavulanic acid	Film-coated tablet
	Powder for oral suspension
	Powder for oral suspension in sachet
Statins	
Atorvastatin	Film-coated tablet
Rosuvastatin	Film-coated tablet
Anti-fungals	
Caspofungin	Powder for concentrate, for solution, for infusion





Penicillin G

Penicillin G potassium
Penicillin G procaine

Beta-lactam intermediates

6-aminopenicillanic acid (6-APA)
7-amino-deacetoxycephalosporanic acid (7-ADCA)

Semi-synthetic penicillins

Purimox® Powder (Amoxicillin trihydrate, powder)
Purimox® Powder Extra Dry (Amoxicillin trihydrate, powder extra dry)
Purimox® Powder grade C (Amoxicillin trihydrate, powder grade C)
Purimox® Powder grade E (Amoxicillin trihydrate, powder grade E)
Purimox® Compacted grade DC (Amoxicillin trihydrate, compacted grade DC)
Purimox® Compacted grade A (Amoxicillin trihydrate, compacted grade A)
Purimox® Compacted grade P (Amoxicillin trihydrate, compacted grade P)
Purimox® Fine (Amoxicillin trihydrate, fine)
Purimox® HBD (Amoxicillin trihydrate, high bulk density)
Puricillin® Powder (Ampicillin trihydrate, powder)
Puricillin® Powder grade X (Ampicillin trihydrate, powder grade X)
Puricillin® Compacted grade A (Ampicillin trihydrate, compacted grade A)

Isoxazoles

Cloxacillin Sodium compacted
Cloxacillin Sodium powder

Dicloxacillin Sodium compacted
Flucloxacillin Sodium compacted
Flucloxacillin Sodium powder

Semi-synthetic cephalosporins

Purilex® Compacted (Cephalexin monohydrate, compacted)
Purilex® Powder (Cephalexin monohydrate, powder)
Puridrox® Compacted (Cefadroxil monohydrate, compacted)
Puridrox® Powder (Cefadroxil monohydrate, powder)
Puridin® Compacted (Cefradine, compacted)
Puridin® Powder (Cefradine, powder)
Puriclor® Powder (Cefaclor, powder)

Statins

Atorvastatin (Atorvastatin calcium trihydrate)
Rosuvastatin (Rosuvastatin calcium)

Anti-fungals

Nystatin Powder
Nystatin Micronized
Nystatin Mycellium

A company with global impact

- + **Centrient Americas is the only penicillin G producer outside China.** Penicillin is a crucial antibiotic used to treat severe infections such as strep, staph and meningitis and serves as a key intermediate in manufacturing amoxicillin and ampicillin.
- + **We are among the most important market players in atorvastatin and rosuvastatin,** the most effective statins for lowering low-density lipoprotein (LDL) cholesterol levels.
- + **We are a key global player in enzymatic beta-lactam antibiotic production.** Our products, such as cephalexin monohydrate and cefadroxil monohydrate, are used to treat serious bacterial infections.
- + **We are a global market leader in nystatin.** Nystatin is an antifungal medication used to treat Candida albicans infections - a common fungal condition that affects up to one billion people a year. Nystatin is included on the WHO's Model List of Essential Medicines (EML).





Innovation and continuous improvement



New laboratories and expanding partnerships

In October 2024, we inaugurated our dedicated innovation laboratory in Barcelona, Spain. The lab is already supporting our innovation activities across strain conservation, strain and enzyme development, industrial microbiology, laboratory-scale fermentation, and enzyme processing and application. Five projects are currently underway, with seven more under review. Barcelona is a thriving biotech ecosystem, and we anticipate continued laboratory engagement from the region.

Since 2021, we have also been partnering with Ginkgo Bioworks to develop improved strains and enzymes for our API manufacturing. Ginkgo uses the latest tools for strain and enzyme improvement, including high-throughput mutagenesis systems, ‘EncapS’ technology and nano-reactors. While previous approaches aimed to improve the productivity of core processes (penicillin G

or ADOR production), our current partnership programme, LEAP, can deliver strains with even higher productivity and efficiency than before.

Pipelines, improvements and distribution expansion

Portfolio diversification is key to long-term business continuity. All our enzymes are produced in-house, and we manufacture our products using proprietary technology, while most of our APIs are produced using our biotechnology routes, which typically comprise fermentation processes and enzymatic steps. In 2024, we also expanded our New Pipeline Programme to cover a range of FDFs and API products, which will bring a more sustainable, cost-competitive offer.

At Centrient, we use industrial fermentations and biocatalysis (biotechnology) to provide more efficient and sustainable medicines than traditional alternatives.

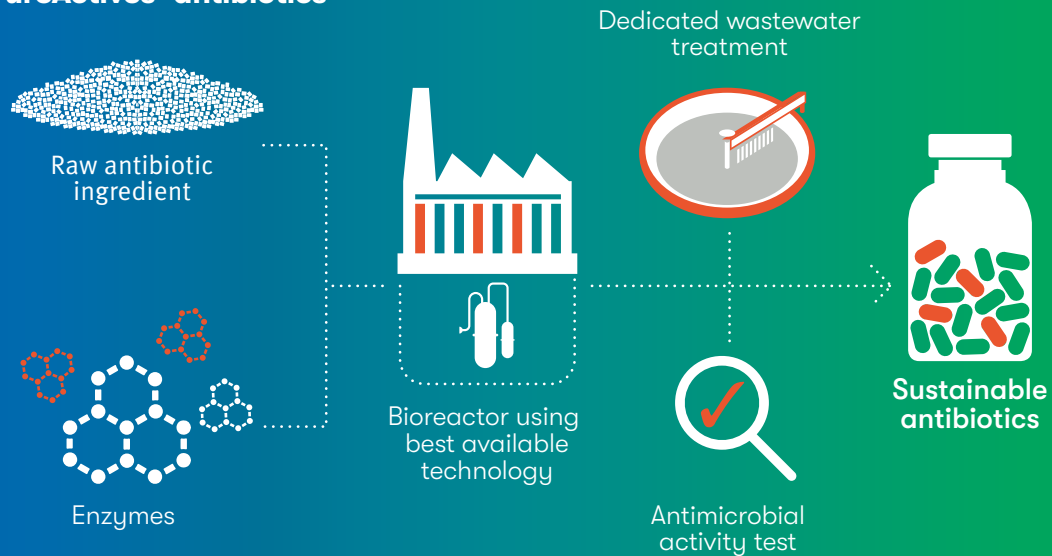
As such, our Technology or Process Innovation Programme is a critical component of our ESG Ambition. We are now working to simplify FDF production processes and improve the technology transfer process and efficiency. For example, both the SSC and SSP product ranges are still being improved, while the programme’s first strains were put into production in 2024.

Finally, our distribution business allows customers to consolidate APIs from fewer suppliers while offering manufacturers simplified access to new markets and customer networks. In 2024, we introduced three new APIs under this programme, reinforcing our position as a trusted partner in anti-infectives and advancing into critical therapeutic areas. With three more launches planned for 2025 and eight APIs under evaluation, the distribution business is central to achieving our goals for innovation and continuous improvement.





The production process of our sustainable PureActives® antibiotics



- + **Centrient's amoxicillin products contribute to 0.8 billion patient treatments a year.** Amoxicillin is used to treat a variety of bacterial infections and enables advanced medical procedures. The WHO includes it on its 'Critically Important Antimicrobials for Human Medicine' list.
- + **69% of Centrient's medicines are included on the WHO Model List of Essential Medicines.** The list presents the minimum medicine needs for a basic healthcare system, listing the most efficacious, safe and cost-effective medicines for priority conditions.





Our value chain

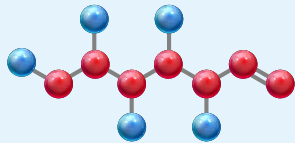
Centrient's value chain highlights the primary and secondary activities in developing and producing

foundational medicines, emphasising sustainability and stakeholder value creation through innovation, transparency and collaboration across the supply chain.

Upstream operations

Suppliers

Raw materials and API materials



Procurement

Packaging materials



Transport and Logistics

Transportation of raw materials, APIs, and packaging materials



Own operations

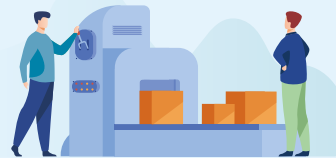
Storage

Warehousing of APIs and FDFs



Production

Raw materials for APIs, enzymatic production, intermediates, FDFs with CMOs, own workforce, own sites and offices



Innovation and development

New production processes and new production methods including New Pipeline programme



Downstream operations

Distribution and warehousing

Transportation of APIs and FDFs



Sales

Direct B2B agents and indirect impact on B2C

Consumers and end-users

Wholesalers, pharmacies, patients



Reverse logistics

Recalls and returns

Waste and disposal

Handling and treatment of distinct waste streams





1.6 ESG Governance



Environment

Minimising
environmental
impact



Social

Improving human
health and social
impact



Governance

Acting
responsibly

At Centrient, each of our ESG pillars is overseen by at least one member of the Centrient Executive Committee according to their area of accountability, expertise and influence.

Four levels of the organisation are involved in developing and executing our ESG Ambition. We have a clear governance structure, with assigned roles and responsibilities and committees and steering groups in place to ensure all ESG needs are addressed effectively and comprehensively. In addition, the Audit Committee addresses key topics related to compliance. The ESG strategy is overseen by our Executive Committee.

ESG governance at Centrient

	Functions involved	Meetings	Main responsibilities
Centrient Executive Committee	Executive Committee members	2x/year	The Executive Committee approves the sustainability strategy and receives regular updates on key projects and ongoing performance.
ESG Steering Committee	<ul style="list-style-type: none"> + Human Resources + Finance + Technical Operations + Communications & ESG + Legal 	4x/year	The Steering Committee is responsible for implementing, monitoring and reporting on key functional contributions to sustainability. Feedback from the Steering Group serves as input to the Core Group for strategic decisions.
ESG Core Team	<ul style="list-style-type: none"> + ESG 	4x/month	The Core Team is responsible for designing and implementing the strategy across Centrient, including reporting to the Executive Committee and Steering Group. Two roles are fully dedicated to sustainability.
Environmental Core Group	<ul style="list-style-type: none"> + ESG + Manufacturing Science & Technology + Sustainable Procurement + SHE 	1x/month	The Environmental Core Group is responsible for managing environmental-related initiatives including key projects, TechOps and sustainable procurement updates, identifying challenges and opportunities within these areas and reporting to the ESG Core Team.
CSR Group	<ul style="list-style-type: none"> + Human Resources + Communications and ESG + Supply chain + Country presidents + Country coordinators 	4x/year	The Global Steering Committee (GSC) is responsible for ensuring all CSR activities are aligned with Centrient's broader sustainability strategy. Country presidents assist the GSC in executing initiatives via budget planning and ensuring legal and financial compliance of activities.

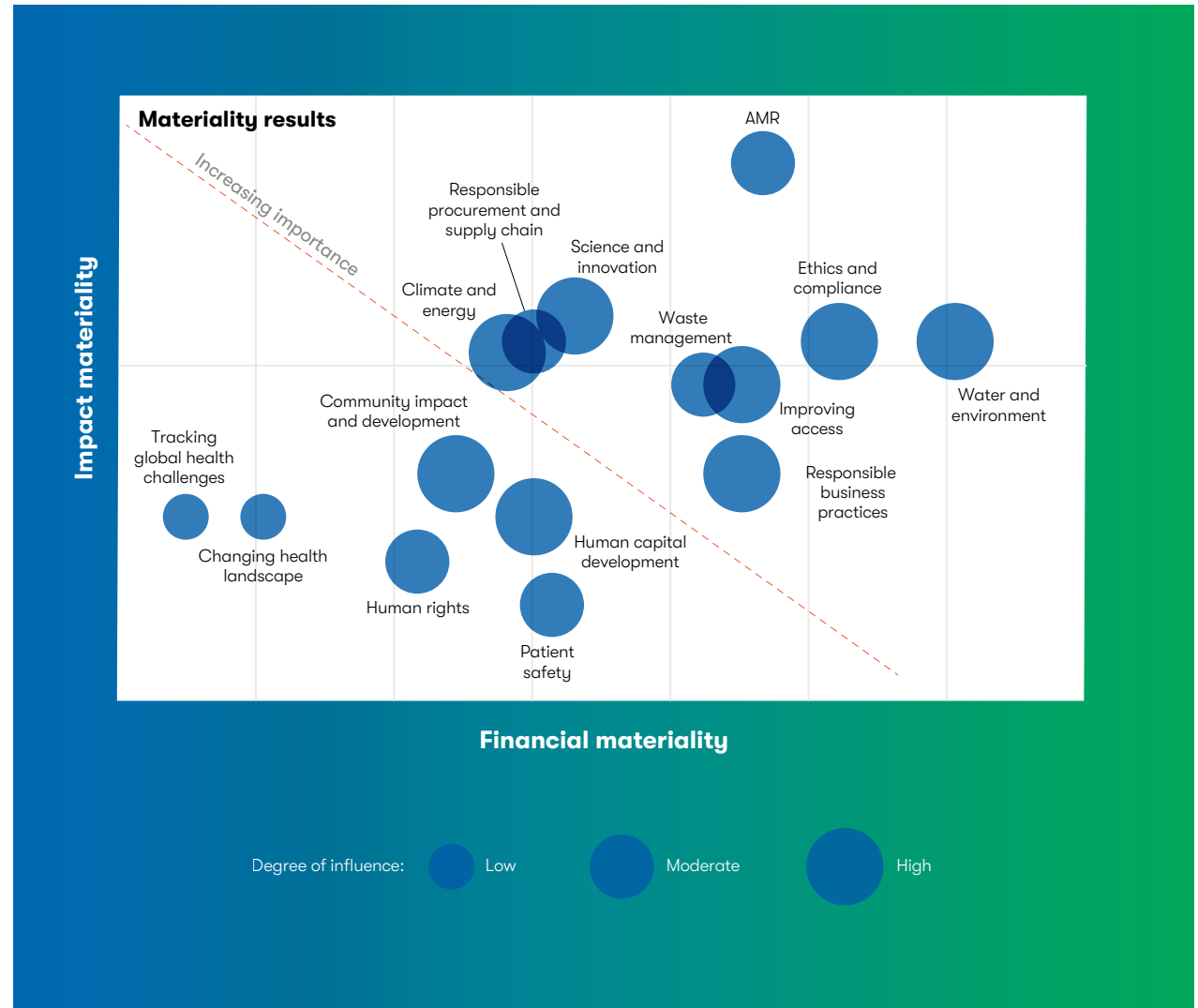


1.7 Our double materiality assessment and material topics

This ESG Report uses the same set of material topics as our 2023 ESG Report, based on our 2020 materiality assessment.

This assessment considered our sustainability-related risks and opportunities, and evaluates positive and negative impacts across our value chain. Our material topics are shown in the diagram to the right, highlighting the areas where we have the greatest impact as an organisation, or which have the greatest effect on our business.

As of 2028, Centrient will be required to report in compliance with the Corporate Sustainability Reporting Directive (CSRD) starting with the 2027 Financial Year, based on the 'Omnibus' directive proposed by the European Commission in February 2025. In preparation for this, Centrient is already aligning its reporting processes and frameworks to ensure full compliance once the requirements come into effect. One example of this commitment is the double materiality assessment (DMA) Centrient conducted in 2024, aligned with CSRD requirements. We plan to update the DMA annually and incorporate external perspectives, marking an important step in our long-term journey toward CSRD compliance.





1.8 Our ESG Ambition

Our ESG Ambition 2021–2030 sets out clear goals and concrete targets to drive our strategy to achieve a highly sustainable business for the long term. The Ambition reflects our focus on the topics we view as most critical to Centrient’s business and stakeholders in areas where we can make the greatest impact.

In 2024, we updated our ESG Ambition to better reflect our long-term commitments and the topics central to our core values and business. This included setting emission-reduction targets aligned with the Science Based Targets initiative (SBTi) and developing new standards for our suppliers to help address sustainability in our supply chain. Our updated commitments are presented in the table to the right.

We will continue to monitor and review our targets annually to ensure they remain relevant, ambitious, and aligned with our corporate strategy and stakeholder expectations.



E: Leading a sustainable supply chain and minimising environmental impact



S: broadening our health and social impact and supporting our people



G: Acting responsibly and ensuring compliance

<ul style="list-style-type: none"> + Sites and suppliers’ alignment with AMR IA Antibiotic Manufacturing Standard by 2030 and 100% compliance with Predicted No-Effect Concentration (PNEC) limits + 46% absolute reduction in Scope 1 and Scope 2 GHG emissions and 27% reduction in Scope 3 GHG emissions by 2031 (from 2022 baseline)¹ + Source 50% renewable electricity by 2030 + Conduct water assessment, including alignment on mid-term targets, after achieving initial targets, by 2027 <ul style="list-style-type: none"> - 5% reduction in water intensity by 2025² - 10% reduction in water consumption by 2030³ + 90% of waste repurposed by 2030 and landfill only when no viable alternative available 	<ul style="list-style-type: none"> + Increase access to our foundational medicine portfolio to 2 billion patients by 2030 + 50,000+ lives touched by Centrient’s global corporate social responsibility (CSR) by 2030 + High level of employee engagement, in top 25% for our industry by 2026 + 50% gender balance in senior management⁴ roles by 2030 + Retain talent with less than 8% voluntary attrition annually 	<ul style="list-style-type: none"> + Integrate sustainability assessments to support strategic decisions across the company by 2030 + 100% of eligible employees committed to Code of Conduct by 2025 + Top 20 suppliers meet sustainability standards based on our framework by 2030 + Maintain high-scoring third-party rating/certification of ESG efforts by 2030

¹ Based on SBTi-validated near-term climate targets.

