

Environmental, Health, Safety & Sustainability

Progress Report -2026

„Zdravlje“AD Leskovac



Introduction

As a medium-sized pharmaceutical company, we are committed to minimizing the environmental impact of our operations on the local community in which we operate and contributing to a healthier planet. Our production site in Leskovac and commercial office in Belgrade operate under an integrated Environment, Health and Safety Management System (EHSMS), which supports environmental sustainability, occupational health and safety, and compliance with applicable local, national, and international regulatory requirements, as well as internationally recognized standards.

The EHSMS consists of an EHS Policy, EHS Manual, and a comprehensive set of Standard Operating Procedures (SOPs), work instructions, records, plans, and risk assessments. The system is structured in accordance with the requirements of ISO 14001 and ISO 45001 standards and is designed to meet the expectations of these management systems. The company previously maintained certification by SGS certification body from 2007 to 2017 and retains the capability for recertification.

Our EHSMS applies to all employees, contractors, and visitors within the scope of company operations. The system provides a consistent and proactive approach to risk management, focused on ensuring safe, healthy, and sustainable working conditions. The management system follows the internationally recognized Plan–Do–Check–Act (PDCA) cycle, supporting continuous improvement in environmental, health, and safety performance.

Our Commitment to achieving EHS&S goals and objectives is confirmed in EHS&S Policy signed by our senior management. Environmental compliance and sustainability are an operational responsibility of each business unit's line management, and each employee and it is described in each Job description.

EHS&S Policy adopted in 2025 is looked at as below:

Environmental, Health, Safety and Sustainability

Zdravlje AD Leskovac is committed to business practices that promote socially and environmentally responsible economic growth. This commitment is based upon the following beliefs:

- Everyone has the right to a safe and healthy working environment.
- We earn the right to operate by effective protection and management of the environment.
- All injuries, incidents and environmental releases are preventable.
- Compliance with all applicable laws, regulations, and other requirements that protect the environment, health and safety is fundamental to our well-being.
- By striving for excellence in environment, health, safety and sustainability we also protect, enhance and create business value for our Company.

These beliefs are consistent with our Mission and Vision and form the foundation for Zdravlje Environmental, Health, Safety and Sustainability Policy and the Company EHS Management System.

All Zdravlje employees, as well as customers, contractors, consultants and visitors to Zdravlje owned and/or operated locations are required to comply with this Policy and actively support its implementation by:

- Taking personal responsibility for the safety and welfare of themselves and others as a condition of employment and QUALITY.
- Ensuring that they have the needed knowledge, tools and processes and use INNOVATION to perform their work safely and protect the environment.
- Following all the company procedures and rules that protect the health and safety of individuals and the environment, and ensure the rational use of natural resources.
- Promptly reporting incidents and proactively correcting conditions and behaviors in the workplace that could harm individuals or the environment, building up the TRUST in our EHS&S System.
- Participating in our EHS programs and contributing to their continuous improvement.


By doing so, you will help Zdravlje attain our long-term goal: Healthy and safe workplace, without injuries, without incidents and without environmental releases, with sustainable growth and use of natural resources.

Kiren L. Naidoo
CEO



Leskovac,
05.05.2025.

Dusan Cvetanovic
Senior Operations Director



Version 2.0

Politika zaštite životne sredine, zdravlja, bezbednosti i održivog razvoja

Zdravlje AD Leskovac je posvećena poslovnoj praksi koja promovise društveno i ekološki odgovoran ekonomski razvoj. Ova posvećenost se bazira na sledećim uverenjima:

- Svako ima pravo na bezbedno i zdravo radno okruženje.
- Stičemo pravo da poslujemo tako što efikasno štitimo i upravljamo životnom sredinom.
- Sve povrede, incidenti i zagađenja životne sredine se mogu sprečiti.
- Usklađenosti sa važećom zakonskom regulativom, smernicama i drugim zahtevima koji štite životnu sredinu, zdravlje i bezbednost su osnova naše dobrobiti.
- Težeci da budemo najbolji u zaštiti životne sredine, očuvanju zdravlja, bezbednosti i održivom razvoju mi takođe štitimo, unapređujemo i stvaramo poslovne vrednosti za našu Kompaniju.

Ova uverenja su sastavni deo i osnov naše Misije i Vizije i Politike zaštite životne sredine, zdravlja, bezbednosti i održivog razvoja i kompanijskog EHS menadžment sistema.

Svi zaposleni Zdravlja, kao i klijenti, izvođači radova, konsultanti i posetioци u objektima i proizvodnim lokacijama Zdravlja su dužni da poštuju ovu politiku i aktivno podržavaju njenu primenu tako što:

- Prihvataju ličnu odgovornost za sopstvenu bezbednost i dobrobit, kao i bezbednost i dobrobit drugih kao uslov za rad i KVALITET.
- Obezbeđuju posedovanje dovoljno potrebnog znanja, alata i procesa i koriste INOVATIVNOST da svoje zadatke obavljaju na bezbedan način i da štite životnu sredinu.
- Poštuju sve kompanijske procedure i pravila koja obezbeđuju zaštitu zdravlja i bezbednost pojedinaca, kao i zaštitu životne sredine i racionalno korišćenje prirodnih resursa.
- Izveštavaju o incidentima odmah i proaktivno koriguju nebezbedne uslove i ponašanja u radnom okruženju koja mogu dovesti do povređivanja ili zagađenja životne sredine podižući POVERENJE u EHS&S sistem.
- Učestvuju u EHS programima i doprinose njihovom kontinuiranom unapređenju.

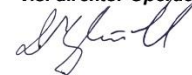
Poštujući napred navedeno, pomoći ćete da Zdravlje ostvari svoje dugoročne ciljeve: zdrava i bezbedna životna sredina, bez povreda, bez incidentata i bez zagađenja, uz održiv razvoj i domaćinsko korišćenja prirodnih resursa.

Kiren L. Naidoo
Generalni direktor



Leskovac,
05.05.2025.

