

# ESG Report 2023





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## 1.1 About this report

### Our ESG reporting approach

The 2022-2023 Centrient ESG Report provides an overview of our ESG strategy, business activities and performance, and explains how we create sustainable value for stakeholders and society.

This report is addressed to all Centrient stakeholders, including suppliers, investors, customers, employees and ESG analysts. It contains information required under our current reporting obligations and commitments, which is material or decision-relevant to the Centrient Group and/or its stakeholders. The content in the report was primarily selected based on our corporate strategy and materiality assessment.

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"), in accordance with the Global Reporting Initiative (GRI) Core Option and includes a GRI content index to indicate the location, within the report or on the corporate website, of information relevant to the GRI disclosures and the UN Sustainable Development Goals (SDGs).

### Scope of reporting

This report covers all Centrient businesses and entities, in line with the scope of Consolidation as reported on in Centrient Group's 2022 and 2023 annual reports. All information in our ESG Report refers to our continuing operations.

All information in the report relating to 2022 and 2023 is based on actual performance data (exceptions are indicated). In some cases, 2021 and 2022 figures have been updated due to changes in the definitions and

calculation methodologies (this is indicated case by case). A summary of definitions and methodologies for ESG key performance indicators (KPIs) is available on page 68.

We will become subject to reporting requirements under the European Union's Corporate Sustainability Reporting Directive (CSRD)\* from the 2025 financial year onwards. CSRD modernises and strengthens the rules about the social and environmental information that companies have to report on. See page 17 for more information.

### Abbreviations

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

*\*Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14 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 January 5 2023.*

## 1.2 A letter from our CEO, Rex Clements



**I am pleased to welcome you to this second edition of Centrient's environmental, social and governance (ESG) report. Reflecting on the progress made in 2022 and 2023, I am proud of what we have achieved and have nothing but optimism about the direction we are taking and the positive impact we are making in society.**

### Committed to our Purpose

At its core, Centrient is a purpose-led organisation that looks to create value for our customers and wider society. Our Purpose is to improve lives through the innovative and sustainable manufacturing of medicines. That means ensuring that our foundational medicines reach the patients who need them – and in 2022 and 2023, we were able to supply 1.5 billion treatments to patients per year, worldwide. It means solidifying our place as a leading business-to-business manufacturer and key market player in beta-lactam antibiotic active pharmaceutical ingredients (APIs), while also constantly investing in innovation and diversification to stay ahead of the curve. Our Purpose means that we are committed to minimising the impact of our manufacturing on the environment, including by tackling global health threats such as antimicrobial resistance (AMR). We partner with nature to develop foundational medicines with the quality, reliability and sustainable supply necessary to stay one step ahead of diseases.

### Realising our ESG Ambition

Over the past two years, we have made substantial progress on all the ESG targets set out in our 2021-2030 ESG Ambition. We have reduced our waste and water footprint as well as our greenhouse gas emissions through energy-efficient projects; increased our use of renewable electricity; and committed more ambitious reduction targets in line with the Science Based Targets initiative (SBTi). We were also awarded the Gold Sustainability Rating from EcoVadis in 2022 and 2023, ranking in the top 4% of the assessed companies.

When we talk about improving lives, we also talk about our customers, our employees and their families, as well

as the communities that allow us to invest in them. In addition to our efforts to improve access to medicines for patients worldwide, our corporate social responsibility (CSR) initiatives reached more than 40,000 people in the communities where we operate in 2023. We also made significant progress on our commitments towards our employees, such as expanding our employee value proposition and executing our diversity, equality and inclusion (DEI) roadmap, which you can read about later in this report.

## A leader against antimicrobial resistance (AMR)

Centrient is a leader in global efforts to combat the rising threat of AMR. In early 2022, we achieved 100% compliance with predicted no effect concentration (PNEC) limits, ensuring that wastewater discharge from our sites and our suppliers' sites is safe and does not fuel AMR. We also helped develop and pilot a programme with the British Standards Institute (BSI) at one of our production sites, ultimately receiving certification in 2023 from the BSI that our Santa Perpetua site in Spain meets the AMR Industry Alliance's Antibiotic Manufacturing Standard.

I am proud that we are living up to our commitments to combat AMR – an issue that has a profound personal meaning for each member of the Centrient family and is very close to my heart. As a father, I am aware of the value antibiotics hold in safeguarding the health of my children, and the need to ensure that these foundational medicines remain as effective as possible for many generations to come.

## Doubling down on innovation

Centrient has long been a champion of the development of eco-friendly biosynthetic production processes for antibiotics and other medications. With our strategic focus on innovation, we are proactively in exploring new ideas

and staying one step ahead, so we can keep protecting people against life-threatening diseases in an ever-changing world. We are finding new ways to boost the sustainability of our operations and our product portfolio – and there have been some exciting recent developments.

In October 2023, we announced plans to open a dedicated Innovation Lab, which will bring together a team of top scientists. Working as part of a broader innovation hub in Barcelona, they will supercharge sustainable production of our New Pipeline programme. We started building this programme in 2021, focusing on products such as Piperacillin and an expansion of the penicillin G platform, and in 2023 we added a range of new molecules to the New Pipeline portfolio. The lab will also support the expansion of our technology development capabilities across the company, such as our global bioprocessing laboratory in Delft and partnership with Ginkgo.

## Looking to the future

As key B2B supplier, we strive to meet our customers' sustainability expectations, helping them achieve their own ESG aspirations and therefore limiting environmental impact throughout the value chain.

By making progress on the goals set out in our ESG Ambition, we are upholding our commitment to our stakeholders and to society at large. We are determined to realise our vision of conducting a sustainable business and to be the partner of choice for enzymatic development and manufacturing, with a leading cost position, AMR-free, optimal value chain integration, and a growing and increasingly diversified portfolio. By 2030, we are also determined reach the milestone of 2 billion patient treatments per year – up from our current 1.5 billion.

At Centrient, our shared purpose propels us forward. Despite being a mid-size company, we have an outsized impact on society, and unity is our key to success, bringing together who we are and what we do. By working together as one, we are best prepared for the ever-changing landscape facing the pharmaceutical sector. And by proactively adapting and staying ahead of developments, we can protect and improve the lives of billions of patients for years to come. Together, we ensure sustainable and reliable production by partnering with nature to develop foundational medicines, utilising our values and strategy to guide us.

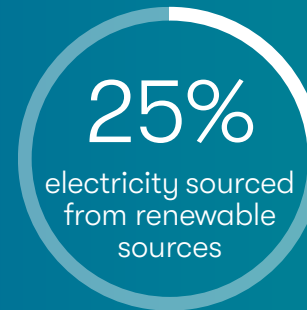
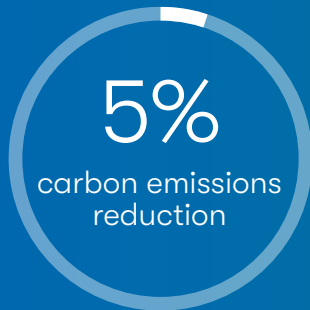
Our ambitions and recent achievements are explored in detail in this report, which I hope you enjoy reading.

### Rex Clements

Chief Executive Officer  
Centrient Pharmaceuticals

## 1.3 2022–2023 ESG performance highlights

# Environmental



\*compared to base year 2015

Achieved key targets in line with our ESG Ambition 2021-2030:

**97%** of waste repurposed\*

and

**10%** water consumption reduction\*

\* compared to base year 2021

Maintained 100% compliance with PNEC limits and certified our Spain site under new AMR Industry Alliance scheme.



Submitted our targets for validation by the Science Based Targets initiative



Introduced shadow carbon pricing evaluation for our key investments



Reported data to the Carbon Disclosure Project for the first time in July 2023





# Social



Established a Mobile Healthcare Unit in Toansa, India to provide medical facilities and services directly to the community, benefitting more than 1,200 people in 2023

Reached 2,500 people impacted by the 2023 Toansa flooding by distributing essential medicines and hygiene kits, and by hosting sessions to create awareness around water-borne diseases



Improved gender balance at senior level, with 30% of senior management roles held by women



Impacted more than 45,000 lives around the world through our CSR programme and activities



Launched a Centrient Community Action strategy and framework



Facilitated 1.5 billion patient treatments globally (2023)

# Governance

Maintained our Gold rating for EcoVadis Supplier Assessment in 2022 and 2023, ranking in top 4% of companies assessed



97% of eligible employees completed Code of Conduct certification (2023)



Completed the Human Rights Impact assessment



Developed and established a Sustainable Sourcing Policy



## 1.4 About our business

Centrient is a key global business-to-business supplier in sustainable, enzymatic antibiotics, next-generation statins and anti-fungals. We manufacture foundational medicines, which are the building blocks of global healthcare systems.

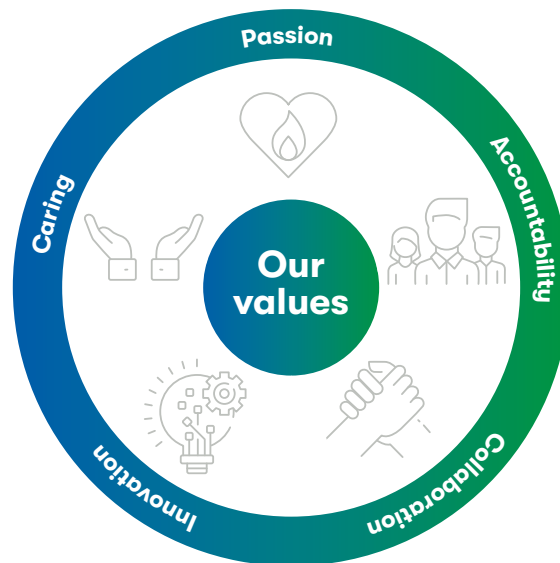
### Our presence

We are headquartered in Rijswijk, the Netherlands, the country where the company was founded in 1869. However, in 2024, we will be relocating our headquarters to Rotterdam, Netherlands.

Our global network of manufacturing sites comprises six facilities across North America, Europe and Asia.

### Our leaders

At Centrient, we understand the value of strong leadership. Centrient is led by Rex Clements, Chief Executive Officer. Our experienced Executive Committee and Supervisory Board have a strong track record in the industry and give us the direction we need to keep moving forward, strengthening our position at the forefront of our industry.



**Rex Clements,**  
**CEO**

Rex brings more than 20 years of experience from multiple assignments in

the pharmaceutical sector.

In 2010, Rex joined Sandoz, a Novartis division and global leader in generic pharmaceuticals and biosimilars, where he held a range of roles.

Rex joined Centrient in March 2020 and, alongside his role as Chief Executive Officer, is a member of the Centrient Management Board of Directors. He has an MBA in Strategy and General Management from the Wharton School of the University of Pennsylvania, USA, and a Bachelor of Science in Chemical Engineering from the University of Stellenbosch, South Africa.



**Ronald Merckx,**  
**CFO**

Prior to joining Centrient in April 2019, Ronald spent eight years as the CFO of

Wessanen, where he played a key role in the transformation of the company into a pure player, focused on healthy and sustainable food in Europe.

Ronald is a graduate of the University of

Tilburg in the Netherlands and holds a Master's degree in Business Economics. He is also a Chartered Accountant.



**Alexander Krujatz,**  
**CCO** (Chief

Commercial Officer) Alexander began his career in management consulting, followed

by diverse commercial and managerial assignments at Sandoz.

Prior to joining Centrient, he was the Managing Director of Alcon (Nordic region), the largest eye care device company in the world, where he focused on turnaround and commercial execution.

Alexander joined Centrient in December 2021 as Chief Commercial Officer Finished Dosage Forms (FDF).

He holds a Master's degree from Leipzig Graduate School of Management (HHL) in Germany.



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

Officer) Line brings close to 30 years of experience in

quality and supply chain - leading the quality function and establishing a quality culture at large pharmaceutical companies. Having begun

her career at NovoNordisk, Line moved to various senior leadership roles at Novozymes and LEO Pharma. Prior to joining Centrient, she was Vice President of Global Quality at LEO Pharma. Line joined Centrient in January 2021 as Vice-President of Global Quality. Line is a Chemical Engineer from the Technical University of Denmark (DTU). She is also a Master Black Belt, the highest accredited education level in Lean and Six Sigma.



**Jorge Gil-Martinez, CSO**  
(Chief Scientific Officer)  
Jorge joined Centrient in November 2022,

bringing over 20 years of experience in biotechnology from universities, research institutes and commercial companies. Prior to joining Centrient, Jorge worked with PepsiCo, Anheuser-Busch InBev and Abengoa and he was VP of Global Research & Development at Corbion. Jorge holds a PhD in Biochemistry and Molecular Biology and a Master's degree in Molecular and Cellular Biology from the University of Seville in Spain, as well as a Master's degree in Project Management and Six Sigma Black Belt and White Belt Certifications in lean process development.



**Vesna Kapelj, CTOO** (Chief Technical Operations Officer)  
Vesna brings over two decades of experience

in manufacturing operations in global pharmaceutical companies. She started her career at Sandoz, moving to diverse senior roles from Head of API production in Sandoz, Slovenia, to Site Head of Novartis' Chemical Operations in Slovenia. Vesna joined Centrient as Head of Manufacturing, Science & Technology (MS&T) in May 2022. Vesna holds a Master's degree in Chemical Engineering from the University of Ljubljana in Slovenia.



**Jean-Luc Giraud, CHRO** (Chief Human Resources, ESG, and Communications Officer)  
As Centrient's

CHRO since February 2019, Jean-Luc brings more than 25 years of diverse experience in Business and Human Resources at a global level. His previous positions include roles with Mercedes-Benz, General Electric, Sandoz-Novartis and Apotex.

Jean-Luc is a graduate of Grenoble University and ESSEC Business School in Paris, holding degrees in Organisational Development and General Business

Management, as well as Human Resources. He also holds an executive MBA from ESSEC and Mannheim Business School.



**Karin Wörsdörfer-Nestby, General Counsel**

Karin joined DSM Sinochem Pharmaceuticals, the predecessor to Centrient, in 2014, bringing with her more than 15 years of broad professional experience in diverse legal disciplines both as attorney and company lawyer. As an attorney, Karin practised corporate, M&A, insolvency and commercial law and litigation at two law firms. As in-house counsel, Karin worked at Canon Europe and the Netherlands Organisation for Applied Scientific Research (TNO) Defence, Security and Safety. 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 led Sinochem's business in the USA, and also served as Deputy General Manager of Sinochem's fertiliser subsidiary, Sinofert. Fangbin is a Chemical Engineering Master's graduate from Tsinghua University in China. He joined our business in 2017

as Chief Strategy Officer, and brings more than 20 years of experience to his current role as Global Vice President and China Lead, gained across diverse fields including plastics, importing and chemicals.

**The Board of Directors** of Centrient's top legal entity consists of a two-tier Board. We have a Management Board of three people: Rex Clements, Ronald Merckx and Karin Wörsdörfer-Nestby, and a Supervisory Board of four additional directors: Benjamin Kunstler, Michael Siefke, Manja Boerman and Christina Dix.

## Management Board

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



## Our people

In 2023, Centrient Pharmaceuticals had 1,812 permanent employees globally. Our company has a diverse multinational workforce of more than 30 nationalities, operating from our sites and offices around the world.

### Employee information (2023)

#### Permanent employees by gender

**346** Female      **1,466** Male      **1,812** Overall

#### Consolidated full-time and part-time employee information by region

Region	Full-time employees	Part-time employees
EMENA*	302	27
Americas	344	–
Asia	515	–
IBAP**	624	–
<b>Total</b>	<b>1,785</b>	<b>27</b>
		<b>1,812</b>