² Base year 2015.

³ Base year 2021.

⁴ According to our internal scale of C43-level roles and above.



1.9 Our commitment to the UN Sustainable Development Goals

Our commitment to the United Nations (UN) Sustainable Development Goals (SDGs) is central to our purpose, mission and vision.

By focusing on SDGs 3, 5, 6, 7, 9, 12 and 13, we work towards improving global well-being through sustainable manufacturing. Beyond these priorities, our ESG and CSR initiatives further support education, equality and community development, creating tangible benefits for people and the planet.



Centrient's contribution to the UN Sustainable Development Goals

SDG 3

Our purpose to improve lives is underpinned by **Good health and well-being**. We work continuously to improve the health and well-being of patients, communities and employees, and have set a target to increase access to our life-saving antibiotics to two billion patients by 2030.

SDG 5

Gender equality and empowering all women is a key pillar of our Employee Value Proposition is to develop our HR policies with a focus on equality. We aim to achieve 50% gender balance in senior management roles by 2030.

SDG 6

Clean water and sanitation are key to our sustainable manufacturing approach, as evidenced by our site-based wastewater treatment plants, water recycling programmes and projects supporting local communities with clean water. We aim to complete a full water assessment by 2027.

SDG 7

The use and promotion of **Sustainable energy sources** is a key pillar of our environmental ambition.

We aim to reach 50% of renewable electricity use in our operations by 2030.

SDG 9

We evaluate and design our innovation processes and new products using **Inclusive and sustainable industrialisation and innovation as the basis**. We aim to integrate sustainability assessments to support strategic decisions across our company by 2030.

SDG 12

Responsible consumption and production embodies our belief in the prudent use of antibiotics and stringent environmental standards. Across our operations, addressing the risk of AMR is a key priority, so our target is to have sites and suppliers align with the AMR IA's Antibiotic Manufacturing Standard by 2030 and achieve 100% compliance with PNEC limits.

SDG 13

Climate action is driven by our efforts to minimise the carbon emissions and energy use resulting from our manufacturing processes. We aim to reduce our Scope 1 and 2 GHG emissions by 46.2% and Scope 3 GHG emissions by 27.5% by 2031 (2022 base year).





Centrient's CSR programme: Tackling additional SDGs

CSR Pillar 1: Socially supporting communities	CSR Pillar 2: Taking care of the environment	CSR Pillar 3: Enhancing quality education and AMR awareness
<div><div>17 PARTNERSHIPS FOR THE GOALS</div><div></div></div> <div><p>Goal 17</p><p>Partnerships for the goals embodies the collaborations we support with NGOs across the globe to enhance sustainable development.</p></div>	<div><div>14 LIFE BELOW WATER</div><div></div></div> <div><p>Goal 14</p><p>Life below water is supported through awareness sessions at our sites and offices in Spain, for example, on ocean protection, emphasising the need to reduce pollution and safeguard marine biodiversity.</p></div> <div><div>15 LIFE ON LAND</div><div></div></div> <div><p>Goal 15</p><p>Life on land is advanced by our sites in Mexico and China through reforestation initiatives and tree planting efforts, aiming to restore ecosystems and reduce pollution.</p></div>	<div><div>4 QUALITY EDUCATION</div><div></div></div> <div><p>Goal 4</p><p>Quality education is supported by our sites in India through digital literacy campaigns and AMR awareness sessions among school children, equipping them with essential skills and knowledge for a sustainable future.</p></div>



Note: Centrient's CSR programme is explained in detail in Chapter 3



1.10 Risk management



To manage risks effectively, our independent Internal Control function monitors Internal Control over Financial Reporting, identifying potential weaknesses or material risks and ensuring timely corrective actions. Findings or risks that merit the attention of the Supervisory Board are reported quarterly to the Audit Committee to maintain the reliability of financial information.

In addition, our ESG activities emphasise data integrity, focusing on accuracy, completeness and consistency in metrics such as GHG emissions, energy consumption and HR data, in line with CSRD/ESRS guidance. Rigorous quality controls and evidence collection enhance reliability in ESG reporting, ensure regulatory compliance and build stakeholder confidence.

1.11 Stakeholder engagement

Our partnerships and collaborations

We partner with a wide range of organisations that share our purpose, values and commitment to creating innovative solutions that have a positive impact on people and the environment. These include industry partners, industry associations, regulatory bodies, civil society organisations and customers (see 'External initiatives and associations').

Stakeholder engagement with this report

We engage with a diverse range of stakeholder groups to better understand the material issues that affect them, and to create and share value for more people. In addition to external stakeholders, internal stakeholders from various functions and regions across the world provided input for this report. The content has been closely reviewed by members of the Executive Committee.





Overview of Centrient's key stakeholder groups and engagement approaches

Stakeholders	Engagement approach	Meetings	Key issues raised
Suppliers	Audits, surveys and feedback sessions	Every 1-3 years	Review climate action and resilience; GHG emissions, water management, effluents and waste; business ethics, anti-bribery and anti-corruption; inclusion and diversity; human and labour rights; quality manufacturing; pharmaceuticals in the environment; and circularity of products
Customers	Audits, surveys, visits and feedback sessions	Continuous	Review climate action and resilience; GHG emissions, water management, effluents and waste; business ethics, anti-bribery and anti-corruption; inclusion and diversity; human and labour rights; security of supply; quality manufacturing and patient safety; corporate governance and circularity of products
Employees	Engagement survey, town hall meetings, functional meetings, performance reviews and training sessions	Continuous	Employee engagement; development and retention; human and labour rights; inclusion and diversity; employee health, safety and well-being; and social responsibility actions
Community and civil society	Joint community projects and public-private projects	Continuous	Supporting communities in which we operate; taking care of the environment; enhancing the quality of education and AMR awareness
Investors	Board and investor meetings	Quarterly	Align on business strategy, including pricing; quality manufacturing and patient safety; corporate governance; sustainability; inclusion and diversity; employee engagement; talent recruitment, development and retention; intellectual property
Regulators	Product registration, licences, consultations and legal compliance	Continuous	Ensure quality manufacturing and patient safety; business ethics, anti-bribery and anti-corruption; human and labour rights; emissions, effluents and waste; other legal requirements
Media	Press briefings, interviews and social media	As required	Raise awareness and contribute to dialogue around access to foundational medicines; safety; new products and innovation; security of supply; contribution to society; new investments
Industry platforms	Events and working groups with AMR Industry Alliance, PSCI and CPHI events	Continuous	Lead on adoption of industry-wide standards on AMR and sustainable manufacturing of medicines, including climate action and resilience; environmental topics related to water and air; emissions, effluents and waste; business ethics, anti-bribery and anti-corruption; inclusion and diversity; human and labour rights; quality manufacturing; pharmaceuticals in the environment; responsible supply chain; safety; security of supply



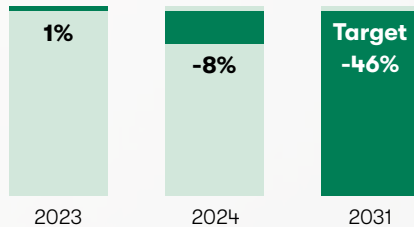
2. Protecting our environment





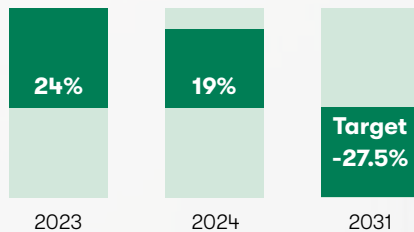
Our targets and progress

GHG emissions – Scope 1 and 2



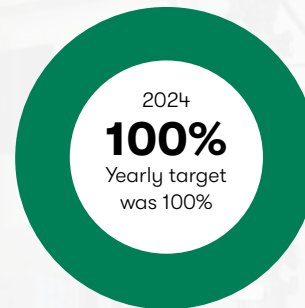
Our base year is 2022. Performance is measured for 2023 and 2024.

GHG emissions – Scope 3



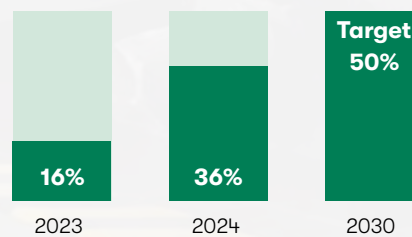
Our base year is 2022. Performance is measured for 2023 and 2024. While our Scope 3 emissions for purchased goods and services, as well as fuel and energy-related activities, have increased to 19% in 2024 versus the 2022 base year, we are working to reduce these emissions in the years to come.

AMR – 100% compliance with Predicted No-Effect Concentration (PNEC) limits

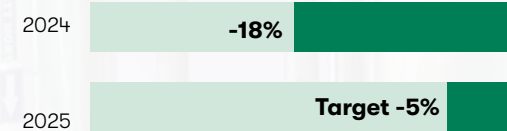


AMR IA Antibiotic Manufacturing Standard – 2024 Surveillance BSI Certification, Santa Perpetua

Renewable electricity – Source



Water – Intensity



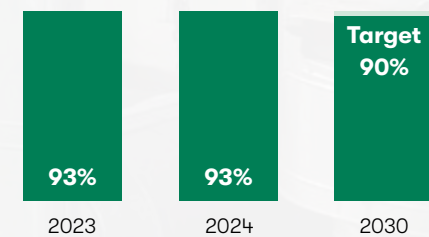
18% reduction vs 2015 base year.

Water – Consumption



13% reduction versus the 2021 base year.

Waste – Repurposed





“By addressing water conservation, waste reduction, GHG emissions and AMR, Centrient is progressing towards our environmental targets, working with our partners to minimise our impact on the natural world and our use of essential resources.”

Vesna Kapelj
Chief Technical Operations Officer



A year of environmental milestones

We made good progress against our environmental targets in 2024. Guided by our ESG Ambition 2021–2030, we obtained validation for our near-term climate targets from the Science Based Targets initiative (SBTi), exceeded our water intensity targets, and met our total water usage goal. In addition, our Santa Perpetua site was successfully re-audited by the British Standards Institute (BSI), confirming our commitment to minimising the risk of antimicrobial resistance (AMR) and our focus on environmentally responsible manufacturing practices.

Invention and reinvention

Centrient set its first sustainability targets in 2008, and since then, we have been constantly working to reevaluate and redefine them. Our aim is never to be complacent, to continually align with our evolving ESG strategy and to ensure that our goals remain relevant and impactful. We also work hard to stay updated on emerging trends and the challenges affecting our planet, allowing us to adapt to shifting global environmental needs.

While the achievements and milestones above highlight our progress, we also recognise that we must focus on new areas, particularly Scope 3 emissions. This is why we revised our environmental targets in 2024 to align with broader business goals and support sustained progress in the long term, as shown by the depiction of our ESG Ambition on page 19.





2.1 Antimicrobial resistance

Antimicrobial resistance (AMR) poses an existential risk to the future of modern medicine.

The World Health Organization (WHO)⁴ has categorised AMR as one of the greatest public health threats facing the global population. At the same time, a recent study⁵ estimated 4.95 million deaths a year are associated with AMR. Addressing the challenge, therefore, requires a collective effort, with governments, industries and communities coming together as a united front.

As a founding member of the AMR Industry Alliance (AMR IA), Centrient is at the forefront of efforts to ensure that antibiotics manufacturing does not accidentally drive drug resistance. We have contributed heavily to the alliance's

Centrient's AMR-related targets

- + Sites and suppliers' alignment with AMR IA Antibiotic Manufacturing Standard by 2030
- + 100% compliance with Predicted No-Effect Concentration limits
- + Top 20 suppliers meet sustainability standards based on our framework by 2030

⁴ World Health Organization. 'Antimicrobial resistance.'

Fact Sheet: <https://rb.gy/wo5lib>

⁵ The Lancet. 'The scope of the antimicrobial resistance challenge' <https://tinyurl.com/yz24r9wt>

⁶ PNEC compliance only applies to Centrient's antibiotic suppliers

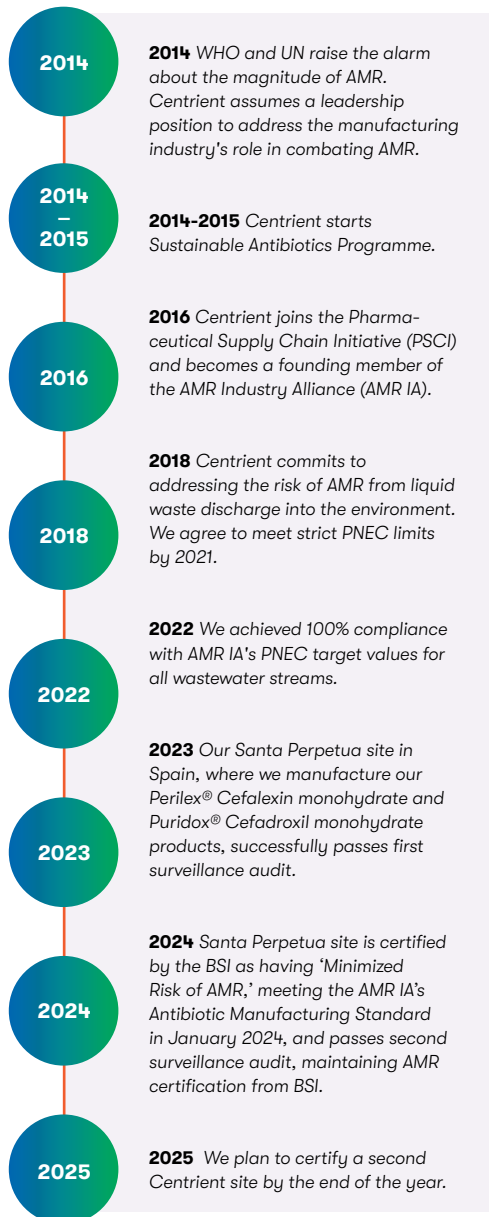
goals and strategic pillars, and have taken a lead in sustainable manufacturing and setting explicit targets on this topic.

As a major contributor to the global supply, facilitating 1.4 billion antibiotics treatments per year, we aim to ensure that all our sites, and those of our suppliers, are in line with the AMR IA's Antibiotic Manufacturing Standard by 2030, as set out in our ESG Ambition 2021-2030. We also aim for 100% compliance with Predicted No-Effect Concentration (PNEC) limits set by the AMR IA, and we are pleased to report that we have hit this target since 2022 for all our sites.

A complex and collaborative challenge

Tackling AMR requires collaboration across the supply chain, which is why we expect all our suppliers to assess their own AMR risks and take mitigation actions. As part of our sustainable procurement strategy, we are also committed to working with our top 20 suppliers to meet our ESG Standards, including PNEC compliance.⁶ As this is a new target, we will continue to monitor supplier performance and engage with them to ensure alignment with our standards.

We conduct AMR-related surveys of our antibiotic suppliers every three years, evaluating management practices and ensuring AMR risks are addressed effectively. 2024's survey featured 52 in-depth questions spanning crucial areas such as measurement and testing, control systems, employee training, permits and authorisations, and risk management. These assessments strengthen collaboration across the supply chain, reflecting our dedication to tackling AMR at every level.





Wastewater treatment plants

Our manufacturing sites are all equipped with dedicated wastewater treatment plants that are continuously operated and upgraded. To prevent antibiotics from being released into the environment, we employ advanced technologies to eliminate antibiotic content across our waste streams, with a particular focus on liquid waste. This includes high/low pH treatment, beta-lactamase treatment and membrane filtration. Treated water is also tested, and we monitor our performance quarterly against PNEC targets at a third-party laboratory based in the Netherlands.



IPHEX 2024 Conference in New Delhi, India

⁷ AMR Industry Alliance. "Antibiotic Manufacturing Standard: Minimizing Risk of Developing Antibiotic Resistance and Aquatic Ecotoxicity in the Environment." Published June 2022. Available at: <https://rb.gy/ce35oo>

⁸ AMR Industry Alliance. "Antimicrobial Resistance Benchmarking Table 2023 Update." Available at: <https://rb.gy/zuphwk>

⁹ The Lancet. "Antimicrobial Resistance and its Global Impact." Available at: <https://rb.gy/xznhn9>

Our actions

▶▶ Passing our second BSI audit for AMR risk in Santa Perpetua

In 2023, the British Standards Institution performed its first surveillance audit of our Spanish site and awarded us the prestigious BSI Kitemark for Minimized Risk of AMR in January 2024. This made Centrient one of the first companies globally to have a plant formally certified by the BSI. We passed the second audit in 2024, with recertification set for 2026. This highlights our alignment with international standards and demonstrates how we are working to reduce our overall environmental impact.

▶▶ Reaffirming our commitment to the AMR Industry Alliance (AMR IA)

Centrient was a founding member of the AMR IA in 2016, which brings together companies and industry associations to tackle drug resistance, and we remain committed to its goals. The AMR IA published its Antibiotic Manufacturing Standard⁷ in 2022, becoming the first advisory body to establish targets aimed at ensuring residual antibiotics in wastewater do not exceed safe levels.⁸ The Standard will be updated in 2025 with strengthened requirements that will drive further improvements. Centrient is also an active participant in the manufacturing and communications working groups and serves as a board member of the AMR IA.