Dušan Cvetanović
Viši direktor Operacija



Verzija 2.0

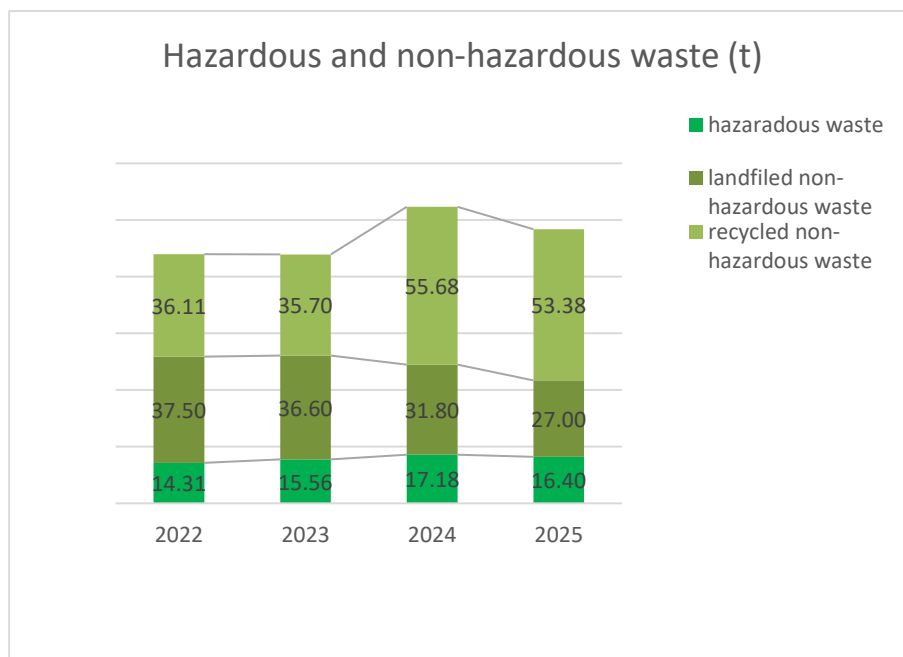
Environmental

Waste management and effluents

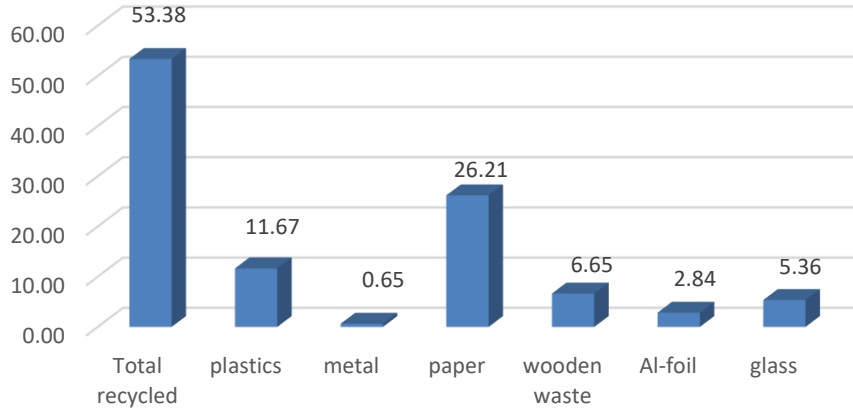
Zdravlje AD proactively prevents and address waste at various stages of operations. We apply the hierarchical principles of reducing, reusing and recycling to minimize waste and harness circularity. Our internal procedure for Waste Management was described in internal document PL-EHS-00001 Waste Management Plan that describes initiatives for minimizing hazardous and non-hazardous waste, evaluating the use of packaging materials and implementing reduce, reuse and recycling programs. Programme for solvents recovery still not implemented, but it was established programme for reduction of solvent consumption.

We are driving operational efficiencies by lowering resource use, waste and negative environmental impacts. In 2025, Zdravlje AD decreased overall waste generation by 6% (vs. 2024), including a 4.5% decrease in hazardous waste (vs.2024) .

With decreasing both non-hazardous waste that was landfilled (by 15 %) and non-hazardous waste that was recycled and reused by 4% (vs. 2024), total non- hazardous waste was decreased by 8% (vs.2024).



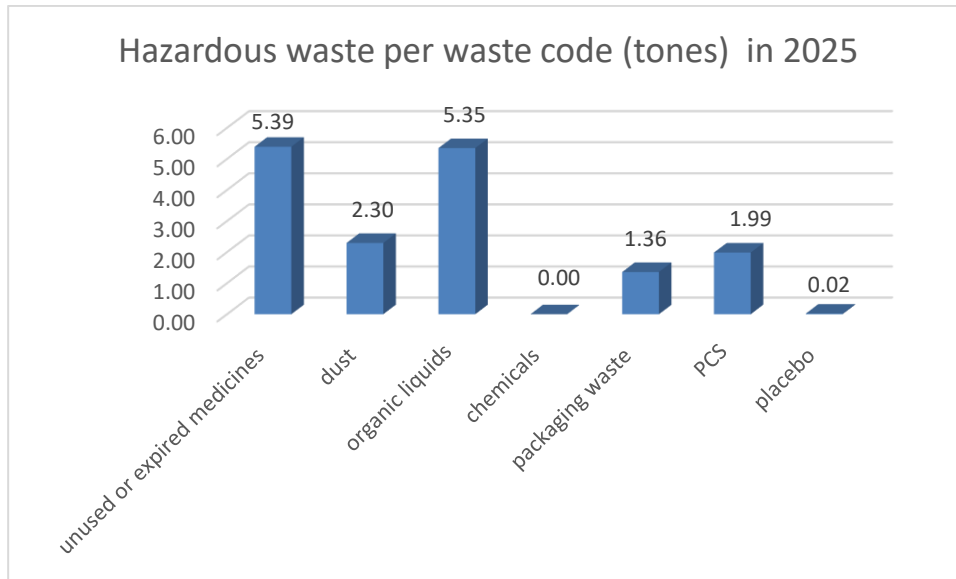
Reuse and recycling of non-hazardous waste per waste code (tones) in 2025



