

CENTRIENT EMPLOYEE VALUE PROPOSITION 2024



Help us create a better world: #NotJustAnotherJob

- Individual goals linked to purpose
- Unique onboarding digital experience
- Business vision built on ESG caring for the planet
- Organisation culture conducive to high performance
- Community volunteering opportunities for our people



Explore new horizons, solve complex challenges, commit to deliver: #ExploreLearnGrow

- International assignments, job rotations, stretch assignments
- Learning Program to build capabilities at your speed and when you can
- Continuous global and cross-cultural exposure and project
- Large learning platform covering all job offers by the company
- Regular feedback to grow continuously



Our people trust us: #RewardsthatMatter

- 12 weeks of Gender Neutral Parental Leaves globally
- Grand Parental Leave globally
- Flexible/Hybrid working
- Performance-based Bonus plans
- Customized Key Benefits: Social Security, Insurance, savings plans, etc.
- Transparent Employee Recognition through CERP, Centrient Employee Recognition Program
 - Introduction of Innovation Award (2024)
 - Introduction of Inspired Leadership Award (2024)



People | Community | Planet: #WeGenuinelyCare

- Leader in AMR and setting the tone for the industry
- Employee Assistance Program globally
- Free access to wellness mobile app for employees (2024)
- Regular two-way communication with employees
- Clear adoption of Human Rights



Empowering leadership: #Empowerment

- Women of Centrient- a network that provides insights and rich experiences
- Global Purpose Platform- empowered young talents who create a positive impact.
- Mentoring by Executive Leaders and Executive Committee (2024)
- Accessible leadership
- Established DEI program and roadmap

MORE TO COME!



Centrient Pharmaceuticals: We care, we challenge, we grow