▶▶ Joining the global effort to strengthen AMR measures

The 2024 UN General Assembly High-Level Meeting on Antimicrobial Resistance published a political declaration highlighting the need to adopt responsible manufacturing standards, market incentives to drive innovation and equitable access to antibiotics. Our goals and those of the AMR IA are closely aligned with the

declaration. By adhering to the AMR IA's standard and participating in the BSI certification programme, we will advance sustainable production practices and prioritise antibiotic stewardship.

▶▶ Addressing AMR through external advocacy

As part of November's World AMR Awareness Week, we took part in a campaign on 'AMR and Infectious diseases'. *The Guardian* newspaper interviewed Centrient CEO Rex Clements on the urgent need to address AMR and how misuse, lack of innovation and environmental pollution from antibiotic production threaten to cause 39 million deaths by 2050.⁹

▶▶ Spotlighting collaboration to combat AMR at IPHEX Conference 2024

At the International Exhibition for Pharma and Healthcare (IPHEX) in New Delhi, Centrient India participated in a discussion on 'Antimicrobial resistance in India: Its impact, challenges and solutions'. Our team highlighted the key role of sustainable manufacturing and supply chain collaboration in tackling AMR, shared best practices and stressed the importance of partnerships across industries and stakeholders.

▶▶ Building AMR capacity at our operational sites

In 2024, we implemented a comprehensive programme of training to boost awareness, build AMR capacity at our sites and adhere to the AMR IA's Antibiotic Manufacturing Standard. Our API manufacturing sites also conducted an internal gap assessment to verify compliance with the Standard and define actions to reach full compliance in the future. In 2025, we are proposing a second manufacturing plant for certification.



2.2 Pollution

Tackling pollution is part of our commitment to sustainable practices as it ensures the health and well-being of our employees and the communities in which we operate.

By addressing pollution, we contribute to a cleaner, healthier environment and support the overall objective of reducing global pollution levels, which is essential for maintaining our license to operate as a responsible pharmaceuticals manufacturer.



Centrient site in Delft

Our actions

▶▶ Embracing a greener future in Ramos Arizpe

In October 2024, our Ramos Arizpe site in Mexico permanently closed its chemical synthesis production line, switching to an environmentally friendly enzymatic process. This change helps reduce our environmental footprint and improves safety for employees and the community. By minimising the use of solvents and chemicals from traditional production techniques, we can significantly cut solvent usage, while also reducing our consumption of water and energy. The closure of the chemical synthesis line is expected to yield energy savings including reducing electricity consumption by 25% due to reduced cooling needs and lowering natural gas by around 15% from decreased heating demand.

▶▶ ISO 14001 certification across all Centrient sites

All Centrient sites are ISO 14001 certified, having each demonstrated they have an Environmental

Management System (EMS) that meets the ISO 14001:2015 standard. Ensuring an effective EMS at all sites helps us increase compliance as well as reduce waste, emissions and the use of natural resources. Our site in Delft, the Netherlands, successfully renewed its certificate in 2022, while Ramos Arizpe, Mexico, Santa Perpetua, Spain, and Zibo, China, followed in 2023. Certification for Yushu, China, and Toansa, India, was renewed in 2024.

▶▶ Empowering teams to combat AMR and pollution

Centrient takes proactive steps towards combating AMR and its link to environmental pollution by organising focused training sessions for employees at our sites. In India and China, training sessions highlighted the environmental impact of industrial discharge into air, water, and soil, their contribution to AMR and the importance of effective management strategies, such as adhering to standard wastewater and solid waste management programmes.



2.3 Climate and energy

As a leading generics pharmaceutical company, we recognise the critical role we have to play in combating climate change.

At Centrient, our commitment to reducing our energy consumption and greenhouse gas (GHG) emissions is fundamental to safeguarding the environment and ensuring the resilience and sustainability of our operations. In 2024, our near-term targets were validated by the SBTi. We also continued to develop our climate transition plan and worked to reduce our Scope 1, 2 and 3 emissions in line with the decarbonisation rate identified by the Paris Agreement required to limit global temperature rise to below 1.5°C.

GHG emissions

We continue to evaluate our processes, looking for opportunities to reduce emissions and implement new techniques and practices wherever feasible. Our emissions are reported in accordance with the globally recognised GHG Protocol, which ensures accuracy, transparency and alignment with international best practices.

Our SBTi-validated near-term reduction targets represent a significant step forward in climate change mitigation and play a crucial role in our decarbonisation journey, providing a clear and actionable roadmap. Notably, for the first time, we have set a dedicated target for reducing our Scope 3 emissions, addressing the indirect emissions generated across our value chain.



Scope 1 and Scope 2 targets and achievements in 2024

- + Target: Absolute reduction in Scope 1 and 2 GHG emissions of **46.2%** by 2031 from the 2022 base year
- + Achievement: **8%** reduction in Scope 1 and 2 emissions from the 2022 base year

Efficiency and renewable targets

- + Target: Source **50%** of electricity from renewable sources by 2030

Scope 3 targets and results in 2024

- + Target: Absolute reduction in Scope 3 GHG emissions from purchased goods and services and fuel and energy-related activities of **27.5%** by 2031 from the 2022 base year
- + Achievement: **22%** increase in Scope 3 emissions from the 2022 base year due to increased production (**19%** increase in purchased goods and services and fuel and energy-related activities)

Efficiency and renewable achievements in 2024

- + Achievement: **36%** of electricity sourced from renewables





Reducing energy demand through efficiencies

As part of its ESG strategy, Centrient has committed to sourcing 50% of its electricity from renewable sources by 2030.

In 2024, we made significant progress towards this goal, with 36% of electricity now sourced from renewables. We achieved this by improving energy efficiency, maintaining existing assets more effectively and replacing those that could not be repaired. This process included replacing energy-inefficient equipment with appropriately sized and high-efficiency alternatives and incrementally reducing our consumption. For more information, please refer to Annex 4.

Driving renewable energy across all our sites

In Santa Perpetua, Spain, we have already been using 100% renewable electricity for several years, supporting Centrient's wider 50% renewable goal.

This ambition extends to our Yushu site in China, where, in 2024, we successfully raised the share of renewable electricity from 45% to 64% of the site's total consumption. We achieved this largely through monthly purchase agreements on the renewable electricity spot market, significantly reducing GHG emissions in Yushu. Going forward, we are investigating options to reduce this spot market dependency.



Centrient site in Yushu

Our actions

▶▶ Reducing emissions intensity in India

At our Toansa site in India, we have upgraded steam boilers by transitioning from fuel oil to piped natural gas (PNG), achieving a major reduction in GHG emissions. This is expected to cut around 7,000 tonnes of CO₂e annually, representing around 15% of site emissions and 2.4% of our overall emissions. We expect a reduction of more than 95% in SO_x emissions and the elimination of suspended particles from the off-gas. The project was finalised in December 2024, with environmental benefits expected to be realised in the second quarter of 2025.

▶▶ Minimising leakage of refrigerant gases

Several projects aim to reduce the loss of hydrofluorocarbon (HFC) refrigerant gases. In Toansa, we plan to replace the high global warming potential (GWP) R22 refrigerant gas in 2025 with ammonia, as well as improving leakage checks, overhauling a compressor with mechanical seal failures and replacing around 20 air-conditioning units. Meanwhile, in Delft, the Netherlands, and Yushu, China, we embarked on ambitious chiller replacement programmes in 2024. In Zibo, China, we stepped up our preventive maintenance and introduced quarterly leak checks using dedicated testing equipment.

▶▶ Improving emission control

In Zibo, we have been improving off-gas treatments to reduce volatile organic components (VOCs). This was achieved in 2024 by modifying a regenerative thermal oxidiser to replace methanol fuel with natural gas.

▶▶ Setting science-based targets for Scope 3 emissions

Over 60% of our carbon footprint is categorised as Scope 3, or indirect emissions, covering our extended supply chain. In 2024, as part of our Sustainable Procurement Strategy, we assessed our core suppliers (accounting for approximately 80% of our procurement spend) through a questionnaire that addressed environmental policies and carbon emissions. Next steps include launching a supplier engagement programme to educate and engage our top suppliers, defining a clear roadmap and collaboratively reducing Scope 3 emissions.

▶▶ Optimisation efforts

In Toansa, improved efficiency in generating steam from fuel oil led to an 8% reduction in CO₂e emissions from its boilers. Meanwhile, in Mexico, shutting down systems during periods of low or no production improved utility usage.

▶▶ Energy Savings Plan

At our Delft production site, we conducted an independent audit of our Energy Savings Plan, a structured approach to improving energy efficiency and reducing GHG emissions. The assessment confirmed satisfactory progress while offering recommendations for further improvement. The next assessment will be conducted in 2027.

▶▶ Sustainable investments

In 2024, we implemented a policy whereby all capital project proposals must, where applicable, evaluate the impact on GHG emissions, water consumption, energy efficiency, waste generation and recycling potential and AMR prevention.



2.4 Water and the environment

Responsible water use is an increasing global priority, as are concerns around water quality and water scarcity.

Our ESG Ambition 2021-2030 includes specific targets to reduce water consumption and prevent adverse impacts on the water supply. Our targets are supported by policies, procedures and initiatives aimed at encouraging responsible water stewardship.

All our sites worldwide use water for manufacturing operations, with wastewater treated and discharged into the environment according to applicable domestic laws. Each site is regulated by national water management laws, and we monitor and

Water targets

Conduct water assessment, including alignment on mid-term targets, after realisation of initial targets, by 2027
Reduce water intensity by 5% by 2025 (base year 2015)
Reduce water consumption by 10% by 2030 (base year 2021)

report our water management as stipulated by the relevant regional regulatory authorities. We also seek opportunities for water reuse and recycling to preserve this precious natural resource, and are continually

Water achievements in 2024

Water assessment planned for the coming years
Achieved and exceeded water intensity target by 18% in 2024
Achieved and exceeded target by 13% in 2024

reviewing our usage with the aim of reducing overall water consumption. We plan a detailed assessment of our water use in the coming years. More information can be found in Annex 5.

Our actions

►► Successful audit of our water use in Toansa

In 2024, our Toansa, India, site took a significant step towards improving water stewardship by undergoing a comprehensive water audit. The audit identified opportunities to enhance water use efficiency and conservation practices and offered actionable recommendations for more sustainable water management. Key suggestions included installing toilet water banks, implementing water-efficient faucets and fixtures, and constructing a surface storage tank for rainwater harvesting.

►► Santa Perpetua enhances water metering

Our Santa Perpetua site near Barcelona experienced an increase in water usage in 2024 due to additional

campaigns and cleaning validations. The site now plans to install enhanced metering systems in 2025 to address this and advance our water conservation efforts. These upgrades will enable more precise monitoring and control of water consumption.

►► Reducing water use in China and Mexico

In 2024, our sites in Yushu, China, and Ramos Arizpe, Mexico, began reaping the benefits of water-saving opportunities identified in 2023. At Yushu, improved water management practices reduced around 200 m³ per day in cooling and process water usage, while in Mexico, consumption was reduced by roughly 20%. We achieved this by optimising the cleaning processes for Purimox® lines and installing advanced monitoring

equipment in cooling systems, which significantly decreased the need for make-up water (freshwater added to replace losses from evaporation or leaks).

►► Improved water recycling in India

In 2024, our Toansa site achieved remarkable progress in water efficiency, reducing usage by over 9% even as production increased by nearly 20%. This was driven by a significant increase in the use of recycled water, up more than 50% from 34,000 m³ to 52,250 m³. Initiatives included improved condensate recovery, and the collection and reuse of Tarang ultrafiltration (UF) reject water. Recycled water is now being utilised as feed water for the site cooling tower, steam boilers and horticulture.



2.5 Waste management

In 2023, we achieved our target of repurposing 90% of waste by 2030. In 2024, we exceeded it, reaching 93%.

We address our approach to wastewater in detail on page 28. In this section we focus on solid waste, including by-products, salts and packaging materials categorised as hazardous or non-hazardous. All of our sites implement best practices for waste management and adhere to local regulations, while we secure proper handling by ensuring all third-party contractors undergo due diligence checks and follow applicable regulations and internal procedures.

From 2023 to 2024, we reduced our total waste generation by approximately 5% for both hazardous and non-hazardous waste. This was achieved by optimising production processes, offsetting incidental waste streams from construction projects in China and Mexico, as well as managing rejected materials in India. Centrient remains committed to improving its waste management processes and exploring new opportunities to repurpose waste streams. For detailed information on waste management practices, please refer to Annex 6.



Our actions

Across our operations, we are driving innovative projects to reduce waste and enhance sustainability:

►► Toansa

Centrient India has identified opportunities to significantly reduce packaging waste at Toansa by introducing reusable containers for internal transport. While challenges in maintaining product quality have emerged, they are being addressed, and the transition to reusable containers is expected to be completed in 2025, with benefits to follow.

►► Santa Perpetua and Delft

Both sites are exploring the feasibility of cleaning and reusing empty enzyme packaging as part of their waste reduction efforts, in light of Centrient's Good Manufacturing Practices (GMP) requirements.

►► Delft

Through improvements in water filtration and the optimised operation of the site's evaporator, our team in Delft successfully reduced non-hazardous waste by 6% in 2024 compared to 2023. This progress reflects the site's commitment to minimising waste and enhancing operational efficiency.





3. Caring for people and communities

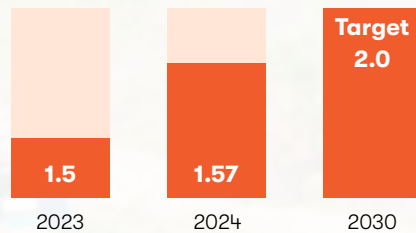




Our targets and progress

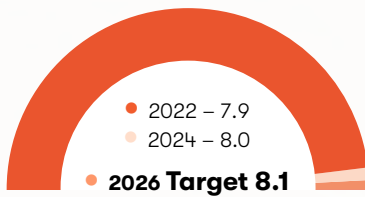
Access to our foundational medicines

— Patient reach (billion)



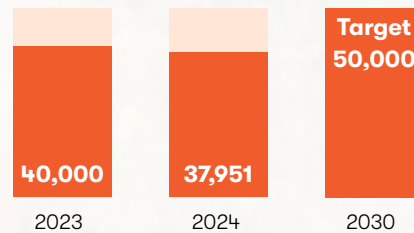
We aim to reach 2 billion patients by 2030. The trend over the years is positive including contributions from our new pipeline programme.

Employee engagement – eNPS Score



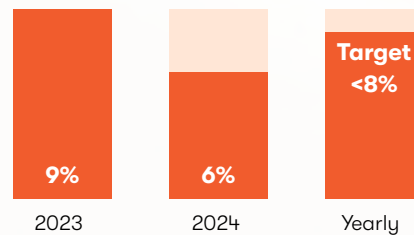
2022 score of 7.9. 2024 score of 8.0. To place in the top 25% for our industry, we would need an engagement score of 8.1. Target score is for 2026.

CRS programme – Lives impacted



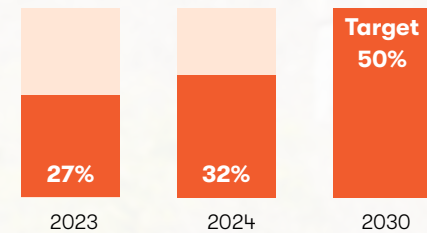
The CSR programme is part of our approach to engage with our communities.

Talent retention – Voluntary attrition rate

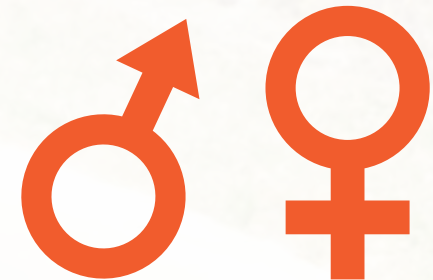


Our voluntary attrition rate has been decreasing over the years, reflecting our efforts to retain talent.

Gender balance – Women in senior management



According to our internal scale of C43 senior management level roles and above.





3.1 Access to medicines



Antibiotics are some of the world’s most critical medicines. Making them available to the people who need them is the foundation of the modern global healthcare system.

In recent years, however, a mix of issues has been conspiring to restrict availability. Growing demand, supply chain disruptions and global shortages are increasingly making access to medicines more challenging.

Centrient holds a strong position in this supply chain. We play a vital role in ensuring the reliable supply of products such as active pharmaceutical ingredients (APIs) and finished dosage forms (FDFs), helping to prevent infections, facilitate medical treatments and improve people’s overall quality of life. Today, 69% of our portfolio is included on the World Health Organization’s (WHO) list of essential medicines, and we supported a total of 1.57 billion patient treatments in 2024.

We remain committed to improving patient access to foundational medicines. In 2024, we invested EUR 5 million to expand our biosynthetic manufacturing site in Yushu, China, which produces many of the intermediates for our semi-synthetic penicillins (SSPs). This expansion will enhance the site’s capacity, efficiency and sustainability, incorporating advanced technologies to support the production of high-quality, life-saving treatments for patients around the world.



Safeguarding the security of supply

As one of the last remaining antibiotics manufacturers in Europe, we are committed to strengthening supply chains for critical medicines across the European Union (EU). After joining the Critical Medicines Alliance (CMA) in 2024, we can now advocate for these goals and collaborate with industry leaders to boost the resilience of European pharmaceutical manufacturing.