Leskovac "Zdravlje" site plastic recycling

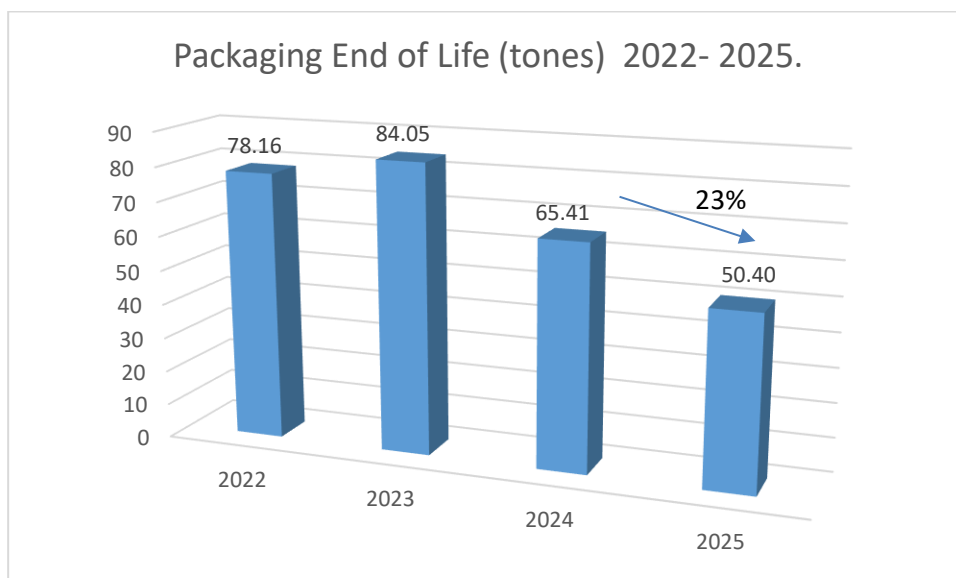


Example of Recycling of plastic waste waste



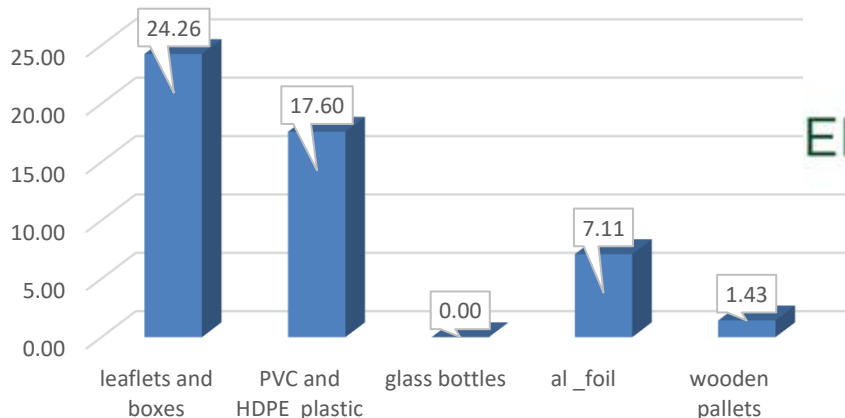
„Zdravlje“ AD continually works on reducing the overall mass of secondary and tertiary packaging materials, and traing to reuse wooden pallets used for transportation.

In 2025 the reduction of primary packaging material was 23% and includes waste in form of disposed packaging material after products consumption. It was managed by contracted operater EkoStarPack .



Packaging material for our products is designed to be easily dismantled for recycling and managed after consumption and easily segregated per packaging element.

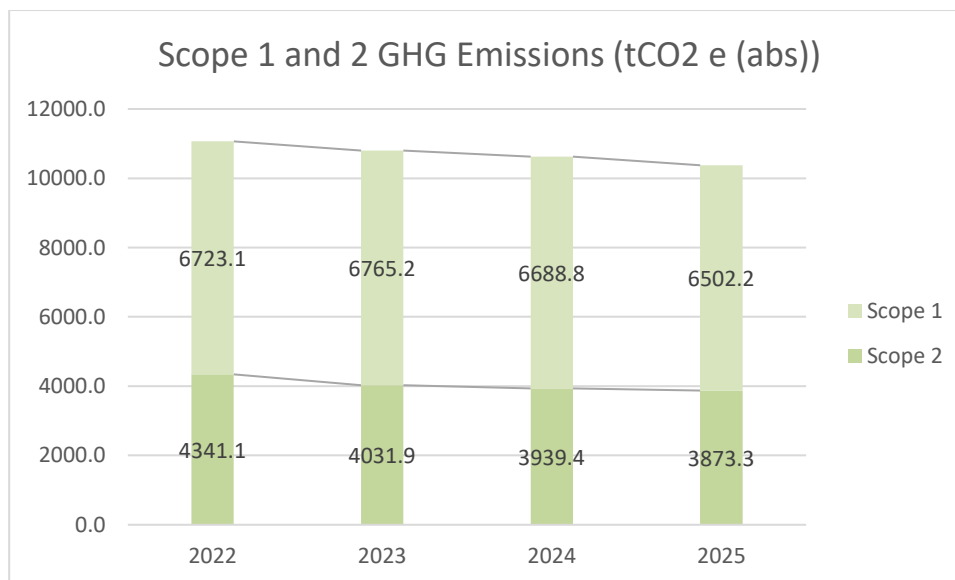
Packaging End of Life per each packaging elements (t) - 2025



As a confirmation of the company's commitment to sustainable business and a responsible attitude towards the environment, "Zdravlje " AD is the holder of the Certificate of Contribution to Sustainability through Engagement in Packaging Waste Management in 2024 during 2025. Through operational participation to reach national targets for recycling and reuse of packaging waste, the company has contributed to the development of the circular economy, which is reflected in the reduction of greenhouse gas (CO₂e) emissions and an increase in the circularity index by 0.34.

"Zdravlje" AD participate in local initiative started by Serbian Chamber of Commerce that develop take-back unused/expired medicals program to mitigate environmental impacts from pharmaceutical products end of life.

Climate Action and Resilience



We minimize our carbon footprint to help fight climate change through different energy saving projects related to energy and process efficiencies, network optimization and starting new projects for renewable electricity generation and sourcing.

As a result of these efforts, we reduced scope 1 and 2 GHG emissions by 2.4 % in 2025 (vs. 2024), with total reduction of 7 % since 2022. These results show our intention to achieve targets reduction of absolute Scope 1 and 2 GHG emissions by 20% between 2024 and 2030 to support efforts to limit the global temperature increase.

Current GHG reduction progress against the target shown that with starting of new solar power plant the company is on track to meet the target.