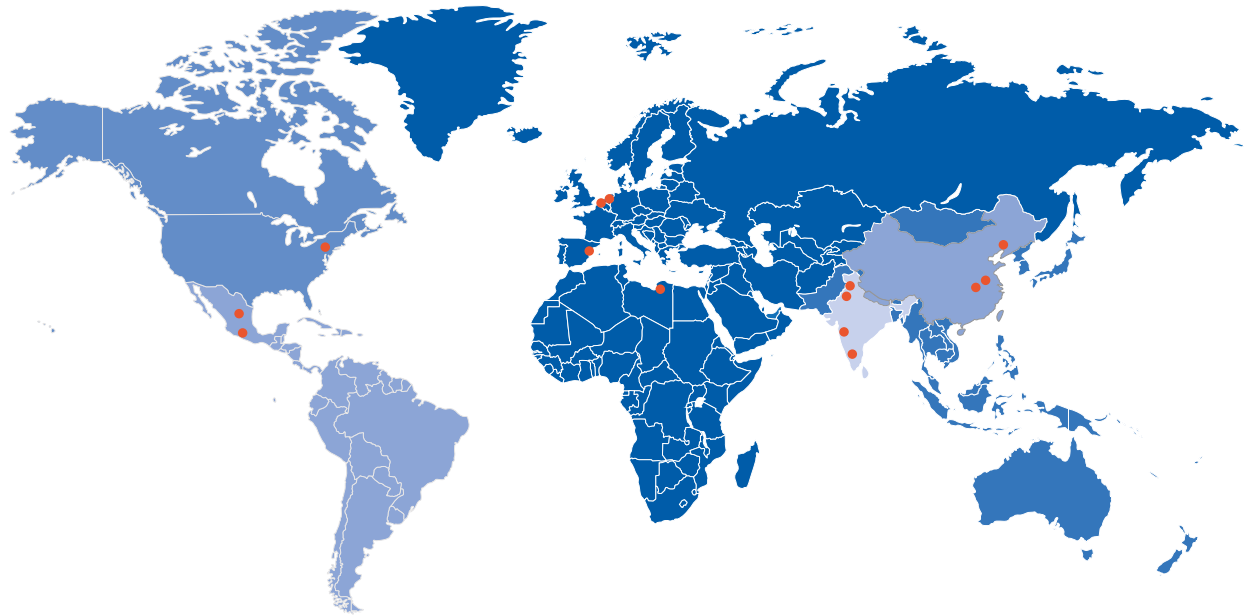
\* Europe, Middle East and North Africa

\*\* India, Bangladesh, Africa and Pakistan

## Our business

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

## Our locations



#### Rijswijk, NL\*

Headquarters

#### Cairo, EG

Sales office

#### Toansa, IN

Manufacturing site

#### Parsippany, US

Sales office

#### Delft, NL

Manufacturing site

#### Yushu, CN

Manufacturing site

#### Gurgaon, IN

Sales office

#### Ramoz Arizpe, MX

Manufacturing site

Sales office

R&D site

#### Beijing, CN

Sales office

#### Mumbai, IN

Sales office

Sales office

#### Barcelona, ES

Manufacturing site

#### Zibo, CN

Manufacturing site

#### Bangalore, IN

Sales office

Sales office

#### Mexico City, MX

Sales office

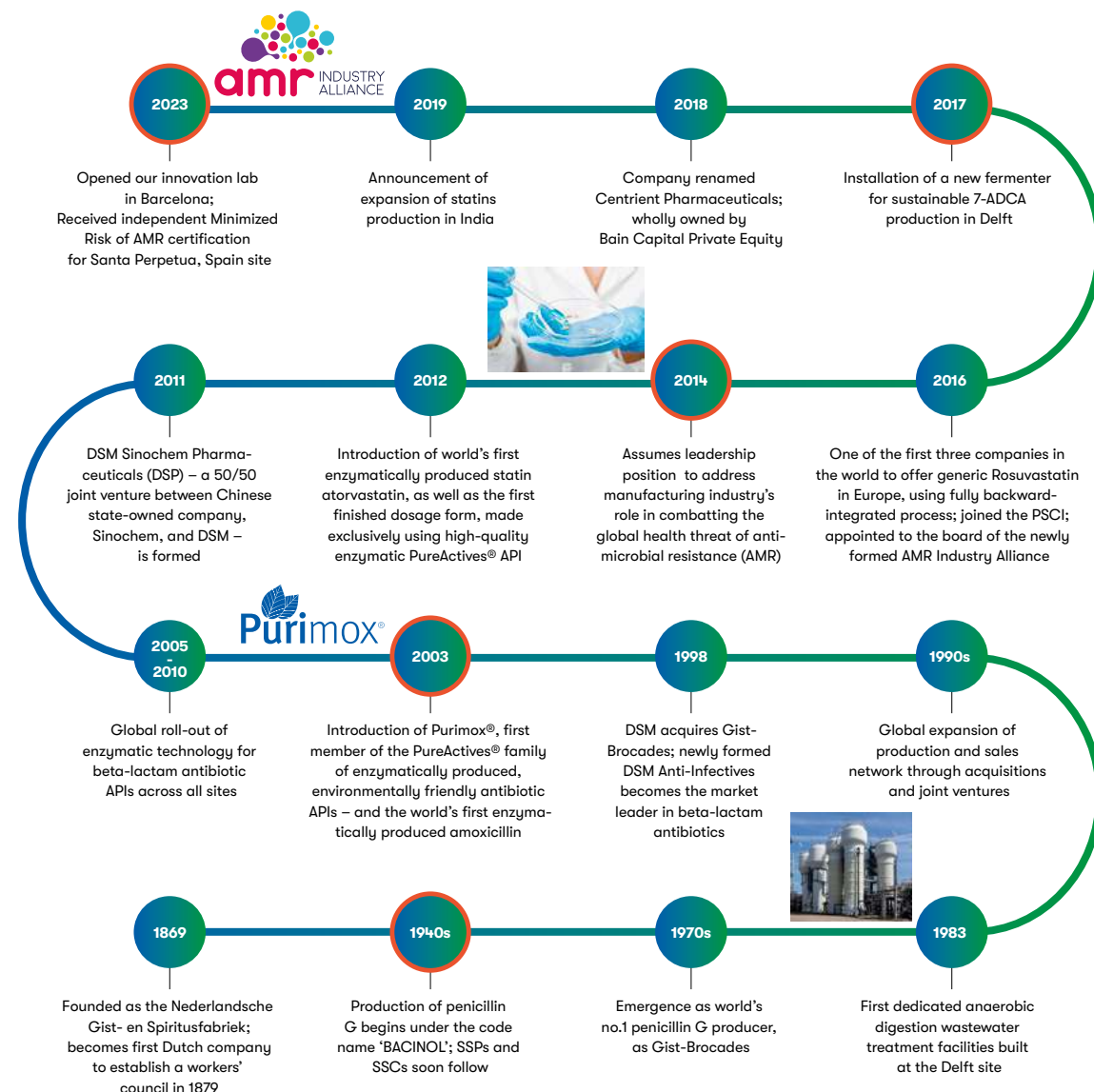
\* Centrient will be moving its headquarters from Rijswijk to Rotterdam, NL in 2024.



## External initiatives and associations

Centrient works with external platforms and associations on matters related to ESG. These include the AMR Industry Alliance, the Pharmaceutical Supply Chain Initiative (PSCI) and the Responsible Antibiotics Manufacturing Platform (RAMP). In Mexico, we are a member of the National Transformation Industry Association, the National Pharmaceutical Chemical Association and the Ramos Arizpe Industrial Association. In China, we are a member of the NAP Process Industry Network and the China Pharmaceutical Industry Association.

## Our 150-year history



## Our portfolio

### Intermediates

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

### Active pharmaceutical ingredients

We are the leading global player in enzymatic production of active pharmaceutical ingredients (APIs) for beta-lactam antibiotics, with a strong commitment to quality and patient safety, demonstrated by our 75 years of experience in the market.

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 and rosuvastatin, and the anti-fungal nystatin.

### Number of patient treatments facilitated by Centrient Pharmaceuticals

	2022 (million treatments)	2023 (million treatments)
SSPs <sup>1</sup> API	824	854
SSPs <sup>2</sup> FDF	42	57
SSCs API	399	426
Statins API	137 (monthly)	125 (monthly)
Statins FDF	31 (monthly)	31 (monthly)
Nystatin	16	16
<b>Total</b>	<b>1.45 billion</b> patient treatments	<b>1.51 billion</b> patient treatments

## Finished dosage forms

Our finished dosage forms (FDFs) are largely produced from our 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 reducing our carbon footprint and minimising the use of solvents and other chemicals. Refer to page 14 for more information on the production process.

Our PureActives® range includes oral antibiotic applications, the statins atorvastatin and rosuvastatin, and the anti-fungal caspofungin.\*

\*see [www.centrient.com/our-products](http://www.centrient.com/our-products)

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



1 Semi-synthetic penicillins  
2 Semi-synthetic cephalosporins

## 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

= PureActives®



### 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

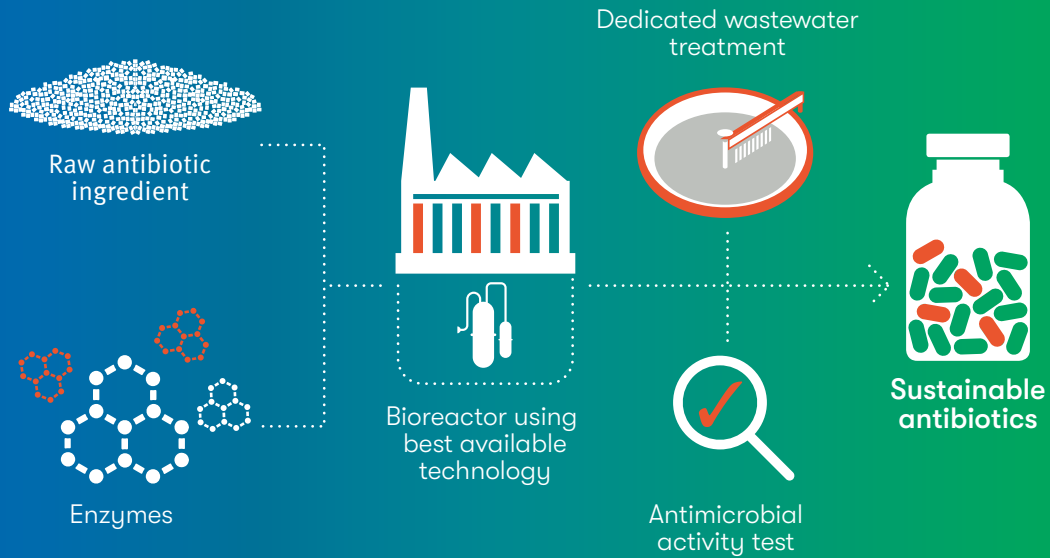
## A company with global impact

One of our core product ranges is the penicillin family of antibiotics. Alexander Fleming's discovery of penicillin in 1928 paved the way for modern healthcare, making surgery, cancer treatments, organ transplants and other major interventions possible.

During the Second World War, a group of Dutch scientists working for the Dutch Yeast and Spirit Factory (*Nederlandsche Gist- en Spiritusfabriek*) – Centrient's previous brand identity – developed an industrial fermentative process for making penicillin in large quantities under the code name 'Bacinal'. These scientists leveraged the company's long heritage in fermentation and yeast production to help address the growing demand for penicillin in the post-war period. By 1949, this factory was one of the largest global producers of penicillin, with exports around the world.



## The production process of our sustainable PureActives® antibiotics

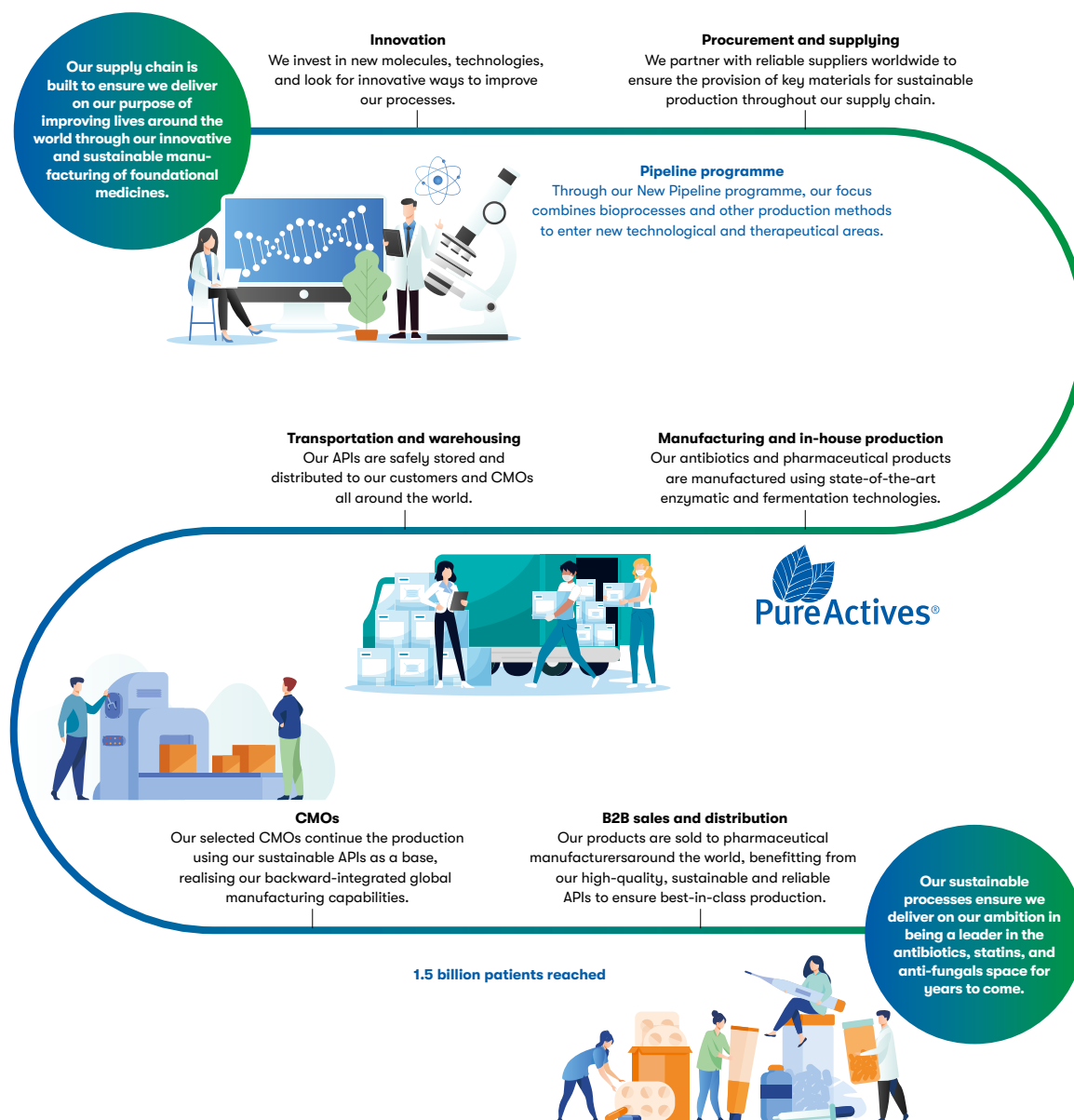


## Our value chain

This overview outlines the primary and support activities involved in the process of developing our foundational medicines, as well as our efforts to enhance sustainability and create value for our stakeholders.

The value chain extends beyond our own organisation and operations to include upstream and downstream activities. This overview of our value chain illustrates our commitment to our values, our customers and ultimately to the patients who use our medicines. We do this by encouraging transparency and collaboration with our key suppliers, contract manufacturers and relevant stakeholders.

As a responsible pharmaceuticals company, we consider all components of our value chain to be essential to understanding how we continuously innovate and invest in new molecules technologies and processes; how key materials for our products are sourced; and how we manufacture in-house and partner with reliable suppliers and contract manufacturers worldwide to ultimately contribute to a healthier world. We remain committed to sustainable and responsible manufacturing practices and recognise the importance of transparency and accountability in our operations.





## 1.5 ESG Governance



### Environment

Minimising  
environmental  
impact



### Social

Improving human  
health and social  
impact



### Governance

Acting  
responsibly

At Centrient, each environmental, social and governance (ESG) pillar 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 Centrient's ESG Ambition, while key topics related to ESG compliance are addressed by the Audit Committee.

#### ESG governance at Centrient

	Who	Frequency	Main responsibilities
<b>Centrient Executive Committee</b>	Executive Committee members	4x/year	The Executive Committee approves the sustainability strategy and receives regular updates on key projects and ongoing performance.
<b>Sustainability Governance Steering Group</b>	<b>Global functions impacting sustainability</b> <ul style="list-style-type: none"> <li>+ Chief Human Resources Officer (Chair)</li> <li>+ Director Communications and ESG</li> <li>+ Director Sustainability Operations</li> <li>+ Director of Talent Management &amp; Organisational Development</li> <li>+ Director Risk &amp; Compliance</li> <li>+ Director Safety, Health &amp; Environment</li> <li>+ Senior ESG Manager</li> <li>+ Director Procurement</li> <li>+ Head Commercial Strategy</li> </ul>	4x/year	The Governance Steering Group 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.
<b>Sustainability Core Group</b>	<ul style="list-style-type: none"> <li>+ Senior ESG Manager</li> <li>+ Head of Sustainability Operations</li> <li>+ Director Communications &amp; ESG</li> <li>+ Director Safety, Health &amp; Environment</li> <li>+ Procurement Lead</li> </ul>	2x/month	The Core Group 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.
<b>CSR Governance Core Group</b>	<b>Global steering committee</b> <ul style="list-style-type: none"> <li>+ Chief Human Resources Officer (Chair)</li> <li>+ Director Communications &amp; ESG</li> <li>+ Senior ESG Manager</li> <li>+ Head of Supply Chain &amp; Global OTC</li> <li>+ Internal Communications Lead</li> <li>+ Communications &amp; ESG Specialist</li> <li>+ Country presidents</li> <li>+ Country coordinators</li> </ul>	3x/month	The Global Steering Committee is responsible for ensuring all CSR activities are aligned with Centrient's overall sustainability strategy. Country presidents assist the GSC in executing initiatives via budget planning and ensuring legal and financial compliance of activities.

## 1.6 Our material topics

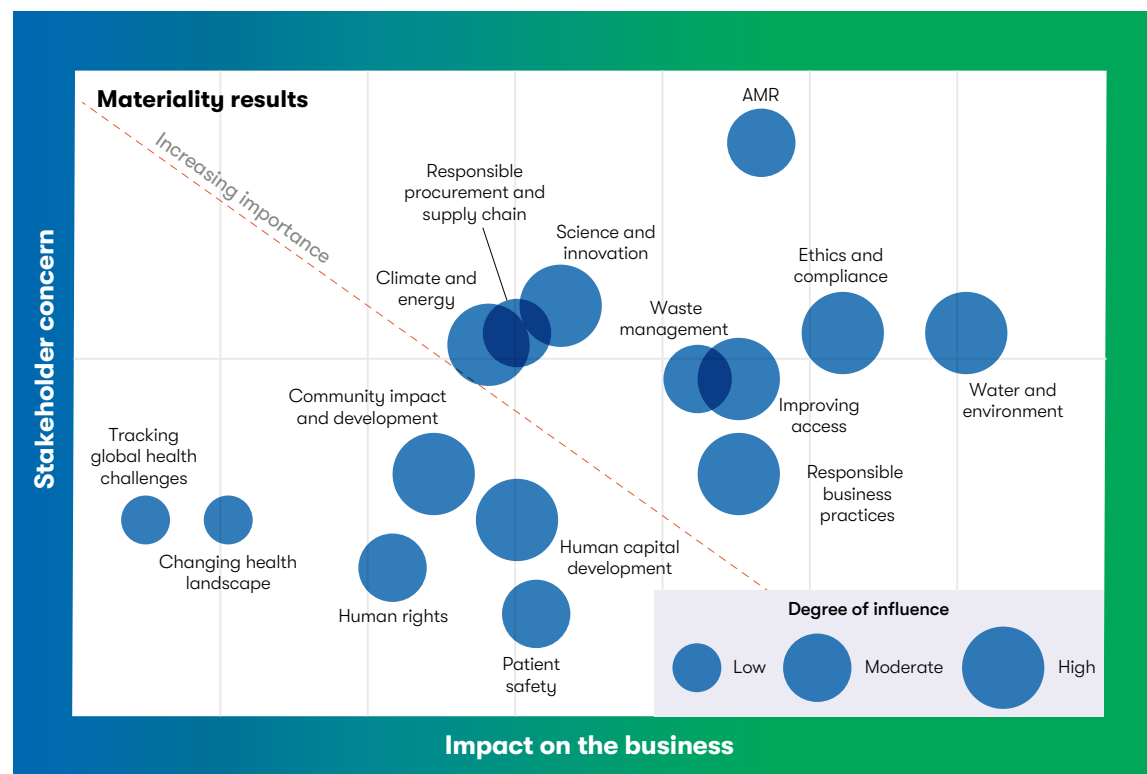
In 2019, Centrient performed its first impact materiality assessment. We began this exercise by developing a longlist of sustainability issues that might be material positively or negatively to Centrient, in that they may present risks or opportunities for the business and/or may be of particular interest to stakeholders. We conducted interviews with internal and external stakeholders to gather views on the most relevant sustainability topics for our business.

We review the list of material topics and priorities annually. Based on this review, we made no significant changes to the list in 2022 or 2023.

The priority material topics of **Antimicrobial resistance**, **Water and environment**, **Improving access**, **Science and Innovation**, **Climate and energy**, **Waste management** and **Responsible procurement** are explored in detail in this report, as are other key issues, including **Human capital development**, **Human rights**, **Patient safety** and **Community impact**. The boundaries, management approach and disclosures related to each topic are provided in the respective sections.

By following this process, we ensure that we not only meet our stakeholders' expectations on ESG issues, but also maximise our positive impact on the environment and society in the areas most relevant to us. The findings of the materiality exercise have since been reviewed and validated by our senior leadership team.

In 2024, in preparation for the CSRD coming into effect, we undertook a double materiality assessment, which added a dimension to the assessment of our risks as opportunities as well as a comprehensive evaluation of impacts across our value chain. We expect to update our material topics



in 2024 based on the outcome of this assessment. When we undertake the double materiality assessment in accordance with CSRD requirements, it may result in the identification of different material topics and may require an update of the material topics currently identified.