Centrient’s multi-supplier strategy ensures we never depend on a single supplier for our raw materials and intermediates. Our production is mostly backwards integrated, which gives us better control over our supply chain and means we can produce and deliver our APIs from multiple production sites.





3.2 Corporate social responsibility (CSR)

Centrient's CSR pillars

- 1 Supporting the communities in which we operate
- 2 Taking care of the environment
- 3 Enhancing quality of education and antimicrobial resistance (AMR) awareness

Centrient has an ambitious target to improve the lives of 50,000 individuals a year by 2030 through our Corporate Social Responsibility (CSR) programme.

In 2024, we made significant strides towards our goal, impacting almost 40,000 lives through dedicated community programmes. Our efforts span from reforestation projects in Mexico to activities supporting older people in the Netherlands. Each initiative is tailored to meet the communities' needs, ensuring our impact is both meaningful and regionally relevant. Most of our CSR activities are organised and led by our Global Purpose Platform (GPP), a group of early career colleagues keen to make a difference in our communities. In 2025, the GPP will celebrate its fifth anniversary, having positively influenced over 100,000 lives since its establishment in 2020, further reinforcing our commitment to creating lasting social impact.

Our global CSR activity: Earth day

Every April, all Centrient sites host activities to recognise Earth Day, inspired by the non-profit, EARTHDAY.ORG. Our 2024 theme was 'Planet vs Plastics', a call to end the scourge of plastics and safeguard the health of all living beings. Our sites and offices organised various initiatives, including community engagement competitions, clean-up campaigns, tree planting activities, awareness sessions and 'I pledge' drives to showcase our commitment to reducing plastics.

Our global CSR activity: STEPtember

Each September, Centrient colleagues from all around the world participate in a walking competition to raise money for good causes. In 2024, we recorded an astonishing 112+ million steps, with over 170 teams and 850 colleagues participating. Another recent highlight was our introduction of 'marathon days', where employees came together across regions for group activities, ranging from city walks to park strolls. As part of the challenge, we also made donations to local communities in need based on the total number of steps counted.

Driving Purpose: Shashank Singhal on community impact

Our global GPP lead Shashank Singhal is responsible for executing our CSR activities with 100+ team members globally: "Being at the forefront of CSR initiatives has given me valuable insight into the power of purpose-driven action," he comments. "I've made real and meaningful connections between Centrient and the communities we support. Giving back has not only strengthened our impact but deepened my own understanding of the change we create when we come together with a shared purpose."





Improving lives in our local communities

Improving lives in the communities we serve is an integral part of Centrient's CSR strategy. By addressing local needs with targeted initiatives, in 2024 we continued to take steps to empower people and drive change in the places where it matters most.

In Mexico, for example, our team launched a blood donation campaign to help hospitals maintain essential supplies. We brought together employees, community members and local healthcare partners in a collective effort to support accident victims, individuals undergoing surgery, and patients battling serious illnesses. Through these efforts, we impacted the lives of approximately 40 people, providing essential blood supplies to those in urgent need.

Meanwhile, Centrient India helped improve healthcare access for underserved communities near our manufacturing

facility in Toansa. By deploying a mobile healthcare unit (MHU), we brought essential medical services to the doorsteps of residents in Toansa and five neighbouring villages. This vehicle was equipped with medical facilities and healthcare professionals to deliver essential health checkups and medicines, support early detection and offer treatments to patients located in remote areas. Throughout the year, we impacted around 4,200 lives, offering primary healthcare services to those with limited or no access.

In Spain, we liaised with the DANA Emergency Aid – Red Cross organisation after devastating floods struck Valencia in October 2024. Recognising the need for basic supplies, we launched a campaign where employees could contribute essential materials to designated collection points. These included cleaning materials, diapers for adults and babies, sanitary pads, disinfectants, bleach, chlorine tablets, dish-washers, water boots, gloves, masks, baby food, and canned food. Our partnership also delivered supplies to floodstricken areas, helping families to begin the recovery process.

Making a difference with Save the Children

In 2024, we donated EUR 20,000 to help Save the Children improve lives and foster healthier futures for children. Our contribution was directed to the organisation's Global Emergency Health Unit (EHU), which delivers critical healthcare services in some of the world's most challenging and hard-to-reach areas. This unit provides essential care, primary healthcare, disease prevention, life-saving vaccination campaigns, maternal health and childcare services.

Our support helped the EHU reach several urgent projects, including aiding communities in Zambia during a cholera outbreak, establishing a maternity unit in the Middle East and supporting mass vaccination campaigns in Sudan.



Mobile Healthcare Unit, India



Save the Children, the Netherlands



Taking care of the environment

'Taking Care of the Environment' is the second vital pillar of our CSR programme. As a pharmaceutical company, we are acutely aware of our industry's potential negative environmental impact, which is why we engage in projects focusing on ecological restoration, awareness and resource preservation to minimise harm.

In Yushu, China, employees joined forces with a local school to turn plastic waste into valuable items. The children took workshops to learn how to handcraft items such as thermos cups and eco-friendly shopping bags, giving discarded materials a second life. These were later distributed to employees and contractors, serving as both functional items and a reminder of the importance of reducing plastic waste. Collectively, these two activities impacted approximately 300 people.

In the Netherlands, our team organised a beach clean-up event in The Hague. Joined by 30 colleagues, we collected plastic, rubbish and other debris littering the shoreline. Our efforts resulted in the removal of 134.9 kilos of waste from the local beach.

Quality education and AMR awareness

The third pillar of our CSR programme, 'Quality Education and AMR Awareness', reflects our goal of empowering communities through knowledge and addressing global health challenges.

AMR is a key focus of our education programmes: by raising awareness of this major health threat in communities, we aim to proactively address this issue while fostering more informed and resilient societies.

As part of our India-based partnership with Superheroes Against Superbugs, a public engagement AMR initiative, our team conducted several workshops for pharmacy and chemistry undergraduates in Toansa and Gurgaon. The workshops addressed the importance of combating AMR, its effects on the environment and the pharmaceutical industry's role in tackling it, and offered practical steps to ensure the appropriate use of antibiotics. We reached around 250 students, equipping them with practical knowledge and encouraging them to promote the responsible use of antibiotics in their studies and future careers.

In Mexico, our team welcomed 12 local students to our wastewater treatment facility as part of an initiative to raise awareness about AMR. The visit gave them firsthand insight into how pharmaceutical wastewater can contribute to AMR if not managed responsibly and the critical role of advanced treatment processes in mitigating this risk.



Beach clean-up, the Netherlands



Mexico - students at wastewater treatment plant (WWTP)



More CSR activities from around the world

Environmental

Reforested land in collaboration with Saltillo Ecológico in **Mexico**, impacting **~1,000 lives**



1,000

Planted trees near our Yushu site in **China** with a volunteer team of **50+** employees

50+



Rejuvenated a pond in a local village in Punjab, **India** with a solar and wind plant, impacting **3,000 lives**



3,000

Provided drinking water to a local village in **Toansa**, impacting **1,800** community members

1,800



Conducted an environmental awareness workshop in **Spain** with Fundación Ecomar, impacting **170 people**

170



Social

Participated in the Fair for Women and Girls in Science in Saltillo, **Mexico** impacting **150 girls**



Donated furniture to a local kindergarten in **Mexico**, impacting **80 children**

80



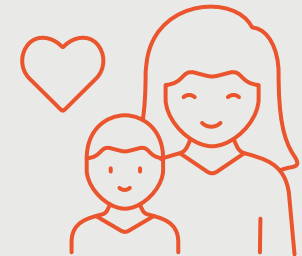
Donated hygiene products to **266 women** at a local female penitentiary in **Mexico**



266

Donated **EUR 600** to a local shelter home in **Mexico** to ensure well-being of children

600



Donated computers to **90** students in **Mexico** to enhance their education

90





Donated **~3,000 EUR** in sports equipment and supplies to an elderly care facility in Yushu, **China**



Ran a blood sugar testing campaign for **730 elderly persons** in **China**

730



Supported teachers' salaries in **India**, impacting **100 students**

100



Helped a dispensary for underprivileged communities in **India**, impacting **~9,000 persons**

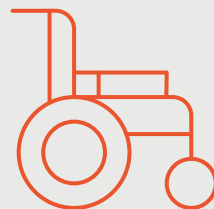


Built a kitchen shed and an assembly at a local middle school in **India**, supporting **100 students**

100

Provided **100 underprivileged children** at Ambuja Centre in **India** with clothes and wheelchairs

100



Ran digital literacy workshops in **100 schools**, impacting **1,100 students** in **India**



Sponsored a local sports event for **500 children** in **India**

500



Donated **EUR 3,000** to Fundación Amigos de los Mayores in **Spain**



Ran practical and social activities for **45 older adults** in collaboration with the Delft Present Foundation in **the Netherlands**

45



Donated **10 tablets** to United Way NL for a project combating isolation in the **elderly** community

10



Donated **EUR 1,100** to Park-school in Delft, **the Netherlands** for health and wellness-related activities and equipment

1,100



3.3 Health and safety

Keeping people safe

At Centrient, our goal of ensuring that ‘everyone returns home safely every day’ is embedded in the culture of all our offices and manufacturing sites.

Centrient’s SHE policy statement

inseparable part of how we do business, and directly underline a key Centrient value: Caring. Our leadership team is fully committed to this value and sets high standards for Centrient colleagues to follow. Together, we believe that:

- + Work can never be more important than (personal) safety, and our employees have the right to return home safe and healthy after work. It is possible to create an injury-free workplace, and this is our objective.
- + We protect our environment and surroundings when doing business. We work responsibly when using natural resources and make sure we contribute to its conservation for future generations.
- + This requires the personal commitment and dedicated efforts of our employees and contractors, and all other stakeholders who work with us.

Our actions

►► Incident management

We prioritise continuous improvement in safety, health and environment (SHE) performance by taking proactive prevention measures and learning from previous incidents. We also track and investigate all recordable incidents, including LTIs, Restricted Work Cases (RWCs), and Medical Treatment Cases (MTCs).

In 2024, recordable injuries dropped by 33%, from six in 2023 to four, improving our Total Recordable Injury Rate from 0.20 to 0.15. Additionally, our Yushu site in China saw no recordable injuries for over five years, while Toansa, India, and Zibo, China, have remained injury-free for over two years. We also reduced loss of primary containment (LOPC) and process safety incident (PSI) cases, from 23 in 2023 to 11 in 2024. We achieved this through enhanced operator awareness, equipment checks and maintenance practices. None of these incidents caused significant harm, and all consequences were fully mitigated.

While we observed an initial increase in reporting minor, locally reportable events, we actually consider this to be a positive development: it reflects our enhanced vigilance and our commitment to address even minor issues to prevent more severe incidents. Encouraging transparent reporting is a cornerstone of our strategy, so we will continue to reduce serious cases while encouraging proactive incident management practices.

►► Shop-floor initiatives

In 2024, we enhanced management visibility and engagement to help support shop-floor teams to promote safe

behaviours. We continued to emphasise the importance of ‘Gemba walks’, a practice involving workplace walkthroughs whereby management observes employees, discusses tasks, and identifies opportunities for improvement. Following a training programme, we established a standardised approach to Gemba walks across all our sites, with each member of the Site Leadership Teams now conducting regular rounds.

This initiative has become a valued and permanent part of engaging with employees and contractors across our sites. Over 1,850 Gemba walks were recorded in 2024. In 2025, the focus will shift to improving interaction quality and reporting while maintaining regular walks.

►► Training

At Centrient, employees and contractors receive safety training tailored to site-specific risks, covering personal protective equipment, industrial health, ergonomics and tool handling. Training is delivered through e-learning, classroom sessions and on-the-job instructions such as pre-maintenance briefings to promote safety awareness and responsible behaviour.

Safety is also a central part of our Code of Conduct. The Code is guided by Life-Saving Rules that are designed to address high-risk activities (e.g., working at height and entering confined spaces) and protect the well-being of everyone on-site. In 2024, we began integrating safety behaviours and leadership into training programmes. These principles will feature in our onboarding for middle management and development programmes for senior management, rolling out in 2025 to drive long-term improvements in safety leadership.



Our actions

►► Measuring what matters

After developing our safety dashboards in 2023, we refined them further in 2024 to serve as a key tool for monitoring and reviewing site performance. Throughout the year, we encouraged all sites to actively report safety incidents, which resulted in strong reporting habits that saw even minor events diligently documented.

►► From incidents to improvements

At Centrient, every reported incident is seen as an opportunity to learn, reflect and enhance our safety going forward. By investigating incidents, analysing observations and learning from near misses, we can continuously improve our processes and protect the well-being of employees and communities around our sites.

Serious incidents, such as recordable injuries or reportable releases, are thoroughly examined by site teams and then reviewed with the global SHE team. Lessons are shared across all locations to drive organisation-wide improvements. In 2025, we aim to refine our data analysis to prioritise observations and near misses, reinforcing our commitment to meeting our goal of ‘Everyone returning home safely every day.’





3.4 Cultivating our talent

At Centrient, we are united by a shared purpose: to improve lives through the innovative and sustainable manufacturing of medicines.

We will only achieve this by investing in people and nurturing talent. Developing our human capital remains an integral part of our plan to advance our vision, strategy and ESG Ambition. To achieve these goals, we have implemented comprehensive policies and programmes that we continuously monitor and improve.



Our actions

▶▶ Talent acquisition and staffing

In 2024, we focused on strengthening our approach. We launched an interview training programme to equip hiring managers with skills for more effective and consistent candidate evaluations. We also introduced a structured onboarding programme, bringing 12 middle managers from various regions and functions to our headquarters to boost cross-functional understanding and collaboration.

▶▶ Talent pipeline and development

We remain committed to nurturing talent and fostering professional growth through various training and development opportunities. Our programmes focus on enhancing skills and capabilities in areas including emotional intelligence, leadership, personal effectiveness and collaboration. The programmes are built on four key pillars – *Personal Effectiveness*, *Value Behaviours*, *People Process Support*, and our *Leadership Success Model* – that guide the creation of world-class learning solutions aligned with the 70:20:10 principle.

▶▶ A busy learning calendar

To ensure equal development opportunities, our calendar features a blend of established flagship programmes, such as the Catalyst and CEO Women Mentoring Programme,

alongside newer initiatives tailored to evolving business needs. We also use LinkedIn Learning for on-demand learning resources. At the same time, our Centrient Insights Hub enables global knowledge exchange, fostering cross-functional collaboration and sharing expertise from internal leaders.

▶▶ Skills for the modern workplace

We also offer IT-focused training programmes in key areas such as cybersecurity, ethics, and business to build critical capabilities essential to our safety and success. These initiatives help employees worldwide develop the skills needed for their roles and align with our enhanced employee value proposition. Refer to Annex 10 to learn more about the training we conduct at Centrient.

▶▶ Performance and development reviews

Our performance and development cycle consists of mid- and end-year employee reviews and provides opportunities for transparent feedback between employer and employee. In 2024, 100% of our employees received regular performance and career development reviews, enabling tailored development plans to be actioned for all employees, and we have fully digitised the process for greater efficiency.



OneCentrient: Empowering global collaboration

In 2024, we launched OneCentrient, uniting our organisation behind a shared purpose and a values-driven culture. Focused on agility, sustainability and collaboration, it inspires us to innovate, produce responsibly and deliver life-preserving medicines with care and efficiency.

We brought this mindset to life via a year of inspiring initiatives. The launch of OneCentrient established a common language for our collaboration, while regional workshops deepened cross-functional connections. We also introduced the OneCentrient newsletter to provide a regular flow of company-wide stories and updates that celebrate transparency and inclusion.

The year culminated in OneCentrient Week, a vibrant celebration of our diversity and unity. Through five interactive sessions exploring the cultures of India, Spain, the Netherlands, Mexico and China, we shared stories, played, and learned from one another, building understanding, empathy and connection across borders.

Additional human capital ambitions

In addition to our ESG ambitions and targets, our organisation has functional KPIs that focus on key workforce-related topics and foster meaningful progress. Refer to annexes 8, 10-11 and 13-15 for more information.