Calculation is based on ISO 14067 and includes emissions from Scopes 1 and 2, while Scope 3 emissions are not included

* Scope 1 GHG emissions includes emissions of steam and heavy fuel oil,

* Scope 2 GHG emissions include electricity emissions

* Sources of emission factors: - Rulebook on conversion factors of final energy into primary energy and carbon dioxide emission factors

* Presented emissions are not verified by third parties according to ISO 14034

GHG monitoring accounts for all GHG emission sources and activities within the organizational boundaries of the company. The production facility in Leskovac report GHG emissions data to the monitoring system, on the monthly basis by tracking of Heavy fuel oil consumption (in tonnes) in owned steam boiler room, kWh of steam produced (Scope 1) and by tracking of kWh of purchased electricity (Scope 2). Leased Office in Belgrade does not track consumed electrical energy, but it is not a significant exclusion.

Annual consumption of heavy fuel oil in 2025 was 1,329,306 kg

Annual electricity consumption in 2025. was 8,209,826.40 kWh

Our next targets will be:

- Verification of our GHG emissions by third parties according to recognized standards
- Increase engagement in climate issues with key suppliers throughout our value chain (Scope 3 GHG emission)

In the context of the fight against climate change and the transition to sustainable business models, „Zdravlje“AD is committed to improving its energy efficiency through constant improvements and investments in more efficient technologies and the decarbonization of its operations and production processes, by switching to alternative and renewable energy sources. Our goal is to reduce our ecological footprint and develop our business as an energy efficient and environmentally responsible company.

Decarbonization Roadmap

The analysis of the life cycle of the product showed that a large part of the carbon footprint of the Zdravlje AD products comes from the use of fossil fuels to obtain heat and electricity during the production process as well as from the transport sector. Based on these findings, Zdravlje AD plans to take appropriate steps to reduce emissions.

Increasing Renewable Electricity

To achieve our goal that part of electricity comes from renewable sources we have started jointly projects with partner „Resalta“ on installation solar power plant sourced electricity to reduce carbon emissions and increase financial savings. Two solar power plants with aggregate installed power of 2, 3 MW on facilities and land owned will be installed on Leskovac site.

So far, we have not used renewable energy, but by starting the project mentioned above we will do it.

Gasification project

Implementation of a gasification project to transition the boiler room to natural gas, reducing reliance on fossil fuels. The reduction of CO₂ will be 2. 114 tons per annum.

Sustainability & Infrastructure Progress

„Zdravlje“ AD is in advance stage of project implementation for two significant green and energy-saving projects in the renewable energy sector showcasing our commitments to ESG and reduction of our Carbon footprint. We are doing these projects in collaboration with a reputed and ESG contractor – Resalta (leading ESG contractor in this region of Europe). These initiatives include the installation of a 2.3 MW rooftop and ground-mounted solar power plant, and switching to cleaner natural gas fuel for our boilers (from current Heavy Fuel Oil). The benefits of solar power are expected to start in Q3 2026. Once operational, the company will generate approximately 25% of its energy needs from solar power. Our solar power plant installation was completed across rooftops and ground areas, with grid connection and final permitting in progress (Photos below).

The expected savings in total electricity consumption will amount to 25-28% on an annual basis, which contributes to significant financial savings Reducing our carbon footprint will amount to about 1800 tons of CO₂

The gasification project is currently in the design phase, with completion planned by the end of 2026. New gas boiler will be with a capacity of 10 t/h steam. Expected significant environmental and financial benefits due to the change of energy source: gas fuel oil.



Building Climate Resilience

In 2025, we enhanced our Loss Prevention Program to improve our site protection from climate risk, conducted physical climate risk scenario assessments and prepared Plan for reactions . Both documnts are approved by local authorities.

**ПРОЦЕНА РИЗИКА ОД
КАТАСТРОФА**



**ФАРМАЦЕУТСКО - ХЕМИЈСКА
ИНДУСТРИЈА ЗДРАВЉЕ АД
ЛЕСКОВАЦ**

[Signatures]
„Здравље АД, Лесковац“ „Securities Services“ д.о.о Београд

**ПЛАН
ЗАШТИТЕ И СПАСАВАЊА**



**ФАРМАЦЕУТСКО - ХЕМИЈСКА
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Emergency preparedness and response drill

In cooperation with local team for reaction in emergency situation we conducted annual emergency drill and tested our emergency preparedness and response procedure, this time in case of chemical spillage .



Pharmaceuticals in the Environment and impact on Biodiversity

Awareness of the preservation of the natural environment and biodiversity is rooted in „Zdravlje“’s operational and production processes, as our production location in Leskovac is located in citizens zone, developed in the middle of the last century.

We are aware that pharmaceutical-containing effluent puts biodiversity at risk, impacting ecosystems and nature. Our site complies with emission and effluent-related regulatory and permit requirements, conditions and limits, and we take a risk-based approach to prevent and control active pharmaceutical ingredients (APIs) in our facilities’ wastewater. It was described in our local SOP-EHS-000028/2.0 Water conservation and management, and our EHS&S Manual.

We also implemented a wastewater discharge assessment calculator tool that enables assess API discharge levels according to the site's product portfolio and for any new product introductions.

„Zdravlje“ AD does not produce final products that use priority APIs, including endocrine disruptors, antibiotics and cytotoxic agents.

Water permits were issued for Zdravlje AD confirming compliance with national and international standards for water resources management. These permits allow us to use water from municipal water supplying system, with strict monitoring and control of water quality and environmental impact. Our wastewater effluents in municipal Wastewater Treatment Plant after local neutralization in own equalization pool. We conduct regular monitoring of wastewater and underground water.