The CSRD aims to ensure that investors and other stakeholders have access to the information they need to assess risks arising from climate change and other sustainability topics such as environmental protection, social responsibility, treatment of employees, diversity, human rights, anti-corruption and bribery.

From the 2025 financial year onwards, the CSRD will require us to disclose information on the basis of European Sustainability Reporting Standards (ESRS) in our annual report; to formulate long-term ESG targets, policies and strategies; and to conduct due diligence for our own operations and supply chain. It will also be mandatory to complete an audience of the sustainability information we report.

Due to the application of different reporting standards and concepts, information we later report under the CSRD and ESRS may ultimately differ from information disclosed in this ESG Report for 2023.

## 1.7 Our ESG Ambition

### Centrient's ESG Ambition 2021 – 2030

 <b>E: Minimising environmental impact</b>	 <b>S: Improving human health and social impact</b>	 <b>G: Acting responsibly</b>
<ul style="list-style-type: none"> <li>+ <b>35% reduction in carbon emission intensity</b> (2025) and <b>50%</b> by 2030<sup>1</sup></li> <li>+ <b>90% of waste repurposed</b> by 2030 and landfill only when no viable alternative available</li> <li>+ Source <b>50% renewable electricity</b> by 2030</li> <li>+ <b>5% reduction in water consumption</b> (intensity), maximise water recycling and look for options to reduce groundwater use by 2030<sup>2</sup></li> <li>+ Sites and suppliers compliant with <b>AMR IA Common Manufacturing Framework</b> and <b>Predicted no effect concentration</b> targets</li> <li>+ R&amp;D projects pass <b>Sustainability assessment</b> (2025)<sup>3</sup></li> </ul>	<ul style="list-style-type: none"> <li>+ <b>Increasing access of our life-saving antibiotics to 2 billion patients by 2030</b></li> <li>+ <b>50,000+ lives touched</b> by Centrient's global community programme annually by 2030</li> <li>+ <b>High level of employee engagement</b> - in top 10% for our industry (2025)</li> <li>+ <b>50% gender balance</b> in senior management roles (2025)<sup>4</sup></li> <li>+ <b>Inclusive leadership</b> with less than 8% voluntary attrition</li> <li>+ <b>Certified human and labour rights compliance</b> in our operations (2024)<sup>5</sup></li> </ul>	<ul style="list-style-type: none"> <li>+ <b>Several diverse members at Board level</b>, reflecting a balanced composition in accordance with legal requirements (2025)</li> <li>+ <b>100% of eligible employees committed to Code of Conduct</b> (2024)</li> <li>+ <b>High standard of compliance for data privacy and security according to EU GDPR</b></li> <li>+ <b>Continued stakeholder collaboration on ESG topics</b> such as AMR</li> <li>+ High standard of compliance for <b>ESG and financial transparency and disclosure</b> (2025)</li> <li>+ <b>75% of top suppliers meet sustainability standards</b> (2025)<sup>6</sup></li> </ul>

1 Scope 1 and 2 emissions: From the baseline of 2015, intensity refers to total tonnes of CO<sub>2</sub>e over tonnes of product produced.

Our GHG Targets are currently under review as part of our commitment to set SBTi Targets

2 From the baseline of 2015, refers to water withdrawal in our operations. Intensity 5% refers to total ML of water used over tonnes of product produced

3 Projects evaluated under our internal PMP Evaluation methodology

4 Leadership roles refers to C43 and above positions on our internal scales

5 Certification scheme to be determined

6 Centrient Internal Sustainable procurement standards as published: <https://shorturl.at/ahjDQ>



We updated our ESG goals in 2021, launching our ESG 2021–2030 Ambition. Our 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. We have set clear goals and concrete targets to drive our strategy to achieve a highly sustainable business for the long term. We have developed targets under 'E' and 'S', and we are in the process of developing equivalent long-term targets under the 'G' pillar.



## 1.8 Risk Management

Our principles related to risk are described in the Centrient Code of Conduct, which defines the 'tone at the top', ethical behaviours and ways of doing business throughout the company.

In order to effectively manage our risks, Centrient Pharmaceuticals has an Internal Control function in place, which is independent from the company operations and financial reporting structure. This function monitors ESG risks and the ongoing effectiveness of Internal Control over Financial Reporting, to ensure that potential control weaknesses or any material risks are identified in a timely manner and corrective action is taken promptly to ensure the reliability of financial information. The Internal Control function reports quarterly to the Audit Committee about the testing performed on ICFR and any findings or risks that merit the attention of the Supervisory Board.

## 1.9 Our commitment to the United Nations Sustainable Development Goals

Our material topics and related ESG efforts are aligned with the United Nations' Sustainable Development Goals (SDGs). Our focus is on four areas: SDGs 3, 6, 12 and 13 (see the SDG progress index). These guide us in contributing to a healthier and more sustainable future for all.

### Centrient's contribution to the UN Sustainable Development Goals



#### SDG 3

Our core purpose to improve lives through the innovative, sustainable manufacturing of medicines is underpinned by **Good Health and Well-being**. We work continuously to improve the health and well-being of patients, communities and employees.



#### SDG 5

**Gender Equality and Empowering all Women** is a key pillar of our Employee Value Proposition (EVP); we develop our HR policies with a focus on equality.



#### 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.



#### SDG 7

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.



#### SDG 12

**Responsible Consumption and Production** encapsulates our belief in the prudent use of antibiotics and stringent environmental standards. Across our manufacturing operations, addressing the risk of AMR is a key priority.



#### SDG 13

**Climate Action** is driven by our efforts to minimise the carbon emissions and energy use resulting from our manufacturing processes.

## 1.10 Stakeholder engagement

### Our partnerships and collaborations

Centrient partners with a wide range of organisations that share our purpose, values and commitment to creating innovative solutions with 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. You can read more about the stakeholders we engage with the table on the following page.

In addition to external stakeholders, internal stakeholders from across Centrient's various functions and regions 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	Frequency	Key issues raised
<b>Suppliers</b>	Audits, surveys and feedback sessions	Every 1–3 years	Climate action and resilience; 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
<b>Customers</b>	Audits, surveys, visits and feedback sessions	Continuous	Climate action and resilience; 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
<b>Employees</b>	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
<b>Community and civil society</b>	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
<b>Investors</b>	Board and investor meetings	Quarterly	Business strategy; pricing; quality manufacturing and patient safety; corporate governance; sustainability; inclusion and diversity; employee engagement; talent recruitment, development and retention; intellectual property
<b>Regulators</b>	Product registration, licences, consultations, and legal compliance	Continuous	Quality manufacturing and patient safety; business ethics, anti-bribery and anti-corruption; human and labour rights; emissions, effluents and waste; other legal compliances
<b>Media</b>	Press briefings and interviews	As required	Access to foundational medicines; safety; new products and innovation; security of supply; contribution to society; new investments
<b>Industry platforms</b>	Events and working groups with AMR Industry Alliance, PSCI and CPHI events and working groups	Continuous	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



## 2.1 Our commitment to an environmentally sustainable business

When it comes to sustainable manufacturing of foundational medicines, Centrient aims to be an industry leader and the partner of choice in a market that increasingly values sustainability. That means we take a concerted, structured approach to supporting the fight against climate change; using natural resources responsibly; and minimising negative environmental impact from the manufacture of our foundational medicines, such as by cutting emissions and fighting antimicrobial resistance (AMR).

Our commitment to environmental sustainability is well-established. We implemented our first sustainability targets in 2008, and we were able to substantially reduce our

### ISO 14001 accreditation of all Centrient sites

All Centrient sites are ISO 14001 certified, each having demonstrated that they have an Environmental Management System (EMS) that meets the ISO 14001:2015 standard. Ensuring an effective EMS at all our sites helps us to increase compliance as well as reduce waste, emissions and use of natural resources. Our sites in Ramos Arizpe (Mexico), Santa Perpetua (Spain) and Zibo (China) successfully renewed their certification in 2023, with our site in Toansa (India) following in Q1 2024.

### Climate and energy

By reducing our energy consumption and greenhouse gas (GHG) emissions, and by becoming more energy and carbon-efficient, we are working to minimise the impact our manufacturing operations have on our immediate surroundings and the wider environment.

### GHG emissions

Our GHG emissions are directly linked to the energy consumed by our operations globally under scopes 1 and 2 (as defined by the Greenhouse Gas Protocol). As part of our ESG Ambition 2021–2030, we aim to reduce our emissions by 35% by 2025 and 50% by 2030, using 2015 as the baseline year. According to calculations primarily

### Putting our ESG Ambition into action

In our ESG Ambition 2021–2030, we defined four KPIs that will elevate Centrient as a leader in sustainability, putting us at the forefront of our sector:

1. Reduce our GHG scope 1 and 2 emissions and establish targets approved by the Science Based Targets initiative (SBTi) for all our scopes.
2. Use water resources responsibly.
3. Repurpose all waste for beneficial use and reach ‘zero waste to landfill’ status by 2030.
4. Ensure compliance, across our entire supply chain, with the Common Antibiotic Manufacturing Framework, predicted no-effect concentration (PNEC) target values and the standards proposed by the AMR Industry Alliance.

environmental footprint as a company over the following years, ultimately achieving or exceeding all of our key performance indicators (KPIs) and meeting a range of ambitious targets by our 2020 deadline. In that year, following close consultation with our stakeholders and the approval of the Executive Committee, Centrient developed a new long-term plan: our ESG Ambition 2021–2030.

Realising our ESG Ambition will enable us to significantly minimise the environmental impacts of our manufacturing sites and offices. Our four most material topics – reducing greenhouse gas (GHG) emissions, addressing solid waste, limiting water consumption, and combatting AMR – form the cornerstone of our approach. As we pursue our Ambition, we will take part in global and local efforts to drive positive change on each of these topics. The ESG Ambition includes firm environmental targets with deadlines of either 2025 or 2030 – and as this ESG report for 2022 and 2023 shows, we are well on track to meeting those targets.



derived from the Greenhouse Gas Protocol, Centrient's GHG emissions mainly comprise CO<sub>2</sub>. During 2022 and 2023, we implemented operational improvements, as well as innovative energy efficiency improvements that allow us to use fuels, electricity and steam more efficiently. Compared to the 2015 baseline, we have now reduced our absolute GHG scope 1 and 2 emissions by 6%, with most of that reduction – 5% – taking place since 2021. We also achieved a 7.5% reduction in intensity in terms of tCO<sub>2</sub>e/T produced.

We perform sustainability assessments for all our investment projects. Our sustainability assessment covers GHG emissions, water consumption, energy efficiency, waste generation and recycling potential, and AMR prevention.

In 2023, we introduced carbon shadow pricing for our GHG scope 1 and 2 emissions in our investment evaluation process. This first stage allowed us to consider the financial aspects of embedding sustainability considerations in our investment decision process.

## Working with the SBTi to set and validate targets

Centrient is on track to publish new GHG emissions targets validated by the Science Based Targets initiative (SBTi).

In 2022, we calculated our GHG scope 3 emissions for the first time, identifying hotspots across our supply chain and drafting plans to engage with suppliers and customers on reducing emissions. This enabled us to calculate and submit targets to the SBTi for all scopes at the end of 2023.



In terms of other pricing schemes, we operate under the EU Emissions Trading System (ETS) scheme in the Netherlands. Through regular and comprehensive monitoring, we ensure full compliance with other laws and regulations in all our locations.

## Energy efficiency and renewable sources

One key way to reduce our GHG emissions is by boosting the energy efficiency of our operations, and using renewable energy sources – or more sustainable fuels – where possible. Our primary energy sources include electricity, natural gas, steam, fuel oil and coal. During 2023, 25% of our total electricity consumption came from renewable sources.

For further information on our energy consumption and GHG emissions, please refer to Annexes 4 and 5.

## Optimising fuel consumption at our Santa Perpetua site

At our Santa Perpetua site in Spain, the installation of high-efficiency boilers that optimise natural gas consumption has led to a 6% reduction in overall emissions at the site since 2021.



## Reducing emissions intensity at our Toansa site

In line with our ESG Ambition, our Toansa site in India has initiated a project to replace our fossil fuel (furnace oil) with natural gas. The existing boilers will be upgraded in 2024.

This initiative, once completed, will reduce the site's carbon intensity by 15% (in terms of CO<sub>2</sub> per tonnes produced), reducing absolute emissions by 2.4% overall. This will also result in a reduction of sulphur oxide (Sox) emissions by 95%, and will totally eliminate suspended particulate matter (SPM) emissions.



## 2.2 Water and environment

Responsible use of water is an increasing priority around the world, as are the issues of water pollution and water scarcity. As indicated by our materiality assessment, **Water and Environment** is a material topic for Centrient and its stakeholders.

Centrient's approach to water stewardship includes a range of policies, procedures and assessments for using water responsibly at all times. Our ESG Ambition 2021–2030 includes specific targets to reduce water consumption and prevent adverse impact on the water supply, as seen below.

Our global manufacturing sites use water for manufacturing operations, and wastewater is treated and discharged into the environment according to the domestic laws applicable to each site. All our sites are regulated by national laws for water management, and we monitor and report water management as stipulated by relevant regulatory authorities in each region. At all our sites, we seek opportunities for water reuse and recycling wherever possible to preserve this precious natural resource.

### Key targets and achievements

Reduce water consumption by **5%** by 2025 (base year 2015)

Achieved ahead of schedule: reduced water consumption by **9.4%** as of 2023

### Recycling water at our Toansa manufacturing site

We recycle water for use in our India site's cooling towers and boilers. In 2022 and 2023, we were able to avoid extracting around 185,000 kilolitres (KL) of water from the ground. The water saved through this direct method of conservation is enough to meet the needs of approximately 5,000 people for a full year. Recycling of ultrafiltration (UF) water streams to cooling towers has helped to reduce freshwater demand by more than 300 KL per year.

#### Water recycling at Toansa site cooling towers and boilers

	Unit	2021	2022	2023
Wastewater treatment plant (WWTP)-treated water recycled in cooling towers	KL	47,470	32,587	39,590
	%	50.5	32	43
Use of steam condensation back in boilers for steam generation	KL	52,820	52,788	60,230
	%	69.3	69.5	75





## Preserving water for local communities in India

Centrient colleagues in India are leading multiple projects to support the local communities as part of our flagship corporate social responsibility (CSR) programme. Preserving natural resources is a key focus. In the village of Mutton, which lies approximately 10 km from our Toansa site, our CSR team revitalised a pond that contained stagnant and polluted water and installed a treatment plant to treat wastewater from the village through natural processes. The plant has enough capacity to treat 400,000 litres per day using its own wind and solar power, leaving the processed water clean and odourless. Meanwhile, the pond has been transformed into a beautiful, clear lake that naturally recharges the aquifer. The local farming community will use this water for its crops, saving a potential 87,000 m<sup>3</sup> of fresh water each year.

## Combatting water scarcity in Mexico

Ramos Arizpe, where Centrient's Mexican plant is located, is a water-scarce area, and we are continuously looking for new ways to conserve water. To manufacture one of our products, the site previously used a filtration system that required regular washing and consumed significant volumes of water, which could only be used once due to contamination. During 2022 and 2023, our teams made significant progress on the project, initiated in 2020, to develop solutions for recycling water while maintaining its quality. We were able to replace the conventional filtration system with an advanced rotary vacuum filtration system, enabling us to save an estimated 32,000 m<sup>3</sup> of water annually at the site. The new system helps to reduce the load on our site's wastewater treatment plant, conserving energy and other resources. It also benefits the surrounding community by easing pressure on its scarce natural water resources.



## Improving water intensity at our Delft site

During 2022 and 2023, our site in Delft, the Netherlands, made an improvement to the chromatography columns that are used for purifying the 7-ADCA stream. As a result, the site uses significantly less water, steam, and sodium hydroxide (NaOH). The key improvement was in the methodology used to wash the columns. Now,

the team has adjusted the formulation of the washing solution used, according to the amount of 7-ADCA being processed without compromising quality. This adjustment has led to a weekly reduction of around 550 m<sup>3</sup> in water consumption for the facility, which accounts for approximately 3% of our total water usage.

## 2.3 Antimicrobial resistance

Recognising the serious, material threat that antimicrobial resistance (AMR) poses to the future of modern medicine and to people worldwide, Centrient is at the forefront of industry efforts to ensure antibiotic manufacturing does not have the unintended side effect of driving drug resistance. Centrient's ultimate aim is to be 'AMR-free', as set out in our ESG Ambition 2021-2030. In 2022 and 2023, we made further progress in reaching that status as all our sites achieved the expected PNEC values.

### Long-term commitment to tackling AMR

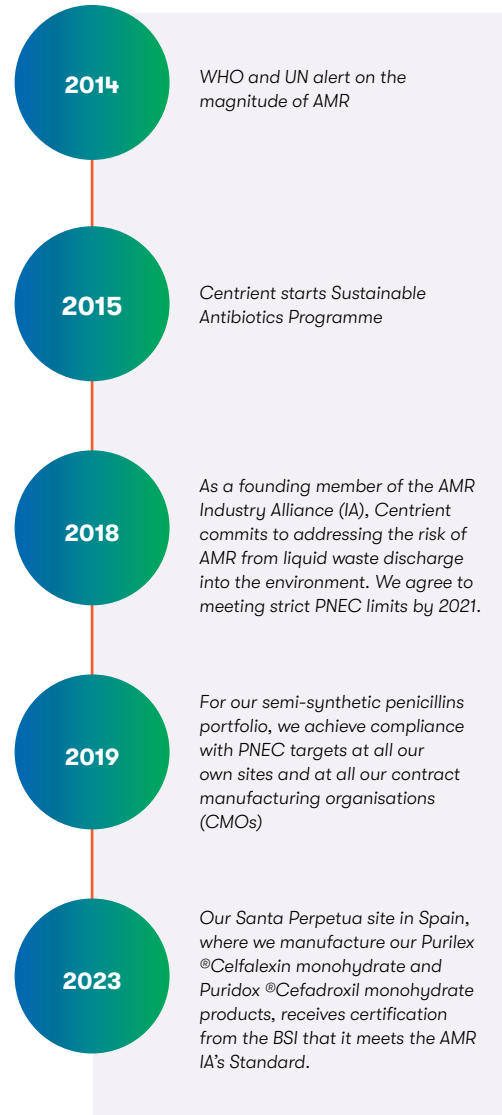
Anti-AMR efforts have a long history at Centrient. In 2015, we launched our Sustainable Antibiotics programme, with broad and ambitious goals: to reduce the emission of antibiotics via any waste streams (solid, liquid and air) at production locations, and to not contribute to AMR via wastewater treatment plants (WWTPs).<sup>3</sup> As we have moved towards achieving these goals, our approach has evolved to incorporating new industry standards and cutting-edge techniques for removing active pharmaceutical ingredients (APIs) from wastewater.

### Leading the industry with 100% PNEC compliance

Centrient is a founding member of the AMR Industry Alliance (IA), which has established targets to ensure residual antibiotics in wastewater do not exceed safe levels (see box-out). We reached a significant milestone in early 2022, achieving 100% compliance with the IA's predicted no-effect concentration (PNEC) target values for all wastewater streams.<sup>4</sup> Crucially, this also included compliance with limits at all our supplier sites - which is critical because fighting AMR demands cohesive action across the entire antibiotic supply chain.

