



**FRONTIER**  
B I O P H A R M A

# Labor and Human Rights Report 2026

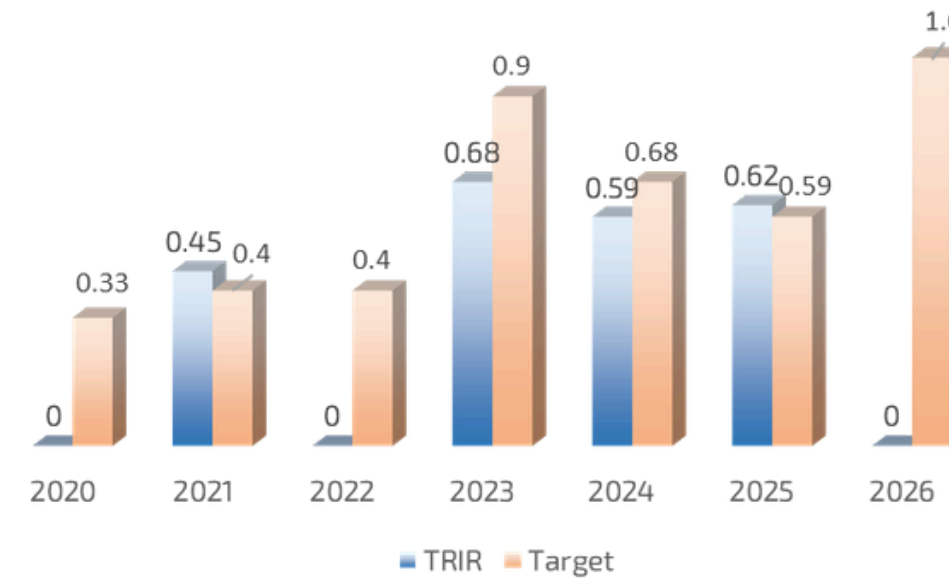
 **ZDRAVLJE**  
A FRONTIER BIOPHARMA COMPANY

# EMPLOYEE HEALTH & SAFETY

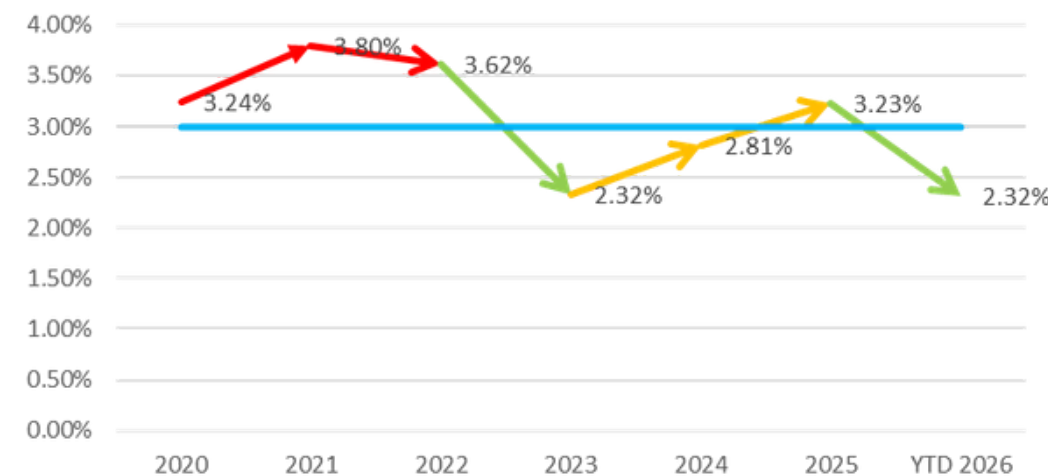
## YTD 2026

- **282 Days without recordable incidents**
- **100% Employees Aware/Trained in:**
  - EHS&S Policy and relevant SOPs
  - Code of Conduct and Anticorruption
  - Diversity, Discrimination & Harassment
  - Child Labor, Forced Labor & Human Trafficking
- **100% Employees in Social Dialogue**
  - Collective Labor Agreement
  - Collective H&S Agreement
- **2025 Employee Survey**
  - **68,4%** Participation Rate
  - **2026 Goal:** 70% Participation Rate
  - **Action Plan** In place; Activities ongoing