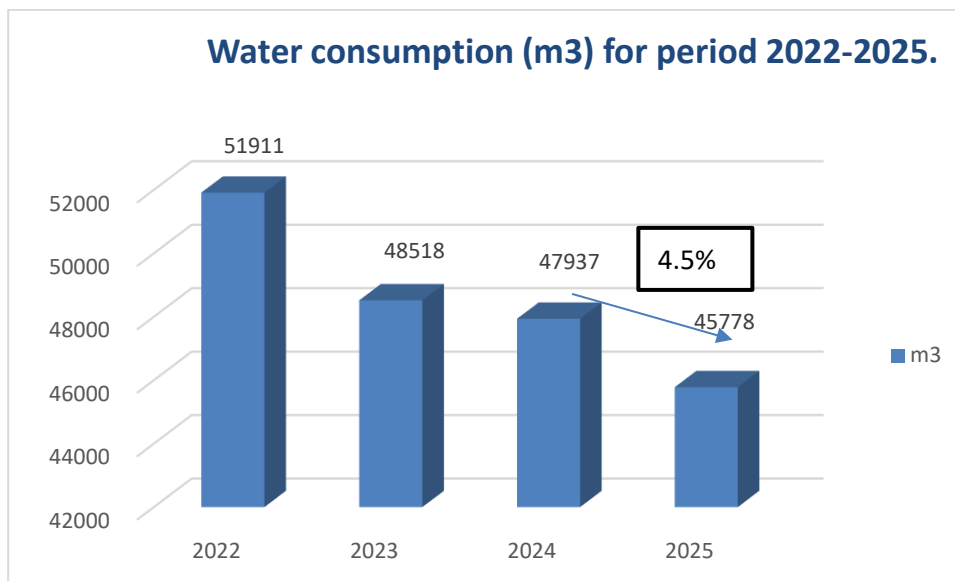
In 2025 we have started with new project for Sewage system for collection of atmospheric water and separation from grease, oil and fuel . Design documentation preparation is going to include project for system for rainwater collection from maneuver areas (plateaus and parking lots) that represent potentially polluted atmospheric water and drain it to grease and oil separators.

These activities reflect our efforts to mitigate the impact of products and other “Zdravlje” operational activities on the environment, including biodiversity.

Responsible Use of Natural Resources

Water Resources Management

Environmental, Health and Safety Management System (EHSMS) sets out „Zdravlje“ AD approach to water conservation and management across our operations that was described in local SOP-EHS-000028/2.0 Water conservation and management. “Zdravlje” AD is supplied with water from Municipal Water supplying system and does not have own water sources.



In 2025, we reduced our total water withdrawal by 4,5% (vs. 2024), what is in line with our annual and exceeding long term target (5% reduction by 2030) .

In 2025 total water consumption reduction is 11.8 % vs 2022.

Being effective stewards of the environment is foundational to achieving sustainable organization. Systematic risk mitigation and resource conservation are our responsibility, including use of water supplies in our business and the community where we operate. Our EHSMS requires that the site evaluates water conservation opportunities.

Water saving project

Due to specific pharmaceutical production requirements there is not possibilities for water recycle and reuse (water and wastewater (treated or untreated) that has been used more than once before being discharged from the undertaking's boundary, so that water demand is reduced).

Zdravlje small contribution was an example of project for water savings by renewal of local waterpiping system with aim to prevent undetectable spillage This is a small contribution to preserve our resources.



Our site is in areas projected to be in water stress, so we have started with a few projects for water conservation, (firefaithing water hydrants network renuwal, to reduce water consumption, etc)

Water stress has been determined using [WRI Aqueduct Water Risk Atlas](#) tool (2024)

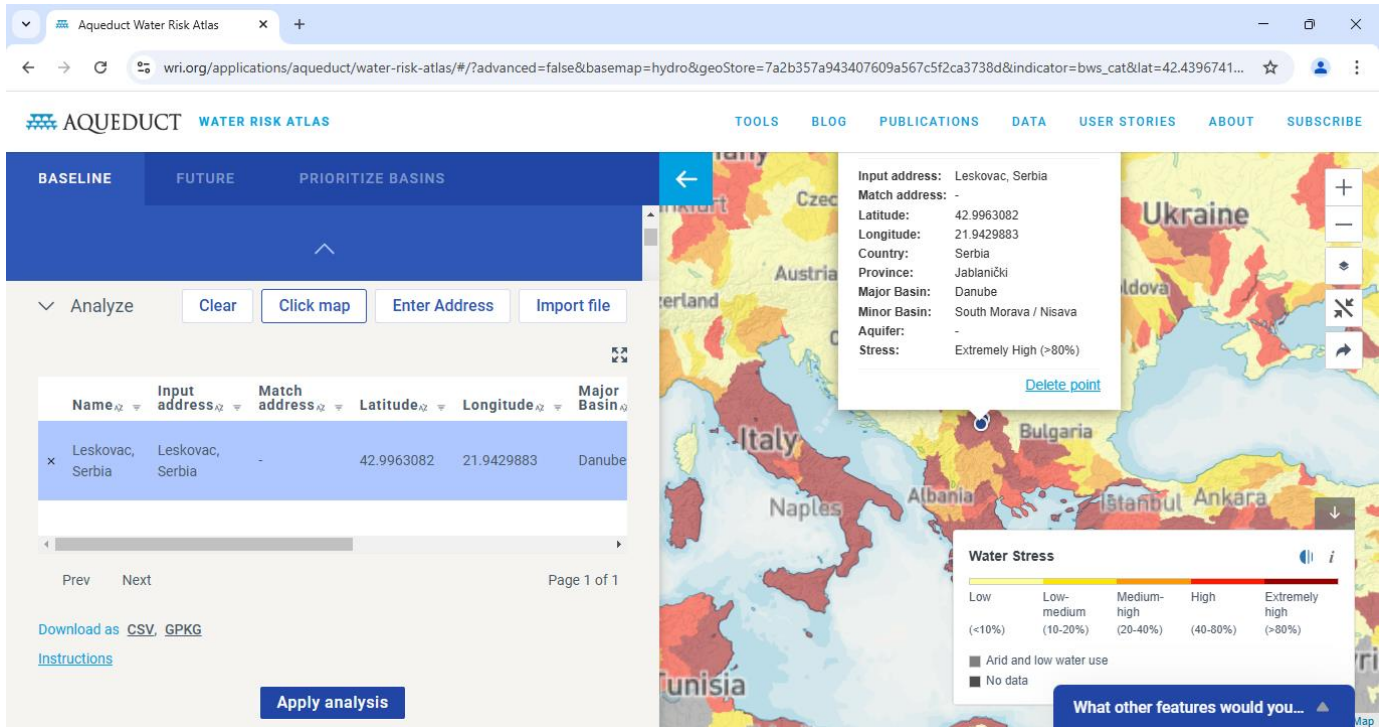
- 2024 – ‘Overall Water Risk’ indicator
- 2030 – ‘Water Stress’ indicator (Absolute Value and Optimistic)