	Centrient social and governance policies and ambitions/targets
Working conditions	<p>Ambition A workplace where everyone is treated fairly, with respect and without bias, and where all employees feel safe to speak up and voice issues</p> <p>Targets</p> <ul style="list-style-type: none"> + Zero tolerance with 0% incidents of child labour, forced labour or human trafficking + 100% employee grievance redressal, with resolved SpeakUp cases increasing year-on-year + Social dialogue: all eligible employees covered in Work Councils and have freedom of association as applicable + 100% of employees committed to the Centrient Code of Conduct
Career management and development	<p>Ambition Continuously upskill our people and ensure progress on development for all</p> <p>Targets</p> <ul style="list-style-type: none"> + 100% of total workforce receive regular performance and development reviews by 2024 + 100% of eligible employees receive career, skills-related or other necessary training (including leadership training and training in safety, human rights, anti-bribery and corruption, etc.)
Employee health and safety	<p>Ambition Facilitate a safe work environment for employees</p> <p>Targets</p> <ul style="list-style-type: none"> + Maintain the number of recordable injuries to maximum of 7 + Limit the number of loss of primary containment incidents to a maximum of 23 + Minimum of 110 Gemba walks per month per site <p>Long-term target</p> <ul style="list-style-type: none"> + Zero recordable injuries



3.5 Diversity, equity and inclusion



Proud to Be Me @ Centrient

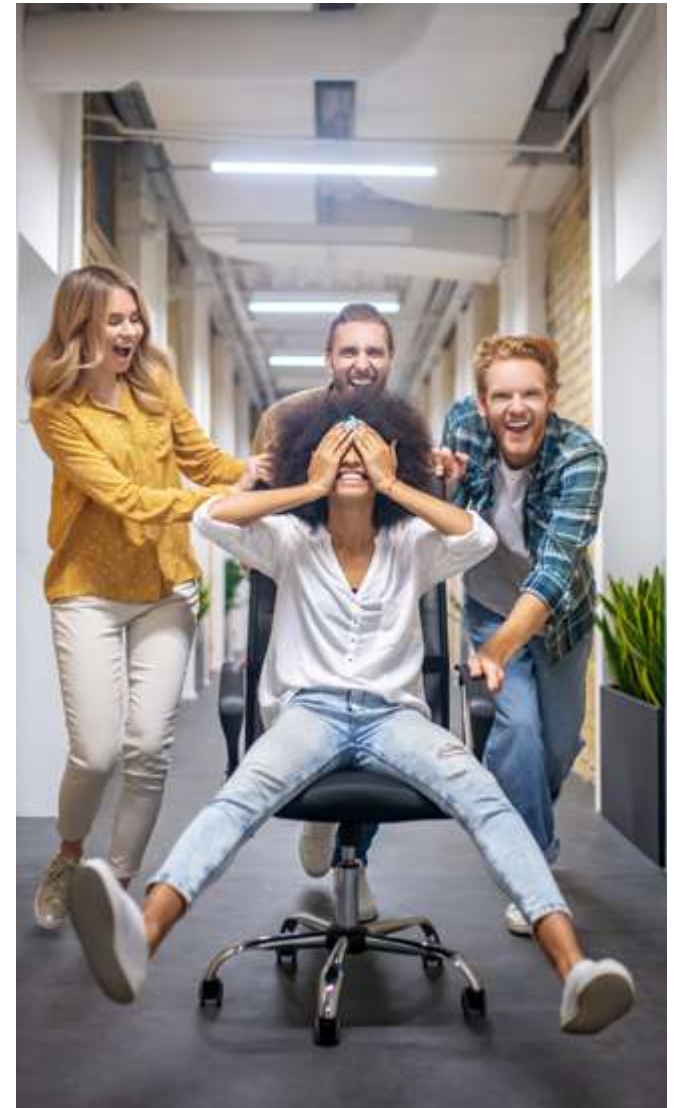
Diversity, equity and inclusion (DEI) are central to our ESG approach. With a global workforce of 1,797 employees as of Q4 2024 representing more than 32 nationalities, we value everyone’s unique perspectives.

We believe that our organisation should reflect the diversity of the societies we serve. True innovation and sustainable progress can only be achieved if we create an inclusive environment that welcomes different perspectives, provides equal opportunities and values the unique contributions of all individuals.

Our three-year DEI roadmap, which was completed in 2024, laid down a solid blueprint for effectively fostering a culture of inclusion, diversity and purpose.

This has allowed us to focus on creating an inclusive culture, enhancing training and learning programmes and improving our talent acquisition efforts. With this foundation in place, discussions are now ongoing on how we can continue strengthening our DEI approach. The roadmap also embedded our vision for inclusion into the Centrient Leadership Model, training programmes and onboarding initiatives, ensuring diversity is a company-wide endeavour.

Among our DEI programmes, the Catalyst programme has been pivotal in identifying and developing future executive talent. Meanwhile, our CEO Women Mentoring Programme has empowered women in middle management through tailored mentorship, leadership training and networking opportunities.





Our actions

►► Shaping our DEI strategy

With the conclusion of our DEI roadmap, discussions are underway to shape the next phase of our DEI strategy for 2025 and beyond, ensuring our journey of inclusion and equity continues evolving. The strategy will continue to build around the following pillars:

►► Leveraging diversity

We define diversity as the unique traits, cultural qualities and experiences that both distinguish and unite us. We strive for diverse representation at all levels of our organisation, from the front lines to our senior management and Board of Directors. We focus on embracing gender, life stage and cultural diversity by increasing representation, especially in senior and critical roles. Across Centrient, women currently hold 21% of executive and 32% of senior management positions, which reflects good progress towards our target of ensuring women hold 50% of senior management roles.

As part of our talent acquisition efforts, we ensure hiring managers are trained to recruit from diverse candidate pools. This includes training on recognising biases, using inclusive language and asking appropriate questions when, for example, interviewing individuals with disabilities.

►► Equity @work

At Centrient, equity means fairness and ensuring employees have the support and opportunities they need to thrive. Equity is embedded into the policies and practices we have designed to create a meritocratic and productive environment, while fostering openness, fairness and transparency.

To achieve this, we conduct global pay equity reviews, offer flexible working and incorporate DEI topics into our

leadership programmes and workshop training. In 2024, we conducted a Living Wage Assessment to ensure wages across all regions meet basic living needs, cost-of-living and decent living standards.¹⁰ This confirmed that all regions where we operate meet living wage standards, reflecting our commitment to the fair and equitable treatment of employees. We also conducted an internal gender pay equity assessment, using the UK Pay Equality Act as a benchmark to review gender pay gaps across the countries where we operate. The results showed no significant discrepancies, highlighting our commitment to fair compensation.

►► An inclusive workplace

As part of our ESG ambitions, we focus on improving employee engagement and satisfaction to keep our voluntary attrition rate below 8%. In 2024, we were pleased to achieve a rate of 6%, but we will continue to evaluate and enhance our approach to maintain this in future.

To unlock our workforce's potential, we emphasise inclusive environments that foster belonging, boost performance and encourage an open feedback culture. We conduct an Employee Engagement Survey (EES) every two years to understand how our employees experience their work environment. In our 2024 survey, we achieved an engagement score of 8.0, taking us even closer to our ambitious goal of ranking within the top 25% of our industry by 2026.

We also enriched our employee value proposition (EVP) with two new initiatives in 2024 to support well-being, including contributions toward gym and sports subscriptions and Centrient Cares Day, which provides employees with an additional day off work for volunteering. These efforts reinforce our commitment to employee satisfaction and reflect our core value of 'Caring'.

Empowering women: a CEO mentorship journey

With our CEO Women Mentoring Programme, we are taking a direct approach to leadership development, empowering women by connecting them directly with our CEO for one-on-one mentorship. The programme helps participants build confidence, develop strategic skills and advance their careers.

Jaspreet Kaur, Centrient's Director of Regulatory Affairs, API, who took part in the programme in 2024, commented: "It is great to work in a place where I know our voices matter. The mentorship and support I received gave me the confidence to step into a new leadership role and embrace new challenges. It is empowering to be part of an organisation that values women's growth and creates a culture where we can thrive and support one another."



¹⁰ Wage indicator database



The Women of Centrient network

Our employee resource groups (ERGs) include the Women of Centrient Network, which provides all employees with access to valuable insights, knowledge and experiences shared by inspiring women across various fields.

Established in 2022, the network held 12 sessions in 2024, featuring influential keynote speakers from both the public and private sectors. Topics ranged from leadership and personal branding to resilience and work-life balance, fostering an inclusive platform for learning and growth.





3.6 Human rights

At Centrient, we are dedicated to supporting and respecting the rights of individuals across every area of our operations. We comply with the employment laws in every country where we operate and uphold human rights within our sphere of influence.

Human rights are embedded throughout the organisation, starting with our management team. All employees adhere to the Centrient Code of Conduct (CCoC), which outlines clear standards for respecting human rights, and they also reaffirm their commitment to the Centrient Human Rights Position each year. Both policies are grounded in internationally recognised frameworks, including the United Nations (UN) Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO). We extend these high standards to our business partners through our Business Partner Code of Conduct, ensuring alignment with our values and expectations.

In 2023, we conducted a human rights impact assessment, which provided a baseline evaluation of our monitoring mechanisms, identified current and potential human rights-related impacts of our operations and assessed whether we have gaps in meeting international requirements. Discussions are ongoing on how best to integrate the outcomes of this assessment into our operations to strengthen our human rights practices further.

Additionally, no human rights violations were reported in 2024, reflecting our ongoing efforts to uphold and protect human rights across all aspects of our business.





4. Managing our business responsibly





Our targets and progress

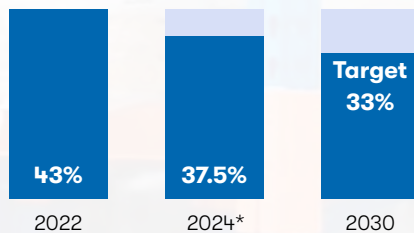
ESG to support strategic decisions – Integration of sustainability assessments

- 2023 – AMR Assessment
- 2024 – Living Wage Assessment
- 2027 – Target Water Assessment



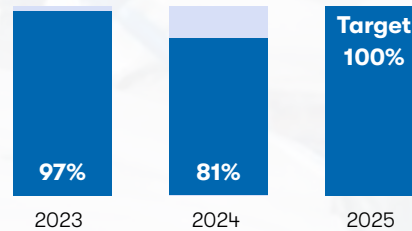
Centrient has conducted assessments on ESG topics and plans to carry out further assessments to strengthen ESG integration into decision-making.

Board of Directors – Gender (female) representation



In 2024, the Board welcomed a new member, resulting in a gender ratio of 3 men and 5 women.

Code of Conduct – Employee's commitment



Our updated Code of Conduct was launched in September 2024. The monitoring of commitment to the CCoC is still ongoing, with data to be collected in 2025.

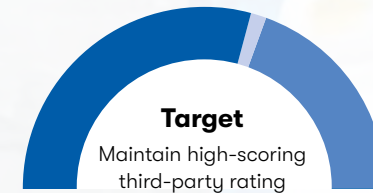
Sustainability standards – Top suppliers aligned



In 2024, we shared our first supplier questionnaire based on an internally developed framework. Since this is a new target, its performance will be measured in the coming years.

Third-party certification/rating of ESG – Scoring / Rating

- EcoVadis 2023 score – 73
- EcoVadis 2024 score – 75



Maintained a Gold rating from EcoVadis for the 5th year in a row, ranking in the top 5% of all companies assessed.





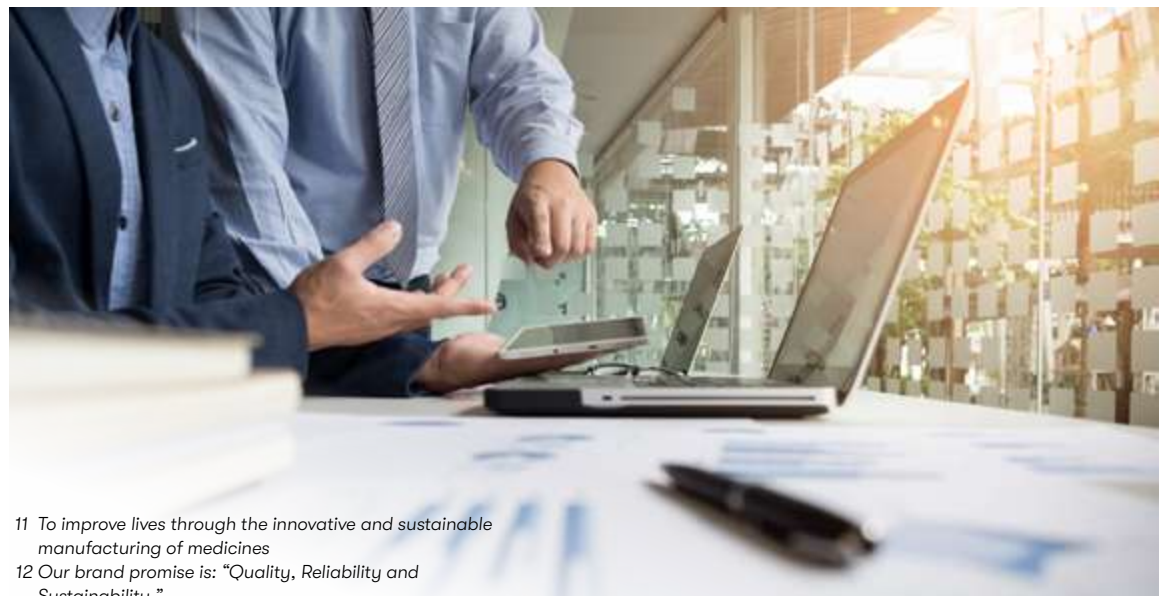
4.1 Responsible business practices



We ensure a robust, responsible approach to doing business by aligning our practices with three core tenets: our company purpose,¹¹ ESG ambition and brand promise.¹²

Proper governance is central to how Centrient operates. By embedding robust frameworks, principles and values into our corporate structure, we can be confident that everything from our products to our manufacturing processes and our people are of the highest possible standard.

Our Code of Conduct and Business Partner Code of Conduct commit both Centrient and its partners to upholding our values, laws and regulations. Ongoing initiatives in 2024 included efforts to champion diverse leadership, initiatives to foster an ethical work culture, projects to collaborate with suppliers on sustainability standards and a drive to continuously improve operational excellence through recognised ratings and assessments.



¹¹ To improve lives through the innovative and sustainable manufacturing of medicines

¹² Our brand promise is: “Quality, Reliability and Sustainability.”



4.2 Ethics and compliance



A company that is genuinely committed to transparency and professional ethics takes responsibility for all its stakeholders, whether they are employees, customers, suppliers, shareholders or members of wider society.

At Centrient, we uphold the highest possible ethical standards across our organisation. We achieve this through a dedicated ethics and compliance programme that we regularly review, enhance and expand to meet the latest requirements.

A robust compliance governance framework

Centrient’s Board of Directors and Executive Committee jointly oversee our compliance framework, which we designed to promote responsible business management practices. Our framework commits us to increasing diversity as part of our ESG Ambition, and we have been

working to improve diverse decision-making at the Board level. In 2024, this resulted in our Board of Directors achieving 37.5% female and 62.5% male representation.

Our Global Risk & Compliance department also plays a central role in our efforts. It works to drive a strong compliance culture by continuously updating policies, training and advice to ensure efficiency and effectiveness across the company. In keeping with our three-year review cycle, our Risk & Compliance department will conduct a global compliance survey in 2025 to assess our general compliance culture and workplace safety within Centrient.

Our Code of Conduct

The Centrient Code of Conduct (CCoC) commits us to conducting business in an ethical manner. It enshrines our commitment to respecting the law and to living out our shared values of passion, accountability,

collaboration, innovation and caring, as well as outlining laws, regulations and company policies that all of our employees must follow.¹³

In 2020, we rolled out the CCoC to address key areas including trade control, competition law, anti-bribery and corruption, data privacy, health and safety, human rights and information security. All our employees must know and follow the principles of the CCoC, confirming each year that they have read it and understand the responsibilities it commits them to. This also applies to our business partners, who are expected to sign up to our Business Partner Code of Conduct (BPCoC), which commits customers, suppliers, distributors and other valued stakeholders to doing the right thing and upholding ethical standards equivalent to our own.

Reflecting our ESG Ambition, we also rolled out a training tool in 2020 to allow employees to affirm their commitment to the CCoC principles.¹⁴ We perform ongoing monitoring each year to ensure employees remain signed up to the CCoC, and all training activities are reviewed annually to maintain relevance and effectiveness. In 2025, we will also revise the Code’s structure and language to improve clarity and incorporate additional quality examples.

Our SpeakUp procedure

SpeakUp is our company whistleblowing platform, available to both internal and external parties for

¹³ See the corporate governance section of our website for more information.

¹⁴ Employees currently on long-term leave, such as parental leave, will have an opportunity to confirm their CCoC commitment when they return to work.



reporting misconduct. At Centrient, we view effective reporting as a vital tool for fostering a culture of integrity and high ethical standards, which is why we have made SpeakUp accessible online, by phone, email or in person, meaning everyone can report incidents swiftly, securely and in the strictest confidence.

All employees are trained on our SpeakUp policy, which outlines reporting procedures and ensures investigations are conducted with strict adherence to non-retaliation, anonymity and privacy principles. Verified reports of misconduct result in disciplinary action, in line with Centrient's Guidelines for Disciplinary Sanctions, which are applied consistently across all of our regions.

In 2024, we received a total of 11 SpeakUp complaints globally, and these resulted in zero confirmed CCoC breaches, zero dismissals and one disciplinary action. In 2025, we will be introducing an updated SpeakUp policy to further strengthen ethical conduct and promote a workplace culture where every voice matters.

Ensuring up-to-date policies and procedures

We continuously update our compliance policies and procedures to ensure employee adherence. The Centrient Conflicts of Interest (COI) Policy outlines procedures to prevent and address conflicts of interest, supported by a COI Register where employees record actual, potential or perceived conflicts.

We also prioritise privacy through robust policies, including our Global Privacy Policy, Employee Privacy Notice, Third-Party Privacy Notice and a Data Breach Notification Protocol, ensuring compliance with laws such as the GDPR. Employees can follow clear guidelines on handling gifts and hospitality, with a register for items valued at EUR 25 or more.

Our Global Anti-Bribery and Corruption (ABC) Policy and ABC Manual mandate thorough background checks on third parties (e.g., suppliers) to mitigate risks. Employees also receive compliance guidelines and regular updates to stay informed about compliance developments.