<sup>3</sup> Compared to reference of municipal WWTPs.

<sup>4</sup> This stricter limit is based on a PNEC list. The Predicted Environmental Concentration (PEC) in waste streams is measured using a method adapted from the US Environmental Protection Agency (1694).



To ensure we are manufacturing our products responsibly, we have equipped our sites with dedicated WWTPs, which are continuously operated and regularly upgraded. The treated water is stringently tested, and we monitor our performance monthly against PNEC target values at a third-party lab in the Netherlands. Our teams have also developed ingenious methods to identify any resistant bacteria present in WWTP effluents and activated sludge, and have pioneered an innovative approach using betalactamase enzymes to destroy antibiotic material from wastewater streams.

### Safeguarding the future

Centrient is determined to maintain its leadership position as a responsible manufacturing company. To us, that means taking a whole value chain approach and working cohesively with other stakeholders to achieve an AMR-free manufacturing

### Independent certification verifies Centrient's performance

In 2023, our Santa Perpetua site in Spain received independent certification for meeting international standards for Minimised Risk of AMR. Under this pilot scheme, the British Standards Institution (BSI) carried out third-party verification to check that the AMR IA's Antibiotic Manufacturing Standard was being followed. The certification confirms that we are living up to our commitments to limit our impact on the environment and address AMR."

## Centrient highlighted by Access to Medicine Foundation

In a 2023 report titled “Methods matter: What steps are companies taking to help curb AMR by manufacturing responsibly?” the Access to Medicine Foundation, a research organisation also known for the AMR Benchmark, highlighted Centrient for the critical role we play in reducing the impact of antibiotic waste in the environment. The report states that Centrient “utilise[s] extensive and comprehensive waste treatment processes to ensure wastewater safety.”

base, while addressing AMR proactively and going beyond minimum requirements and expectations.

Continuous focus on minimising AMR will ensure our position as a sustainable business in the long-term. For example, national procurers are increasingly looking at responsible manufacturing and AMR as part of their tendering decisions. In 2022, the UK’s National Health Service (NHS) piloted a tendering process that takes AMR into account, and several Nordic countries (Norway, Iceland and Denmark) introduced new criteria in 2023 rewarding compliance with industry standards. As a member of the Pharmaceutical Supply Chain Initiative (PSCI), we are strongly committed to incorporating environmental criteria into sourcing decisions.

With a continued focus on eliminating opportunities for AMR to develop during the antibiotic manufacturing process, Centrient is staying ahead of the curve and safeguarding the future of sustainable healthcare systems by keeping foundational drugs effective.



## AMR Industry Alliance

The AMR IA brings together a range of companies and industry associations that are committed to tackling drug resistance, including resistance that can develop from the discharge of antibiotic wastewater into the environment. In order to guide the safe disposal of antibiotic waste, the IA published a Common Antibiotic Manufacturing Framework in 2018, and agreed on a list of PNEC targets in 2019.

In 2022, the IA went one step further by establishing its official Antibiotic Manufacturing Standard, facilitated by the British Standards Institution (BSI). To verify that they are meeting the IA’s Antibiotic Manufacturing Standard, companies can now take part in the BSI’s Minimised Risk of AMR Certification Programme, which provides independent third-party certification. Centrient worked closely with the IA and the BSI to shape the standards used for this certification, ultimately piloting the programme at one of our sites (see box, page 28).



## 2.4 Waste management, plastics and pollution

Alongside products for our customers, our manufacturing operations also generate waste – and Centrient is determined to minimise the impact of this waste on the environment.

Centrient's approach to wastewater is covered in more detail in sections 2.2 and 2.3 (above). This section of the report focuses primarily on solid waste, which includes by-products, salts and packaging materials, and is categorised as either hazardous or non-hazardous waste.

All Centrient sites have developed best practices for waste management in line with local regulations. Our efforts in waste repurposing, energy recovery and recycling, significantly reduce our impact on the environment. We collect information about what happens to our waste through internal monitoring and recording procedures, which are aligned with local requirements (where these exist). Third-party contractors who handle solid waste undergo due diligence checks and are obliged to adhere to applicable regulations and internal procedures.

Although our total waste generation increased in 2022 and 2023, mainly due to the expansion of our production, the vast majority of our waste (97%) was either recycled or recovered for internal or external use. For more information on waste management, see Annex 3. We continue to improve our waste management process, and look for additional opportunities to repurpose our waste streams.



### Key targets

- + 90% of waste is repurposed by 2030 - achieved**
- + Zero waste to land-fill by 2030, unless no viable alternative is available - on track**
- + No single-use plastic in our own sites by 2023 - achieved**





## A plastic waste solution at our Delft site

At our manufacturing site in Delft, we have identified and implemented an innovative solution to cut down our waste disposal emissions. Previously, the site incinerated 12,000 kg of plastic waste per year, generating GHG emissions. The team in Delft found a solution to this problem in the circular economy, whereby existing materials are shared, reused, repaired, refurbished or recycled for as long as possible. Now, we are able to repurpose our used intermediate bulk containers (IBCs) and have other plastic waste collected by an expert cleaning company, which cleans the waste and sells it on for further use. This significantly reduces our plastic waste and guarantees a second life for our IBCs.



## 2.5 Innovation and continuous improvement

Centrient's strategic focus on innovation and technology is designed to ensure that we maintain a leadership position in technology, sustainability and compliance. Our strategy is twofold: we seek to innovate our existing processes, while also expanding Centrient's product portfolio utilising biosynthesis technology.

In 2022, we established an Innovation & Technology Development (ITD) department to drive both product and process-driven growth. In 2023, we defined the team's mission, vision and purpose, while executing several key programmes, such as the upcoming opening of our Innovation Lab, which will bring together a team of brilliant scientists and leaders. Our strategic programmes reached a full potential EBITDA impact of EUR 36 million annual value by 2030. Centrient aims to secure long-term business continuity by delivering a diversified portfolio and innovative process technologies.

### Barcelona lab: a new era of innovation

In October 2023, Centrient announced plans to open its first dedicated innovation laboratory in Barcelona, Spain – a key development that will support Centrient's evolution from a manufacturer to innovation partner to our customers and markets. The laboratory, which is part of an existing innovation hub being developed by global pharmaceutical company Almirall, also provides a channel to initiate innovation programmes and develop collaborations with industry partners.

Opening its doors in the first quarter of 2024, the new innovation laboratory has become the epicentre of Centrient's product innovation efforts worldwide, known as the New Pipeline programme, as well as expanding our existing technology development capabilities, such as

our global bioprocessing laboratory in Delft. It provides a central hub for Centrient's product and process innovation, complementing and building on our existing research and development capabilities around the world.

Furthermore, the laboratory – which runs on 100 % renewable energy – will support Centrient's innovation activities across a number of core focus areas linked to our biotechnology expertise. These include strain conservation, strain and enzyme development, industrial microbiology, laboratory-scale fermentation, and enzyme processing and application. We currently have five innovation projects under execution and five under screening at different stages of the New Pipeline programme funnel.

The laboratory's location in Barcelona – home to a thriving biotech ecosystem – will provide access to talented professionals who can help us execute our strategy and deliver on our purpose. We expect to employ at least 18 people by the end of 2024. Besides a dedicated team of scientists and team leaders, new office spaces will be available for Centrient employees from different departments, boosting efficiency and collaboration.



## Product pipeline

Besides delivering innovative technologies for our core products, portfolio diversification is crucial to ensure long-term business continuity and the implementation of our strategy. Broadening our product range will help us reach more patients and deliver on our purpose to improve lives through innovative and sustainable manufacturing of medicines.

We manufacture our products using proprietary technology and most of our active pharmaceutical ingredients (APIs) are produced using our own biotechnology routes, which typically comprise the use of fermentation processes and enzymatic steps. All enzymes are produced in-house. Centrient's active development programmes work on improving key biotechnological steps using modern biotechnology tools, contributing to our purpose to improve lives through innovative and sustainable manufacturing of medicines.

### Our distinct capabilities benefit Centrient's customers in terms of:

- + Higher yield due to higher purity
- + Improved machine efficiency due to better flow
- + Larger batch size, meaning less testing and administration at quality control departments
- + Relief of registration efforts due to reduced impurity level
- + Guaranteed activity of the active substance over its approved shelf life

### New Pipeline programme

At the end of 2021, we selected specific close-to-core programmes to be pursued in a newly created New Pipeline programme, including Piperacillin and an expansion of the Penicillin G platform. By building our pipeline, we are not

only building up Centrient's future growth drivers, but also adding high-value assets to the pathway by expanding and ring-fencing a high level of expertise and capabilities; building the corresponding infrastructure; and creating a long-term strategy roadmap.

In 2022 and 2023, we expanded the scope of our New Pipeline Portfolio to include a selection of finished dosage forms (FDFs) and API products. Most of the products leverage biosynthesis as their core added value and a more sustainable, cost-competitive proposition for the market.

I&TD has made progress on both strategy and execution, by applying Open Innovation to accelerate diversification and working with strategic partners on protected biotechnology. As a result of these efforts, the New Pipeline programme comprised multiple approved product programmes in execution at the end of 2023.

In addition, all projects in the pipeline have at least one sustainability-related benefit.

Furthermore, we have established Intellectual Property (IP) as a key driver of opportunities where exclusivities are still in place (such as being first to generic market) or opportunities that allow Centrient to generate high-value IP that is strategically relevant to the company.

## Process improvement

Centrient's strongest competitive advantages are our manufacturing processes, state-of-the-art technology and sustainable production. We utilise industrial fermentations and biocatalysis (bio-technology) for the production of medicines, which are more efficient and sustainable than the traditional chemical alternatives. As such, our Technology or Process Innovation Programme is a critical component of I&TD's mission to maintain Centrient's long-term competitive positioning.





We continuously work on simplifying FDF production processes, namely by improving the technology transfer process and efficiency.

For both Centrient's semi-synthetic cephalosporin (SSC) and semi-synthetic penicillin (SSP) product ranges, work is ongoing to improve the production strains. The first strains

from this programme were implemented in production in 2022. These improvements will boost yield and output whilst reducing the waste generated by the processes.

#### **Efficient and sustainable**

Our efforts to ensure more efficient production processes also represent an opportunity to deliver more sustainable

operations for Centrient. We are focused on reducing water and raw material use, lowering carbon emissions and limiting production waste in line with our ESG Ambition. In addition, we continue to monitor antimicrobial activity (AMA) via PEC/PNEC regular measurements in our wastewater streams and have implemented dedicated analytical procedures for this.







### 3. Caring for people



## 3.1 Access to medicines

Making foundational medicines available to those who need them improves the health of patients and is the basis of every modern healthcare system in the world. However, a range of issues – including growing demand, supply chain disruptions, and global shortages – can make ensuring this access a major global challenge.

As a mid-size company with an outsized impact on society, and as a key business-to-business supplier, Centrient relies on its customers to deliver the final product to patients. Because of our position in the supply chain, we play a vital role in ensuring a reliable and stable supply of our

products – including active pharmaceutical ingredients (APIs) and finished dosage forms (FDFs) – so that they can ultimately reach those who need them. In doing so, we can contribute directly to increasing access to key foundational medicines.

### Facilitating access through a sustainable supply chain

#### Our long-term commitment to patients

In the 1940s, Centrient became one of the first large-scale producers of antibiotics. More than 75 years later, we remain committed to providing the highest-quality APIs and FDFs. Today, 69% of our portfolio is in the World Health Organization (WHO)'s list of essential medicines.

- + **A key global player in enzymatic beta-lactam antibiotic production.** Our products, such as cephalexin and cefadroxil monohydrate, are used to treat serious bacterial infections.
- + **Centrient's amoxicillin products contribute to one billion patient treatments per year.** Amoxicillin is used to treat a variety of bacterial infections and enables advanced medical procedures. The WHO includes it on its list of Critically Important Antimicrobials for Human Medicine.
- + **69% of medicines in Centrient's portfolio are included in the WHO Essential Medicines List.** The list presents a list of minimum medicine needs for a basic healthcare system, listing the most efficacious, safe and cost-effective medicines for priority conditions.



In 2022 and 2023, we reached patients around the world with a total of 1.5 billion treatments each year, including our antibiotic and statin formulations, as well as the FDFs prepared from the APIs we supply. In this way, we helped to prevent infections, facilitated other medical treatments and improved the quality of life for patients. We pledge to continue producing our portfolio of foundational antibiotics and statins.

#### Safeguarding security of supply

Centrient is committed to providing customers with a supply of critical APIs and compounds. We are one of the last remaining manufacturers of certain compounds, including base penicillin G, in the Western Hemisphere. We engage with stakeholders from all sectors to raise awareness of the vulnerability of the supply chain, and to identify solutions. In 2021, we participated in public dialogues and contributed to the EU Pharma

Strategy, which aims to improve the security of medicinal supplies.

According to the WHO, shortages of essential medicines are a global issue, affecting a range of high-, middle- and low-income countries.

In 2022 and 2023, the world saw shortages of antibiotics in particular. A confluence of factors fuelled these shortages, including an increase in the number of infections; inflation; supply chain disruptions; regulations; and increasingly fragile supply chains.\* Antibiotic supply chains are increasingly characterised by a lack of players at each stage of the chain, including fewer sources of raw materials

\* For more information, see the 2022 Access to Medicine Index and the Access to Medicine's other reports on supply chains for generic medicines.

and key intermediates. When there are fewer players in the supply chain, an issue with a single factory or manufacturer can lead to a potential gap in supply.

In terms of our own supply chain, Centrient's multi-supplier strategy ensures we are not dependent on a single supplier for our raw materials and intermediates. Our production is mostly backward-integrated, which allows better control over our supply chain, as well as enabling us to produce and deliver our APIs from multiple production sites.

### Capacity increase

During 2022 and 2023, we continued with our investment plans and expanded the capacity of our Toansa facilities in India. At the end of 2023, other capacity increase projects started at our plants in Yushu (China) and Ramos Arizpe (Mexico).

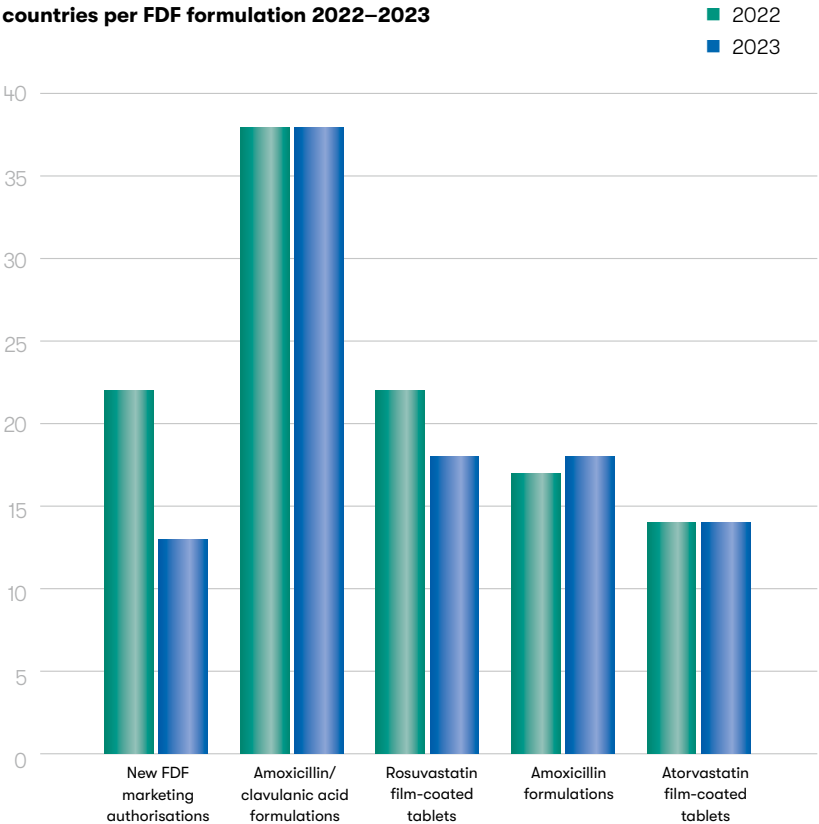
### Continuing to launch and register new products

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. Below, we detail the number of new

product and market approvals for FDFs we received in 2022 and 2023, as well as our overall FDF portfolio figures.

In 2023, we also progressed on our close-to-core innovation New Pipeline programme (see section 2.5). This now consists of seven approved projects and programmes that reached the execution phase by the end of 2023.

**New FDF marketing authorisations and number of registered countries per FDF formulation 2022–2023**



- + Centrient is a **global market leader in nystatin**. Nystatin is an antifungal medication used to treat *Candida albicans* infections, a common type of fungal infection affecting up to one billion people each year. Nystatin is featured on the WHO's Model List of Essential Medicines (EML).
- + **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 one of the most important market players in atorvastatin and rosuvastatin**. Atorvastatin and rosuvastatin are the most effective statins for lowering low-density lipoprotein (LDL) cholesterol levels.



## 3.2 Touching lives: Centrient's CSR programme



In 2023, we launched a Corporate Social Responsibility (CSR) framework for the governance, management and coordination of our socially driven global and local CSR initiatives across Centrient, which you can read more about in this chapter. Our CSR initiatives currently focus on three main pillars:

1

Improving the lives of the communities in which we operate through social support

2

Taking care of the environment

3

Enhancing quality of education and AMR awareness

Through our governance structure, we have two platforms focused on the execution of CSR activities. In the European regions, our activities are executed through country presidents who ensure our CSR strategy is in line with our ESG priorities. In Mexico, China, and India, in collaboration with the country presidents, our CSR activities are coordinated and managed by our Global Purpose Platform (GPP) – an internally driven platform for passionate young professionals to engage with, collaborate, and work on initiatives that contribute to social and environmental issues. The GPP teams in these regions oversee global initiatives, project management and employee engagement.

Through socially driven initiatives on a global and local level, our community activities support our ESG objective to impact 50,000 lives per year by 2030.



### Improving the lives of communities

In **Spain**, we liaised with the Portolà Foundation, a non-profit organisation that supports the social and professional integration of people with intellectual disabilities. To mark *Diada de Sant Jordi* (Saint George's Day), which is a Catholic holiday, also known as the Day of Books and Roses, Centrient had roses and recyclable cups delivered to our office for our colleagues to enjoy. The employee gifts were created by the Foundation's programme participants, and Centrient made a donation of approximately EUR 800 from 30 colleagues. Over 250 lives were impacted by this initiative, including the Foundation members and the individuals they support.

In rural or underserved areas, access to healthcare can be a challenge. Centrient **India** has been working since 2013 to remove barriers to care in the villages near our

manufacturing facility in Toansa, Punjab. In 2023, we broadened our reach by teaming up with our CSR partner Spherule to set up a mobile healthcare unit (MHU). An MHU is a specially designed vehicle equipped with medical facilities and staffed by healthcare professionals to provide essential healthcare services directly to the community. The MHU provides health checkups and medicines to individuals who otherwise would have limited or no access to healthcare services due to their remote location, leading to early detection and management of health issues. To date, the MHU has impacted approximately 1,200 lives in six villages around Toansa.