Water use has been growing globally at more than twice the rate of population increases in the last century, and an increasing number of regions are reaching the limit at which water services can be sustainably delivered. As water scarcity becomes more prevalent, exacerbated by climate change and population growth, competition for limited water resources may result in risk of reliant, affordable and high-quality water supplies needed for “Zdravlje” AD operations. This Risk assessment aims to elevate the awareness of the ‘water risk’ at site currently or projected to be at ‘high’ or ‘extremely high’ water stress by 2030, by:

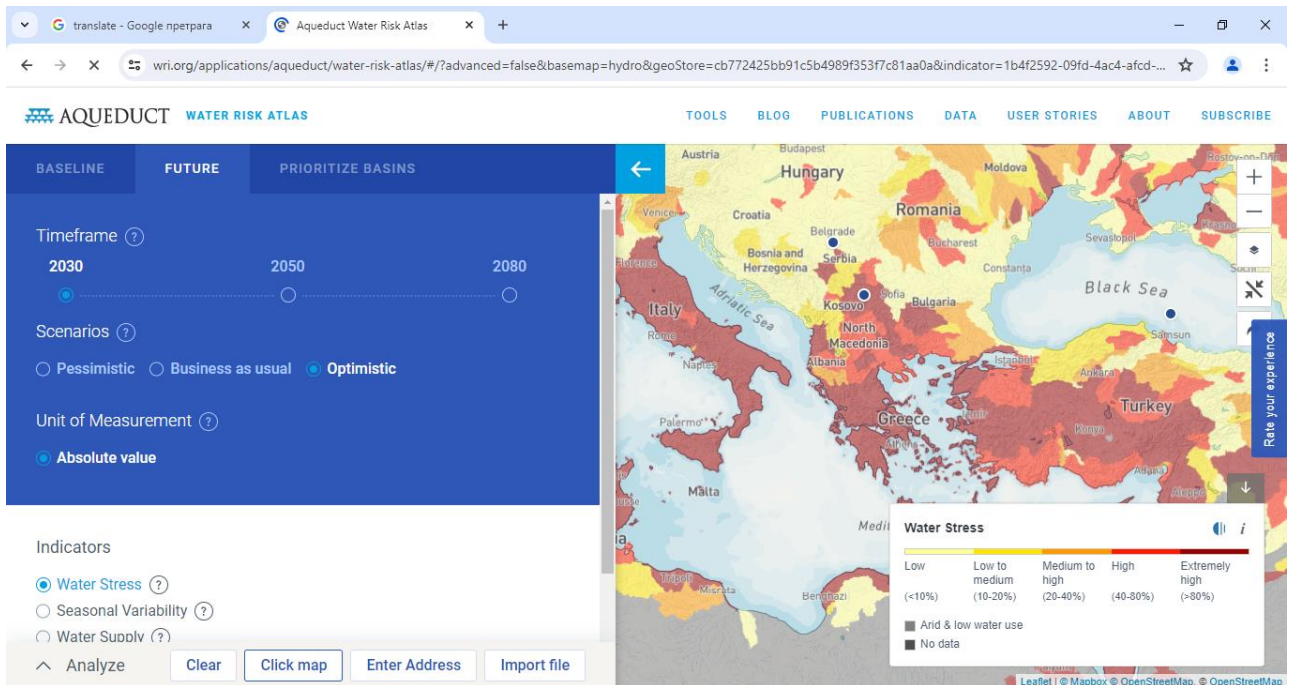
- 1) Requiring sites to have a detailed understanding of water withdrawals, consumption and discharges by performing a baseline ‘Water Balance’.
- 2) Identifying potential water conservation/recycling opportunities.

By Identification of site’s designated as currently (2024) or projected to be at *High* or *Extremely High* ‘Water Stress’ by 2030_ Zdravlje AD Leskovac is in areas of extremely high-water stress by 2030

Zdravlje is located in area with Overall Water Risk : High (3-4)



Zdravlje is located in areas projected to be in areas of extremely high water stress by 2030



Employee awareness

As part of our continued efforts to support ESG culture and raise awareness of our environmental actions, commitments and progress among employees we celebrated EHS&S Week. This week started on 28th April that is national H&S day and includes different activities on promotion employees health, safety and well-being. This year we emphasize importance of industrial hygiene and monitoring and focused on:

- Quantitative risk assessment of APIs in the working environment
- Training about chemicals hazards in the workplace

Continual education of employees that are members of Sustainability team or members of EHS Committee was regularly continued in 2025 .



Occupational Health and Safety

Zdravlje's imperative is to provide every employee, contractors and visitors with a safe and healthy workplace. By providing a healthy working environment, excellent results are achieved in the field of product and service safety, employee satisfaction and productivity. With the absolute support of the management, as well as constant advice, guidance and follow-up by the OHS (Occupational Health and Safety) and FP (fire protection) managers at the company level, the professionals at the locations achieve significant improvements in the prevention of incidents and work-related injuries or work-related illnesses. Through daily visits and conversations with direct managers and employees, the necessary flow of information is enabled and significant results are achieved.

Given the significance and importance of workplace safety and employee health, the company has been developing clear mechanisms and systems to prevent potential negative impacts from the beginning by comprehensive Risk assessment proces at each workplace for each task. Risk Assessment documentation included descriptions of the technological process and the work process, a description of the means of work, means and equipment for the personal protection of employees at the workplace, as well as regular training and medical examinations of employees. The results of the Risk assessment process and identified significant risks to health and safety are taken into account in the setting of objectives and targets, the planning of measures, and the definition of programmes for the achievement of environmental, health and safety goals.

The Critical Health and Safety Risks

The critical H&S risks identified through Risk Assessment process are shown on the poster below and "Zdravlje continually works on implementation of measures to improve workplace safety, by controlling the hazards and reducing risks










Employees participation, consultation, and communication on occupational health and safety

Employee participation in the occupational health and safety system at Zdravlje AD is realized in several ways:

- through the line manager
- through the two Advisors for occupational health and safety
- through its representatives in the Occupational Health and Safety Committee



Za sva pitanja, predloge i podršku, obratite se izabranim članovima Odbora za bezbednost i zdravlje na radu – tu smo da pomognemo!