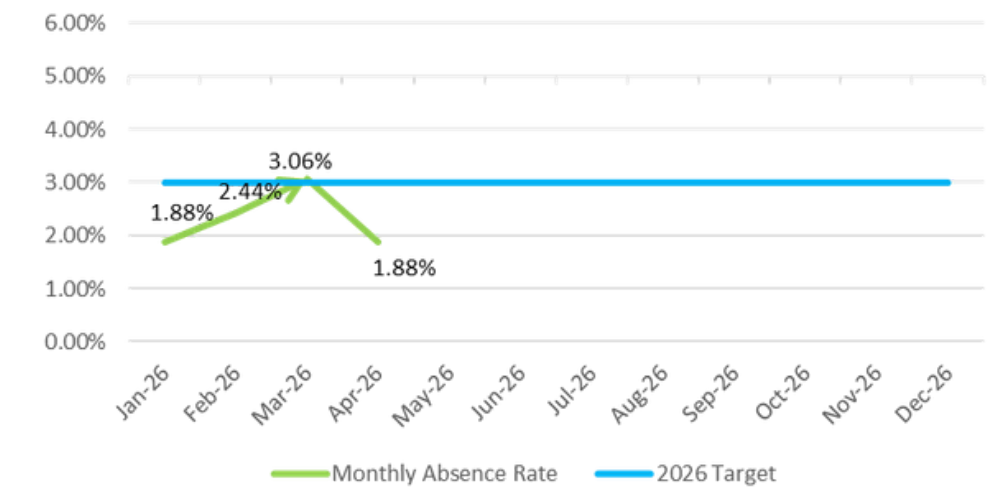
TRIR (OSHA Injuries Trend) 2020-2026

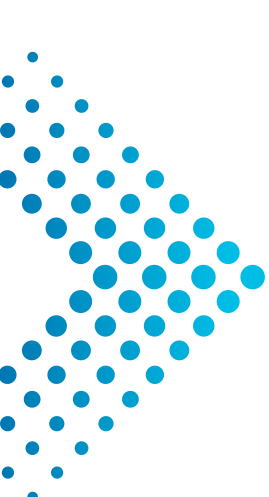


Zdravlje Annual Avg Absenteeism Trend 2020-YTD2026



Zdravlje YTD 2026 Average Absence Rate

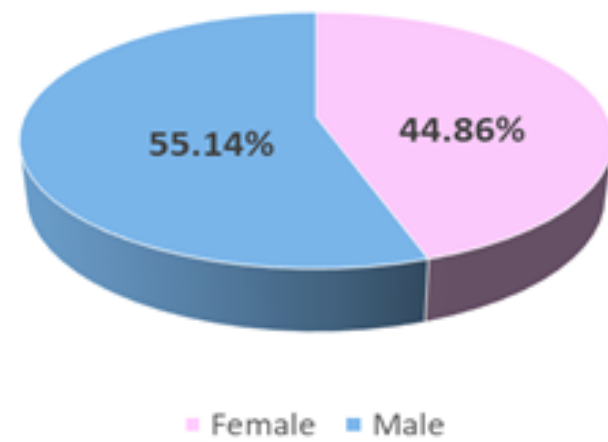




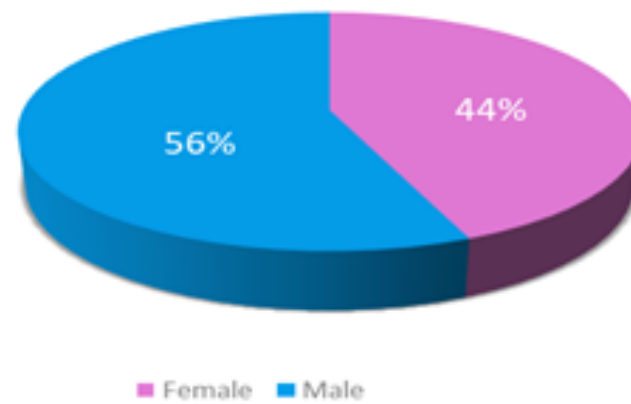