In July 2023, the village of Toansa experienced torrential rains, causing massive flooding and numerous landslides that affected not only our manufacturing site but also the entire community, impacting approximately 2,500 lives. Centrient India provided relief to those affected by the floods in nearby villages by distributing essential medicines



Saint George's Day, Spain



Mobile Healthcare Unit, India





## STEPtember

Each year in September, Centrient colleagues from around the world participate in a global walking competition as part of our global community action initiatives. Guided by our purpose and ESG ambition, in 2023, we set an ambitious target: 134 teams competing to achieve 15 million steps in 15 days! As part of the challenge, Centrient also makes donations to local communities in need, across regions, where our teams have collectively achieved their target 'steps', contributing to the health and well-being of our employees and to our shared purpose of making a positive impact globally.



Our offices in the **Netherlands** organised an activity with the non-profit organisation Plastic Whale, whose mission is to rid the world of plastics from land and sea. On their 'plastic fishing' trip in Rotterdam in September 2022, more than 25 colleagues used nets to collect plastic waste and debris from the canals. Plastic Whale uses the plastic collected to create more fishing boats as well as new office furniture, in collaboration with furniture manufacturer Vepa.

(e.g., paracetamol, oral rehydration solution (ORS) powder, anti-diarrhoeal medications, and antiseptics); defogging affected areas; holding personal hygiene sessions to create awareness around waterborne diseases and associated health risks during the monsoon; and distributing personal hygiene kits consisting of liquid soaps, hand towels, toothbrushes, toothpaste and ORS powder to those in need.

Meanwhile, in **China**, more than 280 colleagues participated in the global STEPtember walkathon event in 2023, which supports employee well-being as well as local philanthropy. In countries where teams record more than three million steps, we make donations to local community projects. As a result of Centrient China's efforts, we were able to donate approximately EUR 3,000 in school supplies and sports equipment to two local middle schools in the cities of Yushu and Zibo, impacting over 2,000 lives. Many students in need received essential items to support their education and words of encouragement from our employees.







Plastic Whale Fishing trip, the Netherlands



Earth Day in Mexico

For Earth Day 2022, our employees in **Mexico** connected with young people in the community as part of this global annual event in support of environmental protection. The Centrient Americas team hosted an event that attracted more than 400 participants, focused on the topic: 'Mexico, Biodiversidad que asombra' (Biodiversity that amazes). Activities included a children's drawing contest, webinars on sustainability and biodiversity, and an exhibition on Mexican biodiversity. Our employees also donated and planted trees at a local school, which impacted 380 children.

## Earth Day

Each year in April, all Centrient sites host activities in recognition of Earth Day, inspired by the annual themes spotlighted by the non-profit, EARTHDAY.org. These activities include community-based gardening, nature restoration and reforestation, as well as employee engagement activities - hands-on, highly impactful projects aimed at assisting our communities.



In 2022 and 2023, we partnered with Superheroes Against Superbugs (SaS), an **India**-based public engagement initiative to raise public awareness and encourage community dialogue and action on AMR. Together, we hosted workshops in schools in Rupnagar, Punjab and Dhunela, Gurgaon. They included a creative mix of interactive lectures and activity-based sessions, all of which helped students better understand the potential drivers of AMR and drug-resistant infections, such as irresponsible antibiotic use, poor hygiene and inadequate infection control. The 30 students created comics displaying their understanding of tackling AMR, which were displayed at an exhibition in the school where more than 100 students participated.



Superheroes Against Superbugs, India

## More CSR projects from around the world

Donated **120 articles of clothing** for Dress for Success in the Netherlands



Donated **EUR 4,500** to school to support nutrition during STEPtember in the Netherlands



Carried out community garden work in Rotterdam, the Netherlands - a city where **1 in 4 children live in poverty**



Donated **EUR 2,000** to Delft Present Foundation to tackle local poverty and isolation



Donated **EUR 2,500** to Hand-to-Hand Foundation in Spain



Partnered with NGO **All India Human Development Council** for education promotion



Upgraded **school infrastructure** in Toansa, India



Donated sports equipment and clothing to **100 female students** in Gurgaon, India



Planted **50 trees and 500 saplings** on Earth Day in India



Provided healthcare and ambulance services for **300+ underprivileged patients** via Manas Dispensary, India



Donated epidemic prevention materials worth **EUR 50,000** in China



Donated **350 books** and **EUR 650** to promote reading on Children's Day in China



Donated **EUR 17,000** to village flooding victims in Yushu, China



Dedicated **EUR 900** to school tree planting and education on Earth Day in China



Donated cleaning supplies to shelter home for **30 girls** in Mexico



Donated sports equipment to **240** children during STEPtember in Mexico



Donated **8 boxes** of clothes to community of Tinuajuela, impacting 52 people



8

Donated provisions for hurricane victims in Acapulco, Mexico



Planted **600 pine trees** through Saltillo Ecologico reforestation initiative in Mexico



600

Donated **EUR 100** in school supplies to local kindergarten in Mexico

100

Donated **30 tree varieties** to school on Earth Day in Mexico

30

Donated **EUR 3,000** to support an elderly home and a school during 2023 STEPtember in Mexico

3,000

Participated in litter removal activities in surrounding communities in Mexico, impacting **5,500 lives**

5,500



## 3.3 Cultivating our talent

At Centrient, we are a community of people with a shared purpose. We are driven by our values and are committed to producing sustainable medicines that save lives. We believe that by catalyzing our employee potential and investing in our talent is the best enabler to deliver on our strategic roadmap.

Human Capital Development is a significant part of our vision, strategy and ESG ambition 2021 - 2030, and remains one of the main material topics for Centrient. Centrient's management team has developed a comprehensive set of policies, principles and programmes for development, which are tracked, monitored and reported.

Centrient has a diverse, multinational workforce operating from our sites and offices around the world. At the end of 2023, Centrient comprised 1,812 permanent employees globally, of which approximately 19% were women.

### Our guiding 'people principles'

With a clearly articulated Purpose, Values and Employee Value Proposition (EVP), we embed and drive a number of people-related principles with ongoing improvements and initiatives related to our business strategy.

### Talent acquisition and staffing

In 2023, we focused on simplifying and streamlining our people processes, building critical capabilities and further expanding the Centrient value proposition to attract and retain talent. The sensible and practical

investments we made in systems and key people have created value through improved efficiency. Our new talent acquisition approach is based on Centrient's strategic skills, knowledge and capability requirements, and draws from insights acquired through more than 100 independent capability gap assessments.

### Talent pipeline and development

Centrient offers a wide array of training opportunities focused on leadership, capability and employee skill development to achieve high performance, engagement and job satisfaction. Our learning philosophy is built on four key pillars: 1) Personal Effectiveness, 2) Value Behaviours, 3) People Process Support and 4) our Leadership Success Model. We have created world-class learning solutions around these pillars, based on the 70:20:10 learning principle.

### The 70:20:10 learning approach – How does it work for you?

For each pillar in the development curriculum, this guide provides you with practical suggestions for development based on the 70-20-10 principle:



+ **LEAP (Learning Experience Accelerator Platform):**

27 development topics, enabling self-development,  
58 leaders participated

+ **HPL (High Performance Leadership) programme:**

64 high-potential leaders were trained

+ **CEO Mentoring programme:** 6 high-potential women

leaders were coached and mentored

+ **CATALYST (Career Leader programme):** 24 young leaders

acquired advanced skills

### Skills for the modern workplace

We also deploy IT-related learning and training programmes that build capabilities in the specific functional areas critical to our safety and success, such as cybersecurity, ethics and business. These initiatives enable Centrient employees worldwide to develop the essential skills and knowledge they need to perform their roles, as part of our updated and expanded EVP.

### Training hours completed at Centrient

In hours	Q1 2023	Q2 2023	Q3 2023	Q4 2023
Compliance	107	136	521	568
On-boarding	20	13	269	9
E-learning	47	27	395	1,537
<b>Overall</b>	<b>174</b>	<b>176</b>	<b>1,185</b>	<b>2,114</b>



### Centrient Pharmaceuticals' people principles and beliefs

- + Our **talent management strategy** enables the realisation of high performance.
- + Our **Global EVP** of #NotJustAnotherJob, #ExploreLearnGrow, #RewardsThatMatter, #WeGenuinelyCare and #Empowerment provides a unique employee experience.
- + Our **purpose-driven development curriculum** addresses critical capabilities, especially in leadership and business that drive high performance and enable our employees to be their best.
- + **Authentic leaders lead with values and integrity.** Identifying and nurturing leadership potential will enhance business excellence and sustainability.
- + **Diversity, equity, and inclusion (DEI)** are important to us, and balanced representation at all levels is encouraged and recognised.
- + We believe in **inclusive value creation driven by ESG** and integrated into people practices.
- + Our employees possess talents that, when utilised in the right roles, enable both them and the organisation to thrive.

## Our human capital policies and ambitions

	Centrient social and governance policies and KPIs
<b>Gender and inclusion</b>	<p>Ambition: To foster diversity and nurture inclusion</p> <p><b>Target</b></p> <ul style="list-style-type: none"> <li>+ Women to account for 50% of all leadership positions by 2025</li> </ul>
<b>Employee engagement</b>	<p>Ambition: A highly engaged workforce</p> <p><b>Targets</b></p> <ul style="list-style-type: none"> <li>+ Regarded as an employer of choice, indicated by top 10% industry benchmark position by 2025</li> <li>+ Conduct employee engagement survey (THRIVE) every two years</li> </ul>
<b>Working conditions</b>	<p>Ambition: A workplace where everyone is treated fairly, with respect and without bias, and where all employees can speak up and voice issues</p> <p><b>Targets</b></p> <ul style="list-style-type: none"> <li>+ Achieve certified human and labour rights compliance in our operations by 2024</li> <li>+ Zero tolerance with 0% incidents of child labour, forced labour or human trafficking</li> <li>+ 100% employee grievance redressal, with resolved SpeakUp cases increasing year-on-year</li> <li>+ Social dialogue: all eligible employees covered in Work Councils and have freedom of association as applicable</li> <li>+ 98% of eligible employees committed to the Centrient Code of Conduct</li> </ul>
<b>Career management and development</b>	<p>Ambition: Continuously upskill our people and ensure progress on development for all</p> <p><b>Targets</b></p> <ul style="list-style-type: none"> <li>+ 98% of total workforce receive regular performance and development reviews by 2022</li> <li>+ 100% of eligible employees receive career, skills related or other necessary training (including leadership training sessions, safety, human rights, ABC, etc.)</li> </ul>
<b>Employee health and safety</b>	<p>Ambition: Facilitate a safe work environment for employees</p> <p><b>Target</b></p> <ul style="list-style-type: none"> <li>+ Zero recordable injuries</li> </ul>

## Performance and development review (PDR) and transition assistance

Our PDR cycle consists of mid- and end-year employee reviews and provides opportunities for transparent feedback between employer and employee. In 2023, 100% of our employees received regular performance and career development reviews, enabling tailored development plans to be actioned for all employees. We have fully digitised the PDR process for greater efficiency.

Centrient also has a transition assistance programme in place to provide employees with assistance with their next step based on their eligibility and needs.

## Looking ahead: OneCentrient

To be best prepared for whatever changes come our way, we believe that forming a closely interconnected organisation bridges and connects our people to our purpose, delivering for our customers and ultimately to the patients we serve. In support of this, we are launching the 'OneCentrient' framework to accelerate the execution of our strategy and to drive passion for our purpose of improving lives through the sustainable and innovative manufacture of medicines. The purpose of the framework is to support our employees to engage and understand their contributions to our purpose and our impact. We aim to nurture an efficient, agile and high-impact organisation; develop excellence in our organisation with clear priorities; and adapt to the future where necessary by focusing on what we do, how we do it, and the impact we have to deliver growth.

We have aligned the framework to our strategic pillars, supported by our Values, Mission and Purpose. Our approach is driven and implemented by the 'tone at the top', and we will leverage our existing employee engagement and development plans to provide support where needed.



### 3.4 Diversity, equity and inclusion: Proud to Be Me @ Centrient



As we embark on another year of progress and growth, it is important to reflect on the principles that drive our organisation forwards. At Centrient, our journey towards excellence has been marked by continuous evolution and innovation. But one steadfast commitment remains unchanged: our mission to enhance lives through the innovative and sustainable manufacture of medicines.

Central to this mission is our belief that the composition of our organisation should mirror the societies we serve. We recognise that true innovation and sustainable progress can only be achieved by embracing diversity and inclusion across our operations. By fostering an environment where every individual is valued, respected, and empowered

to contribute their unique perspectives, we unlock new possibilities for innovation and growth. This is reflected in our diversity, equity and inclusion (DEI) aspiration:

- + ***We are committed to a future that is shaped by our uniqueness and purpose.***
- + ***To being a place where you can be you and to understand and celebrate each other to deliver purposeful growth.***

#### Leveraging diversity

We define diversity as the traits, characteristics, cultures and experiences that both differentiate us and make us alike. We aim for diverse representation, from the front lines to our leadership teams, which brings a multitude of perspectives

and knowledge to support effective decision-making and more productive collaboration among employees.

Our priorities in this area are to embrace gender, stage of life and cultural diversity at Centrient. We do this by increasing diversity of representation at all levels of the organisation, with a focus on senior leadership and critical roles, thereby generating more efficiency, innovation and creativity in support of our business goals.

#### Equity @ work

For us, equity is all about fairness: providing support that helps all team members to thrive and access opportunities. Equity is embedded in our policies and practices to provide equal access to opportunities as well as outcomes, in order to create a truly meritocratic environment and ultimately drive productivity.

At Centrient, we focus on reaching higher levels of openness, fairness and transparency, such as by learning about different perspectives and creating an inclusive workspace. We believe that when employees feel they are treated fairly, they will take greater ownership and accountability for the results they deliver. In support of this, we perform pay equity reviews in all countries, introduced flexible working hours and organised a training programme on unconscious bias.

#### An inclusive workplace

A culture of inclusion is one that shows consistently welcoming and accepting behaviours. It is a culture where employees participate fully and are actively listened to, and where they can bring their full self to work. By nurturing people's sense of being valued, included and empowered, we can further grow employee engagement.

We seek to fully understand and leverage the uniqueness of our global workforce to unlock people's potential. Inclusive environments are widely understood to create a strong sense of belonging, which in turn increases performance and purpose-driven action: from the head, heart and hands. Some examples of inclusion initiatives in 2022 and 2023 included an internal awareness programme, inclusive leadership training and a new CEO discussion panel. Our 2022 Employee Engagement Survey (EES), with a participation rate of 97%, showed that the majority of employees feel their opinion is valued at work (rated 8.1).

### Progress so far

Diversity is not a new concept at Centrient: with over 1,800 employees working in 14 locations worldwide, we

### 'Women at Centrient' network

Our Employee Resource Groups (ERG) include the Women of Centrient network, which aims to build networks, partnerships and allyship within the organisation.

The network was established in 2022 for employees who had pre-registered their interest and is now available for the entire organisation. Nine sessions have been held so far, featuring keynote speakers from the public and private sectors on topics such as leadership, personal brand, work-life balance, and resilience.

Going forward, the network plans to make the sessions more interactive and source ideas for topics from employees, making them more engaging and attractive for participants.

### An employee's view on Centrient's parental leave

Our gender-neutral parental leave has helped families find a caregiving arrangement that works for them. Colleague Shashank Singhal says: 'Centrient's EVP is constantly evolving and our organisation is always looking for ways to care for its people. About two years ago, I was blessed with a baby boy. It was our first child, and my wife found it quite challenging both physically and mentally. Thanks to Centrient's gender-neutral parental leave policy, I was able to spend those critical first 90 days with my family. I'll never forget that special time!'

are diverse by nature. Some 85% of our organisation is non-European, and we have people from more than 30 different nationalities, with women representing 20% of our executive roles and 33% of senior management positions (30% of management positions overall).

We are taking steps to leverage Centrient's existing diversity to its full potential and to increase diversity further. Awareness is the first step towards change. In 2022 and 2023, we executed an internal workplace awareness programme, as well as training in topics such as unconscious bias and integrating diversity into all leadership training in 2023.

We also established programmes such as Catalyst, which identifies potential executive talent at an early stage, and CEO Women Mentoring programme, which focuses on developing women in middle management roles. During recruitment processes, we require a diverse slate of candidates, and aim to consider experiences over qualifications to expand talent pools.

In support of greater equity, we introduced a hybrid working model and gender-neutral parental and grand-parental leave, recognising different family types and needs. We regularly assess our pay practices. Our Gender Pay Equity Assessment concluded that there were no major gender pay gaps, and four potential cases were addressed immediately. In addition to ongoing monitoring, we ask leaders for feedback on our inclusive practices on a quarterly basis.

Our vision for inclusion has been integrated into the Centrient leadership model, training and onboarding programmes, which outline the behaviours and values we expect our employees to commit to.

### DEI targets

DEI is embedded in our ESG agenda, in the area of improving human health and social impact. We have set the following relevant targets:

Gender balance of <b>50%</b> in senior management roles by 2025	As of 31 December 2023, this was <b>33%</b> (2022: 30%)
Inclusive leadership, with less than <b>8%</b> voluntary attrition	As of 31 December 2023, this was <b>9.5%</b>
Certified <b>human and labour rights compliance</b> in our operations by 2024.	As of 31 December 2023, we have <b>completed a human rights impact assessment</b> to verify compliance with the main local and global applicable frameworks

## 2024 DEI Roadmap

Although we have taken significant steps on our DEI journey, there remains some way to go. Our 2024 DEI Roadmap outlines key actions, dates and accountabilities to drive our agenda to its full potential.

Priorities for the year ahead include:

- + Continuing to manage our diverse talent pool and development programmes to increase the pipeline of female talent at Centrient
- + Empowering employee networks to drive transparency and awareness, and validate their effectiveness with a survey
- + Conducting our first dedicated DEI survey
- + Developing interview skills for hiring managers and enhancing our onboarding programme

## Our people are proud to work at Centrient

8.1

*'I'm inspired by the purpose and mission of our organisation.'*

8.1

*'My job enables me to learn and develop new skills.'*

7.9

*'If I do great work, I know that it will be recognised.'*

8.2

*'My manager cares about me as a person.'*

8.1

*'At work, my opinions seem to be valued.'*

## Recent 'Women at Centrient' speakers



### Laura Winterling

Motivational coach and speaker, physicist, former astronaut instructor, helicopter pilot and paramedic assistant



### Jana Lynne Sanchez

Seasoned communications consultant and trusted advisor to senior executives, high-profile authors and entrepreneurs across Europe and the U.S.



### Kathy Chen

Vice President, Partner Sales and Ecosystems, Asia Pacific and Japan at Citrix



### Dr. Kiran Bedi

Expert in Public Administration, creative and reformative policing, and prison management; founder of the India Vision Foundation and Navjyoti



### Malene Rydahl

Writer, keynote speaker and executive coach



## 3.5 Health and safety

### Keeping people safe

At Centrient, we remain fully committed to our ambition to maintain an injury-free work environment with the highest safety standards. Our promise of 'Everyone safely home every day' applies to all employees, contractors and other stakeholders we work with.