 Nebojša Bugarović - Predsednik Odbora, član odbora, predstavnik zaposlenih za pitanja SZP u Prevljavici, Sektoru održavanja i Sektoru terena proizvodnje <small>nebojsa.bugarovic@zdravlje.co.rs</small>	 Nikola Stajić - Tehnički QA u procesu proizvodnje i pakovanja, član odbora, predstavnik zaposlenih za pitanja SZP - Biskupski Posavac <small>nikola.stajic@zdravlje.co.rs</small>
 Dušica Bekić Bugarović - Odgovorna osoba za bezbednost, član odbora, predstavnik zaposlenih za pitanja SZP u Sektoru kvaliteta (Laboratorija, Sektoru vanlinije laboratorije) <small>dušica.bekicbugarovic@zdravlje.co.rs</small>	
 Ljiljana Karapandžić - Suprotnar dokumentacije sistema kvaliteta, član odbora, predstavnik zaposlenih za pitanja SZP - Glavna agencija, zaposleni ostalih sektora u Ljiljaninim agencijama <small>ljiljana.karapandzic@zdravlje.co.rs</small>	 Nevena Mijatović - IT&A/Communications Business Partner, član odbora, predstavnik zaposlenih za pitanja SZP - Područje Beograd <small>nevena.mijatovic@zdravlje.co.rs</small>
 Biljana Bil - Posavac za bezbednost i zdravlje na radu, član odbora, predstavnik SZP-a za pitanja SZP <small>biljana.bil@zdravlje.co.rs</small>	 Marko S. Marković - Linijski voditelj, predstavnik SZP-a za pitanja SZP <small>marko.markovic@zdravlje.co.rs</small>

Occupational Health and Safety Committee roles are :

- Monitoring the state of occupational health and safety
- Proposing measures on all issues related to occupational health and safety
- Participation in the adoption of acts and plans related H&S
- Communicating all information about risks, inspections and injuries at work
- Cooperation with the employer on all issues of occupational health and safety, including remarks, suggestions and grievances from employees.

Good observation programe

Throughout 2025, employees continued to be engaged with their local EHS&S observation reporting systems and actively contributed to health and safety in the workplace. The process provides a strong link between day-to-day work and organizational learning, offering an accessible and effective mechanism to report and address hazards, risks, ideas and recommendations. In 2025, employees exceeded our internal targets, raising 190 observations with a 85% closure rate (against a target of above 80%).

Contributing to Employee Well-being

Our policies and local initiatives help to reduce stress and promote a healthy work–life balance for our employees. In September 2025, we celebrated Well-being Month, with a focus on Preventative Health. We hosted a global webinar for employees on Taking Charge of Your Long Term Health, with activities and educational events to support them. We have identified four focus areas: know

your numbers, schedule screenings, reduce risk through lifestyle changes and make small choices for big impact.

Another Serbia Business Run was held in September 2025, and this year we are proud to have had a large number of runners from "Zdravlje" who contributed to active participation with their great energy, sportsmanship and team unity.

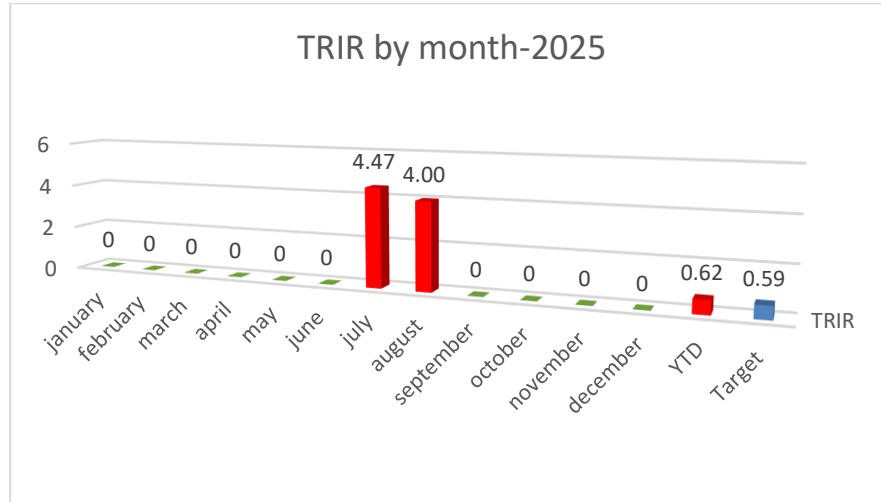
Our team ran 5 km this year in recognizable T-shirts with the slogan "I run for Health", spreading positive energy and support on the track.



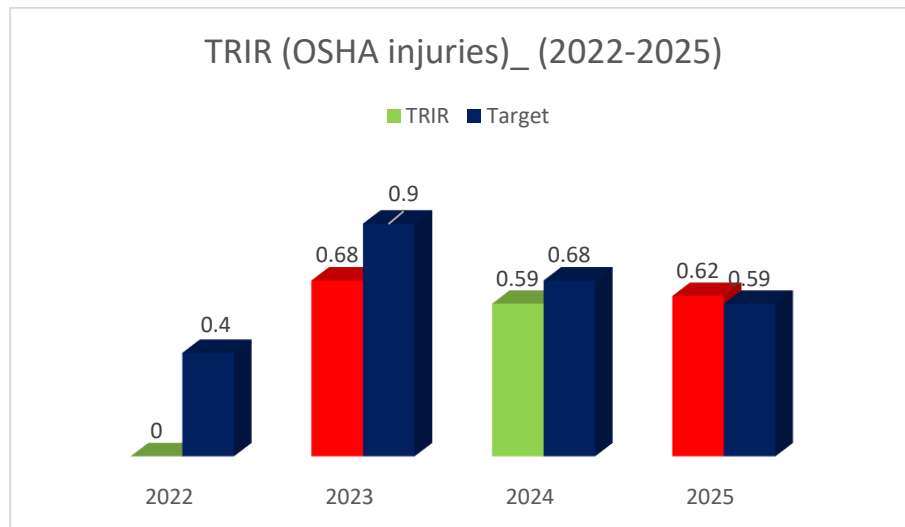
Results of incident investigations, and related analyses of significant trends

In 2025, there were two incidents at work, both was classified as minor.

Graphical representation of Total Recordable Incident Rate (OSHA injuries) by month as follow:



The trend of reported injuries at work in the period 2022-2025 is shown in the graph below.



- July 24: LWD case _An employee strained muscle in his right forearm
- August 11: LWD case _ An employee injured his right foot by twisting his leg
- Two accidents – Journey to/from work – Not recordable
- November 2nd : - First Aid Case - not recordable _ An electrician hit his head on the edge in a technical area
- 2 Near missis:
 - Falling plasterboard from the ceiling in the laboratory
 - Acetilen spillage on AAS in labs and small fire

Total lost work days : 57 days for both incidents.