Our actions

►► Compliance training programme

We provide dedicated, mandatory training to our employees on various compliance-related topics, including ABC, competition law, trade controls policy and privacy.

►► Anti-bribery and corruption

A key CCoC principle is for employees to avoid involvement in bribery or corruption and refrain from offering or accepting gifts or hospitality that could compromise decision-making. We provide annual e-learning training to the ABC target group, which includes employees likely to engage with government officials, customers, suppliers and regulators. In 2024, we continued to roll out our ABC training. We currently have an 81% completion rate, and expect this to increase in 2025 as we expand and collect more data. We also conduct tailored classroom training every two years to address specific business aspects. In 2024, no incidents of bribery or corruption were recorded.

►► Competition law

We updated our Competition Law Policy to align with evolving regulations and requirements. Employees in the 'Competition law target group' undergo regular training, including twice-yearly e-learning courses with knowledge tests and biennial classroom sessions. In 2024, 96% of employees in the target group completed training, and there

were no legal actions against us for anti-competitive behaviour, anti-trust or monopoly practices during this period.

►► Trade control training

We ensure compliance with trade control rules by regularly training our employees. We put our Trade Compliance Officers through specific training and used additional dedicated sessions and communications to update them on trade controls.

►► Privacy

New employees follow rigorous online privacy training, with additional face-to-face sessions or written guidance provided to relevant teams, such as HR and IT, in line with our strict Privacy Policy.

►► Information security

Centrient enhances security awareness through regular training, educational blogs, and regulated tests (e.g., phishing). In 2024, a new cybersecurity platform was launched to deliver tailored programmes addressing evolving threats.

►► Due diligence

We have standard processes in place for due diligence screenings of business partners, including a third-party information security programme for suppliers, ensuring compliance with trade control requirements.



4.3 Responsible procurement and supply chain



“Our suppliers and partners are critical to our sustainability ambitions. We expect them to uphold the same standards when it comes to ESG criteria. And we are ready to learn from them, in turn.”

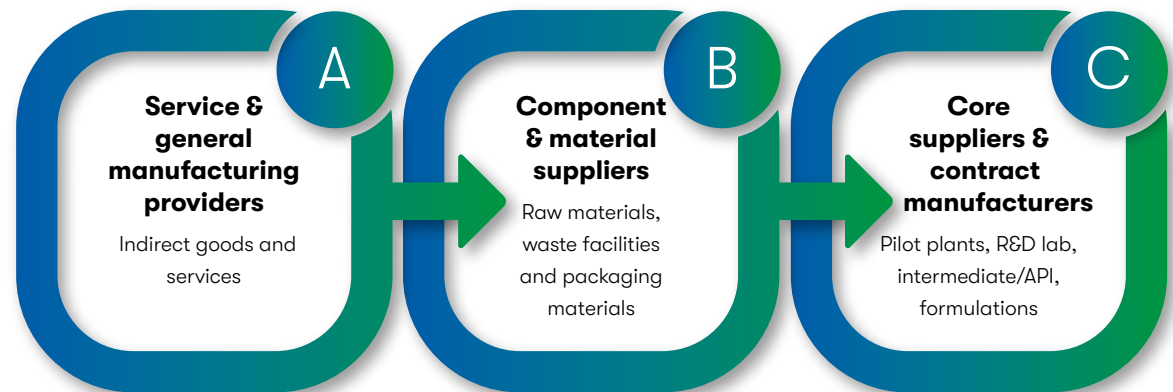
Fangbin Lu,
Global Vice President & China President



Our operations rely on over 2,600 interconnected suppliers and contract manufacturing organisations (CMOs). We monitor all of our procurement activities against strict ESG criteria and expect our suppliers and partners to uphold the same standards.

As part of our ESG ambition, we are formalising a Sustainable Procurement Policy and strategy to ensure that each of our top 20 suppliers meets our ESG standards. This new policy will provide a framework for evaluating supplier sustainability, including their workforce impact.

Our suppliers and CMOs are organised into the following three categories, as defined by the Pharmaceutical Supply Chain Initiative (PSCI) classification principles for suppliers:



1. Category A suppliers: including indirect goods and services providers

2. Category B suppliers: including common raw materials suppliers, waste facilities and packaging components providers

3. Category C suppliers: including critical vendors, such as providers of intermediates and side chains, as well as CMOs and formulation suppliers



Our actions

►► Supplier initiatives

To further advance our sustainability practices, in 2024, we ran workshops with suppliers in India and China to provide support and guidance on meeting our expectations, alongside targeted training at the annual PSCI India Conference. We will continue engaging suppliers with similar initiatives to foster collaboration and drive sustainable progress across our supply chain.

►► PSCI audits



Since joining the PSCI in 2017, we have adhered to its principles and audit requirements. We follow a multi-year audit plan, with annual audits of key CMOs and suppliers conducted by PSCI-approved firms that cover everything from anti-bribery and corruption (ABC) practices to human rights compliance, ensuring ethical and sustainable operations across our network.

In 2024, we completed five PSCI audits, followed by Corrective and Preventive Action (CAPA) plans to address findings and improve supplier practices. We closely monitor outcomes to ensure suppliers and CMOs implement corrective measures in alignment with our sustainability principles. We will continue annual audits in 2025 as part of our commitments.

ESG values in supplier partnerships

Our approach to creating a more sustainable Centrient supply chain is based on our core value of 'Collaboration', as only by working together can we achieve our ESG targets.

In 2024, we assessed 60 key suppliers representing 59% of our global spend, with a target of 80% coverage across all categories. All suppliers must

adhere to our Supplier Code of Conduct, and 95% committed to it last year.

As part of our Sustainable Procurement Strategy, we also evaluated core suppliers through an annual sustainability self-assessment questionnaire (SAQ) based on PSCI principles. This measures compliance with certifications, climate impact, diversity, human rights and labour standards. By 2030, we aim for our top 20 suppliers to meet the defined sustainability standards based on our framework, and we will be tracking progress over the coming years.



4.4 Patient safety



“By focusing on quality management, we ensure that we reliably meet the expectations of our customers, patients and other stakeholders, while maximising our competitive advantage and shareholder value.”

Line Sandberg,
Chief Quality Officer

Quality implementation, monitoring, reviewing and improvement

Our quality management system is designed to ensure optimal product quality, maintain a consistent state of control and compliance, and drive continuous improvement. It does this via two key pillars: knowledge management and quality risk management. Beyond implementation, we are committed to upholding quality standards through ongoing monitoring, regular reviews and continuous improvement.

+ Knowledge management

+ Quality risk management

Quality management

Offering high-quality products and services is one of Centrient’s core guiding principles.

We define ‘quality’ as the degree to which our products and services provide value to customers and sustainable care to patients. At Centrient, we believe that when you think of the patient first, quality follows, which is why our commitment to quality starts at the very top of our organisation.

Our CEO and Executive Committee are heavily involved in setting the agenda. Our Chief Quality Officer embeds the more functional aspects of our quality management system throughout the company before quality managers and their teams execute them through quality control reviews on-site.

Ensuring quality and compliance across operations

Centrient facilities comply with good manufacturing practices (GMP), the gold standard certification in the pharmaceutical sector. Our intermediate sites in Delft, the Netherlands, and Yushu, China, are ISO9001-certified and are actively working to evaluate their GMP readiness. This ensures the quality and safety of our processes and products while adhering to strict regulatory requirements and industry benchmarks.

Our warehouses in India and Europe were certified in 2022 and 2023 according to Good Distribution Practice (GDP) standards, ensuring that medicines reach patients in optimal condition.

Our approach to quality management

This process is supported by the following four elements:

- 1 Our process performance and product quality monitoring system
- 2 Our corrective action and preventive action (CAPA) system
- 3 Our change management system
- 4 Management review of process performance and product quality



Our process performance and product quality evaluation system both rely on a set of key performance indicators, monitored weekly, monthly and quarterly. The Centrient Quality team conducts thorough quantitative reviews to ensure that processes and product quality consistently meet our predefined specifications.

Quality compliance monitoring

Our annual Global Quality Audit Plan includes regular site-based quality assessments and periodic, systematic reviews of site operations, quality, compliance and adherence to internal and external regulations and policies. In addition to these internal reviews, regulators inspect us and customers audit us regularly.

Overview of inspections and audits performed

Year	2022	2023	2024
Regulatory inspections	9	6	5
Customer audits	70	64	55

Customer complaints and product recalls

We prioritise prompt responses to complaints. We have standard operating procedures (SOPs), developed in accordance with international guidelines. These are implemented across all our sites to ensure complaints are handled consistently and effectively.

To maintain proper oversight throughout a product's lifecycle, we have robust SOPs in place for conducting product recalls if and when necessary. Building on these efforts, we remain dedicated to minimising demand and supply chain management complaints, as well as technical-related issues, where possible. For more information, refer to Annex 15.

Regulatory affairs: Ensuring safe and compliant drugs



With a global footprint and regulatory coverage, we serve customers worldwide through six GMP-accredited manufacturing sites, awarded by various regulatory authorities listed above and on the next page.

Our ability to operate sustainably is directly linked to global compliance with all relevant product and manufacturing regulations. The Centrient Regulatory Affairs team guarantees that all our products meet the approval standards set by regulatory authorities

worldwide and adhere to the highest quality benchmarks. This team also plays a pivotal role in enhancing and maintaining the quality of medicines globally.

Centrient APIs hold a range of international approvals, including Certificates of Suitability (CEPs), US Drug Master Files (DMFs), CADIFA (ANVISA-Brazil), KDMFs (Korean DMFs), Japanese Drug Master Files (JDMFs) and other country-specific approvals.



- + **Toansa** (India) – TGA (Australia), EDQM (Europe), AIFA (Italy), ANVISA (Brazil), PMDA (Japan), MoH/CDSCO (India)
- + **Santa Perpetua** (Spain) – FDA (US), ANVISA (Brazil), Generalitat de Catalunya: Departament de Salut (Spain)
- + **Fersinsa Gb** (Mexico) – FDA (US), ANVISA (Brazil), COFEPRIS (Mexico)
- + **Deretil** (CMO Spain) – FDA (US), MoH (Spain)
- + **Capua** (CMO Italy) – FDA (US), AIFA (Italy)
- + **Zibo** (China) – FDA (China)



Setting the standard

We have contributed to reference standards in the world's two leading pharmacopoeias: the European Pharmacopoeia and the United States Pharmacopoeia (USP). In 2024, we strengthened this commitment by contributing to the USP standard-setting process. We donated our high-quality API material to USP, meeting its reference standards and supporting efforts to improve the quality of products globally. This initiative helps ensure patients worldwide have access to safe and effective medicines.

Through active engagement with expert groups and industry associations, we also contribute our expertise to shaping and upholding standards within the pharmaceutical industry. For instance, we collaborate closely with the Active Pharmaceutical Ingredients Committee (APIC), a sector group of the European Chemical Industry Council representing the European bulk pharmaceutical industry. Centrient holds a position on the APIC Executive Committee and actively participates in multiple task forces addressing critical industry topics.

Pharmacovigilance

Patient safety and product quality are Centrient's highest priorities. We have a robust pharmacovigilance (PV) system to safeguard everyone who relies on our medicines.

Our PV system has undergone multiple customer audits, consistently reconfirming its compliance with Good Pharmacovigilance Practice (GVP) guidelines set by the European Medicines Agency. By continuously monitoring scientific literature, clinical studies and market reports, we proactively identify and address potential safety concerns and include any relevant findings in patient leaflets for our FDF products.

Our actions

►► An API and drug product portfolio free of nitrosamine, genotoxic and elemental impurities

Our API and FDF portfolios have undergone comprehensive risk assessments to detect the presence of nitrosamines – a class of carcinogenic compounds. The results confirmed that there is 'No Risk' of such impurities. Additionally, we have conducted genotoxic evaluations for each of our APIs to identify potential genotoxic impurities (chemicals that cause cell mutations) and conducted assessments for elemental impurities, such as catalysts and environmental contaminants, ensuring the highest quality and safety standards.

►► FDF marketing authorisations

Between 2022 and 2023, we streamlined our portfolio of finished dosage forms (FDFs) for antibiotics and statins, including amoxicillin, amoxicillin/clavulanic acid, atorvastatin, rosuvastatin and caspofungin. By the end of 2024, the total number of approved marketing authorisations reached 541. This robust FDF portfolio enables Centrient to serve customers in 29 European countries and 27 countries across the globe.

►► Continuing to launch and register new products

The long-standing regulatory coverage of our API business enables us to sell in virtually any market worldwide, and we are continuing to scale up the regulatory reach of our newer FDF business, gaining new approvals from regulatory authorities. Refer to annex 17 for the number of new product and market approvals for FDFs we received between 2022 and 2024, as well as our overall FDF portfolio figures.



5. Other disclosures





5.1 Award-winning achievements

In 2024, Centrient was proud to receive several esteemed awards, recognising the heart of who we are—dedicated to sustainable practices and responsible business. These honors highlight the hard work and passion that drive our commitment to making a positive impact and continuously improving.

Global Generics and Biosimilars Awards – 2024 API Supplier of the year

An award issued to companies that demonstrate excellence in the development, manufacturing, and innovation of APIs. The recognition celebrated Centrient's milestones including our Innovation Lab in Barcelona, AMR certification in Santa Perpetua, and contributions to global health and API standards.

EcoVadis Gold rating

Issued to companies in the top 5% of all companies assessed, identifying exceptional performance in sustainability across areas such as the environment, labor and human rights, ethics, and sustainable procurement. Centrient achieved this rating for the 5th year in a row.



EUPD Research's ESG Transparency Award

Recognises organisations that excel in transparent reporting of their sustainability initiatives in the form of an ESG/



sustainability report. Centrient was selected as one of the 'Leading Companies' in our sector and country for 2024.

Best in class HR Technology in EMEA from HRO

Awarded to companies that achieve outstanding innovation and excellence in HR Technology Solutions. Centrient won this award for the EMEA region.

HR Team of the Year APAC Award from HRO

Celebrates outstanding HR teams in Asia-Pacific for their innovative strategies, contributions and excellence in advancing the HR profession. Centrient's India team received this in 2024.

Recruitment team of the year EMEA mid-size company from HRO

Recognises exceptional talent acquisition teams in the EMEA region for their innovative strategies, impactful hiring practices, and excellence in driving organisational success through recruitment excellence. Centrient's Spain team received this recognition in 2024.



Best Pharma Companies To Work For from India Pharma Outlook

Centrient India recognised as top 10 Best Pharma Companies to work for in 2024 in recognition of our diligence and approach to fulfill end-to-end requirements of our customers.





5.2 Annexes

Annex 1 – Centrient ESG metrics: calculation methodology

The purpose of this Annex is to provide a detailed explanation of the methodologies used to calculate the ESG KPIs included in our ESG Report.

Environmental

All our environmental indicators are calculated using information from the past 12 months. In exceptional cases, estimates are used to align our internal data collection with external reporting timelines. All information is collected at site level for locations owned or controlled by Centrient.

CO₂e and energy

Energy use is considered as the consumption of power, steam, heat, and fuel (natural gas, diesel, coal, petrol, among others) and includes energy generated or purchased on site.

ESG category	Subcategory	Definition
Energy		
Electricity (MWh)	Purchased electricity, generated non-renewable	Quantity of non-renewable electricity that is purchased or otherwise brought into the organisational boundary of the company and consumed on-site for the site's own operations
	Purchased electricity, generated renewable	Quantity of renewable electricity that is purchased or otherwise brought into the organisational boundary of the company (i.e., conventional grid) and consumed on site for the site's own operations.
	Self-generated electricity, generated non-renewable	Total quantity of non-renewable electricity that is produced on site, from co-generation units, for example, or other operations, and consumed on site for the site's own operations. <i>Self-generated electricity using fossil fuels should be reported as fuel consumed and not as electricity generated.</i>
	Self-generated electricity, generated renewable	Total quantity of renewable electricity generated by solar power, wind energy, etc., and consumed within the operations.
Steam		Total quantity of steam directly purchased as such and consumed within our operations.



ESG category	Subcategory	Definition
Fuels		
Fuel consumption		<p>Quantity of each fuel that is purchased and combusted under the control of the site, for the site's own operations.</p> <p>Fuels are considered all materials that can release energy, especially by burning. Stationary emissions sources include: boilers, burners, gas turbines, heaters, furnaces, incinerators, kilns, ovens, dryers and engines.</p> <p>Types of fuels include solid fossil fuels, liquid fossil fuels, gaseous fossil fuels and biomass or biogas. Fuels can be used directly on site or through co-generation to produce electricity and heat.</p>
Coal consumption		<p>Coal includes but is not limited to anthracite, bituminous coal, coke, lignite (briquettes), etc.</p>
Natural gas consumption		<p>Quantity of natural gases purchased and used under the control of the site, for the site's own operations.</p> <p>Natural gas includes but is not limited to methane, ethane and mixtures.</p> <p>Stationary emissions sources include: boilers, process heaters, and incinerators.</p>
Furnace oil consumption		<p>Quantity of furnace oil used under the control of the site, within the site's own operations.</p> <p>Stationary emissions sources include: furnaces, boilers.</p>

Scope 1, 2, and 3 emissions

Our GHG inventory accounts for the emissions of the seven direct greenhouse gases under the Kyoto Protocol:

1. Carbon dioxide (CO₂)
2. Methane (CH₄)
3. Nitrous oxide (N₂O)
4. Hydrofluorocarbons (HFCs)
5. Perfluorocarbons (PFCs)
6. Sulphur hexafluoride (SF₆)
7. Nitrogen trifluoride (NF₃)

For reporting purposes, all gases are converted to CO₂e (CO₂ equivalent) at the end of the reporting period. Emission and conversion factors are used depending on the geographies and emission sources as appropriate.