This objective underpinned a series of new activities, projects and initiatives during 2022 and 2023.

#### Incident management

Continuous focus and effort led to an improvement in our Safety, Health and Environment (SHE) performance.

In 2023, the number of recordable injuries decreased by 40% to 6, from 10 cases in 2022. Our total recordable injury rate for 2023 is 0.20%, compared with 0.34% in 2022. Our Yushu, Toansa, Zibo and Mexico sites have remained recordable injury-free for more than a year.

Our work to reduce Loss of Primary Containments (LOPCs), including Process Safety Incidents (PSIs), also continues. In 2023, we were successful in limiting our LOPC-PSIs to 7, compared with 13 in 2022. However, our total overall LOPCs for the year 2023 were 23, slightly higher than the 19 in 2022. Our Delft site will dedicate further attention to improvement in this area.

#### Shop-floor initiatives

In 2021, we started to look at improving the visibility of our management team, to better guide and support shop-floor teams on safe behaviours. In early 2023, we set an objective to improve the quality of 'Gemba walks': the practice of 'workplace walk-throughs' where management observe their employees, ask about their work, and make suggestions for efficiency. We implemented a common process across all our sites, including a specialised training session on Gemba walks for all site leadership teams. We see a clear improvement following this initiative and have received positive feedback from both management and shop floor employees. In 2023, approximately 1,800 Gemba rounds were recorded, almost twice the 911 conducted in 2022. Our focus on management visibility will continue into 2024.

Our sites conduct ongoing local programmes to improve safety behaviour, including shop-floor and SHE talks. For example, our Mexico site initiated a special drive to improve safety behaviour through weekly 'timeout





sessions', where employees and contractors took part in innovative and interactive games led by a psychologist. In Yushu, the team organised a specialised training workshop on office safety.

### Measuring what matters

It is important to continuously measure our effectiveness to identify where we are doing well and where improvements can be made. In 2023, we implemented safety performance dashboards to facilitate this. These help our managers and SHE professionals gain a deeper understanding of all our 'lagging and leading' indicators on the subject.

## Centrient's SHE policy statement

**Safety, Health and Environment (SHE)** are an 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.







## 4. Managing our business responsibly



## 4.1 Responsible business practices

Centrient's business practices are guided by our Purpose of 'Improving lives through innovative and sustainable manufacturing of foundational medicines', and are motivated by our brand promise of Quality, Reliability and Sustainability. As a key market player in foundational medicines, we commit to ensuring a high standard of transparency and professional ethics.

Centrient's work is delivered via a framework of sound governance and responsible practices supported by a responsive hierarchy of processes, documentation and values. Our framework enables us to prioritise sustainability across our manufacturing operations and product portfolio and ensure that we deliver high-quality products at competitive prices. This creates a positive impact not only for our customers, but ultimately for patients and the planet.

Centrient adheres to governmental regulations, quality and environmental standards accreditations, and industry platform guidelines such as the Pharmaceutical Supply Chain Initiative (PSCI). To remain up to date with our responsibilities, we constantly monitor contemporary global ESG challenges, while working to mitigate antimicrobial resistance (AMR), climate change and other pressing concerns.

Our Centrient Code of Conduct (CCoC) sets out a clear standard of conduct for our internal behaviours and all our business relationships. It provides an overview of laws, regulations and company policies, as well as practical guidance. Employees can use the CCoC as a tool, guiding them on how to live up to our Purpose and act according to our shared values of Passion, Accountability, Collaboration, Innovation and Caring.



## 4.2 Ethics and compliance

At Centrient, it is important that we lead by example and maintain our long-standing culture of transparency and professional ethics. We feel a strong sense of responsibility to all our stakeholders: employees, customers, suppliers, shareholders and society at large. We are committed to being a reliable partner that conducts business according to high ethical standards. This requires us to continuously evaluate, improve and expand our ethics and compliance programme.

### Compliance governance framework

We apply a robust compliance governance framework to ensure that our business is managed responsibly. Our ethics and compliance programme is supported by Centrient's Board of Directors, Executive Committee and Supervisory Board, which work together to oversee its implementation and effectiveness.

Our strong compliance culture is fostered by our Global Risk & Compliance department on a day-to-day basis through the implementation of up-to-date policies and procedures, continuous training and advice. The department also ensures that the compliance programme is as efficient and effective as possible, taking into account our unique characteristics as an organisation. Most of our sites and key suppliers undergo anti-bribery and corruption assessments through audits by the PSCI.

### Centrient Code of Conduct

Centrient commits to conducting business in an ethical way, with respect for the law and our shared values of Passion, Accountability, Collaboration, Innovation and Caring. The CCoC reflects our high ethical standards and full commitment to doing the right thing, and provides an overview of the laws, regulations and company



policies that apply to the work of all Centrient employees. See the corporate governance section of our website for more information.

In 2020, we launched our renewed CCoC, which reiterates our commitment to doing the right thing and covers topics such as trade control compliance; competition law compliance; anti-bribery and corruption (ABC); data privacy compliance; human rights; health and safety; and information security.

All Centrient employees are required to know and follow the principles of the CCoC and to confirm annually that they have read the CCoC and understand their resulting responsibilities. **In 2023, 97% of employees confirmed their commitment to the principles set out in the CCoC through our training tool.\***

### Business Partner Code of Conduct

In 2021, we launched our updated Business Partner Code of Conduct (BPCoC), which emphasises that we also expect our business partners to do the right thing and uphold ethical standards equivalent to our own. As of the end of 2023, 100% of our active suppliers have signed our BPCoC.

### Our SpeakUp procedure

We believe an effective reporting system helps us to foster a culture of integrity and high ethical standards. Employees and third parties are therefore encouraged to raise any concerns about possible misconduct via our **SpeakUp** tool. It provides multiple channels through which people can report their concerns, including the independent SpeakUp website and hotline, with the option to share anonymously if desired.

Employees are trained on Centrient's SpeakUp policy, which sets out the procedures to follow when making

a report. We apply strict principles of non-retaliation, anonymity and privacy during investigations into SpeakUp complaints, and all reports of possible misconduct are investigated promptly, scrupulously and confidentially. If reports are substantiated, disciplinary action is taken as appropriate, in line with Centrient's Guidelines for Disciplinary Sanctions that we apply consistently across all our regions.

In 2023, we received a total of 17 SpeakUp complaints across all regions where we are active, resulting in seven confirmed CCoC breaches and three dismissals or disciplinary actions. For the remaining cases, where no serious breaches were found, we defined corrective actions where necessary.



*\* Employees currently on long-term leave, such as parental leave, will have an opportunity to confirm their CCoC commitment upon their return to work.*

### Ensuring up-to-date policies and procedures

We continuously update our compliance policies and procedures, and took steps in 2022 and 2023 to ensure continued adherence by employees.

**The Centrient Conflicts of Interest (COI) Policy** sets out procedures for all Centrient employees, clearly explaining how to avoid conflicts of interest and describing what to do, should such an incident occur. For the latter, we have implemented the **COI Register**, in which all employees are required to record all actual, potential or perceived conflicts of interest.

At Centrient, we respect the privacy of our employees, customers and other stakeholders, and we apply relevant laws and our own internal privacy rules to ensure personal data is handled with the greatest care. We have in place a **Global Privacy Policy**, an **Employee Privacy Notice**, a **Third-Party Privacy Notice** and a **Data Breach Notification Protocol**, which were first implemented when the EU's General Data Protection Regulation (GDPR) came into force in 2018.

We have company-wide **guidelines on how to handle gifts and hospitality**. All employees are required to record any gifts and/or hospitality with a value of at least EUR 25 in the new **Gifts and Hospitality Register**.

Centrient has a **Global Anti-bribery and Corruption (ABC) Compliance Policy** and an **ABC Manual** in place. These documents align with the Centrient COI Policy and accompanying COI Register, as well as the Gifts and Hospitality Register. In addition, they set out the third-party management process used by Centrient, which requires background checks on third parties (e.g. suppliers) to ensure their authenticity, good reputation and qualifications, and to mitigate potential bribery- and corruption-related risks.



Employees also receive **Compliance Guidelines**, which are short dos and don'ts on commonly arising topics, to give them further guidance where needed. We regularly share informative communications with our employees to keep them abreast of relevant developments in the compliance field.

### Compliance training programme

Continuous training is a key component of Centrient's approach to compliance. We provide dedicated, mandatory

training on various compliance-related topics, including ABC, competition law, trade controls policy and privacy.

### Anti-bribery and corruption

One of the principles of our CCoC is that Centrient employees should refrain from being party to any form of bribery or corruption when conducting business. Furthermore, we do not offer or accept gifts or hospitality that could potentially compromise the decisions we make, or those made by our partners.

To ensure our people live up to this principle, we provide continuous training to a specific group of Centrient employees, the 'ABC target group'. This includes employees who are likely to interact with government figures, customers, suppliers and regulatory bodies, among others. Every year, these employees complete an e-learning course. In 2023, employees received in-depth ABC online training, including a knowledge test, which was completed by **98% of participants**.

Every two years, the ABC target group also receives a tailor-made classroom-based training session that addresses specific aspects of our Centrient business. The sessions take place at various Centrient locations worldwide.

### Competition law

Free and fair competition is one of Centrient's essential business principles, and compliance with competition law is integral to our company's success as well as its reputation. In accord with Centrient's strict **Competition Law Compliance Policy**, management undertakes every reasonable effort to maintain strict compliance with the applicable rules.

To ensure everyone lives up to our competition law principles, we provide continuous training to a specific group of Centrient employees (the competition law target group). These employees complete a twice-yearly e-learning course that includes a knowledge test. The target group also receives biennial classroom-based training, with 160 members of the group having received face-to-face training on relevant topics during 2022 and 2023. These sessions were held at Centrient locations around the world.

In 2022 and 2023, there were no legal actions against Centrient related to anti-competitive behaviour, anti-trust or monopoly practices.

## Training on trade controls

With import and export transactions a daily occurrence at Centrient, we must ensure strict compliance with all trade controls, rules and procedures applicable to our business. We provide regular employee training sessions to ensure this. Within Centrient, we ensure that the Trade Compliance Officers responsible for carrying out trade controls screenings are trained on trade controls specifics, as well as relevant developments, via 3 dedicated training sessions and regular communications.

## Privacy

When employees join Centrient, they receive several online training sessions on privacy. Face-to-face training or written guidance on Centrient's strict **Privacy Policy** is also provided to relevant Centrient teams, including Human Resources and Information Technology (IT).

## Information security

Centrient has implemented an intensified security awareness programme, offering regular computer-based training sessions, as well as educational blogs on IT security and regular tests (for example, simulated phishing email exercises), to all Centrient employees.

## Due diligence

We have standard processes in place to conduct due diligence screenings of our business partners. We also follow strict rules and procedures when it comes to complying with the various trade control requirements that apply to our business.

## Our approach to human rights

At Centrient, we support and respect the rights of individuals. We adhere fully to the employment laws in the countries where we operate and uphold and support human rights in our sphere of influence.

## Human rights impact assessment

In 2023, we carried out a human rights impact assessment. This allowed us to obtain a baseline evaluation of our current monitoring mechanisms, and to identify the current and potential human rights-related impacts of our operations. It also allowed us to evaluate whether we have any gaps in terms of meeting international requirements, including from organisations such as the Organisation for Economic Co-operation and Development (OECD) and instruments such as the United Nations Guiding Principles on Business and Human Rights (UNGPs). A permanent monitoring system is being prepared over the course of 2024, including monitoring activities across our operations and our partners.

No incidents of human rights violations were reported at Centrient during 2022 and 2023.

**Human Rights** is a material topic for Centrient, as reflected in our recent double materiality assessment.

Centrient has a set of clearly defined human rights principles, which are firmly embedded at all levels of our organisation, beginning with our management team. Furthermore, Centrient's production sites are evaluated on their human rights performance as part of the PSCI audit protocol. During 2022 and 2023, three of our sites were assessed by PSCI, after which we began addressing any points for improvement.

All Centrient employees are obliged to know and follow the principles of the Centrient Code of Conduct,

which includes clearly defined high standards on human rights, and are required to commit on an annual basis to the Centrient Human Rights Position, a recognition of people's fundamental rights. We also expect our business partners to commit to the same high standards.



## 4.3 Responsible procurement and supply chain

Centrient's global manufacturing operations are supported by more than 2,600 global suppliers and contract manufacturing organisations (CMOs).

To ensure a responsible supply chain, we closely monitor the progress of our procurement activities against our internally defined ESG criteria. We demand the same commitment from our suppliers and partners on a wide range of ESG issues. This approach aligns with our recent materiality assessment, which identified **Sustainable Procurement** as a material topic for Centrient.

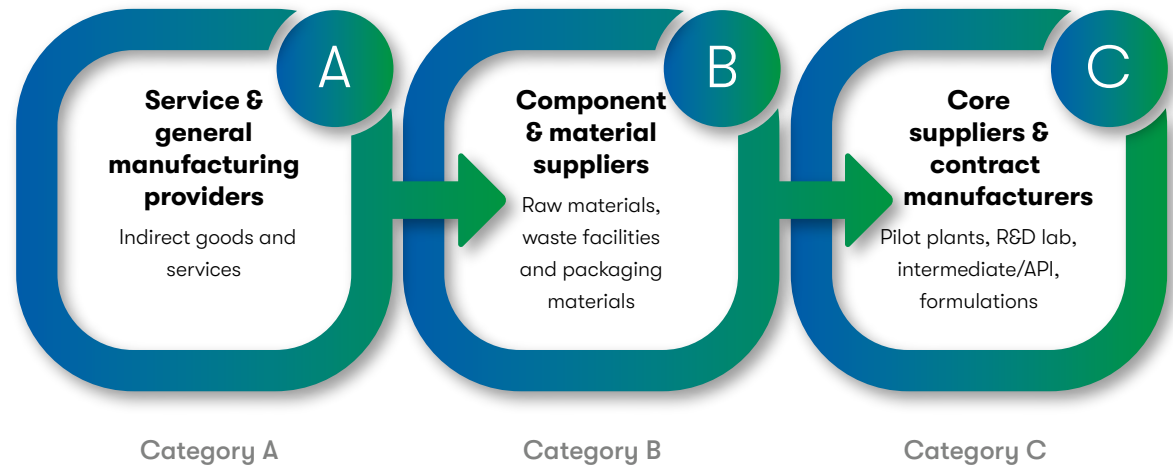
In line with our ESG Ambition 2021-2030, in 2023 we focused on our action plan to build a robust sustainable sourcing model, as approved by the Centrient Executive Committee.

Our suppliers and CMOs are organised into the following three categories, as defined by the PSCI classification principles for suppliers:

- + **Category A** suppliers, including indirect goods and services providers
- + **Category B** suppliers, including common raw materials suppliers, waste facilities and packaging components providers
- + **Category C** suppliers, including critical vendors, such as providers of intermediates and side chains, as well as CMOs and formulation suppliers

Our approach to making our supply chain more sustainable is guided by our core value of 'Collaboration'. This entails engaging with our suppliers through regular assessments, audits, and feedback sessions. Our primary focus is on our key suppliers of intermediates and APIs, as well as CMOs. The top

### Classification of Centrient's suppliers



10, representing 36% of our global spend, were assessed in 2023. We aim to complete 80% of sustainability assessments for Centrient's supplier base irrespective of category.

Centrient has defined procedures and policies for the approval of all new suppliers belonging to Category B and C and for the assessment of existing suppliers. More than 80% of our Category B and C suppliers have signed the Business Partner Code of Conduct as part of our contract management policy.

Audit outcomes are followed up with suppliers and CMOs so that adequate corrective and preventative measures are taken to ensure compliance with the sustainability principles.





# Centrient's key programmes

## Supplier approval based on quality, safety, health and environment

In 2022, Centrient shared an updated sustainability self-assessment questionnaire (SAQ) based on the PSCI principles for the assessment of new suppliers. The SAQ has been incorporated into the International Supplier Qualification and Approval Operating Procedure. All our new suppliers in Categories B and C are assessed based on the SAQ, with 73 suppliers having since passed and been approved.

Centrient seeks to assess its supplier base according to a common standard that covers all ESG elements. In this way, we can rank and rate vendors in terms of their maturity, monitor performance, and decide whether to do business with them based on their maturity and potential to evolve – rewarding top achievers while supporting those that fall below the baseline so that they can improve their performance. We are taking a three-step approach to ensure this:\*

- 1 Define ESG assessment tool**  
 ESG questionnaire and KPI Scorecard to be used for all suppliers and on a regular basis
- 2 Conduct ESG assessment**  
 Based on supplier response, rank vendors using an ESG performance framework
- 3 Manage supplier ESG performance**  
 Select suppliers based on ranking. Support suppliers – and potential suppliers – to improve their ESG performance

## PSCI audits



As a member of the PSCI since 2017, Centrient is committed to complying with PSCI principles and audit requirements.

We have developed a multi-year audit plan in which key existing CMOs and suppliers are identified for PSCI audits on an annual basis. Audits are conducted by PSCI-approved audit firms.

During 2022 and 2023, we conducted **6 PSCI sustainability audits**, with a further five planned for 2024. We also help our suppliers make improvements after the audits, through CAPA plans to address key findings. Suppliers, together with Centrient's sourcing team, receive training on PSCI sustainable sourcing principles.

## Combating AMR in our supply chain



As a founding member of the AMR Industry Alliance, Centrient is committed to combatting the spread of AMR across the pharmaceuticals value chain. To help ensure a responsible manufacturing process that does not contribute to AMR, in 2017 we developed an **internal AMR survey** to assess AMR risks in our antibiotic supply chain. The survey is conducted every three

\* Our Supplier ESG Standards: <https://shorturl.at/tCT25>

## Greenhouse gas emissions - scope 3

Category	Unit	2022	2023
Totals: categories 1-15	MT of Co <sub>2</sub> e	379,329	448,232

For a comprehensive overview of our scope 3 greenhouse gas emissions, refer to Annex 5.

years and covers Centrient's entire global supply chain for antibiotics.

In 2020, we conducted our second AMR survey with our antibiotics suppliers, focusing on wastewater management, solid waste management, predicted no-effect concentration (PNEC) compliance, AMR awareness and the impact of pharmaceuticals on the environment. The survey indicated that significant progress had been made since the previous study in 2018. We shared the findings with our suppliers, and we have established a clear schedule for our partners to report on their compliance with PNEC targets.

## Science-based targets for scope 3 carbon emissions

Of Centrient's carbon footprint, 60% is categorised as scope 3 indirect emissions, covering the extended supply chain of goods and services including partners, customers and suppliers. As committed in our ESG Ambition 2021-2030, we aim to take a leadership role in addressing ESG issues within the pharmaceutical supply chain. In 2023, we calculated our scope 3 emissions for the first time, identifying the main areas for steering.

We are working hard to reduce the scope 3 emissions of our suppliers, in order to reduce our own footprint and meet our climate targets.