EHS LESSONS LEARNED – LWD case

Problem Statement

Who?	Mechanical Maintenance Technician - 1
What?	An employee strained a muscle in his right forearm
Where?	Technical area of the Entacapone production facility
When?	Thursday, July 24, 2025 at 9:00 AM
Why?	While descending the ladder, the employee slipped and instinctively tried to hold himself with his hand, causing a sudden stretch of the right forearm.
How?	While performing maintenance work in the technical area of the Entacapone production facility, the employee was descending a ladder. During the descent, he slipped (due to an improper step or a slippery surface), lost balance, and suddenly placed his body weight on his right arm. In an attempt to prevent a fall, this resulted in an excessive stretch of the right forearm muscles, causing the injury.

Root Cause:

1.1.4 Inattention Lack of Awareness/ Inattention to footing and surroundings

Lessons learned to be shared:

Good workplace housekeeping with regular removal of excess materials that can cause slip /tripping/ and falling injury.

CAPAs:

- **Clean and inspect the ladders in the technical area** – remove any slippery substances and other potential slip hazards.
- One page Lesson training for employees with the topic: Regular inspection and keeping the workplace organized. Remove any excess material that may pose a hazard to movement.

Photos



EHS LESSONS LEARNED – LWD case

Problem Statement

Who?	QA technician in the production and packaging process
What?	An employee injured his right foot by twisting his leg. According to the attached medical documentation, it is about twisting and stretching the ligaments. The doctor suggested a few days of rest
Where?	Concrete plateau near the smoking area, next to the OSD building
When?	Monday, 11 August 2025; 09:00 h
Why?	The injury occurred due to the twisting of the employee's foot due to unevenness on the concrete plateau near the smoking area (photo)
How?	At the end of the breakfast break, the employee walked towards the smoking area. He encountered a bump on a concrete plateau and twisted his leg. The concrete plateau in front of the smoking area is damaged, with scattered benches that employees are taking outside. The benches are designed for indoor space.

CAPAs:

- Put the benches back in place, inside the building.
- Repair of the plateau at the smoking area next to the OSD
- One page Lesson training for employees with an emphasis on the importance of reporting good observations and any unsafe activity and unsafe conditions on the workplace.

Photos



Root Cause:

1.1.4 Inattention Lack of Awareness/ Inattention to footing and surroundings

Lesson learned:
Reporting by employees of any unsafe activity or unsafe conditions in the work environment through good observations. Report to EHS, your supervisor or security service.

Patient/Customer Health and Safety

We build relationships with our customers and utilize questionnaires, surveys and audits to better understand our customers' needs, supporting us in working together to improve patient outcomes.

Our „Zdravlje“ AD team participate in audits and answering to questionnaires that includes ESG questions.

We are preparing a Safety Data Sheet about our products for our clients, as well.

Internal SOP-QP-000004/7.0 Recall, cover a procedure in case that marketed product can be withdrawn from the market if it shows that it does not meet the quality requirements or potentially poses a risk to the patient.

In 2025 . there was not recall of any „Zdravlje“ products.

Long-term Quantitative targets

Category	Sub Category	Long-Term Quantitative Targets	Progress	Status
Climate Action and Resilience	Decarbonization	Reduce Zdravlje's absolute Scope 1 and 2 GHG emissions by 20% between 2024 and 2030 to support effort to limit the global temperature increase	Reduction 2.4% annually 2025 vs 2024	In progress
		Verification of our GHG emissions by third parties according to recognized standards	not started	New target
		Engagement on climate issues with key suppliers throughout our value chain (Scope 3 GHG emission)	not started	New target
Climate Action and Resilience	Energy	Increase energy efficiency by 10% and increase the total proportion of energy purchased or generated from renewable sources to 20% between 2024 and 2030	Project for gasification- replacing Have Fuel Oil with natural gas_ in the design phase, with completion planned by the end of 2026 Solar panel project - grid connection and final permitting in progress	In progress
Responsible Use of Natural Resources	Water	Reduce total water withdrawal by 5% between 2024 and 2030 in production site (Leskovac) that is in areas projected to be in water stress by 2030	Reduction 4.5% in 2025 vs 2024,	In progress
	Packaging Waste	1% reduction in packaging waste generated annually	Reduction 23% in 2025 vs 2024	In progress
Pharmaceutical in the Environment	Active Pharmaceutical Ingredients (APIs)	Implementation a wastewater discharge assessment calculator tool that enables assess API discharge for 90% of site's product portfolio by 2030	Still no started due to changing in portfolio	New target
Waste management and effluents	Recycling	Increase the proportion of recycled and responsibly sourced materials by 10% between 2024 and 2030	3% increasing proportion of recycled vs landfilled non hazardous waste in 2025 vs 2024	In progress
Occupational Health and Safety	Incident rate	Reduce TRIR comparing with previous year (TRIR 0.59) straving to Zero incidents	TRIR 0.62 in 2025 vs target TRIR 0.59 . The same number of incidents but severity was reduced	In progress

GRI index

Statement of use: Previous mentioned topics was reported with reference to GRI Standards

302 Energy

302-1 Energy consumption within the organization

302-3 Energy intensity

303 Water

303-1 Interactions with water as a shared resource

303-2 Management of water discharge-related impacts

303-3 Water withdrawal

303-4 Water discharge

303-5 Water consumption

304 Biodiversity

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

304-3 Habitats protected or restored

305 Emissions

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions –

305-4 GHG emissions intensity

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

306 Waste management

306-1 Waste generation and significant waste-related impacts

306-2 Management of significant waste-related impacts

306-3 Waste generated

306-4 Waste diverted from disposal

306-5 Waste directed to disposal

403 Occupational health and safety

403-1 Occupational health and safety management system

403-2 Hazard identification, risk assessment, and incident investigation

403-3 Occupational health services

403-4 Worker participation, consultation, and communication on occupational health and safety

403-5 Worker training on occupational health and safety

403-6 Promotion of worker health

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

403-8 Workers covered by an occupational health and safety management system

403-9 Work-related injuries

416 Customer health and safety

416-1 Assessment of the health and safety impacts of product and service categories

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