# EMPLOYEE HEALTH & SAFETY

## Gender Structure Development

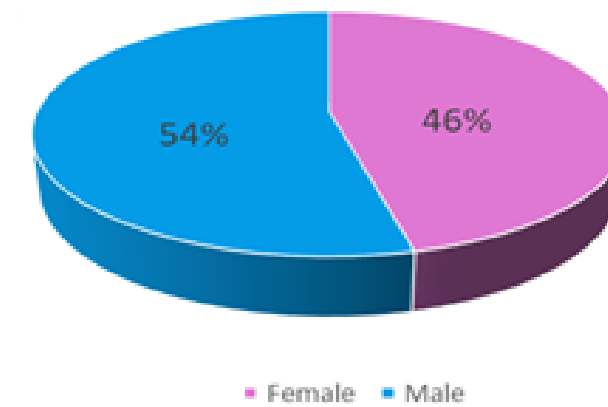
Our Team's Gender Structure - 2023



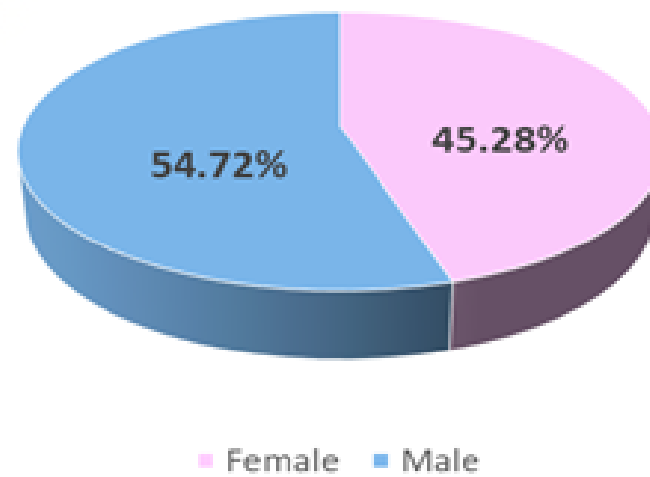
Our Team's Gender Structure - 2025



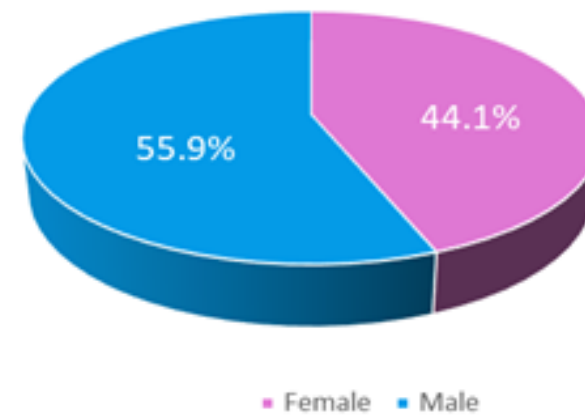
Zdravlje Top Management Gender Structure 2025