Scope 1

ESG category	Definition
Direct emissions	Emissions from sources that are owned or controlled by Centrient directly.
Emissions from natural gas	<p>Emissions of natural gases used under the control of the site, for the site's own operations.</p> <p>Natural gas includes but is not limited to methane, ethane and mixtures.</p> <p>Stationary emissions sources include: boilers, process heaters, and incinerators.</p>
Emissions from diesel	Diesel/gas oil includes liquid fossil fuels such as heavy fuels, gas oils, gasoline. Other liquid non-renewable fuels as LPG, gas condensate.
Emissions from fuel oil	<p>Emissions of furnace oil used under the control of the site, within the site's own operations.</p> <p>Furnace oil is derived from crude oil and other hydrocarbon compounds.</p> <p>Stationary emissions sources include: furnaces, boilers.</p>
Emissions from coal	<p>Emissions of coal burned under the control of the site, within site's own operations.</p> <p>Coal includes but is not limited to anthracite, bituminous coal, coke, lignite (briquettes), etc.</p>
Emissions from light diesel oil	Emissions of diesel fuel with a lower sulfur content compared to traditional diesel fuels.
Emissions from petrol and diesel	<p>Emissions associated with the burning of petrol and diesel.</p> <p>Emissions sources include: trucks and other vehicles.</p>

ESG category	Definition
Direct emissions	Emissions from sources that are owned or controlled by Centrient directly.
Emissions from refrigerants	Refrigerant gases (HCFCs) are used in chillers.
Emissions arising from the use of any other fuel types (e.g., Methanol)	Methanol is used as a fuel source for RTO in Zibo, China. RTO (Regenerative Thermal Oxidizer) emissions control equipment.

Scope 2

ESG category	Definition
Other indirect emissions	Emissions associated with the consumption of energy purchased (market-based and location-based), including electricity and district heating/cooling, or steam.
Consumption of purchased electricity	Emissions associated with the consumption of purchased electricity at Centrient facilities.
Consumption of purchased heat steam	Emissions associated with the consumption of purchased heat steam at Centrient facilities.

Scope 3

ESG category	Definition
Direct indirect emissions	All indirect emissions (not included in scope 2) that occur in the value chain of a company, including both upstream and downstream activities).
Purchased goods and services	All upstream (cradle-to-gate) emissions of purchased goods and services.



ESG category	Definition
Capital goods	All upstream (cradle-to-gate) emissions of capital goods.
Fuel and energy activities not included in scope 1 & 2	All upstream (cradle-to-gate) emission of purchased fuels and energy (from raw material extraction up to the point of, but excluding, combustion, including Transmission and Distribution (T&D) losses).
Transport & distribution (upstream and downstream)	Scope 1 & 2 emissions of transport and distribution providers that occur during use of vehicles and facilities (e.g., from energy use) and of sold products in vehicles and facilities not owned or controlled by Centrient.
Waste generated in operations	The scope 1 & 2 emissions of waste management suppliers that occur during disposal or treatment.
Business travel	The scope 1 & 2 emissions of transport carriers that occur during the use of vehicles (e.g., from energy use) for transport of employees for business purposes.
Employee commuting	The scope 1 & 2 emissions of the transport of employees between their homes and their worksites.
Processing of sold products	All emission from the processing of sold intermediate products by third parties (e.g., manufacturers after sale by Centrient).
End-of-life treatment of sold products	The scope 1 & 2 emissions of waste management companies that occur during the disposal or treatment of sold products.

PNEC and AMR compliance

ESG category	Definition
PNEC compliance	Pharmaceutical wastewater is quantified and assessed against an environmental, scientifically calculated criteria to measure API concentration risks. PNEC (Predicted No Effect Concentration).
AMR IA Standard	Provides guidance to antibiotic manufacturers to ensure responsible production, minimising the risk of AMR in the environment.

Water

ESG category	Definition
Water consumption	Total amount of water withdrawn from its source to be used.
Potable (tap) water/ municipal water	Water provided by a municipality or other public provider.
Surface water	Surface water is naturally occurring water on the Earth's surface in canals, rivers, streams, lakes, ice sheets, ice caps, glaciers, icebergs, bogs, ponds, etc.
Ground water	Water found underground in the cracks and spaces in soil, sand and rock. It is stored in and moves slowly through geologic formations of soil, sand and rocks called aquifers.
Areas at water risk	Include areas of high-water stress assessed based on local authorities' tools.



Waste management

ESG category	Definition
Waste management	<p>The process of collecting, treating, recycling and disposing of waste materials at Centrient’s facilities.</p> <p>Disposal methods include:</p> <ul style="list-style-type: none">- Reused: Utilising materials for their original intended purpose- Recycled: Conversion of waste into reusable materials- Repurposed: Modifying waste to serve a new purpose- Recovery: Waste that is off-site process for a specific next use, such as recycling, composting, fertilisation or energy generation- Landfarming: Biotreatment technology involving the use of microorganisms to promote biodegradation of organic contaminants. Used for contaminated soils, sediments, wastewater purification sludge and fermentation residues- Landfill: Disposal of waste at a designated disposal site- Incineration: Incineration of waste with heat recovery

Social

ESG category	Definition
Patient treatments facilitated	<p>The 2022-2024 number of patient treatments provided is calculated based on API and FDF sales volume applied to a defined daily dose and treatment duration. An exception to this method is made for Nystatin, where patient treatment numbers are derived from activity data instead of sales volumes.</p> <p>We calculate the number of treatments based on the standard treatment of each product Centrient has sold multiplied by the volume sold. All the products Centrient sells are considered in this report.</p>



CSR initiatives

ESG category	Definition
Donation/installation of equipment	<p>*Direct number of people using or benefitting from the equipment.</p> <p>Equipment may include sports equipment (e.g., footballs, volleyballs, etc.), electronic equipment (e.g., computers, tablets, etc.), clothing and additional supplies.</p>
Awareness: educational activities	<p>*Direct number of people enrolled or number of people that participated in the activity.</p> <p>Educational activities may include AMR awareness.</p>
Supporting facilities/ medical attention/ infrastructure	<p>*Direct number of people using the services provided by that facility.</p>
Volunteering	<p>*Direct number of people from Centrient engaging in the activity.</p> <p>*Direct number of people benefitting from the activity (e.g., providing a meal: 1 meal = 1 person).</p> <p>For environmental/forestation activities: 1 tree = 1 person.</p>
Sports and recreational activities	<p>*Direct number of people enrolled or people that participated in the activity.</p>

DEI

ESG category	Definition
Board diversity	The inclusion of people with diverse perspectives, experiences and backgrounds in the decision-making processes at Centrient.
Headcount	The employee count or number of employees at Centrient at any given time.
Woman in leadership roles	The representation or ratio of women to men in managerial or leadership roles.
Voluntary attrition	The voluntary exit of employees due to resignations, end of employees contracts and superannuation/retirement.
Gender and inclusion	The inclusion of gender in projects, programmes, policies and other frameworks to ensure equality and reduce gender bias.
Employee engagement	The level of enthusiasm and dedication employees feel towards their jobs.
Performance reviews	An annual assessment of an employee's overall performance and their contribution to Centrient.
Senior management	Employees with C43 level and above within the Centrient framework.

* By definition, we only account for the direct number of people impacted by our CSR activities. We do not consider indirect or extended family or social circle impact.



Training

ESG category	Definition
Mandatory training	<p>The number of compulsory training programmes in place required for employees to complete.</p> <p>Mandatory training includes compliance and on-boarding. All employees must engage in Code of Conduct training, which is ethics and compliance training that teaches employees the standards and expectations of Centrient.</p> <p>GxP training ensures employees understand the guidelines regarding Centrient's commitment to high product quality.</p>
Voluntary training	<p>The number of voluntary training programmes completed to maintain and/or upskill employees through blended learning programmes, classroom and self-paced e-learning.</p>

Health and safety

ESG category	Definition
Human health and safety	<p>An incident/accident/near miss is an event that has, or could have resulted in injury, acute health damage, occupational illnesses, damage to facilities, damage to the environment, Loss of Primary Containment (LOPC) or public complaints.</p>

Governance

Human rights compliance

ESG category	Definition
Inclusive working conditions	<p>A workplace where everyone is treated fairly, with respect and without bias, and where all employees can speak up and voice issues.</p>
Severe human rights violations	<p>This metric accounts for any kind of human rights violation reported by any available channel.</p>
Protection of whistleblowers	<p>The protection of employee(s) who reveal information related to wrongdoing or misconduct within Centrient.</p>

Sustainable procurement

ESG category	Definition
Sustainable procurement	<p>The practice of evaluating ESG criteria of a given product or supplier alongside the considerations of price and quality within the procurement process at Centrient.</p>
Supply chain and product quality complaints	<p>Any report of dissatisfaction (written, oral or electronic) related to the identity, quality, safety or effectiveness of any Centrient product manufactured or distributed.</p>



Environmental

Annex 2

Information on PNEC compliance at Centrient sites

Source	2022	2023	2024
Delft	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified
Spain	AMR IA Framework compliance – self-certified	■ Independent Minimized Risk of Antimicrobial Resistance (AMR) certification ¹	■ Independent Minimized Risk of Antimicrobial Resistance (AMR) certification ¹
Mexico	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified
Toansa	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified ²
Yushu	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified
Zibo	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified	AMR IA Framework compliance – self-certified

Note 1: Antibiotic Manufacturing Standard: Minimizing risk of developing antibiotic resistance and aquatic ecotoxicity in the environment resulting from the manufacturing of human antibiotics 14th June 2022 - as amended September 2022

Note 2: Second site planned for AMR certification in 2025



Annex 3

Information disclosure on greenhouse gas emissions

Scope	2022	2023	2024	2022–24	Target
Gross Scope 1 GHG emissions (tCO₂e)	136 734	143 291	142 884	4%	
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0	–	
Gross location-based Scope 2 GHG emissions (tCO₂e)	–	–	193 783	–	
Gross market-based Scope 2 GHG emissions (tCO₂e)	145 740	141 432	118 053	-19%	
Total Scope 1 + 2 Emissions	282 474	284 723	260 936	-8%	
Total Gross indirect (Scope 3) GHG emissions (tCO₂e)	358 783	448 232	436 083	22%	-27,5%¹
Category 1 – Purchased goods and services	248 028	322 209	289 710	17%	
Category 2 – Capital goods	11 679	12 753	5 769	-51%	
Category 3 – Fuel and energy-related activities	63 332	64 007	81 897	29%	
Category 4 – Upstream transportation and distribution	14 249	23 975	21 190	49%	
Category 5 – Waste generated in operations	2 813	5 501	5 402	92%	
Category 6 – Business travel	462	1 530	1 522	229%	
Category 7 – Employee commuting	3 832	3 798	1 425	-63%	
Category 8 – Upstream leased assets	–	–	–	–	
Category 9 – Downstream transportation and distribution	6	6	1 804	32409%	
Category 10 – Processing of sold products	14 008	14 048	26 554	90%	
Category 11 – Use of sold products	–	–	–	–	
Category 12 – End-of-life treatment of sold products	374	405	809	116%	
Category 13 – Downstream leased assets	–	–	–	–	
Category 14 – Franchises	–	–	–	–	
Category 15 – Investments	–	–	–	–	
Total GHG emissions (location-based) (tCO₂e)	–	–	772 449	–	
Total GHG emissions (market-based) (tCO₂e)	641 257	732 956	697 019	9%	

Note 1: Target applies to scope 3, categories 1 and 3

Note 2: Scope 1 categories for Centrient include stationary combustion, mobile combustion, fugitive emissions and scope 2 includes electricity and purchased steam, heat and cooling. Primary activity data used.

Note 3: For Scope 3, categories 1,2,4, 5, 6, spend-based method was used. Categories 7, 9, 10, and 12, a hybrid method was used including primary activity data and secondary data. For scope 3, category 3, primary activity data was used.



Annex 4

Information disclosure on energy consumption

Energy source	2022	2023	2024	2023-2024 (%)
Fuel consumption from coal and coal products (MWh)	186 830	190 740	195 618	3%
Fuel consumption from crude oil and petroleum products (MWh)	62 040	59 080	54 062	-8%
Fuel consumption from natural gas (MWh)	41 026	37 494	34 077	-9%
Fuel consumption from other fossil sources (MWh)	3 030	2 229	1 130	-49%
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	298 086	291 360	250 282	-14%
Total fossil energy consumption (MWh)	591 013	580 903	535 169	-
Share of fossil sources in total energy consumption (%)	91,5%	88%	82%	-6%
Consumption from nuclear sources (MWh)	0	0	0	-
Share of consumption from nuclear sources in total energy consumption (%)	0%	0%	0%	-
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, hydrogen) (MWh)	0	0	0	-
Consumption of purchased or acquired electricity, heat, steam, or cooling from renewable sources (MWh)	55 093	82 621	115 880	40%
The consumption of self-generated non-fuel renewable energy (MWh)	0	0	0	-
Total renewable energy consumption (MWh)	55 093	82 621	115 880	40%
Share of renewable sources in total energy consumption (%)	9%	12%	18%	43%
Total energy consumption (MWh)	646 105	663 524	651 049	-2%



Annex 5

Information disclosure on water withdrawn by source

Metric	2022	2023	2024	2023-2024 (%)
Potable water (1000 m ³)	1093	1152	1154	6%
Surface water (1000 m ³)	–	–	–	–
Ground/well water (1000 m ³)	1861	1926	1764	-5%
Total water consumption (1000 m ³)	2954	3078	2918	-5%
Total water consumption, areas of water risk (1000 m ³)	210	205	124	-39%
Total water recycled and reused (1000 m³)	39	44	66	52%
Total water stored (1000 m ³)	0	0	0	–
Water intensity (m³/ton product)	209	198	184	-7%



Annex 6

Information disclosure on waste generation and disposal management under different categories

Waste	2022	2023	2024	2023-2024 (%)
Total amount of waste generated (Metric tons)	88,179	110,453	105,354	-5%
Total amount of hazardous waste generated	6,967	8,481	8,017	-5%
Total amount of hazardous waste generated - prepared for reuse	0	0	0	–
Total amount of hazardous waste generated - recycling	3,709	2,617	3,081	18%
Total amount of hazardous waste generated - other recovery operations	0	0	0	–
Total amount of hazardous waste generated - incinerated with E-recovery	975	2,852	1,816	-36%
Total amount of hazardous waste generated - incinerated without E-recovery	172	297	217	
Total amount of hazardous waste generated - landfill	2,112	2,715	2,903	7%
Total amount of hazardous waste generated - other disposal operations	0	0	0	–
Total amount of non-hazardous waste generated	81,211	101,972	97,337	-5%
Total amount of non-hazardous waste generated - prepared for reuse	0	0	0	–
Total amount of non-hazardous waste generated - recycling	36,886	27,606	27,065	-2%
Total amount of non-hazardous waste generated - other recovery operations	42,045	72,516	67,841	-6%
Total amount of non-hazardous waste generated - incinerated with E-recovery	1,649	1,465	1,322	-10%
Total amount of non-hazardous waste generated - incinerated w/o E-recovery	142	268	132	
Total amount of non-hazardous waste generated - landfill	489	117	977	735%
Total amount of non-hazardous waste generated - other disposal operations	0	0	0	–
Total amount of non-recyclable waste	5,225	7,149	7,018	-2%
Total repurposed	82,64	102,739	97,987	-5%
% non-recyclable	5,9%	6,5%	6,7%	
% repurposed	93,7%	93,0%	93,0%	



Annex 7

Patient treatments facilitated

Source	2022	2023	2024
SSPs API	824.288.723	854.136.004	904.042.135
SSPs FDF	42.199.607	56.854.733	72.350.672
SSCs API	398.536.600	426.067.589	435.700.826
Statins API	136.762.549	124.750.449	113.994.062
Statis FDF	30.535.220	30.944.889	26.243.263
Antifungals	16.020.591	16.036.160	16.076.200
Total patient treatments facilitated	1.448.343.291	1.508.789.825	1.568.407.158

Note: Due to methodology changes, patient reach values were restated in 2022 and 2023

Annex 8

Employee performance and development, engagement and attrition

Description	Source	Unit	2022	2023	2024
Performance and development review completion	Employees that completed PDR	%	97	98	100
Employee engagement	Employee engagement score	Points	7,9	NA	8,0
Employee attrition (voluntary)	Employee attrition	%	9,8	9,5	6,0



Headcount employees by gender and total third party employees

Source	Unit	2022	2023	2024
Employee gender information - Female	HC	365	346	382
Employee gender information - Male	HC	1.496	1466	1415
Full-time employees by gender - Female	FTE	329,5	338.3	377.1
Full-time employees by gender - Male	FTE	1433,9	1455.4	1409.9
Leadership positions at Centrient - Female	HC	27	23	28
Leadership positions at Centrient - Male	HC	66	63	59
Thereof - ¹ STEM Roles - Female	HC	121	133	125
Thereof - ¹ STEM Roles - Male	HC	265	279	265
Source	Unit	2022	2023	2024
² Total third party employees	HC	457	333	339