In 2024, we aim to align our climate targets with science-based targets (SBTs) for all our scopes. As part of this process, we plan to work closely with our leading customers and suppliers to identify and validate our scope 3 emissions calculations with the Science Based Targets Initiative (SBTi). SBTs will then be mutually agreed upon in order to progressively reduce these emissions over the coming years.



## 4.4 Patient safety through quality management and regulatory affairs

### Quality management

Quality is a key driver of Centrient's continued success and the starting point for our brand promise of Quality, Reliability and Sustainability. Offering high-quality products and services is a guiding principle for our organisation, which we define as the degree to which our products and services provide both value to customers and sustainable care to patients. We believe that when you think of the patient first, quality follows.

This commitment to quality starts at the very top of our organisation, with our CEO and Executive Committee. It is embedded throughout Centrient by our Chief Quality Officer, our on-site quality managers and their teams.

### Quality implementation, monitoring, reviewing and improvement

The objectives of our quality management system are to achieve the required product quality, to establish and maintain a state of control and compliance, and to facilitate continuous improvement. We achieve this through two important pillars: knowledge management and quality risk management. In addition to implementation, we strive to maintain quality through a continuous process of monitoring, reviews and improvements.

+ Knowledge management

+ Quality risk management

### Our approach to quality management

This process is supported by the following four elements:



Our system for evaluating process performance and product quality is based on a series of key performance indicators, which are monitored on a weekly, monthly and quarterly basis. Centrient's Quality team reviews performance on a quantitative basis and works to maintain both processes and product quality within our pre-defined specifications.

## Quality compliance monitoring

Our annual Global Quality Audit Plan comprises regular customer audits, site-based quality assessments, and periodic and systematic reviews of our sites' operations, quality, compliance and adherence to internal and external quality regulations and policies.

### Overview of inspections and audits

Year	2021	2022	2023
Regulatory inspections	5	9	6
Customer audits	58	70	64



## Customer complaints and product recalls

In line with our guiding principle on high-quality products and services, we strive to respond quickly to customer complaints. We have standard operating procedures

(SOPs) in place to address this, written in line with international guidelines and applied across all our sites. Supporting our focus on the entire product life cycle, Centrient also has SOPs in place to perform a product recall if required.

As a result of our high-quality standards and rigorous application of policies, the number of supply chain (Demand and Supply Chain Management) complaints have decreased considerably since 2021 (see figure on the right). We will continue our efforts on product quality to reduce technical-related complaints.



### Supply chain and product quality complaint, 2022-23

Year	2021	2022	2023
Demand and Supply Chain Management (DSCM)	111	73	37
Technical - product quality related	82	189	277



## Regulatory affairs: Ensuring safe and compliant drugs

Centrient is the global business-to-business leader in sustainable, enzymatic antibiotics and next-generation statins. We produce and sell intermediates and active pharmaceutical ingredients (APIs), as well as our own tablets, capsules and other finished dosage forms (FDFs). With our global footprint and regulatory coverage, we serve customers in all parts of the world, with accredited manufacturing sites in six locations (see below). For each of these sites, the current Good Manufacturing Practice (GMP) accreditations awarded by various regulatory authorities are listed.

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

Ensuring global compliance with product and manufacturing regulations is key to operating sustainably. Centrient's Regulatory Affairs team ensures that all our products are approved for global sales by the relevant regulatory authorities and consequently comply with the highest quality standards. In addition, Regulatory Affairs plays an important role in helping to maintain and improve the quality of medicines around the world.

Centrient APIs are globally approved in the form of Certificates of Suitability (CEPs), US Drug Master Files (DMFs) and Japanese Drug Master Files (JDMFs).

## Setting the standard

Centrient has contributed to many reference standards in the world's two leading pharmacopoeias: the European Pharmacopoeia and the United States Pharmacopoeia.

Through our active involvement in expert groups and industry associations, we use our expertise to help set and maintain standards within the pharmaceutical industry.

We are also active within industry associations, sharing advice and feedback. For instance, we work closely with the Active Pharmaceutical Ingredients Committee (APIC), one of the sector groups of the European Chemical Industry Council that represents the European bulk pharmaceutical industry. Centrient is represented on the APIC Executive Committee as well as on numerous task forces overseeing different topics.

## Selected key developments

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

Our API and FDF portfolios already underwent a thorough risk assessment in 2020 and 2021 for nitrosamines – a class of compounds that includes many carcinogens – and the outcome of the assessment was 'No Risk'. We have followed this up by assessing each of our APIs for genotoxic impurities (i.e., chemicals that cause cell mutations) and testing them for elemental impurities (i.e., catalysts and environmental contaminants).

### FDF marketing authorisations

Across 2022 and 2023, we consolidated our portfolio of FDFs of the antibiotics and statins amoxicillin, amoxicillin/clavulanic acid, atorvastatin, rosuvastatin and caspofungin, with the overall number of approved marketing authorisations reaching 555 by the end of 2023. With this FDF portfolio, Centrient has customers in 26 countries in Europe and 31 countries worldwide.

### Pharmacovigilance

At Centrient, patient safety and quality go hand in hand as our top priorities. We therefore have a robust pharmacovigilance (PV) system in place to help ensure the safety of those who use our medicines. The PV system has been audited multiple times by our customers, confirming compliance with the current Good Pharmacovigilance Practice (GVP) guidelines prescribed by the European Medicines Agency. Through regular monitoring of scientific literature, clinical studies and other market reports, we identify potential safety issues. Any relevant findings are included in our patient leaflets for our FDF products.



## 4.5 Quotes from the Executive Committee



**Jorge Gil-Martinez**  
(Chief Scientific Officer)

“Thanks to our efforts to deliver a diversified portfolio, our strategic programmes and partnerships, and the application of state-of-the-art biotechnological tools, we have boosted our innovation potential to be the partner of choice for making pharmaceutical research a commercial reality.”



**Jean-Luc Giraud**  
(Chief Human Resources,  
Communications & ESG Officer)

“I’m proud to see the progress we have made in diversity, equity and inclusion in the past two years, which was underlined by the outcomes of our 2024 employee engagement survey. Only when we harness all the unique talent in our organisation, can we truly unlock the full potential of our business.”



**Vesna Kapelj**  
(Chief Technical Operations  
Officer)

“With the steps we are taking to manufacture our pharmaceuticals more sustainably, we are minimising our impact on the environment and safeguarding foundational medicines for the future. And through our work to prevent AMR, our medicines will remain effective.”



**Alexander Krujatz**  
(Chief Commercial Officer)

“We work with partners across the value chain to deliver on our ESG Ambition by making our foundational medicines available worldwide. Every new authorisation we receive for our products helps to increase access for patients around the world.”





**Fangbin Lu (Global Vice President and China Lead)**

“Our ESG Ambition sets out the path towards 2030, and I’m proud to see the progress we have made so far on our KPIs. Around the world, we are taking a leading role in sustainable manufacturing across the value chain, coupled with a commitment to the communities in which we operate.”



**Ronald Merckx (Chief Financial Officer)**

“We take compliance seriously and it is up to all of us to uphold our responsibilities. In 2022 and 2023 we have been preparing for the upcoming Corporate Sustainability Reporting Directive (CSRD) regulation in Europe, which requires close collaboration between Centrient’s broad range of topic experts and ESG specialists.”



**Line Sandberg (Chief Quality Officer)**

“The value we provide to society is based on the quality of our products, so we track our performance continuously through monitoring systems and assessments. We will continue to maintain our high standards and work to reduce customer complaints.”



**Karin Wörsdörfer-Nestby (General Counsel)**

“We expect Centrient employees and business partners to conduct their work safely and ethically. We see high levels of commitment to our Codes of Conduct, and any violations are investigated thoroughly.”

## 5. Other disclosures

### Annex 1 – Centrient ESG metrics: calculation methodology

The purpose of this document 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.

#### CO<sub>2</sub>e and energy

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

ESG category	Subcategory	Methodology, definition
<b>Energy</b>		
<b>Electricity (Mwh)</b>	Purchased electricity, consumed non-renewably	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, consumed renewably	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.  Supported by certification issued by local supplier for 100% renewable energy
	Self-generated electricity, consumed non-renewably	Total quantity of non-renewable electricity that is produced on site, from con-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, consumed renewably	Total quantity of renewable electricity generated by solar power, wind energy, etc., and consumed within the operations.
<b>Steam</b>		Total quantity of steam directly purchased as such and consumed within our operations.

ESG category	Subcategory	Methodology, definition
<b>Fuels</b>		
<b>Fuel consumption</b>		<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>
<b>Coal consumption</b>		Coal includes but is not limited to anthracite, bituminous coal, coke, lignite (briquettes), etc.
<b>Natural gas consumption</b>		<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>
<b>Furnace oil consumption</b>		<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 (CO<sub>2</sub>)
2. Methane (CH<sub>4</sub>)
3. Nitrous oxide (N<sub>2</sub>O)
4. Hydrofluorocarbons (HFCs)
5. Perfluorocarbons (PFCs)
6. Sulphur hexafluoride (SF<sub>6</sub>)
7. Nitrogen trifluoride (NF<sub>3</sub>)

For reporting purposes, all gases are converted to (CO<sub>2</sub>e CO<sub>2</sub> 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	Methodology, definition
<b>Direct emissions</b>	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	Methodology, definition
<b>Direct emissions</b>	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.

## Scope 2

ESG category	Methodology, definition
<b>Other indirect emissions</b>	Emissions associated with the consumption of energy purchased (market 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	Methodology, definition
<b>Direct indirect emissions</b>	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	Methodology, 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 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	Methodology, definition
PNEC compliant	Pharmaceutical wastewater is quantified and assessed against an environmental, scientifically calculated criteria to measure API concentration risks.
AMR IA Standard	Management of antibiotic process wastewater discharged during manufacturing to meet PNECs.

## Water

ESG category	Methodology, definition
<b>Water consumption</b>	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 from soil beneath the soil surface, usually under conditions where the pressure in the water is greater than the atmospheric pressure, and the soil voids are substantially filled with the water.
Water in stressed locations	Centrient determines, along with manufacturing sites, whether the location has been classified or marked as a water-stressed zone, based on an Internal assessment.

## Waste management

ESG category	Methodology, definition
<b>Waste management</b>	The process of collecting, treating, recycling and disposing of waste materials at Centrient's facilities.
	Disposal methods include:
	- Incineration: Incineration of waste with heat recovery
	- Landfill: Disposal of waste at a designated disposal site
	- Repurpose: 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
	- Recycled: Conversion of waste into reusable materials
	- Reused: Utilising materials for their original intended purpose

## Social

Treatments facilitated: The 2023 number of patient treatments provided is calculated based on API and FDF sales volume applied to a defined daily dose and treatment duration.

Product category	Calculation
<b>SSPs – API</b>	
Purimox	Standard treatment 250mg, four times per day for 5-7 days
Puricillin	Standard treatment 250mg, four times per day for 5-7 days
<b>SSCs – API</b>	
Purilex	500 mg per 10 days, - 5g of API per treatment
Puridrox	1000 mg per 10 days, - 10g of API per treatment
Puridin	1500 mg per 5 days, - 7.5g of API per treatment
Puriclor	500 mg per 5 days, - 2.5g of API per treatment
<b>SSPs - FDF</b>	
Amoxicillin - Powder for oral suspension	1 pack, one treatment
Amoxicillin - Tablet (Dispersible)	21 tablets per treatment
Amoxicillin - Hard capsule	21 tablets per treatment
Amoxicillin + Clavulanic acid (5:1)	1 pack, one treatment
<b>Statins - API</b>	
Atorvastatin	40 mg per year – 1.22g per month
Rosuvastatin	20 mg per year – 0.6g per month
<b>Statins - FDF</b>	
Atorvastatin	1 cap per day



Product category	Calculation
Rosuvastatin	1 cap per day
<b>Isoxasoles (Penicillin – General)</b>	Same as amoxicillin
<b>FDFs</b>	
New FDF marketing authorisations	Number of new FDF market authorisations per year
Registered countries per FDF formulation	Number of registered countries per FDF formulations of amoxicillin/clavulanic acid formulations and rosuvastatin film-coated tablets, per year

## CSR initiatives

ESG category	Methodology, 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>

\* 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.

ESG category	Methodology, definition
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 green/forestation activities: 1 tree = 1 person.</p>
Sports and recreational activities	*Direct number of people enrolled or people that participated in the activity.

## DEI

ESG category	Methodology, 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.
FTE	Full-time equivalent (FTE) measurement of the number of hours of total FTE and part-time equivalent (PTE) employees working for Centrient.
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.



## Training

ESG category	Methodology, 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	The number of voluntary training programmes completed to maintain and/or upskill employees through blended learning programmes, classroom and self-paced e-learning.

## Health and safety

ESG category	Methodology, definition
Human health and safety	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.

## Governance

### Human rights compliance

ESG category	Methodology, definition
Inclusive working conditions	A workplace where everyone is treated fairly, with respect and without bias, and where all employees can speak up and voice issues.
Severe human rights violations	This metric accounts for any kind of human rights violation reported by any available channel.
Performance reviews	An annual assessment of an employee's overall performance and their contribution to Centrient.
Protection of whistleblowers	The protection of employee(s) who reveal information related to wrongdoing or misconduct within Centrient.

## Sustainable procurement

ESG category	Methodology, 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> <p>Suppliers complying with our Sustainability Programme standards.</p>
Supply chain and product quality complaints	Any report of dissatisfaction (written, oral or electronic) related to the identity, quality, safety or effectiveness of any Centrient product manufactured or distributed.

## Annex 2 – Information disclosure on water withdrawn by source (including description of water stress areas and total dissolved solids)

### Disclosure on water withdrawn by source

Source	Unit	2021	Water-stressed area	2022	Water-stressed area	2023	Water-stressed area
Potable water (< 1,000 mg/L total dissolved solids)	ML	1,237	-	1,093	-	1,152	-
Surface water	ML	-	-	-	-	-	-
Ground/well water (< 1000 mg/L total dissolved solids)	ML	2,131	369,4*	1,861	210*	1,926	205*
Third-party water	ML	-	-	-	-	-	-
Produced water	ML	-	-	-	-	-	-
Sea water	ML	-	-	-	-	-	-
<b>Total water</b>	ML	3,367,8		2,953,8		3,078,0	

ML: Megalitre. \*Water with total dissolved solids > 1000 mg/L.

## Annex 3 – Information disclosure on waste generation and disposal management under different categories

Description	Unit	2021	2022	2023
Repurposed hazardous waste	MT	2,253	4,697	5,363
Repurposed non-hazardous waste	MT	88,530	80,582	101,596
<b>Total repurposed waste</b>	MT	90,783	85,279	106,959
Not-repurposed hazardous waste	MT	2,846	284	409
Not-repurposed nonhazardous waste	MT	1,577	-	252
<b>Total non-repurposed waste</b>	MT	4,423	284	661
Hazardous waste to landfill	MT	2,087	2,112	2,715
Non-hazardous waste to landfill	MT	1,521	489	117
<b>Total waste sent to landfill</b>	MT	3,608	2,601	2,832
<b>Percentage of repurposed waste</b>	%	92	97%	97%

Note: The majority of our waste (97% in 2022-2023) was recycled and recovered for other uses. MT: Metric ton

## Annex 4 – Information disclosure on energy consumption

Source	Unit	2021	2022	2023
Generated from Natural gas	MWH	-	41,026	37,494
Generated from Coal	MWH	-	166,829	170,322
Generated from Fuel Oil	MWH	-	58,300	62,040
Generated From renewable sources (solar and biogas)	MWH	-	55,093	82,621
Total Purchased electricity	MWH	-	251,505	246,816
Thereof - Purchased renewable electricity	MWH	-	55,093	82,621
Thereof - Purchased renewable electricity	%	-	18	25
Purchased steam	MWH		46,335	44,583

## Annex 5 – Information disclosure on greenhouse gas emissions

Scope	Source	Unit	2021	2022	2023
Scope 1	On-site fuel use (coal, natural gas, fuel oil, and other sources)	MT	87,494	136,647	142,740
	<b>Total scope 1 emissions</b>	MT	87,494	136,647	142,740
Scope 2	Electricity (market-based emissions)	MT	191,641	140,315	136,278
	External steam	MT	11,244	5,291	5,091
	<b>Total scope 2 emissions (market-based)</b>	MT	202,885	145,606	141,369
<b>Total</b>	<b>Scope 1 + scope 2</b>	MT	290,379	282,253	284,109
Intensity	GhG intensity (tCO <sub>2</sub> e/ton of product)		18,75	20,10	18,30
Scope 3	*Category 1 - Purchased goods and services	MT of Co <sub>2</sub> e	-	261,311	322,209
	Category 2 - Capital goods	MT of Co <sub>2</sub> e	-	11,679	12,753
	Category 3 - Fuel- and energy-related activities	MT of Co <sub>2</sub> e	-	63,332	64,007
	*Category 4 - Upstream transportation and distribution	MT of Co <sub>2</sub> e	-	18,108	23,975
	*Category 5 - Waste generated in operations	MT of Co <sub>2</sub> e	-	5,484	5,501
	*Category 6 - Business travel	MT of Co <sub>2</sub> e	-	1,195	1,530
	Category 7 - Employee commuting	MT of Co <sub>2</sub> e	-	3,832	3,798
	Category 8 - Upstream leased assets	MT of Co <sub>2</sub> e	-	-	-
	Category 9 - Downstream transportation and distribution	MT of Co <sub>2</sub> e	-	6	6
	Category 10 - Processing of sold products	MT of Co <sub>2</sub> e	-	14,008	14,048
	Category 11 - Use of sold products	MT of Co <sub>2</sub> e	-	-	-
	Category 12 - End-of-life treatment of sold products	MT of Co <sub>2</sub> e	-	374	405
	Category 13 - Downstream leased assets	MT of Co <sub>2</sub> e	-	-	-
	Category 14 - Franchises	MT of Co <sub>2</sub> e	-	-	-
	Category 15 - Investments	MT of Co <sub>2</sub> e	-	-	-
	<b>Total scope 3 emissions</b>			379,329	448,232

Note: Due to methodology changes, the values for categories 1, 4, 5, & 6 were restated in 2022

## Annex 6 – Information disclosure on employees

### Employee gender information

Permanent employee by gender	F	M	Overall
<b>Total</b>	346	1,466	<b>1,812</b>

### Employee gender information

Full-time employee (FTE) by gender	F	M	Overall
<b>Total</b>	328	1,457	<b>1,785</b>

### Consolidated: FTE & temporary employee information

Region	FTE	Temporary	
EMENA	302	27	
Americas	344		
Asia	515		
IBAP	624		
<b>Total</b>	<b>1,785</b>	<b>27</b>	<b>1,812</b>

## Additional environmental metrics

### Annex 7–Information on use of single-use plastics

Metric	Unit	2021	2022	2023
Single use plastics in our production sites (SUP) Kg	KGs	2,400	-	-

### Annex 8 – Information on PNEC compliance at Centrient sites

- AMR IA Framework compliance - self-certified
- Independent Minimized Risk of Antimicrobial Resistance (AMR) certification\*

Site	2021	2022	2023
Delft	■	■	■
Mexico	■	■	■
Toansa	■	■	■
Yushu	■	■	■
Zibo	■	■	■
Spain	■	■	■