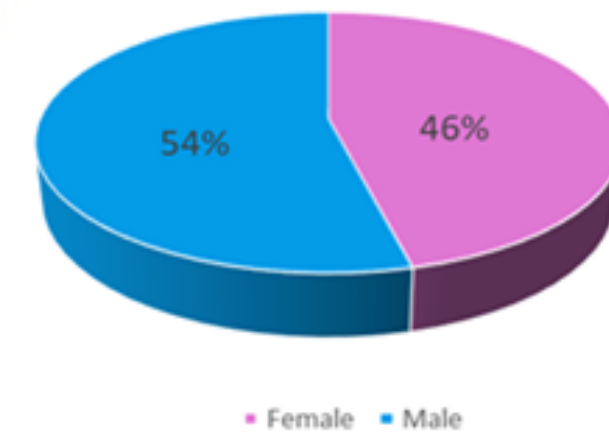
Our Team's Gender Structure - 2024

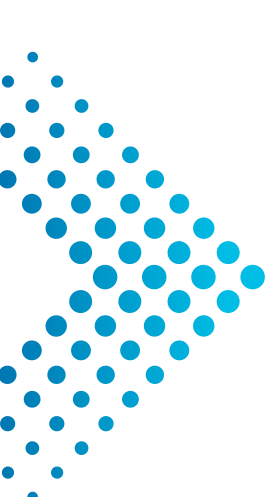


Our Team's Gender Structure - YTD May 2026



Zdravlje Top Management Gender Structure Q2 2026

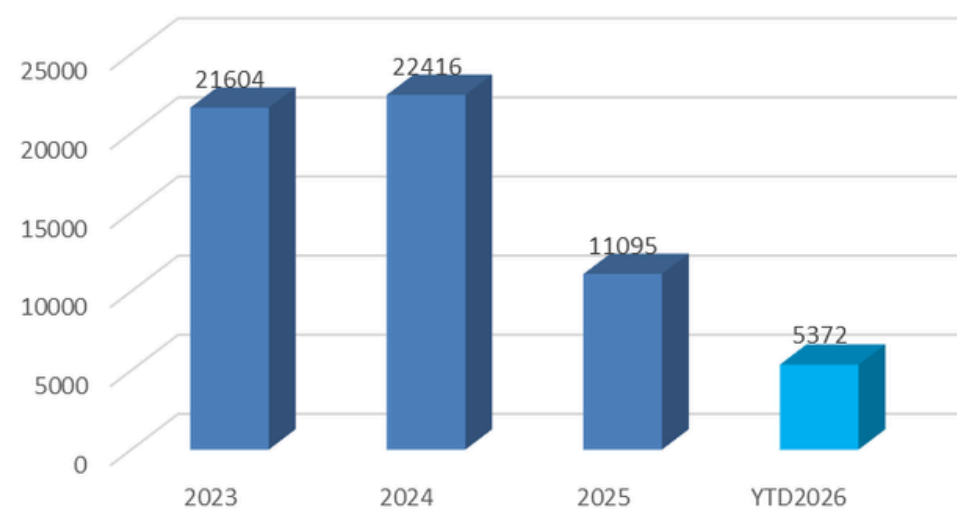




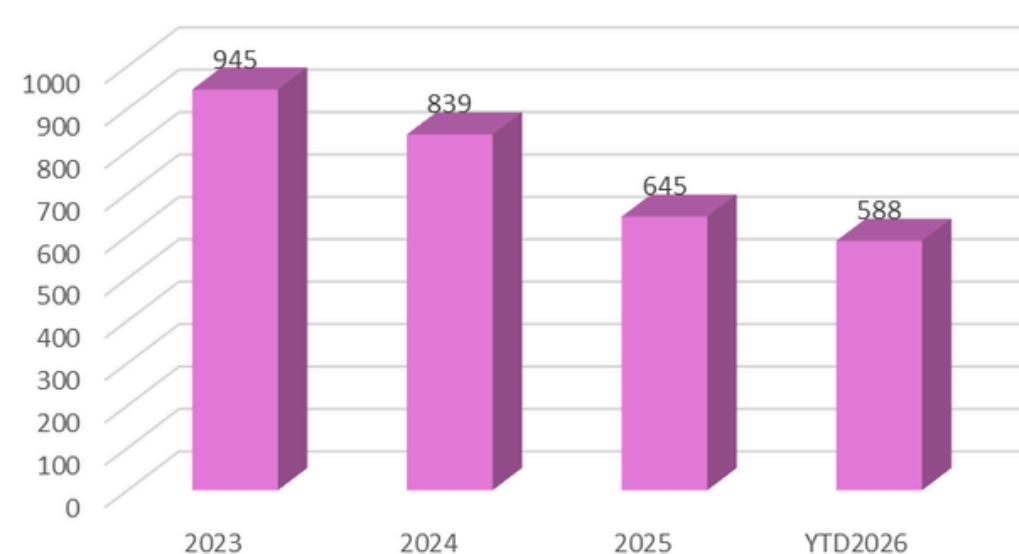
# EMPLOYEE HEALTH & SAFETY

## Our Team's GxP Training Development

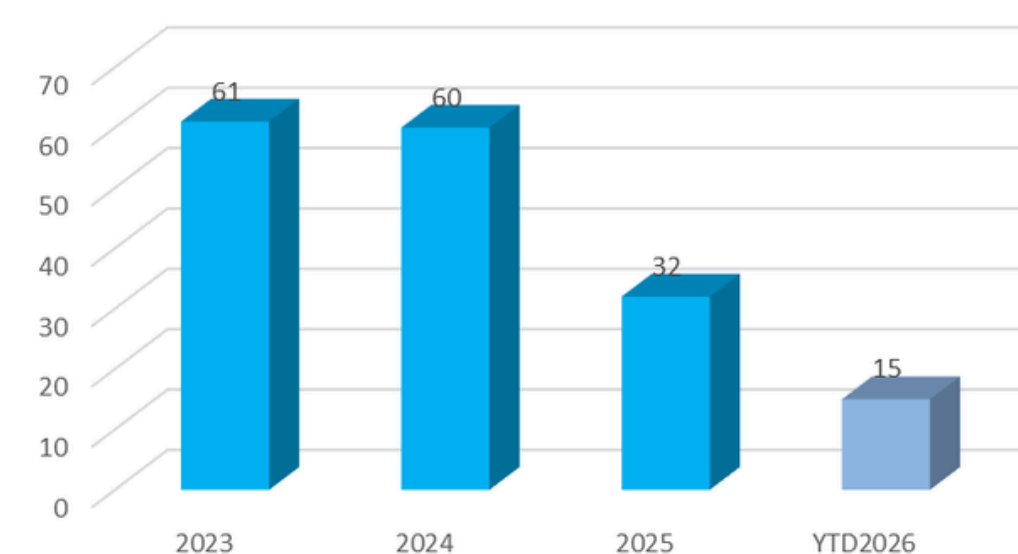
Total Number of Training Sessions



Number of Different Trainings

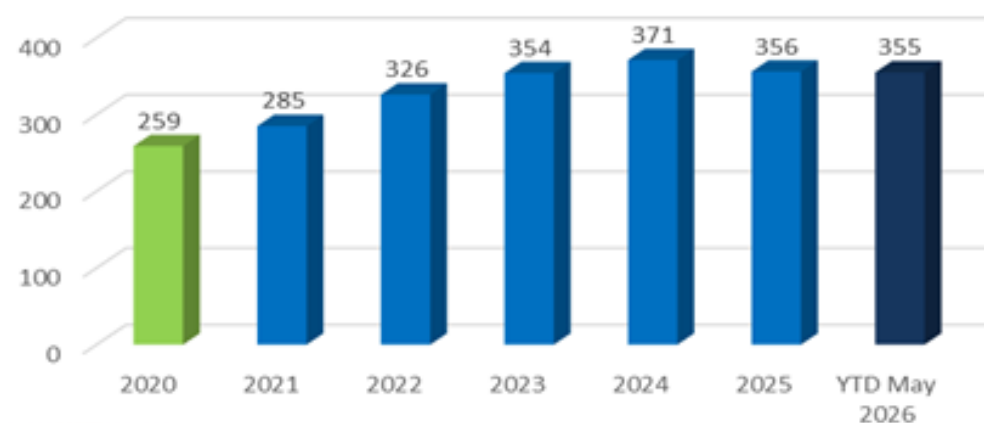


Average Number of Trainings per Employee

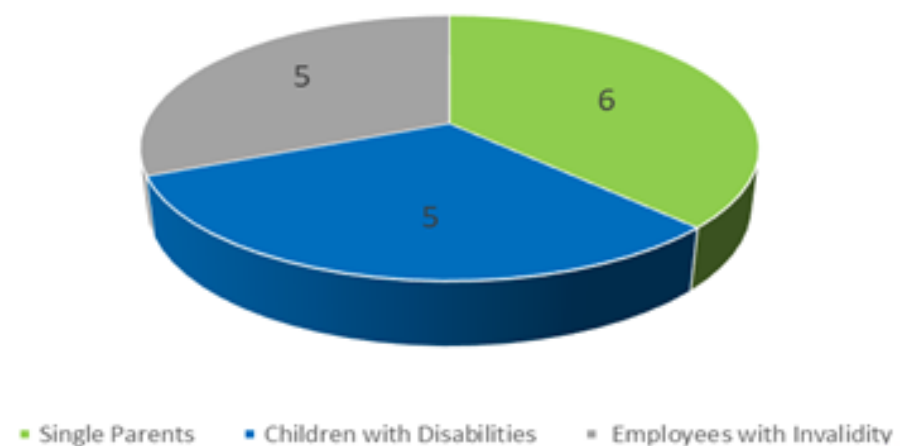


## Employee Headcount & Inclusion

Our Team's Growth  
2020 - YTD May 2026



Vulnerable Population of Employees Q2 2026



# AVERAGE SALARY AND MACROECONOMIC DATA 2021-2026

4 YEARS OVERVIEW IN RSD CURRENCY (NET)	2021	2022	2023	2024	2025	Q1 2026