Note 1: STEM (science, technology, engineering and math)

Note 2: All values restated for 2022-2024



Employee training by hours, number of attendees and % over target audience

Source	Unit	2022	2023	2024
Training hours - Compliance topics	Hours	482	265	215
Training hours - Onboarding	Hours	400	1.078	609
Training hours - E - learnings	Hours	83	2.006	4.590
Training hours - GxP /Quality	Hours	17.953	12.672	11389
Training hours - Health and safety	Hours	118	204	270
Training hours - Others	Hours	1.637	1.907	1.781
Training hours - Compliance - ABC	Hours	108	43	178
Training hours - Compliance - Code of Conduct inc. Speak up	Hours	417	315	472
Training hours - Compliance - Competition law	Hours	23	42	54
Training hours - Compliance - Privacy and IT Security	Hours	23	24	16
Total number of training hours		21.244	18.556	19.574
Employees - Compliance - ABC	Number of attendees	649	257	1850
Employees - Compliance - Code of Conduct inc. Speak up	Number of attendees	2.499	1.885	1850
Employees - Compliance - Competition law	Number of attendees	138	251	191
Employees - Compliance - Privacy and IT Security	Number of attendees	436	410	591
% - Compliance - ABC	% over target audience	80	76	80
% - Compliance - Code of Conduct inc. Speak up	% over target audience	77	76	81/86
% - Compliance - Competition law	% over target audience	-	98	96
% - Compliance - Privacy and IT Security	% over target audience	-	97	98



Safety performance and process safety

Description	Source	Unit	2022	2023	2024
Safety performance (employees and contractors)	Total number of work-related recordable injuries	Num	10	6	4
Safety performance (employees and contractors)	Total number of work-related fatalities	Num	0	0	0
Safety performance (employees and contractors)	Recordable injury rate (per 200,000 work-hours)	Num	0,34	0,2	0,15
Safety performance - prevention (at site)	Gemba walks conducted	Num	911	1.821	1872
Process safety	Number of PSIs (Process Safety Incidents)	Num	13	7	4
Process safety	Losses of Primary Containment – reportable (LOPCs) - including LOPC PSI	Num	19	23	11

Governance

Annex 12

Board of Directors and Supervisory Board

Source	Unit	2022	2023	2024
Centrient Executive Committee - Female members	HC	1	3	3
Centrient Executive Committee - Male members	HC	9	7	8
Total Centrient Executive Committee members	HC	10	10	11
Centrient Board of Directors (Inc. Supervisory board) - Female members	HC	3	3	3
Centrient Board of Directors (Inc. Supervisory board) - Male members	HC	4	4	5
Total Board of Directors and Supervisory Board Members	HC	7	7	8



Annex 13

Code of Conduct certification

Source	Unit	2022	2023	2024
Employees that completed the Code of Conduct training	%	96	97	81%

Note: Monitoring of the Centrient Code of Conduct is still ongoing, with data to be collected in 2025.

Annex 14

Whistleblower/SpeakUp programme

Source	Unit	2022	2023	2024
Number of cases reported	Num	21	17	11
% Investigations in progress	%	38	29	18
% Investigations completed	%	62	71	82

Annex 15

Human Rights violations and supply chain/product quality complaints

Source	Unit	2022	2023	2024
Human Rights violations reported - any channel	Num	–	–	–
Demand and Supply Chain Management (DSCM) complaints	Num	71	38	45
Technical - Product quality related complaints	Num	188	279	271

Note: numbers restated in 2025



Annex 16

Sustainable procurement

Description	Source	Unit	2022	2023	2024
Sustainable Procurement - PSCI Audits	PSCI Audits executed on suppliers	Num	5,00	1,00	5
Sustainable Procurement - PSCI Audits	PSCI Audits received	Num	4,00	3,00	5
Sustainable Procurement - CoC Adherence	Suppliers adhering to our Business CoC	%	100,00	100,00	95
Sustainable Procurement - Suppliers engaged	Suppliers engaged on ESG Topics (training + questionnaires)	Num	73,00	21,00	87
Sustainable Procurement - Suppliers scanned via ESG Questionnaires	Suppliers scanned	Num	-	10,00 ¹	60
Sustainable Procurement - Suppliers scanned via ESG Questionnaires	Suppliers meeting sustainability criteria - New	%		Under assessment ²	

Note 1: Data collection started in 2023

Note 2: Centrient is currently conducting a supplier evaluation

Annex 17

New FDF marketing authorisations

Source	2022	2023	2024
New FDF marketing authorisations	22	13	6

Number of registered countries per FDF formulation

Source	2022	2023	2024
Amoxicillin/clavulanic acid formulations	38	38	38
Rosuvastatin film-coated tablets	22	18	14
Amoxicillin formulations	17	18	18
Atorvastatin film-coated tablets	14	14	14





5.3 GRI content index

This report has been prepared with reference to the GRI Standards. The content index below details the GRI standards and sub-standards that have been reported.



Disclosure number	Description	Location
GRI 102: General Disclosures 2016		
Organisational Profile		
GRI 102-1	Name of the organisation	Page 10, About our business
GRI 102-2	Activities, brands, products and services	Page 12-15, Our portfolio
GRI 102-3	Location of headquarters	Page 10, Our locations
GRI 102-4	Location of operations	Page 10, Our locations
GRI 102-5	Ownership and legal form	Page 10, Our business
GRI 102-6	Markets served	Page 8, Our presence, Page 10 our locations
GRI 102-7	Scale of organization	Page 10, 12-13, 15, our people, our locations, our portfolio
GRI 102-8	Information on employees and other workers	Page 10, Our people
GRI 102-9	Information on supply chain	Page 16, Our value chain
GRI 102-10	Significant changes to the organisation and its supply chain	Page 4-5, 10, 16, Letter from our CEO, Our locations, Our value chain
GRI 102-11	Precautionary principle or approach	We support the precautionary approach introduced by the United Nations in Principle 15 of the Rio Declaration on Environment and Development and act to protect against environmental degradation.
GRI 102-12	External initiatives	Page 11, External initiatives and associations
GRI 102-13	Membership of associations	Page 11, External initiatives and associations
Strategy		
GRI 102-14	Statement from senior decision-maker	Page 4-5, Letter from our CEO
GRI 102-15	Key impacts, risks and opportunities	Page 18, Our Material topics; Page 22, Risk Management
Ethics and Integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	Page 8, About our business; Page 52-54, Ethics and Compliance



Disclosure number	Description	Location
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Stakeholder Engagement

GRI 102-17	Ethical advice and concerns	Page 53-54, SpeakUp procedure
GRI 102-18	Governance Structure	Page 8-9, Our leaders; Page 17, ESG Governance

Stakeholder Engagement

GRI 102-40	List of stakeholder groups	Page 23, Overview of Centrient's key stakeholder groups and engagement approaches
GRI 102-41	Collective bargaining agreement	Page 45, Additional human capital ambitions
GRI 102-42	Identifying and selecting stakeholders	Page 22-23, Overview of Centrient's key stakeholder groups and engagement approaches
GRI 102-43	Approach to stakeholder engagement	Page 22-23, Overview of Centrient's key stakeholder groups and engagement approaches
GRI 102-44	Key topics and concerns raised	Page 22-23, Overview of Centrient's key stakeholder groups and engagement approaches; Page 18, our material topics



Reporting Practice

GRI 102-45	Entities included in the financial statements	Page 3, Scope of reporting
GRI 102-46	Defining report content and topic boundaries	Page 3, Our reporting approach; Page 18, Our material topics
GRI 102-47	List of material topics	Page 18, Our material topics
GRI 102-48	Restatements of information	Page 3, Scope of reporting
GRI 102-49	Changes in reporting	Page 3, About this report
GRI 102-50	Reporting period	Page 3, Our ESG reporting approach
GRI 102-51	Date of most recent report	Page 3, Scope of reporting
GRI 102-52	Reporting cycle	Page 3, Scope of reporting
GRI 102-53	Contact point for questions regarding the report	Page 87, Contact
GRI 102-55	GRI content index	Page 81-84, GRI content index
GRI 102-56	External assurance	Our report is not externally verified. However, information is verified through our in-house four-eyes principle before publishing



GRI 203 – Indirect Economic Impacts

GRI 103	Management approach	Page 17, ESG Governance
GRI 203-1	Infrastructure investments and services supported	Page 36, Access to medicines; Page 37-41, Centrient CSR Programme

SDG - 3



GRI 203-2	Significant indirect economic impacts	Page 4-5, Letter from our CEO; Page 8, About our business; Page 36, Access to medicines	SDG - 3
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GRI 205 – Anti-Corruption 2016

GRI 103	Management approach	Page 52-54, Ethics and Compliance	
GRI 205-1	Operations assessed for risk related to corruption	Page 53, Compliance governance framework	
GRI 205-2	Communication and training about anti-corruption policies and procedures	Page 53, Our Code of Conduct; Page 54, Compliance training programme	
GRI 205-3	Confirmed incidents of corruption and action taken	Page 53, SpeakUp	

GRI 206 Anti-Competitive Behaviour 2016

GRI 103-1,2,3	Management approach disclosure	Page 52-54, Ethics and Compliance	
GRI 206-1	Legal action for any competitive behaviour, anti-trust, and monopoly practices	Page 54, Competition law	



GRI 302 – Energy 2016

GRI 103-1,2,3	Management approach disclosure	Page 24-26, Environmental progress	SDG - 13
GRI 302-1	Energy consumption within the organisation	Page 30-31, Climate and energy	SDG - 7 & 13
GRI 302-4	Reduction of energy consumption	Page 30-31, Climate and energy; Annex 4, Energy consumption	SDG - 7 & 13

GRI 303 – Water and Effluents 2021

GRI 103-1,2,3	Management approach disclosure	Page 24-26, Environmental progress	SDG - 6 & 12
GRI 303-1	Interaction with water as shared resource	Page 32, Water and the environment	SDG - 6 & 12
GRI 303-2	Management of water discharge impacts	Page 27-28, Antimicrobial resistance	SDG - 6 & 12
GRI 303-3	Water withdrawal	Annex 5, Water withdrawn by source	SDG - 12

GRI 305 – Emissions 2016

GRI 103-1,2,3	Management approach disclosure	Page 24-26, Environmental progress	SDG - 13
GRI 305-1	Direct (Scope 1) GHG emissions	Page 30, Climate and energy - GHG emissions	SDG - 13
GRI 305-2	Energy Indirect (Scope 2) GHG emissions	Page 30, Climate and energy - GHG emissions; Annex 3, greenhouse gas emissions	SDG - 7 & 13
GRI 305-3	Other indirect (Scope 3) GHG emissions	Page 30, Climate and energy - GHG emissions; Annex 3, greenhouse gas emissions	SDG - 13
GRI 305-4	GHG emission intensity	Annex 3, Greenhouse gas emissions	SDG - 13
GRI 305-5	Reduction of GHG emission	Page 30-31, Climate and energy; Page 14, Innovation and continuous improvement; Annex 3, Greenhouse gas emissions; Annex 4, Energy consumption	SDG - 9 & 13



Disclosure number	Description	Location
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GRI 306 – Waste 2020

GRI 103-1,2,3	Management approach disclosure	Page 24-26, Environmental progress	SDG - 6 & 12
GRI 306-1	Waste generation and significant waste related impacts	Page 33, Waste management	SDG - 6 & 12
GRI 306-2	Management of significant waste related impacts	Page 33, Waste management	SDG - 6 & 12
GRI 306-3	Waste generated	Annex 6, Waste generation and disposal management under different categories	SDG - 6 & 12

GRI 308 – Supplier Environmental Assessment

GRI 103-1,2,3	Management approach disclosure	Page 55-56, Responsible procurement and supply chain	SDG - 12 & 13
GRI 308-1	New suppliers screened using environmental criteria	Page 55-56, ESG values in supplier partnerships	SDG - 12 & 13
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	55-56, Responsible procurement and supply chain	SDG - 12 & 13



GRI 404 – Training and Education 2016

GRI 103-1,2,3	Management approach disclosure	Page 44-45, Cultivating our talent	
GRI 404-1	Average hours of training per year per employee	Annex 10, Employee training by hours, number of attendees and % over target audience	
GRI 404-2	Programs for upgrading employee skills and transition and assistance program	Page 44-45, Cultivating our talent	SDG - 5
GRI 404-3	Percentage of employees receiving regular performance and careers development reviews	Page 44, Performance and development reviews; Annex 8, employee performance and development, engagement and attrition	

GRI 412 – Human Rights Assessment

GRI 103-1,2,3	Management approach disclosure	Page 49, Human rights	SDG - 8
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Page 49, Human rights	SDG - 8
GRI 413-2	Employees training on human rights policies or procedures	Page 45, Additional human capital ambitions; Annex 10, Employee training by hours, number of attendees and % over target audience	SDG - 8
GRI 413-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Page 49, Human rights	SDG - 8



5.4 Glossary

Antimicrobial resistance (AMR)

According to the World Health Organization (WHO), antimicrobial resistance (AMR) is the ability of micro-organisms – bacteria, parasites, viruses, and fungi – to survive and resist antibiotics, antivirals and antimalarials. Drug resistance is driven by the overuse of antimicrobials in people, but also in animals, especially those used for food production, as well as in the environment. AMR remains a top 10 global public health threat, resulting in millions of deaths each year.

Corporate Sustainability Reporting Directive (CSRD)

CSRD is a European Union regulation that requires large companies to disclose information on their environmental and social impact, aiming to enhance transparency and accountability in corporate sustainability.

Global Reporting Initiative (GRI)

GRI is the global leader for impact reporting, providing the world's most widely used standards and tools for organisations to communicate and demonstrate accountability for their environmental, social and economic impact.

Greenhouse gas emissions (GHG)

Any gas capable of absorbing infrared radiation (net heat energy) emitted from the Earth's surface and re-radiating it back

to Earth's surface, thus contributing to the phenomenon known as the greenhouse effect. Greenhouse gases include but are not limited to carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluorides (SF₆), and Nitrogen Trifluoride (NF₃). Centrient adheres to the GHG Protocol.

Human Rights Impact Assessment (HRIA)

A process for identifying, understanding, assessing and addressing the adverse effects of a business project or activities on the human rights enjoyment of impacted rights-holders. HRIA follows a human rights-based approach, which integrates human rights principles such as non-discrimination into the assessment process.

Predicted no-effect concentration (PNEC)

The concentration of an antibiotic in water at which there is unlikely to be a risk of adverse environmental effects or of antimicrobial resistance developing. The PNEC is estimated by dividing the lowest value for toxicity by the relevant assessment factor.





5.5 Acronyms and definitions

ABC anti-bribery and corruption

7-ADCA Aminodeacetoxy
cephalosporanic acid

AMA antimicrobial activity

AMR antimicrobial resistance

AMR IA Antimicrobial Resistance Industry
Alliance

API active pharmaceutical ingredient

APIC Active Pharmaceutical Ingredients
Committee

BSI British Standards Institute

B2B business to business

CAPA corrective action and preventive
action

CCoC Centrient Code of Conduct

Cefic European Chemical Industry Council

CI continuous improvement

CMO Contract Manufacturing
Organisation

CRO Contract Research Organisation

CSR corporate social responsibility

DEI diversity, equity and inclusion

EMEA Europe, Middle East and Africa

ERG employee resource groups

ERM enterprise risk management

ESG environmental, social and
governance

EVP employee value proposition

ExCom Executive Committee

FDA Food and Drug Administration (USA)

FDF finished dosage forms

GDP good distribution practice

GHG greenhouse gas

GMP good manufacturing practice

GRI Global Reporting Initiative

GVP good pharmacovigilance practice

HR Human Resources

HR IA Human Rights Impact Assessment

IT information technology

I&TD innovation & technology development

kl kilolitre

KPI key performance indicator

kWh kilowatt-hour

LEAP Learning Experience Accelerator
Platform

LOPC loss of primary containment

ML megalitre

MS&T manufacturing, science & technology
MT metric ton

PDR performance and development
review

PNEC predicted no-effect concentration

PSCI Pharmaceutical Supply Chain
Initiative

PSI process safety incident

Q quarter

RAMP Responsible Antibiotics
Manufacturing Platform

SBT science-based target

SBTi Science Based Targets initiative

S&PT science & process technology

SDG Sustainable Development Goal

SHE safety, health and environment

SOP standard operating procedure

SOx sulfur oxides

SSC semi-synthetic cephalosporin

SSP semi-synthetic penicillin

UN United Nations

VOC volatile organic compounds

WHO World Health Organization





Contact

For its sustainability reporting, Centrient uses an approach with reference to GRI standardised guidelines and performance indicators.

For more information, please visit
www.centrient.com
or email: **info@centrient.com**

Contact information

For questions, feedback or more information please contact

Neil Moorhouse,
Global Communications & ESG Director
Centrient Pharmaceuticals
Sir Winston Churchilllaan 299
2288 DC Rijswijk
The Netherlands
info@centrient.com

Colophon

Produced by Centrient
Global Communications
and ESG

Coordinator

Carolina Huerta

Editors

Carolina Huerta
Anouk Vijverberg
Vera Correia
Neil Moorhouse
Milena Ruskowska

Copywriting

Narrative Labs

Graphic design

Annette Toeter

Photos

Centrient Pharmaceuticals Netherlands B.V.,
Freepik

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