Note: \*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



## Additional social metrics

### Annex 9 – Permanent employees by gender and total third party employees

Metric	Unit	2021	2022	2023
Employee gender information - Female	HC	357	365	346
Employee gender information - Male	HC	1,500	1,496	1,466
Full-time employees by gender - Female	FTE	336	344	328
Full-time employees by gender - Male	FTE	1,486	1,483	1,457
Leadership positions at Centrient - Female	HC	23	27	23
Leadership positions at Centrient - Male	HC	65	66	63
Thereof - *STEM Roles - Female	HC	85	121	133
Thereof - *STEM Roles - Male	HC	253	265	279
<b>*Total third party employees</b>	HC	315	457	333

Note: \*STEM (science, technology, engineering and math)

### Annex 11 – Employee performance and development, engagement and attrition

Category	Metric	Unit	2021	2022	2023
Performance and development review completion	Employees that completed PDR	%	92	97	98
Employee engagement	Employee engagement score	Points	77	79	NA
Employee attrition (voluntary)	Employee attrition	%	14	9,8	9,5

### Annex 10 – Employees per region by gender

Metric	Unit	2021	2022	2023
Americas - Female employees	HC	64	65	73
Asia - Female employees	HC	124	123	125
EMENA - Female employees	HC	100	105	97
IBAP - Female employees	HC	69	72	51
<b>Total female employees</b>		<b>357</b>	<b>365</b>	<b>346</b>
Americas - Male employees	HC	294	268	271
Asia - Male employees	HC	389	399	390
EMENA - Male employees	HC	225	232	232
IBAP - Male employees	HC	592	597	573
<b>Total male employees</b>		<b>1,500</b>	<b>1,496</b>	<b>1,466</b>

## Annex 12 – Employee training by hours, number of attendees and % over target audience

Metric	Unit	2021	2022	2023
Training hours - Compliance topics	Hours	411	482	265
Training hours - Onboarding	Hours	81	400	1,078
Training hours - E-learning	Hours	511	83	2,006
Training hours - GxP/Quality	Hours	-	17,953	12,672
Training hours - Health and safety	Hours	355	118	204
Training hours - Others	Hours	-	1,637	1,907
Training hours - Compliance - ABC	Hours	120	108	43
Training hours - Compliance - Code of Conduct inc. Speak up	Hours	238	417	315
Training hours - Compliance - Competition law	Hours	115	23	42
Training hours - Compliance - Privacy and IT Security	Hours	89	23	24
<b>Total number of training hours</b>		<b>1,920</b>	<b>21,244</b>	<b>18,556</b>
Employees - Compliance - ABC	Number of attendees	718	649	257
Employees - Compliance - Code of Conduct inc. Speak up	Number of attendees	1,745	2,499	1,885
Employees - Compliance - Competition law	Number of attendees	687	138	251
Employees - Compliance - Privacy and IT Security	Number of attendees	1,527	436	410
% - Compliance - ABC	% over target audience	78	80	76
% - Compliance - Code of Conduct inc. Speak up	% over target audience	100	77	76
% - Compliance - Competition law	% over target audience	-	-	98
% - Compliance - Privacy and IT Security	% over target audience	-	-	97

### Annex 13 – Safety performance and process safety

Category	Metric	Unit	2021	2022	2023
Safety performance (employees and contractors)	Total number of work-related recordable injuries	Num	10	10	6
Safety performance (employees and contractors)	Total number of work-related fatalities	Num	-	-	-
Safety performance (employees and contractors)	Recordable injury rate (per 200,000 work-hours)	Num	0,33	0,34	0,2
Safety performance - prevention (at site)	Gemba walks conducted	Num	806	911	1,821
Process safety	Number of PSIs (Process Safety Incidents)	Num	7	13	7
Process safety	Losses of Primary Containment – reportable (LOPCs) - including LOPC PSI.	Num	25	19	23

### Annex 14 – Patient treatments facilitated

Product category	Unit	2021	2022	2023
SSPs API	Num	903,741,975	824,288,723	854,136,004
SSPs FDF	Num	10,793,702	42,199,607	56,854,733
SSCs API	Num	441,611,938	398,536,600	426,067,589
Statins API	Num	108,244,284	136,762,549	124,750,449
Statis FDF	Num	17,863,439	30,535,220	30,944,889
Antifungals	Num	16,004,863	16,020,591	16,036,160
<b>Total patient treatments facilitated</b>		<b>1,498,260,202</b>	<b>1,448,343,291</b>	<b>1,508,789,825</b>

Note: Due to methodology changes, patient reach values were restated in 2021 and 2022

### Annex 15 – New FDF marketing authorisations

Metric	Unit	2021	2022	2023
New FDF marketing authorisations	Num	65	22	13

### Annex 16 – Number of registered countries per FDF formulation

Metric	Unit	2021	2022	2023
Amoxicillin/clavulanic acid formulations	Num	36	38	38
Rosuvastatin film-coated tablets	Num	19	22	18
Amoxicillin formulations	Num	17	17	18
Atorvastatin film-coated tablets	Num	15	14	14

## Additional governance metrics

### Annex 17 – Whistleblower/SpeakUp programme

Metric	Unit	2021	2022	2023
Number of cases reported	Num	20	21	17
% Investigations in progress	%	5	38	29
% Investigations completed	%	95	62	71
Human Rights violations reported - any channel	Num	-	-	-

### Annex 19 – Code of Conduct certification

Metric	Unit	2021	2022	2023
Employees that completed the Code of Conduct training	%	95	96	97

### Annex 21 – Stakeholder engagement activities

Metric	Unit	2021	2022	2023
External advocacy events	Num	-	6	5
Media outreach	Num	-	7	10
Customer communications	Num	-	6	6
Integrated engagement events	Num	-	6	8

### Annex 22 – Audits and inspections

Metric	Unit	2021	2022	2023
Regulatory inspections and audits received	Num	5	9	6
Customer audits	Num	58	70	64

### Annex 18 – Supply chain/product quality complaints

Metric	Unit	2021	2022	2023
Demand and Supply Chain Management (DSCM) complaints	Num	111	73	37
Technical - Product quality related complaints	Num	82	189	277

### Annex 20 – Board of Directors and Supervisory Board

Metric	Unit	2021	2022	2023
Centrient Executive Committee - Female members	HC	1	1	3
Centrient Executive Committee - Male members	HC	9	9	7
<b>Total Centrient Executive Committee members</b>	HC	<b>10</b>	<b>10</b>	<b>10</b>
Centrient Board of Directors (Inc. Supervisory board) - Female members	HC	1	3	3
Centrient Board of Directors (Inc. Supervisory board) - Male members	HC	6	4	4
<b>Total Board of Directors and Supervisory Board Members</b>	HC	<b>7</b>	<b>7</b>	<b>7</b>



## Annex 23 – Sustainable procurement

Category	Metric	Unit	2021	2022	2023
Sustainable Procurement - PSCI Audits	PSCI Audits executed on suppliers	Num	13,00	5,00	1,00
Sustainable Procurement - PSCI Audits	PSCI Audits received	Num	4,00	4,00	3,00
Sustainable Procurement - CoC Adherence	Suppliers adhering to our Business CoC	%	75,00	100,00	100,00
Sustainable Procurement - Suppliers engaged	Suppliers engaged on ESG Topics (training + questionnaires)	Num	-	73,00	21,00
Sustainable Procurement - Suppliers scanned via ESG Questionnaires	Suppliers scanned	Num			10,00*
Sustainable Procurement - Suppliers scanned via ESG Questionnaires	Suppliers meeting sustainability criteria - New	%			Under assessment**

\* Data collection started in 2023

\*\* Centrient is currently conducting a supplier evaluation

# GRI content index

The content index below details the GRI standards and sub-standards that have been reported.



Disclosure number	Description	Location
<b>GRI 102: General Disclosures 2016</b>		
<b>Organisational Profile</b>		
GRI 102-1	Name of the organisation	Page 8, About our business
GRI 102-2	Activities, brands, products and services	Page 12-14, 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 6, Our people; for net sales and capitalization information refer to <a href="https://bit.ly/3SX55J3">https://bit.ly/3SX55J3</a>
GRI 102-8	Information on employees and other workers	Page 10, Our people
GRI 102-9	Information on supply chain	Page 15, Our value chain
GRI 102-10	Significant changes to the organisation and its supply chain	Page 4, Letter from our CEO
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
<b>Strategy</b>		
GRI 102-14	Statement from senior decision-maker	Page 4, Letter from our CEO
GRI 102-15	Key impacts, risks and opportunities	Page 17, Our Material topics; Page 19, Risk Management
<b>Ethics and Integrity</b>		
GRI 102-16	Values, principles, standards, and norms of behavior	Page 8, About our business; Page 54-57, Ethics and Compliance

Disclosure number	Description	Location
<b>Stakeholder Engagement</b>		
GRI 102-17	Ethical advice and concerns	Page 55, Speakup procedure
GRI 102-18	Governance Structure	Page 8-9, Our leaders Page 16, ESG Governance
<b>Stakeholder Engagement</b>		
GRI 102-40	List of stakeholder groups	Page 21, Overview of Centrient's key stakeholder groups and engagement approaches
GRI 102-41	Collective bargaining agreement	Page 46, Our human capital policies and ambitions
GRI 102-42	Identifying and selecting stakeholders	Page 21, Overview of Centrient's key stakeholder groups and engagement approaches
GRI 102-43	Approach to stakeholder engagement	Page 21, Overview of Centrient's key stakeholder groups and engagement approaches
GRI 102-44	Key topics and concerns raised	Page 21, Overview of Centrient's key stakeholder groups and engagement approaches
<b>Reporting Practice</b>		
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 17, Our Material topics
GRI 102-47	List of material topics	Page 17, Our Material topics
GRI 102-48	Restatements of information	Page 3, Scope of reporting
GRI 102-49	Changes in reporting	Page 3, Scope of reporting
GRI 102-50	Reporting period	Page 3, Scope of reporting
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, 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
<b>GRI 203 – Indirect Economic Impacts</b>		
GRI 103	Management approach	Page 16, ESG Governance
GRI 203-1	Infrastructure investments and services supported	Page 38-43, Centrient CSR Programme



GRI 203-2	Significant indirect economic impacts	Page 4, Letter from our CEO; Page 35-35, Access to medicines; Page 8, About our business	SDG - 3
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#### **GRI 205 – Anti-Corruption 2016**

GRI 103	Management approach	Page 52-55, Ethics and Compliance	
GRI 205-1	Operations assessed for risk related to corruption	Page 52, Compliance governance framework	
GRI 205-2	Communication and training about anti-corruption policies and procedures	Page 54-55, 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 52-55, Ethics and Compliance	
GRI 206-1	Legal action for any competitive behaviour, anti-trust, and monopoly practices	Page 54, Competition Law; Page 55	



#### **GRI 302 – Energy 2016**

GRI 103-1,2,3	Management approach disclosure	Page 22-23, Our commitment to an environmentally sustainable business	SDG - 13
GRI 302-1	Energy consumption within the organisation	Page 22-23, Climate and energy	SDG - 7 & 13
GRI 302-4	Reduction of energy consumption	Page 23, Energy efficiency and renewable sources; Annex 4, Energy consumption	SDG - 7 & 13

#### **GRI 303 – Water and Effluents 2021**

GRI 103-1,2,3	Management approach disclosure	Page 22-23, Our commitment to an environmentally sustainable business	SDG - 6 & 12
GRI 303-1	Interaction with water as shared resource	Page 24-25, Water and environment	SDG - 6 & 12
GRI 303-2	Management of water discharge impacts	Page 26-27, Antimicrobial resistance	SDG - 6 & 12
GRI 303-3	Water withdrawal	Annex 2, Water withdrawn by source	SDG - 12

#### **GRI 305 – Emissions 2016**

GRI 103-1,2,3	Management approach disclosure	Page 22-23, Our commitment to an environmentally sustainable business	SDG - 13
GRI 305-1	Direct (Scope 1) GHG emissions	Page 22-23, Climate and energy	SDG - 13
GRI 305-2	Energy Indirect (Scope 2) GHG emissions	Page 23, Energy efficiency and renewable sources; Annex 4, Energy consumption	SDG - 7 & 13
GRI 305-3	Other indirect (Scope 3) GHG emissions	Annex 5, Greenhouse gas emissions; Page 57, Greenhouse gas emissions - scope 3	SDG - 13
GRI 305-4	GHG emission intensity	Annex 5, Greenhouse gas emissions	SDG - 13
GRI 305-5	Reduction of GHG emission	Page 23, Energy efficiency and renewable sources; Page 29, Innovation and continuous improvement; Annex 4, Energy consumption; Annex 5, Greenhouse gas emissions	SDG - 9 & 13



Disclosure number	Description	Location
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#### GRI 306 – Waste 2020

GRI 103-1,2,3	Management approach disclosure	Page 24-25, Our commitment to an environmentally sustainable business	SDG - 6 & 12
GRI 306-1	Waste generation and significant waste related impacts	Page 30-31, Waste management, plastics and pollution	SDG - 6 & 12
GRI 306-2	Management of significant waste related impacts	Page 30-31, Waste management, plastics and pollution	SDG - 6 & 12
GRI 306-3	Waste generated	Annex 3, 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 58-59, Responsible procurement and supply chain	SDG - 12 & 13
GRI 308-1	New suppliers screened using environmental criteria	Page 59, Centrient's key programmes	SDG - 12 & 13
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Page 58-59, Responsible procurement and supply chain. No significant environmental impacts were found in our assessments and no suppliers are blacklisted due to negative environmental impacts.	SDG - 12 & 13



#### GRI 404 – Training and Education 2016

GRI 103-1,2,3	Management approach disclosure	Page 44-46, Cultivating our talent	
GRI 404-1	Average hours of training per year per employee	Annex 12, 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 44-46, Cultivating our talent	SDG - 5
GRI 404-3	Percentage of employees receiving regular performance and careers development reviews	Page 46, Performance and development review (PDR) and transition assistance	

#### GRI 412 – Human Rights Assessment

GRI 103-1,2,3	Management approach disclosure	Page 57, Our approach to Human Rights	SDG - 8
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Page 57, Human rights impact assessment	SDG - 8
GRI 413-2	Employees training on human rights policies or procedures	Page 46, Our human capital policies and ambitions;	SDG - 8
GRI 413-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Page 57, Our approach to Human Rights	SDG - 8

## 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.

### 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 (CO<sub>2</sub>), Methane (CH<sub>4</sub>), Nitrous oxide (N<sub>2</sub>O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluorides (SF<sub>6</sub>), and Nitrogen Trifluoride (NF<sub>3</sub>). Centriant 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.

### Intergovernmental Panel on Climate Change (IPCC)

The UN body for assessing the science related to climate change. The IPCC provides regular assessments of the scientific basis of climate change, its impact and future risks, and options for adaptation and mitigation.

### 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.



## Acronyms and definitions

<b>ABC</b> anti-bribery and corruption	<b>FDF</b> finished dosage forms	<b>SBTi</b> Science Based Targets initiative
<b>7-ADCA</b> Aminodeacetoxy[1] cephalosporanic acid	<b>FTE</b> full-time equivalent	<b>S&amp;PT</b> science & process technology
<b>AMA</b> antimicrobial activity	<b>GHG</b> greenhouse gas	<b>SDG</b> Sustainable Development Goal
<b>AMR</b> antimicrobial resistance	<b>GMP</b> good manufacturing practice	<b>SHE</b> safety, health and environment
<b>AMR IA</b> Antimicrobial Resistance Industry Alliance	<b>GRI</b> Global Reporting Initiative	<b>SOP</b> standard operating procedure
<b>API</b> active pharmaceutical ingredient	<b>GVP</b> good pharmacovigilance practice	<b>SSC</b> semi-synthetic cephalosporin
<b>APIC</b> Active Pharmaceutical Ingredients Committee	<b>HPL</b> High Performance Leadership	<b>SSP</b> semi-synthetic penicillin
<b>BSI</b> British Standards Institute	<b>HR</b> Human Resources	<b>TJ</b> terajoule
<b>B2B</b> business to business	<b>HR IA</b> Human Rights Impact Assessment	<b>UN</b> United Nations
<b>CAMF</b> Common Antibiotic Manufacturing Framework	<b>IBAP</b> India, Bangladesh, Africa and Pakistan	<b>VOC</b> volatile organic compounds
<b>CAPA</b> corrective action and preventive action	<b>IT</b> information technology	<b>WEF</b> World Economic Forum
<b>CCoC</b> Centrient Code of Conduct	<b>I&amp;TD</b> innovation & technology development	<b>WHO</b> World Health Organization
<b>Cefic</b> European Chemical Industry Council	<b>kl</b> kilolitre	
<b>CEO</b> Chief Executive Officer	<b>KPI</b> key performance indicator	
<b>CI</b> continuous improvement	<b>kWh</b> kilowatt-hour	
<b>COD</b> chemical oxygen demand	<b>LEAP</b> Learning Experience Accelerator Platform	
<b>CMO</b> Contract Manufacturing Organisation	<b>LOPC</b> loss of primary containment	
<b>CRO</b> Contract Research Organisation	<b>M4E</b> Medicines for Europe	
<b>CSR</b> corporate social responsibility	<b>MEE</b> multi-effect evaporator	
<b>DEI</b> diversity, equity and inclusion	<b>ML</b> megalitre	
<b>EMENA</b> Europe, Middle East and North Africa	<b>MT</b> metric ton	
<b>ERG</b> employee resource groups	<b>MVR</b> mechanical vapour recompressor	
<b>ERM</b> enterprise risk management	<b>PA</b> public affairs	
<b>ESG</b> environmental, social and governance	<b>PDR</b> performance and development review	
<b>EVP</b> employee value proposition	<b>PEC</b> predicted environmental concentration	
<b>ExCom</b> Executive Committee	<b>PNEC</b> predicted no-effect concentration	
<b>FDA</b> Food and Drug Administration (USA)	<b>PSCI</b> Pharmaceutical Supply Chain Initiative	
	<b>PSI</b> process safety incident	
	<b>Q</b> quarter	
	<b>RAMP</b> Responsible Antibiotics Manufacturing Platform	
	<b>SBT</b> science-based target	



## Contact

For its sustainability reporting, Centrient uses an approach inspired by GRI standardised guidelines and performance indicators.

For more information, please visit  
**[www.centrient.com](http://www.centrient.com)**  
or email: **[info@centrient.com](mailto:info@centrient.com)**

### Contact information

For questions, feedback or more information please contact

Neil Moorhouse, Global Communications  
**Centrient Pharmaceuticals**  
Sir Winston Churchilllaan 299  
2288 DC Rijswijk  
The Netherlands  
**[info@centrient.com](mailto:info@centrient.com)**

### Colophon

Produced by Centrient  
Global Communications

### Coordinator

Guillermo Angeleri

### Editors

Guillermo Angeleri  
Carolina Huerta  
Neil Moorhouse  
Milena Ruszkowska

### Copywriting

Narrative Labs

### Graphic design

Annette Toeter

### Photos

Centrient Pharmaceuticals Netherlands B.V.,  
Freepik

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