Average salary in Serbia	65,844	74,913	85,994	98,143	109,462	117,278
% average base salary increase	9.63%	13.77%	14.79%	14.13%	11.53%	7.14%
Minimum wage in Serbia	32,007	35,012	40,020	47,154	53,386	65,296
% minimum wage increase	6.61%	9.39%	14.30%	17.83%	13.22%	22.31%
Average salary Zdravlje*	86,437	92,107	93,108	105,626	114,664	118,579
% base salary increase	3.53%	6.56%	1.09%	13.44%	8.56%	3.41%
GDP Rate	7.40%	2.30%	3.80%	3.90%	2.00%	2.8%**
Consumer Price Index	7.90%	15.10%	7.60%	4.60%	3.80%	2.6%***
Unemployment Rate	11.00%	8.90%	9.10%	8.60%	8.70%	8.90%
Inflation Rate	4.10%	12.00%	12.10%	4.60%	3.80%	3%**

\* w/o management, including seniority, holiday and meal allowance"

\*\*Nacional bank of Serbia

\*\*\* Republic statistic agency

# KPIs track

HR KPIs	2022 Target	2022 Score	2023 Target	2023 Score	2024 Target	2024 Score	2025 Target	2025 Score	2026 Target	2026 YTD May Score
New hires	25	26	40	41	22	15	15	13	5	4
Turnover	3%	3%	3%	6%	3%	1%	3%	2.31%	3%	0.28%
Absentism	3%	5%	3%	2%	3%	3%	3%	3,23%	3%	2.46%
Training budget (in EUR)	25k EUR	31k EUR	49k EUR	40k EUR	75K EUR	25k EUR	25k EUR	24K EUR	15k EUR	6K
Career Progression/Promotion	2%	2%	3%	3%	4%	4%	10%	11.2%	4%	5.1%
Employee voluntary pension fund	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Private Health Insurance (benefit) – increase eligibility by 10% annually	5%	10%	15%	13%	25%	28%	30%	29.6%	32%	30.3%
Gender Equality	44%	43%	45%	45%	46%	46%	46%	43.8%	46%	44.5%
Female/Total HC)										
Gender Equality Top Management	44%	33%	45%	38%	46%	38.50%	46%	40%	46%	46%
Annual Employee Survey Engagement Rate					65%	67.31%	80%	68.4%	70%	Planned for Q3
Employees in Social Dialogue	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
TRIR (OHS&A Injuries)	0.4	0	0.9	0.68	0.68	0.59	0.59	0	1.0	0